

SESHADRI RAO UDLAVALLERU ENGINEERING COLLEGE

(An Autonomous Institute with Permanent Affiliation to JNTUK, Kakinada) Seshadri Rao Knowledge Village, GUDLAVALLERU-521 356, Krishna District, A.P., India

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

Accredited by NAAC

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PLACEMENT CELL ANNUAL REPORT

A.Y:2017-18

| S.No. | Student Roll No. | Name of Student Placed | Program graduated from | Name of the employer | A.Y:2017-18 Pay package at appointment (in Lakhs per annum) |
|-------|---------------------|---------------------------|------------------------------|---|--|
| 1 | 14481A0102 | Akram Khan | B.Tech-CE | Ikraft, Bangalore | 2.8 |
| 2 | 14481A0103 | Allu Raju Manikanta | B.Tech-CE | Systra MVA Consultancy Pvt Ltd. H No 37-76-111, PVC House, Datta Sai Nagar, Near Marri chettu, Mangamur Road, Ongole, A.P. | 2.8 |
| 3 | 14481A0104 | Ambati Tirupathi | B.Tech-CE | CISCO Consultancy Plot 11, 1st Floor, Furniture Club Road, Vijayawada | 2.4 |
| 4 | 14481A0105 | Anantha Chandra Sekhar | B.Tech-CE | Kakatiya Constructions Flat No 205, Nizampet Village, kukatpally | 2.2 |
| 5 | 14481A0107 | Ankem Venkata Syam | B.Tech-CE | CISCO Consultancy Plot 11, 1st Floor, Furniture Club Road, Vijayawada | 2.4 |

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|-------|---------------------|-------------------------------|------------------------------|---|---|
| 6 | 14481A0108 | Appari Badari Nadh | B.Tech-CE | Surveyor, Sachivalayam Govt. of AP. | 2.4 |
| 7 | 14481A0110 | Arepalli Rajesh | B.Tech-CE | Welfare and Education Assitant, Sachivalayam Govt. of AP. | 2.4 |
| 8 | 14481A0111 | A Ram Gopal Varma | B.Tech-CE | HR Chambers Outsourcing Pvt Ltd. Bhavyas Srisailam Arcade, DK Rd, ShivBagh, Ameerpet, Hyderabad, Telangana | 2.6 |
| 9 | 14481A0113 | Athukuri Achyuth Kumar | B.Tech-CE | KMV Constructions Corporate Office, 8-3- 948/949, Level 4, Solitare Plaza, Ammerpet, Hyderabad | 2.4 |
| 10 | 14481A0115 | Bagu Saiprasad | B.Tech-CE | Aparna Constructions Pvt Ltd. Hyderabad | 2.6 |
| 11 | 14481A0117 | Bandi Karthika Naga Pavani | B.Tech-CE | Surveyor, Machilipatnam Govt. of AP. | 2.4 |
| 12 | 14481A0118 | Bandi Nihitha Sri | B.Tech-CE | Allsec Technologies Ltd. Vinayaka Complex, 45/7, Residency Rd 1st Cross, above Bank of Baroda (E Dena), Shanthala Nagar, Ashok Nagar, Bengaluru, Karnataka 560025 | 2.8 |

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|-------|---------------------|--|------------------------------|---|---|
| 13 | 14481A0119 | Bankuru Mothilal | B.Tech-CE | KMV Constructions Corporate Office, 8-3- 948/949, Level 4, Solitare Plaza, Ammerpet, Hyderabad | 2.4 |
| 14 | 14481A0122 | Battula Siva Prasad | B.Tech-CE | VRO, Papavinasanam, Ghantasala, Govt. of AP. | 2.4 |
| 15 | 14481A0124 | Boddu Udaya Chandar | B.Tech-CE | Surveyor, Machilipatnam Govt. of AP. | 2.4 |
| 16 | 14481A0125 | Bommanaboyina Naveen | B.Tech-CE | Ward Planning & Secretary, Sachivalayam, Govt. of AP | 2.4 |
| 17 | 14481A0126 | Bupanaboina Venkata Sai Koushik Yadav | B.Tech-CE | Engineering assistant, Yellupalli Govt. of AP. | 2.4 |
| 18 | 14481A0131 | Chenna Lakshmi Manogna | B.Tech-CE | Engineering assistant, Yellupalli Govt. of AP. | 2.4 |
| 19 | 14481A0137 | Damavalam V Sai Charan | B.Tech-CE | Allsec Technologies Ltd. Vinayaka Complex, 45/7, Residency Rd 1st Cross, above Bank of Baroda (E Dena), Shanthala Nagar, Ashok Nagar, Bengaluru, Karnataka 560025 | 2.5 |
| 20 | 14481A0139 | Dasi Ravi Teja | B.Tech-CE | S R K Constructions H No 8-3-985, Plot No 203, Venakteswara Residency Sri Nagar Colony, Hyderabad | 2.4 |

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|-------|---------------------|-----------------------------|------------------------------|---|---|
| 21 | 14481A0142 | Dusanapudi Praveen Kumar | B.Tech-CE | KMV Constructions Corporate Office, 8-3- 948/949, Level 4, Solitare Plaza, Ammerpet, Hyderabad | 2.4 |
| 22 | 14481A0143 | Eamani Vishnuvardhan | B.Tech-CE | Megha Engg. & Infrastructure Ltd S-2, Technocrats Industrial Estate, Rd Number 1, Balanagar, Hyderabad, Telangana 500061 | 2.6 |
| 23 | 14481A0145 | Ede Kusal Kumar | B.Tech-CE | Jayam Engineering & Constructions, 8/82 A THIRUMALAIGIRI NADUKOMBAI, Namakkal Tamil Nadu 637404 | 2.2 |
| 24 | 14481A0146 | Gaddam Manikanta | B.Tech-CE | Jayam Engineering & Constructions, 8/82 A THIRUMALAIGIRI NADUKOMBAI , Namakkal Tamil Nadu 637404 | 2.2 |
| 25 | 14481A0147 | Ganta Dinesh | B.Tech-CE | KENTS No 22, Ground Floor, C Block, City Market, Guntur | 2.5 |
| 26 | 14481A0149 | Gopala Ravi | B.Tech-CE | GBH International Contracting LLC Abhudabi | 2.5 |
| 27 | 14481A0150 | Goriparthi Chintaiah | B.Tech-CE | RVR Projects Pvt. Ltd # 9-16-29, C.B.M Compound, Visakhapatnam – 530 003, Andhra Pradesh, INDIA. | 2.6 |
| 28 | 14481A0151 | Goriparthi Divya Sai | B.Tech-CE | Surveyor, Govt of AP | 2.4 |

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|-------|---------------------|---------------------------|------------------------------|---|---|
| 29 | 14481A0153 | Govada Lalith Chand | B.Tech-CE | Surveyor, Govt of AP | 2.4 |
| 30 | 14481A0154 | Grandhi Maheswari | B.Tech-CE | Ward Amenities & Secretary, Sachivalayam, Govt. of AP | 2.4 |
| 31 | 14481A0156 | Indupalli Vijay | B.Tech-CE | RDB HYD Infrastructure Pvt. Ltd Flat 5028, 4th Floor, Jubliee Hills Hyderabad | 2.5 |
| 32 | 14481A0168 | Kodali Subhash | B.Tech-CE | Surveyor, Govt of AP | 2.4 |
| 33 | 14481A0170 | Kola Durga Rao | B.Tech-CE | KRS Erectors Pvt Ltd Flat 305, Highway Towers, NH 5, Tadepalli. | 2.2 |
| 34 | 14481A0171 | Kollati Umamahesh Babu | B.Tech-CE | GKC Projects Ltd. CII Green Building Lane, HiTech city, Kondapur, HYD | 2.8 |
| 35 | 14481A0176 | K Rama Krishna Reddy | B.Tech-CE | Jayam Engineering & Constructions, 8/82 A THIRUMALAIGIRI NADUKOMBAI , Namakkal Tamil Nadu 637404 | 2.4 |
| 36 | 14481A0179 | Kundeti Ravichandra | B.Tech-CE | Bricks Infratech Sy.No 177 Part, Gopanapally Cross Off. Wipro Circle – Tellapur 100' Road Gopanapally (V) – Serilingampally (M) Hyderabad – Telangana 046 | 2.6 |
| 37 | 14481A0181 | Maddirala Jayasree | B.Tech-CE | Lanarsy Infra Ltd. Above Axis Bank opposite RTTC, Gachibowli, HYD | 2.6 |

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|-------|---------------------|---|------------------------------|---|---|
| 38 | 14481A0189 | Maragani Kiran | B.Tech-CE | Allsec Technologies Ltd. Vinayaka Complex, 45/7, Residency Rd 1st Cross, above Bank of Baroda (E Dena), Shanthala Nagar, Ashok Nagar, Bengaluru, Karnataka 560025 | 2.4 |
| 39 | 14481A0192 | Mendam Sundeep | B.Tech-CE | KMV Constructions Corporate Office, 8-3- 948/949, Level 4, Solitare Plaza, Ammerpet, Hyderabad | 2.4 |
| 40 | 14481A0193 | Mohammed Ikram | B.Tech-CE | Ward Planning & Secretary, Sachivalayam, Gudivada, Govt. of AP | 2.4 |
| 41 | 14481A0194 | Mopidevi Naga Gopi Krishna | B.Tech-CE | Engineering assistant, Gunadala Govt. of AP. | 2.4 |
| 42 | 14481A0198 | Nadakuditi Chaitanya Varma | B.Tech-CE | KMV Constructions Corporate Office, 8-3- 948/949, Level 4, Solitare Plaza, Ammerpet, Hyderabad | 2.4 |
| 43 | 14481A0199 | Naganaboyina Naga Venkata Sai Kiran | B.Tech-CE | Surveyor, Machilipatnam Govt. of AP. | 2.4 |
| 44 | 14481A01A1 | Namburi Jyothi Naga Lakshmi Devasena | B.Tech-CE | Megha Engg. & Infrastructure Ltd S-2, Technocrats Industrial Estate, Rd Number 1, Balanagar, Hyderabad, Telangana 500061 | 2.2 |

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|-------|---------------------|----------------------------------|------------------------------|---|---|
| 45 | 14481A01A4 | Neelam Suresh | B.Tech-CE | Jayam Engineering & Constructions, 8/82 A THIRUMALAIGIRI NADUKOMBAI, Namakkal Tamil Nadu 637404 | 2.4 |
| 46 | 14481A01A9 | Palakollu Teja Venkata Ramana | B.Tech-CE | KMV Constructions Corporate Office, 8-3- 948/949, Level 4, Solitare Plaza, Ammerpet, Hyderabad | 2.5 |
| 47 | 14481A01B0 | Pallantla Naga Raju | B.Tech-CE | AANM & VVRSR Polytechinc College, Gudlavalleru | 2 |
| 48 | 14481A01B2 | Parasa Ramsiva | B.Tech-CE | Conistable (Police) Govt of AP | 3.2 |
| 49 | 14481A01B3 | Pattamsetti Naga Suresh Kumar | B.Tech-CE | Engineering Assistant, Challapalli, Govt of AP | 2.2 |
| 50 | 14481A01B4 | Pobbu Devaprasad | B.Tech-CE | Megha Engg. & Infrastructure Ltd S-2, Technocrats Industrial Estate, Rd Number 1, Balanagar, Hyderabad, Telangana 500061 | 2.2 |
| 51 | 14481A01B8 | P Vamsi Krishna | B.Tech-CE | KSR Developers 13W, ParkDugar, First Cross Street, Second Avenue, Ramapuram, Chennai. | 3 |

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|-------|---------------------|-----------------------------|------------------------------|---|---|
| 52 | 14481A01B9 | Puvvula Sriharsha | B.Tech-CE | Megha Engg. & Infrastructure Ltd S-2, Technocrats Industrial Estate, Rd Number 1, Balanagar, Hyderabad, Telangana 500061 | 2.2 |
| 53 | 14481A01C1 | Ragi Pavithra | B.Tech-CE | Ward Amenities Secretary, Govt. of AP. | 2.4 |
| 54 | 14481A01C2 | Ramisetty Sai Teja | B.Tech-CE | Megha Engg. & Infrastructure Ltd S-2, Technocrats Industrial Estate, Rd Number 1, Balanagar, Hyderabad, Telangana 500061 | 2.2 |
| 55 | 14481A01C4 | Sadarla Kavya Saraswathi | B.Tech-CE | Assitant Professor, Gudlavalleru Engineering College | 2 |
| 56 | 14481A01C8 | Sangamreddy Chandra Teja | B.Tech-CE | PHOTON DLT-IT Park, Block 5, Floor 1/124 Mount Poonamallee Road, Manapakkam, Chennai | 2.6 |
| 57 | 14481A01D0 | Satya Sonia Medikonduri | B.Tech-CE | Surveyor, Movva Mandal, Govt Of AP | 2.4 |
| 58 | 14481A01D8 | Sonti Karuna Sri | B.Tech-CE | Surveyor, Ghantasala Mandal, Govt of AP | 2.4 |

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|-------|---------------------|----------------------------------|------------------------------|--|---|
| 59 | 14481A01E0 | Suvvari Manikanta | B.Tech-CE | KMV Constructions Corporate Office, 8-3- 948/949, Level 4, Solitare Plaza, Ammerpet, Hyderabad | 2.2 |
| 60 | 14481A01E1 | Tadisetti Satya Teja Srinivas | B.Tech-CE | SS Security Force & Maintenance Service Ganesh Apartment, Beside Mahitha School, Tikkali Road, Vijayawada. | 2 |
| 61 | 14481A01E4 | Tammineedi Harichandana | B.Tech-CE | Ward Amenities Secretary, Govt. of AP. | 2.4 |
| 62 | 14481A01E5 | Tata Lalitha Sree | B.Tech-CE | CISCO Consultancy Plot 11, 1st Floor, Furniture Club Road, Vijayawada | 2.1 |
| 63 | 14481A01E9 | Thunga Eastair Rani | B.Tech-CE | OCULIS Abacus Towers, 201, Besides GVK one Mall, Banjara Hills Hyderabad | 2.5 |
| 64 | 14481A01F0 | Tirumalareddy Dinesh Reddy | B.Tech-CE | Navayuga Engineering Company Ltd. Dwarakanagar, Visakhapatanam | 2.5 |
| 65 | 14481A01F2 | Tummala Eswar Kumar | B.Tech-CE | Mylan Laboratories Ltd. Jubliee Hills, Hyderabad | 2.5 |

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|-------|---------------------|-----------------------------------|------------------------------|--|---|
| 66 | 14481A01F6 | Vallabhaneni Usha Sri | B.Tech-CE | Surveyor, Machilipatnam Govt. of AP. | 2.4 |
| 67 | 14481A01F9 | Veldurthi Navya Sree | B.Tech-CE | VRO, Kurnool, Govt. of AP. | 2.4 |
| 68 | 14481A01G1 | Vepuri Udaya Bhaskar | B.Tech-CE | Surveyor, Machilipatnam Govt. of AP. | 2.4 |
| 69 | 14481A01G5 | Yeddu Praveen | B.Tech-CE | CISCO Consultancy Plot 11, 1st Floor, Furniture Club Road, Vijayawada | 2.1 |
| 70 | 14481A01G7 | Yenugu Saimanikanta | B.Tech-CE | Nutan Rajumani Transport Pvt. Ltd. Kolavennu Village, Komatiguntla. | 2.25 |
| 71 | 15485A0101 | Abdul Samad | B.Tech-CE | KMV Constructions Corporate Office, 8-3- 948/949, Level 4, Solitare Plaza, Ammerpet, Hyderabad | 2.5 |
| 72 | 15485A0103 | Bheemanaboina Rama Siva Prasad | B.Tech-CE | KMV Constructions Corporate Office, 8-3- 948/949, Level 4, Solitare Plaza, Ammerpet, Hyderabad | 2.5 |

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|-------|---------------------|------------------------------------|------------------------------|--|---|
| 73 | 15485A0105 | Chalamalasetty Naga Venkata Sai | B.Tech-CE | KMV Constructions Corporate Office, 8-3- 948/949, Level 4, Solitare Plaza, Ammerpet, Hyderabad | 2.5 |
| 74 | 15485A0106 | Chukka Yamini | B.Tech-CE | Engineering assistant, Dondapadu Govt. of AP. | 2.4 |
| 75 | 15485A0108 | Dasari Tejaswi | B.Tech-CE | Surveyor, Kruthivennu Govt. of AP. | 2.4 |
| 76 | 15485A0109 | Dintakurthi Vekata Barghavi | B.Tech-CE | Ward Amenities Secretary, Machilipatnam Govt. of AP. | 2.4 |
| 77 | 15485A0110 | Ganesula Siva Babu | B.Tech-CE | Ward Planning & Secretary, Sachivalayam, Machilipatnam, Govt. of AP | 2.4 |
| 78 | 15485A0111 | Gogulamudi Chaitanya | B.Tech-CE | KSR Developers 13W, ParkDugar, First Cross Street, Second Avenue, Ramapuram, Chennai. | 2 |
| 79 | 15485A0120 | Inna Srinivas | B.Tech-CE | Reliance Builders 101, 102, Venkata rama Towers, 3-6-69, opposite sky line aparaments, Bhasheerabagh, Hyderabad | 2.1 |

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|-------|---------------------|---------------------------|------------------------------|---|---|
| 80 | 15485A0122 | Kantheti Udaya Bhavani | B.Tech-CE | South Western Railway, Zonal Head Quarters Office, Hubli | 3 |
| 81 | 15485A0123 | Kolavennu Vineela Sai | B.Tech-CE | VRO, Gudivada, Govt. of AP. | 2.4 |
| 82 | 15485A0124 | Kosuri Raja Kumar | B.Tech-CE | Megha Engg. & Infrastructure Ltd S-2, Technocrats Industrial Estate, Rd Number 1, Balanagar, Hyderabad, Telangana 500061 | 2.2 |
| 83 | 15485A0125 | Kunapareddy Raj Kumar | B.Tech-CE | Surveyor, Machilipatnam Govt. of AP. | 2.4 |
| 84 | 15485A0126 | Kundeti Srikanth | B.Tech-CE | Dilip Buildcon Ltd. Plot No , Inside Govind Narayan Singh gate, Chonabatti, Kolar Road, Bhopal, MP | 2.2 |
| 85 | 15485A0127 | Maddala Kamalakar | B.Tech-CE | Reliance Builders 101, 102, Venkata rama Towers, 3-6-69, opposite sky line aparaments, Bhasheerabagh, Hyderabad | 2.1 |
| 86 | 15485A0130 | Nakka Suresh | B.Tech-CE | KSR Developers 13W, ParkDugar, First Cross Street, Second Avenue, Ramapuram, Chennai. | 2 |
| 87 | 15485A0131 | Kommu Chitti Babu | B.Tech-CE | Dilip Buildcon Ltd. Plot No , Inside Govind Narayan Singh gate, Chonabatti, Kolar Road, Bhopal, MP | 2.2 |

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|-------|---------------------|-------------------------------|------------------------------|--|---|
| 88 | 15485A0135 | Chaganti Hari Krishna | B.Tech-CE | Aarvee Associates Ravula Residency, Sri Nagar Colony, Hyderabad | 2.5 |
| 89 | 15485A0136 | Merugumala Pavani | B.Tech-CE | Surveyor, Machilipatnam Govt. of AP. | 2.4 |
| 90 | 15485A0139 | Odugu Hindu | B.Tech-CE | Assistant Professor, Gudlavalleru Engineering College | 2 |
| 91 | 15485A0142 | Parise Naga Raju | B.Tech-CE | Surveyor, Machilipatnam Govt. of AP. | 2.4 |
| 92 | 15485A0143 | Ramagiri Jash Babu | B.Tech-CE | Reliance Builders 101, 102, Venkata rama Towers, 3-6-69, opposite sky line aparaments, Bhasheerabagh, Hyderabad | 2.1 |
| 93 | 15485A0144 | Ruksana Begam | B.Tech-CE | Reliance Builders 101, 102, Venkata rama Towers, 3-6-69, opposite sky line aparaments, Bhasheerabagh, Hyderabad | 2.1 |
| 94 | 15485A0146 | Vepada Venkata Akhil Kumar | B.Tech-CE | KSR Developers 13W, ParkDugar, First Cross Street, Second Avenue, Ramapuram, Chennai. | 2 |
| 95 | 15485A0148 | Mandepudi Jeevan Kumar | B.Tech-CE | KSR Developers 13W, ParkDugar, First Cross Street, Second Avenue, Ramapuram, Chennai. | 2 |

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|-------|---------------------|--------------------------------------|------------------------------|---|---|
| 96 | 14481A0202 | Abdul Salam | B.Tech-EEE | ALLSEC TECHNOLOGIES LIMITED, Chennai | 1.80 |
| 97 | 14481A0203 | Akkisetti Satyanarayana | B.Tech-EEE | Sig Overseas,1 St Floor Above State Bank Atm Beside Srikanth Honda Old Labour Adda, Vemulawada Rd, Mankamma Thota, Karimnagar, Telangana 505001 | 2.40 |
| 98 | 14481A0204 | Akula Satya Sai Siva Rama Krishna | B.Tech-EEE | Sasken Technologies Ltd, Bangalore | 3.49 |
| 99 | 14481A0205 | Akula Trimurthulu | B.Tech-EEE | TCS 9th Floor, Nirmal Building, Nariman Point, Mumbai - 400021 | 4.33 |
| 100 | 14481A0206 | Ambala Keerthi | B.Tech-EEE | SkyLink Technologies, 203, Velachery Rd, Rajakilpakkam, Jagannatha Puram, Velachery, Chennai, Tamil Nadu 600042 | 1.80 |
| 101 | 14481A0210 | Avula Srinivas | B.Tech-EEE | ASAHI INDIA GLASS LTD, New Delhi | 1.16 |
| 102 | 14481A0255 | K Bhanu Vamsi | B.Tech-EEE | Manipal Prolearn, 7, Service Rd, Pragathi Nagar, Electronic City, Bengaluru, Karnataka 560100 | 3.30 |

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|-------|---------------------|---|------------------------------|--|---|
| 103 | 14481A0217 | B.V.V. Ganesh Reddy | B.Tech-EEE | Analog Devices India Pvt Ltd, Bangalore | 10.50 |
| 104 | 14481A0218 | Bodduboina Hareesh | B.Tech-EEE | Karvy Fintech Pvt Ltd Plot No 31 & 32, Tower B, Karvy Selenium, Gachibowli, Hyderabad - 500032 | 1.70 |
| 105 | 14481A0221 | Chaganti Tejaswini | B.Tech-EEE | Inventaa Led Innovation Private Limited, Chennai | 1.80 |
| 106 | 14481A0222 | Challa Mounika | B.Tech-EEE | ALLSEC TECHNOLOGIES LIMITED, Chennai | 1.46 |
| 107 | 14481A0224 | Cherukuri Sai Trinadh | B.Tech-EEE | Ecoren energy india pvt ltd, Plot. 1202, 2nd Floor, S. L. Jubilee, Road No. 36, Jubilee Hills, Hyderabad, Telangana 500033 | 2.00 |
| 108 | 14481A0226 | Chinta Ashok Kumar | B.Tech-EEE | TCS 9th Floor, Nirmal Building, Nariman Point, Mumbai - 400021 | 4.33 |
| 109 | 14481A0227 | Chintalapudi Hemantha Phani Kumar | B.Tech-EEE | Digital Assistant, Andhra Pradesh | 1.80 |

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|-------|---------------------|------------------------------|------------------------------|---|---|
| 110 | 14481A0228 | Chode Ramya | B.Tech-EEE | Arziac Technology Services, 21-23a, Rainbow Arcade, 2nd Floor, Sir Thiyagaraya road, Pondy Bazaar,, T-nagar, Tamil Nadu 600017 | 1.20 |
| 111 | 14481A0229 | Dasari Sumanth | B.Tech-EEE | ALLSEC TECHNOLOGIES LIMITED, Chennai | 1.80 |
| 112 | 14481A0230 | Davuluri Gouripriya | B.Tech-EEE | Manipal Prolearn, 7, Service Rd, Pragathi Nagar, Electronic City, Bengaluru, Karnataka 560100 | 3.30 |
| 113 | 14481A0232 | Dodla Nikhil | B.Tech-EEE | HDB FINANCIAL SERVICES, Hyderabad | 2.00 |
| 114 | 14481A0233 | Dola Vinod Kumar | B.Tech-EEE | Arziac Technology Services, 21-23a, Rainbow Arcade, 2nd Floor, Sir Thiyagaraya road, Pondy Bazaar,, T-nagar, Tamil Nadu 600017 | 1.20 |
| 115 | 14481A0235 | Duggempudi Pratyusha | B.Tech-EEE | Wipro Limited, Doddakannelli, Sarjapur Road, Bengaluru, 560035, India | 3.50 |
| 116 | 14481A0237 | Gadamsetty Lakshmisaketha | B.Tech-EEE | ACCENTURE, Building 1A & 1B, Raheja Mindspace, Near HUDA Techno Enclave, Hitech City Road, Madhapur-500081 | 4.50 |

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|-------|---------------------|---------------------------|------------------------------|--|---|
| 117 | 14481A0238 | Gajula Bhavya | B.Tech-EEE | ALLSEC TECHNOLOGIES LIMITED, Chennai | 1.46 |
| 118 | 14481A0243 | G.S.N.V.Surya Manjari | B.Tech-EEE | Wipro Limited, Doddakannelli, Sarjapur Road, Bengaluru, 560035, India | 3.50 |
| 119 | 14481A0244 | Gollapalli Bhavana | B.Tech-EEE | Hyoseong Electric India Private Limited, Nayapakkam Main Rd, Mevalurkuppam, Tamil Nadu 602105 | 1.36 |
| 120 | 14481A0252 | Gumparlapati Venkaiah | B.Tech-EEE | HCL TECHNOLOGIES LIMITED Sy.No.30,34,35 & 38, Avinash Hitech City2 Society Gachibowli Village, Serillimgampally Mandal, Plot H-01B, Hyderabad, Telangana 500168 | 1.44 |
| 121 | 14481A0256 | Kambhampati Saikumar | B.Tech-EEE | ALLSEC TECHNOLOGIES LIMITED, Chennai | 1.46 |
| 122 | 14481A0262 | Katta Thulasi Priyanka | B.Tech-EEE | Cognizant Technology Solutions - GENC C9PM+JPF, Madhapur, Hyderabad, Telangana Phone: 040 4451 0003 | 3.38 |

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|-------|---------------------|-----------------------------|------------------------------|--|---|
| 123 | 14481A0264 | Keta Balaji | B.Tech-EEE | MosChip Technologies, 7th Floor, My Home Twitza, TSIIC Hyderabad Knowledge City, Raidurg, Panmaktha, Rangareddy – 500081 Telangana, India. Tel: +91-40-66229292 | 2.70 |
| 124 | 14481A0266 | Khaza Moine Shaik | B.Tech-EEE | ALLSEC TECHNOLOGIES LIMITED, Chennai | 1.46 |
| 125 | 14481A0270 | Kolusu Yaswanth | B.Tech-EEE | Arziac Technology Services, 21-23a, Rainbow Arcade, 2nd Floor, Sir Thiyagaraya road, Pondy Bazaar,, T-nagar, Tamil Nadu 600017 | 1.20 |
| 126 | 14481A0271 | Kota Ravali | B.Tech-EEE | SkyLink Technologies, 203, Velachery Rd, Rajakilpakkam, Jagannatha Puram, Velachery, Chennai, Tamil Nadu 600042 | 1.80 |
| 127 | 14481A0276 | Mamidikuduru Suresh Babu | B.Tech-EEE | Wipro Limited, Doddakannelli, Sarjapur Road, Bengaluru, 560035, India | 3.50 |
| 128 | 14481A0277 | Mandala Hema Sri | B.Tech-EEE | Cognizant Technology Solutions - GENC C9PM+JPF, Madhapur, Hyderabad, Telangana Phone: 040 4451 0003 | 3.38 |

| S.No. | Student Roll No. | Name of Student Placed | Program graduated from | Name of the employer | Pay package at appointment (in Lakhs per annum) |
|-------|---------------------|----------------------------------|------------------------------|---|---|
| 129 | 14481A0278 | Manne Leela Venkata Ravi Teja | B.Tech-EEE | Arziac Technology Services, 21-23a, Rainbow Arcade, 2nd Floor, Sir Thiyagaraya road, Pondy Bazaar,, T-nagar, Tamil Nadu 600017 | 1.20 |
| 130 | 14481A0281 | Medikonda Spurgeon Raj | 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 | 1.68 |
| 131 | 14481A0279 | Maradani Sarada Devi | B.Tech-EEE | ALLSEC TECHNOLOGIES LIMITED, Chennai | 1.46 |
| 132 | 14481A0290 | Mohan Kanakaji | B.Tech-EEE | Manipal Prolearn, 7, Service Rd, Pragathi Nagar, Electronic City, Bengaluru, Karnataka 560100 | 3.30 |
| 133 | 14481A0291 | Mukkapati Sai Chandana | B.Tech-EEE | Wipro Limited, Doddakannelli, Sarjapur Road, Bengaluru, 560035, India | 3.50 |
| 134 | 14481A0292 | Nagini Hema Sai Sujitha | B.Tech-EEE | PROCESS WARE, 33, Patalamma Street, Basavanagudi, Basavanagudi, Bengaluru, Karnataka 560004 | 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) |
|-------|---------------------|---------------------------|------------------------------|---|---|
| 135 | 14481A0295 | N.Gayatri Sowmya | B.Tech-EEE | VVV INFOTECH, Manjeera Majestic Commercial, Suit No. 813, JNTU Rd, Kukatpally Housing Board Colony, Kukatpally, Hyderabad, Telangana 500072 | 2.40 |
| 136 | 14481A0296 | Nanduri J V Lakshman | B.Tech-EEE | Hyoseong Electric India Private Limited, Nayapakkam Main Rd, Mevalurkuppam, Tamil Nadu 602105 | 1.36 |
| 137 | 14481A02A1 | Palagani Sai Ram | B.Tech-EEE | PROMPT PERSONNEL, Mumbai, India | 1.80 |
| 138 | 14481A02A2 | Palla V J Manikanta | B.Tech-EEE | TCS 9th Floor, Nirmal Building, Nariman Point, Mumbai - 400021 | 4.33 |
| 139 | 14481A02A8 | Ravi Teja | B.Tech-EEE | maintech technology pvt ltd, Hyderabad, Telangana | 1.80 |
| 140 | 14481A02B4 | R.V.V.V.Satya Sai | B.Tech-EEE | DreamVu India Pvt. Ltd., IIIT Hyderabad Rd, Gachibowli, Hyderabad, Telangana 500032 | 5.00 |
| 141 | 14481A02B5 | Repalle Keerthi | B.Tech-EEE | Emids, Bengaluru, Karnataka | 2.50 |

| S.No. | Student Roll No. | Name of Student Placed | Program graduated from | Name of the employer | Pay package at appointment (in Lakhs per annum) |
|-------|---------------------|-----------------------------|------------------------------|---|---|
| 142 | 14481A02C3 | Tavva Sahithi | B.Tech-EEE | Cognizant Technology Solutions - GENC C9PM+JPF, Madhapur, Hyderabad, Telangana Phone: 040 4451 0003 | 3.83 |
| 143 | 14481A02C9 | Tummala Tanuja | B.Tech-EEE | AUTOMATION SOLUTIONS, Hyderabad, Telangana | 1.08 |
| 144 | 14481A02D2 | Vallabhapurapu N Chandra | B.Tech-EEE | Cognizant Technology Solutions - GENC C9PM+JPF, Madhapur, Hyderabad, Telangana Phone: 040 4451 0003 | 3.83 |
| 145 | 14481A02D5 | V Kalyani | B.Tech-EEE | GLOABAL LOGIC, Hyderabad, telangana | 2.40 |
| 146 | 14481A02D6 | Vemula Charan Sai | B.Tech-EEE | Cognizant Technology Solutions - GENC C9PM+JPF, Madhapur, Hyderabad, Telangana Phone: 040 4451 0003 | 3.83 |
| 147 | 14481A02D7 | Vemula Veera Rupa Sravya | B.Tech-EEE | Cognizant Technology Solutions - GENC C9PM+JPF, Madhapur, Hyderabad, Telangana Phone: 040 4451 0003 | 3.83 |
| 148 | 14481A02D9 | Vippala Ramadevi | B.Tech-EEE | Cognizant Technology Solutions - GENC C9PM+JPF, Madhapur, Hyderabad, Telangana Phone: 040 4451 0003 | 3.83 |

| S.No. | Student Roll No. | Name of Student Placed | Program graduated from | Name of the employer | Pay package at appointment (in Lakhs per annum) |
|-------|---------------------|-----------------------------|------------------------------|--|---|
| 149 | 14481A02E0 | Vishtamsetti Prabhandini | 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 | 2.64 |
| 150 | 14481A02E1 | Vissamsetti Munnisha | B.Tech-EEE | VARSITY EDUCATION MANAGEMENT PRIVATE LIMITED, Plot No:80, Ayyappa Society Main Rd, Ayyappa Society, Mega Hills, Madhapur, Hyderabad, Telangana 500081 | 1.80 |
| 151 | 14481A02E2 | Yadla Praveen Kumar | B.Tech-EEE | Arziac Technology Services, 21-23a, Rainbow Arcade, 2nd Floor, Sir Thiyagaraya road, Pondy Bazaar,, T-nagar, Tamil Nadu 600017 | 1.20 |
| 152 | 15485A0202 | K Phanendra | B.Tech-EEE | ALLSEC TECHNOLOGIES LIMITED, Chennai | 1.46 |
| 153 | 15485A0210 | Boina Praveen Kumar | B.Tech-EEE | Digital Assistant, Andhra Pradesh | 1.80 |
| 154 | 15485A0212 | T Murali Sai Krishna | B.Tech-EEE | Mphasis Limited, Madhapur Sundew Properties Limited Building #12C TSIIC Software Layout, Mindspace Madhapur Rd, Cyberabad, Mindspace, Hyderabad, Telangana 500149 | 3.00 |

| S.No. | Student Roll No. | Name of Student Placed | Program graduated from | Name of the employer | Pay package at appointment (in Lakhs per annum) |
|-------|---------------------|---------------------------|------------------------------|--|---|
| 155 | 15485A0215 | Dinesh Krishna | B.Tech-EEE | CSI Interfusion India Pvt Ltd, 5th Floor, Ebony Block, SY.No-1,6 & 24 Kalyani Platina Campus, ITPL Main Rd, EPIP Zone, Brookefield, Bengaluru, Karnataka 560037 | 2.40 |
| 156 | 15485A0219 | Prem Kumar | B.Tech-EEE | Mirron Electricals, Hyderabad | 2.00 |
| 157 | 15485A0227 | Ummaleti Sai Krishna | B.Tech-EEE | Digital Assistant, Andhra Pradesh | 1.80 |
| 158 | 15485A0216 | Done Kalyan Babu | B.Tech-EEE | Hyoseong Electric India Private Limited, Nayapakkam Main Rd, Mevalurkuppam, Tamil Nadu 602105 | 1.36 |
| 159 | 15485A0231 | Shaik Nagur Sharif | B.Tech-EEE | Hyoseong Electric India Private Limited, Nayapakkam Main Rd, Mevalurkuppam, Tamil Nadu 602105 | 1.36 |
| 160 | 15485A0232 | Chakka Teja Prasad | 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 | 2.64 |

| 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 | 15485A0233 | Mikkili Manohar Lal | B.Tech-EEE | ALLSEC TECHNOLOGIES LIMITED, Chennai | 1.46 |
| 162 | 15485A0241 | Marripudi Venkateswara Rao | B.Tech-EEE | Vijay Electricals, Tava Vari St, Mallikarjunapeta, Vijayawada, Andhra Pradesh 520001 | 1.80 |
| 163 | 15485A0249 | Praveen Kumar Rekha | B.Tech-EEE | GENPACT, Hyderabad, Telangana | 2.40 |
| 164 | 14481A0302 | Abdul Sohail | B.Tech -ME | Maintech PVT LTD,east of ngef,kasturi nagar,bangalore- 560043 | 1.8 |
| 165 | 14481A0303 | Pavan Kumar | B.Tech -ME | ISUZU Motor Private Limited,Central Expy, Sri City, Andhra Pradesh 517646 | 2 |
| 166 | 14481A0307 | Angadala Siva Naga Malleswara Rao | B.Tech -ME | Pioneer, Gurunanak Colony Vijayawada | 3.5 |
| 167 | 14481A0308 | Appikonda Murali | B.Tech -ME | INVENTAA MOULDING, No. 7, Leo, Industrial Estate Rd, Pallikaranai, Chennai, Tamil Nadu 600100 | 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) |
|-------|---------------------|---------------------------------|------------------------------|---|---|
| 168 | 14481A0309 | Arava Pitar Babu 14481a0309 | B.Tech -ME | Megha Engg & Infra. LTD ,balanagar,hyderabad- 500037 | 4 |
| 169 | 14481A0312 | Avvaru Uma Vamsi Krishna | B.Tech -ME | Powermech Projects Pvt. Ltd., Gurunanak Nagar, Patamata, Benz Circle, Vijayawada, Andhra Pradesh 520010 | 4 |
| 170 | 14481A0313 | Bachu Lakshmi Ganesh Guptha | B.Tech -ME | Kusalava International Limited | 3 |
| 171 | 14481A0315 | Banala Satish | B.Tech -ME | Powermech Projects Pvt. Ltd., urunanak Nagar, Patamata, Benz Circle, Vijayawada, Andhra Pradesh 520010 | 4 |
| 172 | 14481A0317 | Bandaru Santhan | B.Tech -ME | Powermech Projects Pvt. Ltd., urunanak Nagar, Patamata, Benz Circle, Vijayawada, Andhra Pradesh 520010 | 4 |
| 173 | 14481A0318 | Battina Anka Venkata Kishore | B.Tech -ME | Powermech Projects Pvt. Ltd., urunanak Nagar, Patamata, Benz Circle, Vijayawada, Andhra Pradesh 520010 | 4 |
| 174 | 14481A0319 | Beeram Gnanendra Reddy | B.Tech -ME | Cyint Technologies | 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) |
|-------|---------------------|---------------------------------|------------------------------|--|---|
| 175 | 14481A0322 | Boddu Kumar Rohit | B.Tech -ME | Megha Engg & Infra. LTD | 4 |
| 176 | 14481A0324 | Boyina Venkatesh | B.Tech -ME | panchaya Raj Department, Krishan | 2 |
| 177 | 14481A0325 | Ch. Raviteja | B.Tech -ME | Indian Strategic Petroleum Reserves Limited | 2 |
| 178 | 14481A0327 | Chandana Dinil Venkata Kumar | B.Tech -ME | ISUZU Motors India | 3 |
| 179 | 14481A0330 | Ch. Rohith Yadav | B.Tech -ME | CASA TVS, Machilipatnam | 2 |
| 180 | 14481A0331 | Chigilipalli Vinod Kumar | B.Tech -ME | FISSION LABS, HYD | 3 |
| 181 | 14481A0333 | Chimirala Nithisha | B.Tech -ME | Ingarsollran | 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) |
|-------|---------------------|---------------------------|------------------------------|--|---|
| 182 | 14481A0336 | Daliparthi Revanth | B.Tech -ME | Sandeep casting Pvt. Ltd | 3 |
| 183 | 14481A0338 | Dasari Syamkumar | B.Tech -ME | Contractor | 2 |
| 184 | 14481A0339 | Davuluri Siva Surendra | B.Tech -ME | Cognizant | 4 |
| 185 | 14481A0341 | Devarakonda Venkatesh | B.Tech -ME | APACHE SEZ Development India PVT LTD. | 4 |
| 186 | 14481A0342 | Dhal Satya Brath | B.Tech -ME | Megha Engineering & Infrastructures Limited | 4 |
| 187 | 14481A0343 | Dharavathu Saikumar | B.Tech -ME | CITD | 2 |
| 188 | 14481A0346 | Dokku Srikanth | B.Tech -ME | Panchayath Raj Department, Krishan | 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) |
|-------|---------------------|----------------------------|------------------------------|---|---|
| 189 | 14481A0347 | Dondapati Christy Sunil | B.Tech -ME | Hangchang | 4 |
| 190 | 14481A0348 | Dronadula Manoharrao | B.Tech -ME | Progressive Inotech Pvt.Ltd. | 1.8 |
| 191 | 14481A0349 | Gadi Sathi Babu | B.Tech -ME | ASAHI INDIA GLASS LTD. | 1.8 |
| 192 | 14481A0350 | Ganapabathula Nagababu | B.Tech -ME | Cognizant Technology Solutions india praivate Limited | 2 |
| 193 | 14481A0351 | Gangula Jayachandra | B.Tech -ME | AnsiSREE Technologies, Secundrabad | 2 |
| 194 | 14481A0352 | Gara Venu Babu | B.Tech -ME | Phenix, Hyd | 3 |
| 195 | 14481A0353 | Gavireddy Kiran Kumar | B.Tech -ME | Megha Engineering & Infrastructures Limited | 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) |
|-------|---------------------|---------------------------|------------------------------|--|---|
| 196 | 14481A0355 | Goli Naga Kiran | B.Tech -ME | Panchayat Raj Department, Guntur | 2 |
| 197 | 14481A0356 | Golla Veerabrahmaiah | B.Tech -ME | Inventa | 3 |
| 198 | 14481A0360 | Gumpula Prabhu Kumar | B.Tech -ME | Hanchang | 4 |
| 199 | 14481A0365 | Guthula Sai Chand | B.Tech -ME | Sanvira Industies Limited | 3 |
| 200 | 14481A0366 | Jagupilla Gnanesh | B.Tech -ME | GlobalLogic | 3 |
| 201 | 14481A0370 | Kalapala Naveen Babu | B.Tech -ME | AMERICAN CLASSICAL LEAGUE INSTITUTE FOR TEACHERS | 4 |
| 202 | 14481A0374 | Kanvapuri Sai Krishna | B.Tech -ME | TCS, Mumbai | 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) |
|-------|---------------------|---------------------------------|------------------------------|--|---|
| 203 | 14481A0375 | Karra Naveen Babu | B.Tech -ME | HFCL, New Delhi | 4 |
| 204 | 14481A0376 | Kasturi Tejasri | B.Tech -ME | ECIL, Hyderabad | 3 |
| 205 | 14481A0378 | Katta Devakanth | B.Tech -ME | Sredhar CCE | 4 |
| 206 | 14481A0380 | Kodali Yoganand | B.Tech -ME | ROLON SEALS | 2 |
| 207 | 14481A0390 | Malladi Sai Prakash | B.Tech -ME | Nagarajuna Construction Company Limited | 3 |
| 208 | 14481A0391 | Manda E V V N S S Mani Kanta | B.Tech -ME | HCL technologies Limited | 3 |
| 209 | 14481A0396 | Matti Veera Rahavayya | B.Tech -ME | SEC Industries PVT LTD | 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) |
|-------|---------------------|-----------------------------|------------------------------|-----------------------|---|
| 210 | 14481A0399 | Mesapam Naveen | B.Tech -ME | SARA PLASTICS | 3 |
| 211 | 14481A03A0 | Mohammad Mubeen | B.Tech -ME | TCS, Mumbai | 3 |
| 212 | 14481A03A1 | Mohammad Sirazuddin | B.Tech -ME | INVENTAA MOULDING | 3 |
| 213 | 14481A03A2 | Mohammad Zabeulla | B.Tech -ME | SARA PLASTICS | 3 |
| 214 | 14481A03A3 | Mohammed Irfath Basha | B.Tech -ME | Jhabakh Auto Pvt.Ltd. | 3 |
| 215 | 14481A03A7 | Naidu Vamsi Krishna | B.Tech -ME | SARA PLASTICS | 3 |
| 216 | 14481A03A8 | Narasamsetty Sai Pradeep | B.Tech -ME | HCL | 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) |
|-------|---------------------|--------------------------------|------------------------------|---|---|
| 217 | 14481A03B1 | Padyala Allapartheswara Rao | B.Tech -ME | Amazon | 4 |
| 218 | 14481A03B5 | Pasupuleti Sai Kumar | B.Tech -ME | Ray Business technologies PVT Ltd | 3 |
| 219 | 14481A03C1 | Pentrala Dushyanth | B.Tech -ME | Infosys | 4 |
| 220 | 14481A03C3 | Polepeddi Anil Kumar | B.Tech -ME | L &T | 4 |
| 221 | 14481A03C4 | Polisetti Rama Krishna | B.Tech -ME | ROLON SEALS | 3 |
| 222 | 14481A03C5 | Pooja Tondula | B.Tech -ME | Neudesic Technologies Private Limited, HYD | 4 |
| 223 | 14481A03D7 | S.Siva Rama Krishna Murthy | B.Tech -ME | Turbo Engineering Services, Hyd | 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) |
|-------|---------------------|----------------------------|------------------------------|--|---|
| 224 | 14481A03E3 | Sure Rama Koteswara Rao | B.Tech -ME | Engineering Department, HRchambers Outsourcing PVT. LTD, Visakapatanam | 3 |
| 225 | 14481A03E9 | Thota Harish | B.Tech -ME | Turbo Engineering Services, Hyd | 3 |
| 226 | 14481A03F0 | Thota Phani Sree | B.Tech -ME | ALLSEC TECHNOLOGIES | 3 |
| 227 | 14481A03F8 | V.Jaswanth Chowdary | B.Tech -ME | Phoenix Infocity Pvt Ltd | 4 |
| 228 | 14481A03G1 | Velaga Naga Sukanya | B.Tech -ME | Infosys | 4 |
| 229 | 14481A03G2 | Vemulapalli Uma Rasagna | B.Tech -ME | Pioneer | 3 |
| 230 | 14481A03G5 | Yadagiri Sai Kumar | B.Tech -ME | Infosys | 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) |
|-------|---------------------|--------------------------------|------------------------------|---|---|
| 231 | 14481A03H0 | Yerramsetty Satya Sindhu | B.Tech -ME | ZYFIX Tools PVT.LTD, Balanagar, Hyderabad | 2 |
| 232 | 14481A03H5 | Konduri Chaitanya | B.Tech -ME | Megha Engineering & Infrastructures Limited(MEIL) | 3 |
| 233 | 15485A0301 | Vikruthi Bala Koteswara Rao | B.Tech -ME | BOEING | 3 |
| 234 | 15485A0302 | Govada Kalyan | B.Tech -ME | VKR & VNB | 2 |
| 235 | 15485A0304 | Kallepalli Ramya | B.Tech -ME | CAD Engineer, hyd | 3 |
| 236 | 15485A0305 | Balasani Shalem | B.Tech -ME | AUTOMOTIVES, VIJAYAWADA. | 3 |
| 237 | 15485A0306 | Chandaluri Vasanta Kiran | B.Tech -ME | Megha Engineering & Infrastructures Limited(MEIL) | 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) |
|-------|---------------------|--|------------------------------|---|---|
| 238 | 15485A0307 | Kurapati Soany | B.Tech -ME | ZYFIX Tools PVT.LTD, Balanagar, Hyderabad | 4 |
| 239 | 15485A0308 | Kurma Govardhana Siva Lakshmi Kanth | B.Tech -ME | Trainee Engineer,VIJAYAWADA | 3 |
| 240 | 15485A0310 | Bale Satish | B.Tech -ME | Rasin and Allied Products | 2 |
| 241 | 15485A0311 | Nagulapati Sirisha | B.Tech -ME | ZYFIX Tools PVT.LTD, Balanagar, Hyderabad | 3 |
| 242 | 15485A0312 | Byreddy Venkata Sai Durga Rao | B.Tech -ME | KRS ERECTORS PRIVATE LIMITED, Tadepalli, Guntur | 3 |
| 243 | 15485A0313 | Mudragada Sai Kishore | B.Tech -ME | Sanketika Polytechnic College, P.M. Palem | 3 |
| 244 | 15485A0314 | Nandamala Anusha | B.Tech -ME | ZYFIX Tools PVT.LTD, Balanagar, Hyderabad | 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) |
|-------|---------------------|----------------------------------|------------------------------|--|---|
| 245 | 15485A0317 | Danush Parise | B.Tech -ME | Lomma It Solutions PVT. Ltd | 3 |
| 246 | 15485A0319 | Danduboina Raghavendra | B.Tech -ME | Infosys | 4 |
| 247 | 15485A0320 | Bandaru Uma Bala Subrahmanyam | B.Tech -ME | SARA PLASTICS | 3 |
| 248 | 15485A0323 | Gangavarapu Brahmaiah | B.Tech -ME | LML | 2 |
| 249 | 15485A0324 | Ajjarapu Srinivas | B.Tech -ME | Megha Engineering & Infrastructures Limited | 3 |
| 250 | 15485A0325 | Sonthi Teja Kumar | B.Tech -ME | Rasin and Allied Products | 2 |
| 251 | 15485A0327 | Kare Hemanth Kumar | B.Tech -ME | SARA PLASTICS | 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) |
|-------|---------------------|-----------------------------|------------------------------|--|---|
| 252 | 15485A0328 | Mokkalakathi Babu Rao | B.Tech -ME | ECIL, Hyderabad | 3 |
| 253 | 15485A0330 | Nagendla Bharathi | B.Tech -ME | ZYFIX Tools PVT.LTD, Balanagar, Hyderabad | 2 |
| 254 | 15485A0332 | Chegondi Satyanarayana | B.Tech -ME | Megha Engineering & Infrastructures Limited | 4 |
| 255 | 15485A0333 | Mandali Venkateswara Rao | B.Tech -ME | Rank craneith | 3 |
| 256 | 15485A0338 | Gongati Devika | B.Tech -ME | ANNAPURNA AUTO,KOTHAPETA,GUN TUR. | 2 |
| 257 | 15485A0339 | Botcha Devi | B.Tech -ME | Govt. Job, Munucipal office, Visakhapatnam | 3 |
| 258 | 15485A0341 | Gummadilli Gopi Krishna | B.Tech -ME | Mane Design | 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) |
|-------|---------------------|---------------------------------|------------------------------|---|---|
| 259 | 15485A0342 | Sravankumar Marrapu | B.Tech -ME | A.P panchayat Raj Engineering Subordinate Service, AP | 3 |
| 260 | 15485A0345 | Tangirala Mohith Sai Charith | B.Tech -ME | International Steel dealing | 3 |
| 261 | 14481A0401 | Abdul Azeez | B.Tech-ECE | Infinite Computer Solutions, 157, EPIP Zone, Phase-2, Kundalahalli, Whitefield, Bangalore | 13.2 |
| 262 | 14481A0402 | Abdul Gafar | B.Tech-ECE | Infinite Computer Solutions, 157, EPIP Zone, Phase-2, Kundalahalli, Whitefield, Bangalore | 13.2 |
| 263 | 14481A0403 | Addagarla Satyanarayana Raju | B.Tech-ECE | Infinite Computer Solutions, 157, EPIP Zone, Phase-2, Kundalahalli, Whitefield, Bangalore | 13.2 |
| 264 | 14481A0404 | Aithabathula Praneeth | B.Tech-ECE | Infinite Computer Solutions, 157, EPIP Zone, Phase-2, Kundalahalli, Whitefield, Bangalore | 13.2 |
| 265 | 14481A0405 | Akkapeddi V R Raj Kousik | B.Tech-ECE | Infinite Computer Solutions, 157, EPIP Zone, Phase-2, Kundalahalli, Whitefield, Bangalore | 13.2 |

| S.No. | Student Roll No. | Name of Student Placed | Program graduated from | Name of the employer | Pay package at appointment (in Lakhs per annum) |
|-------|---------------------|---------------------------|------------------------------|---|---|
| 266 | 14481A0406 | Akula Mounika | B.Tech-ECE | Quest Global Engineering Services, AEQUS Special Economic Zone, Hattaragi Village, Hukkeri Taluk, Belgaum | 13.2 |
| 267 | 14481A0407 | Ambala Snigdha | B.Tech-ECE | Allsec Technalogies Limited, Chennai | 13.2 |
| 268 | 14481A0408 | Anam Sharmila | B.Tech-ECE | Infinite Computer Solutions, 157, EPIP Zone, Phase-2, Kundalahalli, Whitefield, Bangalore | 13.2 |
| 269 | 14481A0409 | Angala Kishorebabu | B.Tech-ECE | Quest Global Engineering Services, AEQUS Special Economic Zone, Hattaragi Village, Hukkeri Taluk, Belgaum | 13.2 |
| 270 | 14481A0410 | Asileti Vinnu Sri | B.Tech-ECE | Quest Global Engineering Services, AEQUS Special Economic Zone, Hattaragi Village, Hukkeri Taluk, Belgaum | 13.2 |
| 271 | 14481A0411 | Atmuri Kavyasri | B.Tech-ECE | Mindtree, Mysore road, Bangalore | 13.2 |
| 272 | 14481A0412 | B Sri Sai Swetha | B.Tech-ECE | Infinite Computer Solutions, 157, EPIP Zone, Phase-2, Kundalahalli, Whitefield, Bangalore | 13.2 |

| S.No. | Student Roll No. | Name of Student Placed | Program graduated from | Name of the employer | Pay package at appointment (in Lakhs per annum) |
|-------|---------------------|--------------------------------|------------------------------|---|---|
| 273 | 14481A0413 | Bachu Akhil Sai | B.Tech-ECE | Infinite Computer Solutions, 157, EPIP Zone, Phase-2, Kundalahalli, Whitefield, Bangalore | 4.5 |
| 274 | 14481A0414 | Badavathu Seetha Ramaiah | B.Tech-ECE | Infinite Computer Solutions, 157, EPIP Zone, Phase-2, Kundalahalli, Whitefield, Bangalore | 4.5 |
| 275 | 14481A0416 | Balabhadrapatruni Kumar | B.Tech-ECE | Mindtree, Mysore road, Bangalore | 4.5 |
| 276 | 14481A0417 | B.Sireesha | B.Tech-ECE | Allsec Technalogies Limited, Chennai | 4.5 |
| 277 | 14481A0418 | Bandaru Kusal Surya Prakash | B.Tech-ECE | Mindtree, Mysore road, Bangalore | 4.5 |
| 278 | 14481A0421 | Bobba Sai Krishna | B.Tech-ECE | Fareportal, Vipul Tech Square, Sector-43, Gurugram | 4.5 |
| 279 | 14481A0423 | Pujitha Bollareddy | B.Tech-ECE | VEE Technologies, Miller road, Bangalore | 4.5 |

| S.No. | Student Roll No. | Name of Student Placed | Program graduated from | Name of the employer | Pay package at appointment (in Lakhs per annum) |
|-------|---------------------|---------------------------|------------------------------|---|---|
| 280 | 14481A0428 | Prema Deepika Chakka | B.Tech-ECE | SOCTRONICS, Banjara hills, Hyderabad | 4.5 |
| 281 | 14481A0430 | Chandana Rajesh | B.Tech-ECE | Capgemini, Navi Mumbai, Maharashtra | 4 |
| 282 | 14481A0432 | Chavali Saraswathi | B.Tech-ECE | Quest Global Engineering Services, AEQUS Special Economic Zone, Hattaragi Village, Hukkeri Taluk, Belgaum | 4 |
| 283 | 14481A0433 | Srikar Cheeday | B.Tech-ECE | INVENTAA LED, Pallikaranai, Chennai. | 3.6 |
| 284 | 14481A0435 | Chennu Ramoji Rao | B.Tech-ECE | Quest Global Engineering Services, AEQUS Special Economic Zone, Hattaragi Village, Hukkeri Taluk, Belgaum | 3.5 |
| 285 | 14481A0437 | Ch Ratna Tejasri | B.Tech-ECE | Allsec Technalogies Limited, Chennai | 3.5 |
| 286 | 14481A0438 | Chintala Mani Kumar | B.Tech-ECE | Fareportal, Vipul Tech Square, Sector-43, Gurugram | 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) |
|-------|---------------------|---------------------------|------------------------------|--|---|
| 287 | 14481A0440 | Ch Vani | B.Tech-ECE | Allsec Technalogies Limited, Chennai | 3.5 |
| 288 | 14481A0441 | Ch.Lakshmi Sowjanya | B.Tech-ECE | Arziac Technology Services, No:21- 23a,Rainbow arcade,2nd floor,sri thiyagaraya road, pondy bazeer,T-nagar, Chennai | 3.5 |
| 289 | 14481A0444 | Vineela Dasari | B.Tech-ECE | TCS, Madhapur, Hyderabad | 3.5 |
| 290 | 14481A0446 | Devarasetty Naga Vihar | B.Tech-ECE | Quest Global Engineering Services, AEQUS Special Economic Zone, Hattaragi Village, Hukkeri Taluk, Belgaum | 3.5 |
| 291 | 14481A0449 | Dunnala Ramya | B.Tech-ECE | TCS, Madhapur, Hyderabad | 3.5 |
| 292 | 14481A0451 | Eda Sowmya | B.Tech-ECE | HCL, Bangalore | 3.5 |
| 293 | 14481A0452 | Gandikota Raghavendra | 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) |
|-------|---------------------|---------------------------|------------------------------|---|---|
| 294 | 14481A0453 | G Sandhya | B.Tech-ECE | Allsec Technalogies Limited, Chennai | 3.5 |
| 295 | 14481A0454 | Ganta Pavani | B.Tech-ECE | Quest Global Engineering Services, AEQUS Special Economic Zone, Hattaragi Village, Hukkeri Taluk, Belgaum | 3.5 |
| 296 | 14481A0457 | Goriparthi Manoj | B.Tech-ECE | Galaxesolutions,ITPL, Whitefield Road, Bangalore | 3.5 |
| 297 | 14481A0458 | Nikhila G | B.Tech-ECE | CTS, Miller road, Bangalore | 3.5 |
| 298 | 14481A0459 | Parasuram G | B.Tech-ECE | Allsec Technalogies Limited, Chennai | 3.5 |
| 299 | 14481A0460 | Goriparthi Sukanya | B.Tech-ECE | Quest Global Engineering Services, AEQUS Special Economic Zone, Hattaragi Village, Hukkeri Taluk, Belgaum | 3.5 |
| 300 | 14481A0461 | Gorle Neeraja | B.Tech-ECE | INVENTAA LED, Pallikaranai, Chennai. | 3.5 |

| S.No. | Student Roll No. | Name of Student Placed | Program graduated from | Name of the employer | Pay package at appointment (in Lakhs per annum) |
|-------|---------------------|---------------------------|------------------------------|---|---|
| 301 | 14481A0462 | Gorrepati Pujitha | B.Tech-ECE | Galaxesolutions, ITPL, Whitefield Road, Bangalore | 3.5 |
| 302 | 14481A0465 | Gopisetti Haneesha Sai | B.Tech-ECE | Accenture information technology (IT) services and consulting, Madhapur, Hyderabad | 3.5 |
| 303 | 14481A0466 | G Bhavya Theresa | B.Tech-ECE | AK AEROTEK, Wilson Garden, Bangalore | 3.5 |
| 304 | 14481A0467 | G L Sravanthi | B.Tech-ECE | Micro Pyramid, Madhapur, Hyderabad | 3.5 |
| 305 | 14481A0468 | Gudavalli Sridhar | B.Tech-ECE | Accenture information technology (IT) services and consulting, Madhapur, Hyderabad | 3.5 |
| 306 | 14481A0470 | Gudivada Yamini | B.Tech-ECE | CTS, Miller road, Bangalore | 3.5 |
| 307 | 14481A0474 | Gunji Sai Bhavani | B.Tech-ECE | Infosys, Electronics City, 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) |
|-------|---------------------|----------------------------------|------------------------------|--|---|
| 308 | 14481A0475 | Gunnar Begam | B.Tech-ECE | Arziac Technology Services, No:21- 23a,Rainbow arcade,2nd floor,sri thiyagaraya road, pondy bazeer,T-nagar, Chennai | 3.5 |
| 309 | 14481A0476 | Lakshmi Keerthana | B.Tech-ECE | Infosys, Electronics City, Bangalore. | 3.5 |
| 310 | 14481A0479 | Chandrakanth Inturi | B.Tech-ECE | Cognizant Technology Solutions Pvt.Lid, Chennai. | 3.5 |
| 311 | 14481A0480 | Ivaturi Santhi | B.Tech-ECE | Tech Mahindra, SEZ Gate, Jublee Enclave, Hitech City, Hyderabad | 3.5 |
| 312 | 14481A0482 | Jeldu Jonah Nikhil | B.Tech-ECE | Quest Global Engineering Services, AEQUS Special Economic Zone, Hattaragi Village, Hukkeri Taluk, Belgaum | 3.4 |
| 313 | 14481A0484 | J. Poorna Venkata Sai Raghava | B.Tech-ECE | HHFC, Hyderabad | 3.4 |
| 314 | 14481A0487 | Kadali Aditya | B.Tech-ECE | Galaxesolutions, ITPL, Whitefield Road, Bangalore | 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) |
|-------|---------------------|-----------------------------|------------------------------|---|---|
| 315 | 14481A0488 | Kallam Harish | B.Tech-ECE | Quest Global Engineering Services, AEQUS Special Economic Zone, Hattaragi Village, Hukkeri Taluk, Belgaum | 3.3 |
| 316 | 14481A0491 | Katta Sudheer Pavan | B.Tech-ECE | Fareportal, Vipul Tech Square, Sector-43, Gurugram | 3.3 |
| 317 | 14481A0496 | Dhananjay Kolli | B.Tech-ECE | Tech Mahindra, SEZ Gate, Jublee Enclave, Hitech City, Hyderabad | 3.3 |
| 318 | 14481A0497 | Komireddy Narendra Reddy | B.Tech-ECE | Infinite Computer Solutions, 157, EPIP Zone, Phase-2, Kundalahalli, Whitefield, Bangalore | 3.3 |
| 319 | 14481A0499 | Kommu Koteswari | B.Tech-ECE | SKCM Educational Trust, Patamata,Vijayawada | 3.3 |
| 320 | 14481A04A0 | Gnana Ramya Krishna | B.Tech-ECE | Infosys, Electronics City, Bangalore. | 3.3 |
| 321 | 14481A04A2 | Kosaraju Chaturya | B.Tech-ECE | Allsec Technalogies Limited, Chennai | 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) |
|-------|---------------------|---|------------------------------|--|---|
| 322 | 14481A04A5 | Naga Venkata Sai Sudheer | B.Tech-ECE | TCS, Madhapur, Hyderabad | 3.3 |
| 323 | 14481A04A8 | Kummari Ratnasekhar | B.Tech-ECE | CMS IT Services, Marredpally, Secunderabad | 3.3 |
| 324 | 14481A04B1 | Mamidi Venkata Durga Krishna Sai Praneeth | B.Tech-ECE | Snovasya, Hyderabad | 3.3 |
| 325 | 14481A04B3 | Matha Vijaya Phanindra Kumar | B.Tech-ECE | Arziac Technology Services, No:21- 23a,Rainbow arcade,2nd floor,sri thiyagaraya road, pondy bazeer,T-nagar, Chennai | 3.3 |
| 326 | 14481A04B4 | Medavarapu Geetha Sujana | B.Tech-ECE | Quest Global Engineering Services, AEQUS Special Economic Zone, Hattaragi Village, Hukkeri Taluk, Belgaum | 3.3 |
| 327 | 14481A04B5 | Phani Sravanthi Meka | B.Tech-ECE | Infosys, Electronics City, Bangalore. | 3 |
| 328 | 14481A04B6 | M Shajili | B.Tech-ECE | Allsec Technalogies Limited, Chennai | 3 |

| S.No. | Student Roll No. | Name of Student Placed | Program graduated from | Name of the employer | Pay package at appointment (in Lakhs per annum) |
|-------|---------------------|---|------------------------------|--|---|
| 329 | 14481A04B9 | Gaggara Hemanjali | B.Tech-ECE | Hyoseong Electric India Private Limited, Kancheepuram District- 602105 | 3 |
| 330 | 14481A04C0 | Kota Bhavani | B.Tech-ECE | Arziac Technology Services, No:21- 23a,Rainbow arcade,2nd floor,sri thiyagaraya road, pondy bazeer,T-nagar, Chennai | 3 |
| 331 | 14481A04C1 | Kunchaparthi Teja Sri | B.Tech-ECE | Quest Global Engineering Services, AEQUS Special Economic Zone, Hattaragi Village, Hukkeri Taluk, Belgaum | 3 |
| 332 | 14481A04C2 | Kundeti Leela Subrahmanyasreeka nth | B.Tech-ECE | Infinite Computer Solutions, 157, EPIP Zone, Phase-2, Kundalahalli, Whitefield, Bangalore | 3 |
| 333 | 14481A04C4 | Lingamneni Kavya | B.Tech-ECE | BOSCH, Koramangala, Bangalore. | 3 |
| 334 | 14481A04C6 | M Sai Ram | B.Tech-ECE | Arziac Technology Services, No:21- 23a,Rainbow arcade,2nd floor,sri thiyagaraya road, pondy bazeer,T-nagar, Chennai | 3 |
| 335 | 14481A04C7 | Manne Sai Sri Vastav | B.Tech-ECE | Fareportal, Vipul Tech Square, Sector-43, Gurugram | 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) |
|-------|---------------------|------------------------------|------------------------------|--|---|
| 336 | 14481A04C8 | Ganga Prasanna Mogaparthi | B.Tech-ECE | CGI, Electronic City, Bengaluru | 3 |
| 337 | 14481A04D0 | M. Prudhvi Sai | B.Tech-ECE | Allsec Technalogies Limited, Chennai | 3 |
| 338 | 14481A04D1 | Mukka Eswar Chand | B.Tech-ECE | TCS, Madhapur, Hyderabad | 3 |
| 339 | 14481A04D4 | Muppalla Anusha | B.Tech-ECE | Arziac Technology Services, No:21- 23a,Rainbow arcade,2nd floor,sri thiyagaraya road, pondy bazeer,T-nagar, Chennai | 3 |
| 340 | 14481A04D6 | Mutyala Lavanya | B.Tech-ECE | Mindtree, Mysore road, Bangalore | 3 |
| 341 | 14481A04D7 | Venkata Sujitha | B.Tech-ECE | L&T, Ballard Estate, Mumbai | 3 |
| 342 | 14481A04D9 | Prudhvi N | B.Tech-ECE | Hexaware, Thoraipakkam, Tamil Nadu | 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) |
|-------|---------------------|-----------------------------|------------------------------|---|---|
| 343 | 14481A04E1 | Nammi Koteswara Rao | B.Tech-ECE | Galaxesolutions,ITPL, Whitefield Road, Bangalore | 3 |
| 344 | 14481A04E3 | Venkata Sai Krishna | B.Tech-ECE | Manipal prolearn, Electronics City, Bangalore. | 3 |
| 345 | 14481A04E7 | N Haneep Shan | B.Tech-ECE | VEE Technologies, Miller road,Bangalore | 3 |
| 346 | 14481A04E8 | Oleti Manikanta | B.Tech-ECE | Wipro, sarjapur road, Bangalore | 3 |
| 347 | 14481A04F0 | Paglolu Vinay Babu | B.Tech-ECE | INVENTAA LED, Pallikaranai, Chennai. | 3 |
| 348 | 14481A04F2 | Pamulapati Mohan Krishna | B.Tech-ECE | Quest Global Engineering Services, AEQUS Special Economic Zone, Hattaragi Village, Hukkeri Taluk, Belgaum | 3 |
| 349 | 14481A04F5 | P Siva Naga Raju | B.Tech-ECE | KLOC Technologies, 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) |
|-------|---------------------|--|------------------------------|--|---|
| 350 | 14481A04F6 | Sai Akhil Parnam | B.Tech-ECE | TCS, Madhapur, Hyderabad | 3 |
| 351 | 14481A04F7 | Paruchuri Venkata Sai Nithish | B.Tech-ECE | Mindtree, Mysore road, Bangalore | 3 |
| 352 | 14481A04F9 | Pathan Sharukh Khan | B.Tech-ECE | Quest Global Engineering Services, AEQUS Special Economic Zone, Hattaragi Village, Hukkeri Taluk, Belgaum | 3 |
| 353 | 14481A04G0 | Jaya Padmini Patnala | B.Tech-ECE | Arziac Technology Services, No:21- 23a,Rainbow arcade,2nd floor,sri thiyagaraya road, pondy bazeer,T-nagar, Chennai | 2.6 |
| 354 | 14481A04G1 | Devaki Krishna Dharma Raju Pedasingu | B.Tech-ECE | HCL, Bangalore | 2.5 |
| 355 | 14481A04G2 | Ponnur Sai Krishna Sai | B.Tech-ECE | Hyoseong Electric India Pvt Ltd., , Kancheepuram District-602105 | 2.5 |
| 356 | 14481A04G5 | P Prabhu Kiran | B.Tech-ECE | TCS, Madhapur, Hyderabad | 2.5 |

| S.No. | Student Roll No. | Name of Student Placed | Program graduated from | Name of the employer | Pay package at appointment (in Lakhs per annum) |
|-------|---------------------|---------------------------------------|------------------------------|---|---|
| 357 | 14481A04G7 | Pullepu Bhavana Kusuma Krishna Sri | B.Tech-ECE | Quest Global Engineering Services, AEQUS Special Economic Zone, Hattaragi Village, Hukkeri Taluk, Belgaum | 2.5 |
| 358 | 14481A04G9 | Ravi Pavan Sai | B.Tech-ECE | Allsec Technalogies Limited, Chennai | 2.5 |
| 359 | 14481A04H0 | R Rama Charan Teja | B.Tech-ECE | TCS, Madhapur, Hyderabad | 2.5 |
| 360 | 14481A04H4 | A Ratna Prasad Sali | B.Tech-ECE | Hyoseong Electric India Pvt Ltd., , Kancheepuram District-602105 | 2.4 |
| 361 | 14481A04H5 | Samunuru Hema | B.Tech-ECE | Fareportal, Vipul Tech Square, Sector-43, Gurugram | 2.2 |
| 362 | 14481A04I0 | Sarepalli Navya | B.Tech-ECE | Miracle, Visakapatam. | 2.2 |
| 363 | 14481A04I6 | Shamimunnisa | B.Tech-ECE | Allsec Technalogies Limited, Chennai | 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) |
|-------|---------------------|----------------------------------|------------------------------|---|---|
| 364 | 14481A04I9 | Kiran Surathu | B.Tech-ECE | VEE Technologies, Miller road,Bangalore | 2.2 |
| 365 | 14481A04J2 | Anjani Tammisetti | B.Tech-ECE | Cognizant Technology Solutions, Chennai, Tamilnadu | 2.2 |
| 366 | 14481A04J3 | Tata Venkata Siva Rama Prasad | B.Tech-ECE | Quest Global Engineering Services, AEQUS Special Economic Zone, Hattaragi Village, Hukkeri Taluk, Belgaum | 2.2 |
| 367 | 14481A04J7 | Thumati Naga Vara Prasad | B.Tech-ECE | Quest Global Engineering Services, AEQUS Special Economic Zone, Hattaragi Village, Hukkeri Taluk, Belgaum | 2.2 |
| 368 | 14481A04J8 | Baba Naga Venkatesh | B.Tech-ECE | TCS, Madhapur, Hyderabad | 2.2 |
| 369 | 14481A04J9 | Thungam Bharathi Uday | B.Tech-ECE | Fareportal, Vipul Tech Square, Sector-43, Gurugram | 2.2 |
| 370 | 14481A04K2 | Daya Sagar Tummala | B.Tech-ECE | TCS, Madhapur, Hyderabad | 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) |
|-------|---------------------|-----------------------------|------------------------------|---|---|
| 371 | 14481A04K5 | Valicherla Bhavana | B.Tech-ECE | Hyoseong Electric India Pvt Ltd., , Kancheepuram District-602105 | 2.2 |
| 372 | 14481A04K9 | V Somitha | B.Tech-ECE | Allsec Technalogies Limited, Chennai | 2 |
| 373 | 14481A04L1 | V Rukmini | B.Tech-ECE | Allsec Technalogies Limited, Chennai | 2 |
| 374 | 14481A04L2 | V G L Sai Supraja | B.Tech-ECE | Allsec Technalogies Limited, Chennai | 1.8 |
| 375 | 14481A04L3 | Veeranki Sudheer | B.Tech-ECE | Galaxesolutions, ITPL, Whitefield Road, Bangalore | 1.8 |
| 376 | 14481A04L4 | V Mrudula | B.Tech-ECE | Allsec Technalogies Limited, Chennai | 1.8 |
| 377 | 14481A04L6 | V Ashok | B.Tech-ECE | Manipal prolearn,Electronics City, Bangalore. | 1.8 |
| 378 | 14481A04L7 | Vemula Ujwala Sai | B.Tech-ECE | Fareportal, Vipul Tech Square, Sector-43, Gurugram | 1.8 |
| 379 | 14481A04L8 | Videesha Gundavarapu | B.Tech-ECE | Mindtree, Mysore road, Bangalore | 1.8 |
| 380 | 14481A04L9 | Vinnakota Lakshmi Durga | B.Tech-ECE | Allsec Technalogies Limited, Chennai | 1.8 |
| 381 | 14481A04M0 | Vinnakota Vana Sai Varun | B.Tech-ECE | Quest Global Engineering Services, AEQUS Special Economic Zone, Hattaragi Village, Hukkeri Taluk, Belgaum | 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) |
|-------|---------------------|---------------------------------|------------------------------|---|---|
| 382 | 14481A04M1 | V. Bhavana | B.Tech-ECE | SOCTRONICS, Banjara hills, Hyderabad | 1.8 |
| 383 | 14481A04M2 | Vundi Bhavya Sri | B.Tech-ECE | VEE Technologies, Miller road,Bangalore | 1.8 |
| 384 | 14481A04M3 | V Divya Lakshmi | B.Tech-ECE | Allsec Technalogies Limited, Chennai | 1.8 |
| 385 | 14481A04M4 | Y Akhil | B.Tech-ECE | Allsec Technalogies Limited, Chennai | 1.8 |
| 386 | 14481A04M6 | Hari Ganesh Yara | B.Tech-ECE | TCS, Madhapur, Hyderabad | 1.8 |
| 387 | 14481A04M7 | Yarlagadda Harsha Vardhini | B.Tech-ECE | Infinite Computer Solutions, 157, EPIP Zone, Phase-2, Kundalahalli, Whitefield, Bangalore | 1.8 |
| 388 | 14481A04M9 | Tasneem Yasmin | B.Tech-ECE | BOSCH, Koramangala, Bangalore. | 1.8 |
| 389 | 14481A04N0 | Yelchuri Sai Lakshmi Suseela | B.Tech-ECE | Face Academy, ThottipalayamPirivu, Avinashi Road, Coimbathore | 1.8 |
| 390 | 14481A04N1 | Mohan Chowdary | B.Tech-ECE | Manipal prolearn, Electronics City, Bangalore. | 1.8 |
| 391 | 14481A04N2 | Gunnam Triveni | 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) |
|-------|---------------------|------------------------------|------------------------------|--|---|
| 392 | 14481A04N3 | Katta Pratyusha | B.Tech-ECE | Asahi India Glass LTd, Global Business Park, MG Road, Gurgaon | 1.8 |
| 393 | 15485A0402 | O Nagamani | B.Tech-ECE | Skylink Technologies, Rajakilpakkam, Chennai | 1.8 |
| 394 | 15485A0403 | Prasanna Lakshmi Oruganti | B.Tech-ECE | Hyoseong Electric India Private Limited, Kancheepuram District- 602105 | 1.8 |
| 395 | 15485A0405 | Tumma Sivaranjani | B.Tech-ECE | Fareportal, Vipul Tech Square, Sector-43, Gurugram | 1.8 |
| 396 | 15485A0407 | K Chowdeswari | B.Tech-ECE | Arziac Technology Services, No:21- 23a,Rainbow arcade,2nd floor,sri thiyagaraya road, pondy bazeer,T-nagar, Chennai | 1.8 |
| 397 | 15485A0410 | Adarsh Balusu | B.Tech-ECE | VEE Technologies, Miller road,Bangalore | 1.8 |
| 398 | 15485A0412 | Mohammad Basha | B.Tech-ECE | Galaxesolutions, ITPL, Whitefield Road, Bangalore | 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) |
|-------|---------------------|---------------------------|------------------------------|---|---|
| 399 | 15485A0414 | Kalavala Malathi Devi | B.Tech-ECE | Hyoseong Electric India Private Limited, Kancheepuram District- 602105 | 1.8 |
| 400 | 15485A0415 | Krovvidi Gowthami | B.Tech-ECE | Galaxesolutions, ITPL, Whitefield Road, Bangalore | 1.8 |
| 401 | 15485A0418 | Shalem Rani Nimmagadda | B.Tech-ECE | Cyient Ltd, Wind Tunnel Road, Murugeshapalya, Bangalore | 1.8 |
| 402 | 15485A0419 | Katuri Sai Kumar | B.Tech-ECE | Bharat Electronics LTd, Bangalore. | 1.8 |
| 403 | 15485A0421 | Abdul Wahed | B.Tech-ECE | Fareportal, Vipul Tech Square, Sector-43, Gurugram | 1.8 |
| 404 | 15485A0424 | Sai Bhargav Manepalli | B.Tech-ECE | Wipro, Sarjapur road, Bangalore | 1.8 |
| 405 | 15485A0425 | Siva Kumar P | B.Tech-ECE | Pi Data Center Pvt. Ltd, Gachiboeli, Hydarabad | 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) |
|-------|---------------------|---------------------------|------------------------------|---|---|
| 406 | 15485A0429 | Sirisha Kotturi | B.Tech-ECE | Cyient Ltd, Wind Tunnel Road, Murugeshapalya, Bangalore | 1.8 |
| 407 | 15485A0430 | Srinivasa Rao Kagitha | B.Tech-ECE | Hyoseong Electric India Private Limited, Kancheepuram District- 602105 | 1.8 |
| 408 | 15485A0433 | Mula Pavan Kumar | B.Tech-ECE | Fareportal, Vipul Tech Square, Sector-43, Gurugram | 1.8 |
| 409 | 15485A0435 | Burre Anilkumar | B.Tech-ECE | Galaxesolutions, ITPL, Whitefield Road, Bangalore | 1.8 |
| 410 | 15485A0439 | Rajulapati Vinay Babu | B.Tech-ECE | Quest Global Engineering Services, AEQUS Special Economic Zone, Hattaragi Village, Hukkeri Taluk, Belgaum | 1.8 |
| 411 | 15485A0441 | Jebu Swetha Padmavathi | B.Tech-ECE | Bharat Electronics Ltd, Bangalore. | 1.8 |
| 412 | 15485A0442 | Mallireddy Yesodhar | B.Tech-ECE | Fareportal, Vipul Tech Square, Sector-43, Gurugram | 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) |
|-------|---------------------|---------------------------|------------------------------|--|---|
| 413 | 15485A0445 | Gudavalli Siva Kumar | B.Tech-ECE | Infinite Computer Solutions, 157, EPIP Zone, Phase-2, Kundalahalli, Whitefield, Bangalore | 1.8 |
| 414 | 15485A0448 | Kesireddy Durga Prasad | B.Tech-ECE | Fareportal, Vipul Tech Square, Sector-43, Gurugram | 1.8 |
| 415 | 15485A0449 | Shaik Jakeer Hussain | B.Tech-ECE | Infinite Computer Solutions, 157, EPIP Zone, Phase-2, Kundalahalli, Whitefield, Bangalore | 1.8 |
| 416 | 15485A0451 | Penneru Sai Anudeep | B.Tech-ECE | TCS, Madhapur, Hyderabad | 1.8 |
| 417 | 15485A0454 | S Gopichand | B.Tech-ECE | Allsec Technalogies Limited, Chennai | 1.8 |
| 418 | 15485A0455 | Koneru Sai Prasad | B.Tech-ECE | Infinite Computer Solutions, 157, EPIP Zone, Phase-2, Kundalahalli, Whitefield, Bangalore | 1.8 |
| 419 | 14481A0501 | Tejasri Adusumilli | B.Tech-CSE | 3i Infotech, Tower # 5, 3rd floor, International Infotech Park, Vashi Station Complex, Navi Mumbai – 400 703 | 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) |
|-------|---------------------|--|------------------------------|---|---|
| 420 | 14481A0503 | Aripirala V S S Padmini Surekha | B.Tech-CSE | VT Pharmatek Solutions,427, Rd Number 13, Bharat Heavy Electricals Limited, Ramachandrapuram (BHEL Township), Telangana 502032 | 2.2 |
| 421 | 14481A0507 | Banigallapati Katyani | B.Tech-CSE | Grama Sachivalayam(Digital Assistant) | 1.8 |
| 422 | 14481A0509 | Bavisetty Rama Krishna Rao | B.Tech-CSE | Manpower Group, Indore. Office No. 103, Santoshi Heights, Chandralok, Saket Nagar, Indore - 452018. Jaipur. Cabin No. 407, 4th Floor, Plot E1, | 2.1 |
| 423 | 14481A0511 | Jyothisree Bhima | B.Tech-CSE | IBM, No.12, Subramanya Arcade, Bannerghatta Road, Bangalore, Karnataka, India - 560029 | 3.2 |
| 424 | 14481A0513 | Valli Naga Venkata Sai Lakshmi Priya Bonda | B.Tech-CSE | Capgemini,14, Rajiv Gandhi Infotech Park, Hinjawadi Phase-III, MIDC-SEZ, Village Man, Taluka Mulshi, PUNE-411 057, INDIA. | 3.6 |
| 425 | 14481A0516 | Chedurthipati Navya | B.Tech-CSE | Krupa Rural Development Society, Flat No. 404, 4th Floor, 6-3-665, Prestige Rai Towers, Punjagutta | 1.2 |

| S.No. | Student Roll No. | Name of Student Placed | Program graduated from | Name of the employer | Pay package at appointment (in Lakhs per annum) |
|-------|---------------------|------------------------------|------------------------------|---|---|
| 426 | 14481A0517 | Cheekati Sindhura | 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 | 2.2 |
| 427 | 14481A0519 | Durgateja Chinta | B.Tech-CSE | Cognizant Technology Solutions - Elevate C9PM+JPF, Madhapur, Hyderabad, Telangana Phone: 040 4451 0154 | 3.3 |
| 428 | 14481A0521 | Chodiboyina Sreeja | B.Tech-CSE | Capgemini,14, Rajiv Gandhi Infotech Park, Hinjawadi Phase-III, MIDC-SEZ, Village Man, Taluka Mulshi, PUNE-411 057, INDIA. | 2 |
| 429 | 14481A0523 | Naga Nikitha Devanaboina | B.Tech-CSE | Cognizant Technology Solutions - Elevate C9PM+JPF, Madhapur, Hyderabad, Telangana Phone: 040 4451 0154 | 3.3 |
| 430 | 14481A0526 | Ede Venkata Renuka Prasad | B.Tech-CSE | Stoics Software Development (India) Pvt.Ltd. | 1.5 |
| 431 | 14481A0529 | Gamini Naga Sai Gayathri | B.Tech-CSE | IBM, No.12, Subramanya Arcade, Bannerghatta Road, Bangalore, Karnataka, India 560029, No.12, Subramanya Arcade, Bannerghatta Road, Bangalore, Karnataka, India 560029 | 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) |
|-------|---------------------|---------------------------|------------------------------|---|---|
| 432 | 14481A0530 | Ganji Raja | B.Tech-CSE | DXC technology, Hyderabad, Telangana · In Raheja Mindspace IT Park | 4.5 |
| 433 | 14481A0533 | Gorantla Akhil | B.Tech-CSE | TCS Ninja SEZ Unit, South Tower Bar Building, TSA Business Park, Nanakaramguda, Telangana 500083 | 3.3 |
| 434 | 14481A0534 | Goriparthi Susmitha | B.Tech-CSE | Fujitsu | 2.5 |
| 435 | 14481A0535 | Jasmitha.Gorrepati | 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 |
| 436 | 14481A0538 | Tanuja Gunna | B.Tech-CSE | Atos, FHJ6+4H3, Rd Number 2, Srinivasa Nagar Colony, Kapra, Secunderabad, Telangana 500062 | 3.7 |
| 437 | 14481A0541 | Sravani Iluri | 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 |
| 438 | 14481A0543 | Sai Rupa Juluri | B.Tech-CSE | Maintec | 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) |
|-------|---------------------|-----------------------------|------------------------------|--|---|
| 439 | 14481A0545 | Vijayadurga Jampani | B.Tech-CSE | Atos, FHJ6+4H3, Rd Number 2, Srinivasa Nagar Colony, Kapra, Secunderabad, Telangana 500062 | 3.6 |
| 440 | 14481A0548 | Kadiyala Venu Madhavi | B.Tech-CSE | Innominds, Hyderabad, Telangana | 2.9 |
| 441 | 14481A0549 | Hareesha Kakunuti | B.Tech-CSE | Railway Constable | 4.2 |
| 442 | 14481A0559 | Dhana Tejaswi Katreddy | B.Tech-CSE | Capgemini,14, Rajiv Gandhi Infotech Park, Hinjawadi Phase-III, MIDC-SEZ, Village Man, Taluka Mulshi, PUNE-411 057, INDIA. | 2.6 |
| 443 | 14481A0560 | Khaja Mohiuddin | B.Tech-CSE | OTSI | 1.5 |
| 444 | 14481A0566 | Divya Kothamasu | B.Tech-CSE | Piersoft | 1 |
| 445 | 14481A0569 | Kunapareddy Teja Krishna | B.Tech-CSE | SLK | 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) |
|-------|---------------------|--------------------------------|------------------------------|---|---|
| 446 | 14481A0571 | Vineetha Lakkakula | 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 | 2.7 |
| 447 | 14481A0572 | Ravali Madala | B.Tech-CSE | BeetleRim | 3 |
| 448 | 14481A0574 | Maddineni Venkata Raghunath | B.Tech-CSE | ICICI BANK | 2.4 |
| 449 | 14481A0575 | Brahmaiah Makkena | B.Tech-CSE | Retigence | 1.5 |
| 450 | 14481A0576 | Mallarapu Ramya | 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 |
| 451 | 14481A0577 | Mamidisetty Sai Krishna | B.Tech-CSE | Collabera(IBM, No.12, Subramanya Arcade, Bannerghatta Road, Bangalore, Karnataka, India - 560029, No.12, Subramanya Arcade, Bannerghatta Road, Bangalore, Karnataka, India - 560029) | 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) |
|-------|---------------------|---|------------------------------|---|---|
| 452 | 14481A0583 | Mounika Medam | B.Tech-CSE | MindTree Block No. 6 Divyasree Orion SEZ North Tower 66/1 Ranga Reddy District Gachibowli Raidurgam, Hyderabad, Telangana 500032 Phone: 040 6723 0000 | 3.5 |
| 453 | 14481A0584 | Sri Chandana Melimi | B.Tech-CSE | Grama Sachivalayam(Digital Assistant) | 1.8 |
| 454 | 14481A0585 | Metla Chetana Naga Syamala Sai Sudheer | B.Tech-CSE | MindTree Block No. 6 Divyasree Orion SEZ North Tower 66/1 Ranga Reddy District Gachibowli Raidurgam, Hyderabad, Telangana 500032 Phone: 040 6723 0000 | 3.5 |
| 455 | 14481A0587 | Prathyusha Moguloju | 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 |
| 456 | 14481A0593 | Triveni Mullangi | B.Tech-CSE | Miracle, Mig-49, Door No 4- 67-3/1 Lawson'sbay Colony Visakhapatnam | 2.8 |
| 457 | 14481A0596 | Tejasri Nadakuditi | B.Tech-CSE | Infosys , Old Mahabalipuram Rd, Nedunchezian Salai, Sholinganallur, Chennai, Tamil Nadu 600119 Phone: 044 2450 9532 | 3.6 |
| 458 | 14481A0599 | Nagumantri K Venkata Bharat Patnaik | B.Tech-CSE | Altran | 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) |
|-------|---------------------|---------------------------|------------------------------|---|---|
| 459 | 14481A05A3 | Hemasai Kumar Pamarthi | 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 |
| 460 | 14481A05A4 | Bhanu Prakash Parchuri | B.Tech-CSE | GigaCom | 2.7 |
| 461 | 14481A05A7 | Surendra Peduru | B.Tech-CSE | TCS Ninja SEZ Unit, South Tower Bar Building, TSA Business Park, Nanakaramguda, Telangana 500083 Ninja | 3.2 |
| 462 | 14481A05B1 | Arunasai Pilli | B.Tech-CSE | pathfront | 3.4 |
| 463 | 14481A05B4 | Jaya Bhavya Sri Poola | B.Tech-CSE | IBM, No.12, Subramanya Arcade, Bannerghatta Road, Bangalore, Karnataka, India 560029, No.12, Subramanya Arcade, Bannerghatta Road, Bangalore, Karnataka, India 560029 | 3.6 |
| 464 | 14481A05B5 | Madhu Kiran Potagonna | B.Tech-CSE | TCS Ninja SEZ Unit, South Tower Bar Building, TSA Business Park, Nanakaramguda, Telangana 500083 Ninja | 7.5 |
| 465 | 14481A05B7 | Potharlanka Sudheekar | B.Tech-CSE | TriGeo Technologies Pvt. Ltd. | 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) |
|-------|---------------------|------------------------------------|------------------------------|---|---|
| 466 | 14481A05B8 | Noel Nithin Prathipaty | 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 |
| 467 | 14481A05C2 | Ruhee Farhana | 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 | 2.2 |
| 468 | 14481A05C3 | Sairaja Geddam Siva Nagavenkata | 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 |
| 469 | 14481A05C6 | Abdulwadood.Shaik | B.Tech-CSE | PWC | 3.5 |
| 470 | 14481A05C7 | Shaik Afreen Banu | B.Tech-CSE | Rapido | 2.5 |
| 471 | 14481A05D1 | Singireddy Manoj | B.Tech-CSE | Technoflair | 2.2 |
| 472 | 14481A05D3 | Praveen Sujanmulk | 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 |

| S.No. | Student Roll No. | Name of Student Placed | Program graduated from | Name of the employer | Pay package at appointment (in Lakhs per annum) |
|-------|---------------------|-----------------------------|------------------------------|---|---|
| 473 | 14481A05D8 | Tata David Sandeep | 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 | 1.4 |
| 474 | 14481A05E0 | Sireesha Tati | B.Tech-CSE | neemus | 1.2 |
| 475 | 14481A05E2 | Thangellamudi Bhagyasree | B.Tech-CSE | Amazon | 3.8 |
| 476 | 14481A05E5 | Tummala Harshitha | B.Tech-CSE | Netcracker | 4.2 |
| 477 | 14481A05E7 | Tummapudi Chandradeep | 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 | 2.2 |
| 478 | 14481A05E8 | Ummadala Chaitanya Kiran | 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 | 2.2 |
| 479 | 14481A05E9 | Uppala Pratap | B.Tech-CSE | Technoflair | 9.6 |
| 480 | 14481A05F1 | Vaddi Tanmayee | B.Tech-CSE | GlobalLogic | 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) |
|-------|---------------------|--|------------------------------|---|---|
| 481 | 14481A05F2 | Veddy Keerthi | B.Tech-CSE | ValueMomentum | 2.4 |
| 482 | 14481A05F3 | Venkata Satya Krishna Pavan Vakacherla | B.Tech-CSE | Infor Pvt Ltd, 7th Floor, The Skyview Tower 10, Survey No. 83/1, Madhapur, HYD | 3.7 |
| 483 | 14481A05F9 | Mohana Dhana Lakshmi Velivala | B.Tech-CSE | Atos, FHJ6+4H3, Rd Number 2, Srinivasa Nagar Colony, Kapra, Secunderabad, Telangana 500062 | 3.1 |
| 484 | 14481A05G1 | Prasanna Kamal Vemula | 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 |
| 485 | 14481A05G4 | Vengala Baby Anusha | B.Tech-CSE | Gvot. General Hospital | 1.5 |
| 486 | 14481A05G6 | Naga Lakshmi Venna | B.Tech-CSE | Infosys , Old Mahabalipuram Rd, Nedunchezian Salai, Sholinganallur, Chennai, Tamil Nadu 600119 Phone: 044 2450 9532 | 3.6 |
| 487 | 14481A05G7 | Vinod Kumar Reddy Gade | 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 | 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) |
|-------|---------------------|-------------------------------|------------------------------|---|---|
| 488 | 14481A05H2 | Yalavarthy Hima Sailaja | B.Tech-CSE | Infosys , Old Mahabalipuram Rd, Nedunchezian Salai, Sholinganallur, Chennai, Tamil Nadu 600119 Phone: 044 2450 9532 | 2.4 |
| 489 | 14481A05H3 | Lalitha Suvarchala Y | B.Tech-CSE | IBM, No.12, Subramanya Arcade, Bannerghatta Road, Bangalore, Karnataka, India 560029, No.12, Subramanya Arcade, Bannerghatta Road, Bangalore, Karnataka, India 560029 | 3.6 |
| 490 | 14481A05H5 | Y.V.S.L.A.Krishna Bhagavan | B.Tech-CSE | Atos, FHJ6+4H3, Rd Number 2, Srinivasa Nagar Colony, Kapra, Secunderabad, Telangana 500062 | 3.6 |
| 491 | 14481A05H6 | Uday Sagar. Yenigalla | B.Tech-CSE | ICICI | 1.8 |
| 492 | 14481A05H7 | Y Trilochana | B.Tech-CSE | CrimsonLogic, Embassy Tech Square, 6th Floor, Alpha, Outer Ring Rd, Kadubeesanahalli, Bengaluru, Karnataka 560103 | 3 |
| 493 | 14481A05H9 | Harshita Dandyala | 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 |

| S.No. | Student Roll No. | Name of Student Placed | Program graduated from | Name of the employer | Pay package at appointment (in Lakhs per annum) |
|-------|---------------------|--|------------------------------|---|---|
| 494 | 15485A0502 | Moka Dinesh | B.Tech-CSE | Infosys , Old Mahabalipuram Rd, Nedunchezian Salai, Sholinganallur, Chennai, Tamil Nadu 600119 Phone: 044 2450 9532 | 3.6 |
| 495 | 15485A0507 | Dunna Rajesh | B.Tech-CSE | Ward Education and Data Processing Secretary | 1.8 |
| 496 | 15485A0510 | Oganti Tejasri | B.Tech-CSE | ACRUX IT Services Pvt.Ltd. | 1.2 |
| 497 | 15485A0513 | Lakshmi Venkata Sai Praneetha.Yakkala | 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 | 4.2 |
| 498 | 15485A0518 | Movva Kranthi 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 | |
| 499 | 15485A0519 | Penumudi Phani Kumar | 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 | 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) |
|-------|---------------------|--------------------------------|------------------------------|---|---|
| 500 | 15485A0520 | Sai Prathyusha Chaparla | B.Tech-CSE | Infosys , Old Mahabalipuram Rd, Nedunchezian Salai, Sholinganallur, Chennai, Tamil Nadu 600119 Phone: 044 2450 9532 | 3.6 |
| 501 | 15485A0521 | Punukollu Srikavya | B.Tech-CSE | Trueblue India LLP | 3.1 |
| 502 | 15485A0522 | Kommu Preethi | B.Tech-CSE | Survey No 240, 242 & 243, Alladi Building, Opposite Chinna Thokatta Hanuman Temple, New Bowenpally- 500011 | 1.6 |
| 503 | 15485A0523 | Tankasala Renukamma | B.Tech-CSE | CYIENT | 1.8 |
| 504 | 15485A0525 | Gudavalli Durga Subramanyam | B.Tech-CSE | Cognizant Technology Solutions - Elevate C9PM+JPF, Madhapur, Hyderabad, Telangana Phone: 040 4451 0154 | 3.7 |
| 505 | 15485A0526 | Kondeti Navya | B.Tech-CSE | ACRUX IT Services Pvt.Ltd., Unit No: 201-204, NRT Tech Park, Bypass, Mangalagiri, Andhra Pradesh 522503 | 1.4 |
| 506 | 15485A0535 | Vusala Karthik | B.Tech-CSE | MindTree Block No. 6 Divyasree Orion SEZ North Tower 66/1 Ranga Reddy District Gachibowli Raidurgam, Hyderabad, Telangana 500032 Phone: 040 6723 0000 | 3.5 |
| 507 | 15485A0536 | Busam Bala Subrahmanyam | B.Tech-CSE | Bectran, The Platina, B-304 Survey.136, Gachibowli Rd, Gachibowli, Telangana 500032 | 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) |
|-------|---------------------|---------------------------------------|------------------------------|--|---|
| 508 | 15485A0525 | Pasupuleti Satya Sravanthi | B.Tech-CSE | PURVIEW India Consulting and Services LLP, CHC5+9R7, Autonagar, Amaravati, Andhra Pradesh 522503 | 1.3 |
| 509 | 15485A0537 | Sambangi Subrahmanyam | B.Tech-CSE | Grama Sachivalayam(Digital Asst.) | 1.8 |
| 510 | 15485A0538 | Adusumilli Deepa Manasa | B.Tech-IT | MAINTEC TECHNOLOGIES,Chennai | 1.8 |
| 511 | 14481A1203 | Adusumilli Swarna Priya | B.Tech-IT | IBM,Visakhapatnam | 3.6 |
| 512 | 14481A1205 | Ambatipudi Naga Venkata Sai Sruthi | B.Tech-IT | MAINTEC TECHNOLOGIES,Chennai | 1.8 |
| 513 | 14481A1206 | Anagani Haritha | B.Tech-IT | HCL TECHNOLOGIES,Chennai | 2.6 |
| 514 | 14481A1207 | Anumakonda Indrani | B.Tech-IT | PIERSOFT,Hyderabad | 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) |
|-------|---------------------|---------------------------------|------------------------------|---------------------------------------|---|
| 515 | 14481A1208 | Arumilli Sri Lakshmi Alekhya | B.Tech-IT | IBASE SOFTWARE SOLUTIONS,Hyderabad | 1.2 |
| 516 | 14481A1209 | Bhavireddy Radha Krishna | B.Tech-IT | EFFTRONICS,Vijayawada | 3 |
| 517 | 14481A1211 | Boyinapalli Sravani | B.Tech-IT | HCL TECHNOLOGIES,Chennai | 2.6 |
| 518 | 14481A1212 | Burra Manoj Sai Kiran | B.Tech-IT | PIERSOFT,Hyderabad | 1.8 |
| 519 | 14481A1214 | Chennupati Lasya | B.Tech-IT | PIERSOFT,Hyderabad | 1.8 |
| 520 | 14481A1215 | Chigurupati Alekhya | B.Tech-IT | MAINTEC TECHNOLOGIES,Chennai | 1.8 |
| 521 | 14481A1216 | Chirunomula Vasavi | B.Tech-IT | Tech Mahindra,Hyderabad | 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) |
|-------|---------------------|-----------------------------------|------------------------------|---------------------------------|---|
| 522 | 14481A1217 | Chithaluri Kavitha | B.Tech-IT | EFFTRONICS,Vijayawada | 3 |
| 523 | 14481A1220 | Devisetti Lalithya | B.Tech-IT | MAINTEC TECHNOLOGIES,Chennai | 1.8 |
| 524 | 14481A1222 | Doppalapudi Nikitha Sri Durga | B.Tech-IT | PIERSOFT,Hyderabad | 1.8 |
| 525 | 14481A1223 | Doradla Prasanna Lakshmi | B.Tech-IT | LTI,Chennai | 3.2 |
| 526 | 14481A1225 | G B Jyothi Swaroopa Obillaneni | B.Tech-IT | PIERSOFT,Hyderabad | 1.8 |
| 527 | 14481A1229 | Golla Meghana | B.Tech-IT | EFFTRONICS,Vijayawada | 3 |
| 528 | 14481A1230 | Gongati Shirisha | B.Tech-IT | VALUE LABS,Hyderabad | 1.6 |

| S.No. | Student Roll No. | Name of Student Placed | Program graduated from | Name of the employer | Pay package at appointment (in Lakhs per annum) |
|-------|---------------------|-------------------------------|------------------------------|---------------------------------|---|
| 529 | 14481A1233 | Gudise Narsareddy | B.Tech-IT | Tech Mahindra,Hyderabad | 3.1 |
| 530 | 14481A1234 | Hari Sowmya | B.Tech-IT | Wipro,Hyderabad | 3.6 |
| 531 | 14481A1236 | Jagarlamudi Surya Adithya | B.Tech-IT | HCL TECHNOLOGIES,Chennai | 2.6 |
| 532 | 14481A1238 | Kanumarla Venkata Divyasri | B.Tech-IT | WELLS FARGO,Hyderabad | 4.4 |
| 533 | 14481A1239 | Kethireddy Swathi | B.Tech-IT | MAINTEC TECHNOLOGIES,Chennai | 1.8 |
| 534 | 14481A1242 | Kolla Jyothi Sri | B.Tech-IT | HCL TECHNOLOGIES,Chennai | 2.6 |
| 535 | 14481A1243 | Kolli Jaya Teja | B.Tech-IT | EFFTRONICS,Vijayawada | 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) |
|-------|---------------------|------------------------------------|------------------------------|--|---|
| 536 | 14481A1244 | Kolli Sai Teja | B.Tech-IT | GLOBAL LOGIC,Hyderabad | 3.2 |
| 537 | 14481A1247 | Kotha Sai Kinnera | B.Tech-IT | Xsillica Software solutions,Hyderabad | 3 |
| 538 | 14481A1248 | Kunapareddy Prathyusha | B.Tech-IT | MAINTEC TECHNOLOGIES,Chennai | 2.4 |
| 539 | 14481A1253 | Mandala L S Rajya Lakshmi Andal | B.Tech-IT | Wipro,Bangalore | 3.2 |
| 540 | 14481A1254 | Mandalapu Maneesha | B.Tech-IT | Atos SYNTEL PVT LTD,Chennai | 3 |
| 541 | 14481A1256 | Meghanath Devendar Borra | B.Tech-IT | VALUE LABS,Hyderabad | 3.4 |
| 542 | 14481A1260 | Mudragadda Pravallika | B.Tech-IT | EFFTRONICS,Vijayawada | 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) |
|-------|---------------------|--|------------------------------|---------------------------------|---|
| 543 | 14481A1262 | Murari Sai Krishna | B.Tech-IT | MAINTEC TECHNOLOGIES,Chennai | 1.8 |
| 544 | 14481A1271 | Perni Harika | B.Tech-IT | TCS,Mumbai | 3.5 |
| 545 | 14481A1273 | Pulikkottil Chimman Anagha Mary Anilson | B.Tech-IT | HCL TECHNOLOGIES,Chennai | 2.6 |
| 546 | 14481A1275 | Ravilla Lakshmi Saraswathi | B.Tech-IT | AllSec,Chennai | 1.9 |
| 547 | 14481A1278 | Shaik Asha | B.Tech-IT | Capgemini,Bangalore | 2.2 |
| 548 | 14481A1280 | Singamsetti Sri Poojitha | B.Tech-IT | PIERSOFT,Hyderabad | 1.8 |
| 549 | 14481A1281 | Sugasani Vijaya Durga | B.Tech-IT | HCL TECHNOLOGIES,Chennai | 2.6 |

| S.No. | Student Roll No. | Name of Student Placed | Program graduated from | Name of the employer | Pay package at appointment (in Lakhs per annum) |
|-------|---------------------|----------------------------------|------------------------------|---|---|
| 550 | 14481A1283 | Tattukolla Naga Vamsi Krishna | B.Tech-IT | Lodestone Software Services Pvt. Ltd,Chennai | 2.8 |
| 551 | 14481A1285 | Tulabandula Vaishnavi | B.Tech-IT | HCL TECHNOLOGIES,Chennai | 2.6 |
| 552 | 14481A1286 | Tummala Prathima Chowdary | B.Tech-IT | ATTRA INFOTECH,Hyderabad | 2.8 |
| 553 | 14481A1287 | Tummala Srineetha | B.Tech-IT | GlobalLogic,Hyderabad | 3 |
| 554 | 14481A1288 | Tunikipati Srilakshmi Madhavi | B.Tech-IT | Wipro,Hyderabad | 3.2 |
| 555 | 14481A1293 | Vemula Naga Sindhu Sri | B.Tech-IT | PIERSOFT,Hyderabad | 1.8 |
| 556 | 14481A1295 | Vennamaneni Navya Sri | B.Tech-IT | HCL TECHNOLOGIES,Chennai | 2.6 |

| S.No. | Student Roll No. | Name of Student Placed | Program graduated from | Name of the employer | Pay package at appointment (in Lakhs per annum) |
|-------|---------------------|---------------------------------|------------------------------|---|---|
| 557 | 14481A1297 | Vishnubhotla Lakshmi Tapasvi | B.Tech-IT | MAINTEC TECHNOLOGIES,Chennai | 1.8 |
| 558 | 14481A1298 | Voora Yeswanth Anandakrishna | B.Tech-IT | LCUBE INNOVATIVE SOLUTIONS,Chennai | 2.4 |
| 559 | 14481A1299 | Vundavalli Sai Sri Ramya | B.Tech-IT | COGNIZANT,Chennai | 3.8 |
| 560 | 16481E0006 | Baddani Jaya Raju | MBA | HDFC Sales Pvt Ltd., 73- 1-10/1,Shri Chakra Tower, 3rd Floor, Above Reliaence Fresh, MG Road, Padamata, Vijayawada - 10. | 1.8 |
| 561 | 16481E0008 | Bayisetti Sree Sai Deepika | MBA | HDFC Sales Pvt Ltd., 73- 1-10/1,Shri Chakra Tower, 3rd Floor, Above Reliaence Fresh, MG Road, Padamata, Vijayawada - 10. | 1.8 |
| 562 | 16481E0009 | Bolla Venkata Rao | MBA | HDFC Sales Pvt Ltd., 73- 1-10/1,Shri Chakra Tower, 3rd Floor, Above Reliaence Fresh, MG Road, Padamata, Vijayawada - 10. | 1.8 |
| 563 | 16481E0010 | Boyina Mahesh Babu | MBA | HDFC Sales Pvt Ltd., 73- 1-10/1,Shri Chakra Tower, 3rd Floor, Above Reliaence Fresh, MG Road, Padamata, Vijayawada - 10. | 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) |
|-------|---------------------|-------------------------------------|------------------------------|---|---|
| 564 | 16481E0011 | Chandika Vasavi Latha | MBA | HDFC Sales Pvt Ltd., 73- 1-10/1,Shri Chakra Tower, 3rd Floor, Above Reliaence Fresh, MG Road, Padamata, Vijayawada - 10. | 1.8 |
| 565 | 16481E0013 | Chittibomma Chaitanya Prasannavi | MBA | HDFC Sales Pvt Ltd., 73- 1-10/1, Shri Chakra Tower, 3rd Floor, Above Reliaence Fresh, MG Road, Padamata, | 1.8 |
| 566 | 16481E0017 | Donepudi Srinivas | MBA | HDFC Sales Pvt Ltd., 73- 1-10/1,Shri Chakra Tower, 3rd Floor, Above Reliaence Fresh, MG Road, Padamata, Vijayawada - 10. | 1.8 |
| 567 | 16481E0019 | Eleti Prathyusha Rani | MBA | HDFC Sales Pvt Ltd., 73- 1-10/1,Shri Chakra Tower, 3rd Floor, Above Reliaence Fresh, MG Road, Padamata, Vijayawada - 10. | 1.8 |
| 568 | 16481E0022 | Ghantasala Amruthavalli | MBA | HDFC Sales Pvt Ltd., 73- 1-10/1,Shri Chakra Tower, 3rd Floor, Above Reliaence Fresh, MG Road, Padamata, Vijayawada - 10. | 1.8 |
| 569 | 16481E0030 | Kakumani Pravallika Reddy | MBA | HDFC Sales Pvt Ltd., 73- 1-10/1,Shri Chakra Tower, 3rd Floor, Above Reliaence Fresh, MG Road, Padamata, Vijayawada - 10. | 1.8 |
| 570 | 16481E0031 | Kamireddy Geetha | MBA | HDFC Sales Pvt Ltd., 73- 1-10/1,Shri Chakra Tower, 3rd Floor, Above Reliaence Fresh, MG Road, Padamata, Vijayawada - 10. | 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) |
|-------|---------------------|--------------------------------|------------------------------|---|---|
| 571 | 16481E0034 | Kantheti Hemanth Mani Kumar | MBA | HDFC Sales Pvt Ltd., 73- 1-10/1,Shri Chakra Tower, 3rd Floor, Above Reliaence Fresh, MG Road, Padamata, Vijayawada - 10. | 1.8 |
| 572 | 16481E0035 | Kanulla Srinivasarao | MBA | HDFC Sales Pvt Ltd., 73- 1-10/1,Shri Chakra Tower, 3rd Floor, Above Reliaence Fresh, MG Road, Padamata, Vijayawada - 10. | 1.8 |
| 573 | 16481E0039 | Katta Usha Rani | MBA | HDFC Sales Pvt Ltd., 73- 1-10/1,Shri Chakra Tower, 3rd Floor, Above Reliaence Fresh, MG Road, Padamata, Vijayawada - 10. | 1.8 |
| 574 | 16481E0040 | Kattekota Naga Priyanka | MBA | HDFC Sales Pvt Ltd., 73- 1-10/1,Shri Chakra Tower, 3rd Floor, Above Reliaence Fresh, MG Road, Padamata, Vijayawada - 10. | 1.8 |
| 575 | 16481E0041 | Katuru Siva Parvathi | MBA | HDFC Sales Pvt Ltd., 73- 1-10/1,Shri Chakra Tower, 3rd Floor, Above Reliaence Fresh, MG Road, Padamata, Vijayawada - 10. | 1.8 |
| 576 | 16481E0043 | Kolli Harish Babu | MBA | HDFC Sales Pvt Ltd., 73- 1-10/1,Shri Chakra Tower, 3rd Floor, Above Reliaence Fresh, MG Road, Padamata, Vijayawada - 10. | 1.8 |
| 577 | 16481E0046 | Kore Bhavani | MBA | HDFC Sales Pvt Ltd., 73- 1-10/1,Shri Chakra Tower, 3rd Floor, Above Reliaence Fresh, MG Road, Padamata, Vijayawada - 10. | 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) |
|-------|---------------------|-----------------------------------|------------------------------|---|---|
| 578 | 16481E0049 | Lakkamraju Sneha | MBA | HDFC Sales Pvt Ltd., 73- 1-10/1,Shri Chakra Tower, 3rd Floor, Above Reliaence Fresh, MG Road, Padamata, Vijayawada - 10. | 1.8 |
| 579 | 16481E0050 | Madala Anitha | MBA | HDFC Sales Pvt Ltd., 73- 1-10/1,Shri Chakra Tower, 3rd Floor, Above Reliaence Fresh, MG Road, Padamata, Vijayawada - 10. | 1.8 |
| 580 | 16481E0053 | Magi Sai Mounica Lahari | MBA | HDFC Sales Pvt Ltd., 73- 1-10/1,Shri Chakra Tower, 3rd Floor, Above Reliaence Fresh, MG Road, Padamata, Vijayawada - 10. | 1.8 |
| 581 | 16481E0055 | Martha Kishore | MBA | HDFC Sales Pvt Ltd., 73- 1-10/1,Shri Chakra Tower, 3rd Floor, Above Reliaence Fresh, MG Road, Padamata, Vijayawada - 10. | 1.8 |
| 582 | 16481E0060 | Merugumala Anusha | MBA | HDFC Sales Pvt Ltd., 73- 1-10/1,Shri Chakra Tower, 3rd Floor, Above Reliaence Fresh, MG Road, Padamata, Vijayawada - 10. | 1.8 |
| 583 | 16481E0062 | Mohan Sujith Ramadeni | MBA | HDFC Sales Pvt Ltd., 73- 1-10/1,Shri Chakra Tower, 3rd Floor, Above Reliaence Fresh, MG Road, Padamata, Vijayawada - 10. | 1.8 |
| 584 | 16481E0064 | Mulagapaka Venkata Sai Mounika | MBA | HDFC Sales Pvt Ltd., 73- 1-10/1,Shri Chakra Tower, 3rd Floor, Above Reliaence Fresh, MG Road, Padamata, Vijayawada - 10. | 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) |
|-------|---------------------|---------------------------|------------------------------|---|---|
| 585 | 16481E0066 | Nagulla Ramgopal | MBA | HDFC Sales Pvt Ltd., 73- 1-10/1,Shri Chakra Tower, 3rd Floor, Above Reliaence Fresh, MG Road, Padamata, Vijayawada - 10. | 1.8 |
| 586 | 16481E0067 | Nagulla Siva Naga Raju | MBA | HDFC Sales Pvt Ltd., 73- 1-10/1,Shri Chakra Tower, 3rd Floor, Above Reliaence Fresh, MG Road, Padamata, Vijayawada - 10. | 1.8 |
| 587 | 16481E0074 | Pasupuleti Niharika | MBA | HDFC Sales Pvt Ltd., 73- 1-10/1,Shri Chakra Tower, 3rd Floor, Above Reliaence Fresh, MG Road, Padamata, Vijayawada - 10. | 1.8 |
| 588 | 16481E0083 | Sanneni Jaya Varshini | MBA | HDFC Sales Pvt Ltd., 73- 1-10/1,Shri Chakra Tower, 3rd Floor, Above Reliaence Fresh, MG Road, Padamata, Vijayawada - 10. | 1.8 |
| 589 | 16481E0084 | Seelam Naga Sagarika | MBA | HDFC Sales Pvt Ltd., 73- 1-10/1, Shri Chakra Tower, 3rd Floor, Above Reliaence Fresh, MG Road, Padamata, Vijayawada - 10. | 1.8 |
| 590 | 16481E0087 | Sukhavasi Manvitha | MBA | HDFC Sales Pvt Ltd., 73- 1-10/1,Shri Chakra Tower, 3rd Floor, Above Reliaence Fresh, MG Road, Padamata, Vijayawada - 10. | 1.8 |
| 591 | 16481E0088 | Tammu Nagaprasanna | MBA | HDFC Sales Pvt Ltd., 73- 1-10/1,Shri Chakra Tower, 3rd Floor, Above Reliaence Fresh, MG Road, Padamata, Vijayawada - 10. | 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) |
|-------|---------------------|-------------------------------------|------------------------------|---|---|
| 592 | 16481E0063 | Mothukuri Lavanya | MBA | State Street HCL Services (India) PVT LTD, Module 1-3, 2nd Floor, Tidle Park Coimbatore Ltd (TPCL), Civil Aerodrome Post, Coimbatore - 641 014) | 2 |
| 593 | 16481E0081 | S Narendranath | MBA | State Street HCL Services (India) PVT LTD, Module 1-3, 2nd Floor, Tidle Park Coimbatore Ltd (TPCL), Civil Aerodrome Post, Coimbatore - 641 014) | 2 |
| 594 | 16481E0002 | Amkam Rama Sai Lakshmi | MBA | Sriven Corporation Plot No 10, IDA, Near Uppal Cricket Stadium, Uppal, Hyderabad, Telangana 500039 | 1.94 |
| 595 | 16481E0003 | Annangi Taraka Venkata Suresh | MBA | Scymes Services Pvt.Ltd. 6th Navketan Estate, Opp: Onida House, Mahakali Caves Road, Andheri East, Mumbai, Maharashtra 400093 | 3.2 |
| 596 | 16481E0005 | Avanigadda Siva Gopi | MBA | Karvy Fintech Pvt.Ltd., Karvy Selenium Tower B, Plot. No.31-32 Gachibowli, Financial District Nanakramguda Hyderabad - 500032 | 1.44 |
| 597 | 16481E0012 | Chennakesavula Leela Naga Dileep | MBA | Max Life Insurance Siri Square, 40-5-1, Tikkle Rd, opp. Hotel D.V.Manor, Vijayawada, Andhra Pradesh 520010. | 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) |
|-------|---------------------|-------------------------------|------------------------------|--|---|
| 598 | 16481E0015 | Devagalla Charan Surya Sai | MBA | Cipla Ltd, FMVC+5CX, Auto Nagar, Vijayawada, Andhra Pradesh 520007. | 1.9 |
| 599 | 16481E0016 | Dirisam Paavana Kumar | MBA | Axis Bank Pvt.Ltd. Vijayawada. | 2.24 |
| 600 | 16481E0025 | Inampudi Naga Sai Srinivas | MBA | AP 24X7 Media, D.No. 40, 26, 1-1, Valluru Purnachandra Rao Rd, opp. A' Convention, Chandra Mouli Puram, Sriram Nagar, Labbipet, Vijayawada, Andhra Pradesh 520010 | 1.5 |
| 601 | 16481E0026 | Jaldula Tulasi | MBA | Apex Advanced Geo Spatial Pvt. Ltd., D.No.29-4-30, Maheswari Palace, Kodanda Rami Reddy Street, Governorpet, Vijayawada - 520 002. | 1.3 |
| 602 | 16481E0028 | Jonnalagadda Suma | MBA | Eurth Techtronics Pvt.Ltd, Plot No 41, ALEAP Industrial Estates, Surampalli, Vijayawada, Andhra Pradesh 521212 | 1.6 |
| 603 | 16481E0029 | Kagitala Gopi | MBA | PHY care India Pvt Ltd Plot No 9, Survey No. 49, IT Park Mangalagiri, Guntur District - 522503 | 1.2 |

| S.No. | Student Roll No. | Name of Student Placed | Program graduated from | Name of the employer | Pay package at appointment (in Lakhs per annum) |
|-------|---------------------|---------------------------|------------------------------|--|---|
| 604 | 16481E0032 | Kanchuganti Gopi Ramu | MBA | NSPIRA Management Services Pvt.Ltd., 10th Floor, Melange Tower, No 80-84, Patrika Nagar, Hi-Tech City, Madhapur, Hyderabad, Telangana 500081 | 1.6 |
| 605 | 16481E0051 | Madivada Kavya Sree | MBA | Efftronics Pvt.Ltd., 40-15-9, Brundavan Colony, Vijayawada - 520 010. | 2.8 |
| 606 | 16481E0036 | Karre Purnaiah | MBA | HDFC Life Insurance, No 24/138, 1st Floor, VNV Complex Five Road Centre Machilipatnam - 521001 · | 2.4 |
| 607 | 16481E0045 | Kondaveeti Suri Babu | MBA | Visual Path IT Services Pvt Ltd., ADITYA ENCLAVE, Flat no: 205, 2nd Floor, Nilgiri Block, Ameerpet, Hyderabad, Telangana 500016 | 2.3 |
| 608 | 16481E0065 | Munnangi Amarnadh | MBA | Cognizant, C9PM+JPF, Madhapur, Hyderabad, Telangana. | 3 |
| 609 | 16481E0054 | Marriwada Siddhartha | MBA | STATE STREET HCL SERVICES (India) PVT LTD, Module 1-3, 2nd Floor, Tidle Park Coimbatore Ltd (TPCL), Civil Aerodrome Post, Coimbatore - 641 014) | 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) |
|-------|---------------------|---------------------------|------------------------------|--|---|
| 610 | 16481E0058 | Meda Janardhan | MBA | STATE STREET HCL SERVICES (India) PVT LTD, Module 1-3, 2nd Floor, Tidle Park Coimbatore Ltd (TPCL), Civil Aerodrome Post, Coimbatore - 641 014) | 2 |
| 611 | 16481E0061 | Mohammad Ismatha | MBA | Viswa Bharthi EM High School, Rajendra Nagar, Gudivada - 51 301. | 1.8 |
| 612 | 16481E0070 | Nowpada V N L Sowmya | MBA | Career3S, Plot No.3-339, 2nd Floor, Manjula Nilayam, Ayyappa Society, Mega Hills, Madhavpur, Hyderabad-81. | 1.2 |
| 613 | 16481E0071 | Olipalli Usha Rani | MBA | HDB Financial Services Limited, 27-18-60, Second Floor, Opp. to Congress Office, Above United Bank of India, Congress Office Road, Suryaraopet, Governorpet, Vijayawada, Andhra Pradesh - 520003 | 1.6 |
| 614 | 16481E0073 | Paruchuri Tarun Venkat | MBA | Scadea Software Solutions Pvt.Ltd, 5th Floor, Block-A, Plot no 55 and 56, SANDIL Building, DLF Rd, Gachibowli, Hyderabad, Telangana 500032. | 2.76 |

| S.No. | Student Roll No. | Name of Student Placed | Program graduated from | Name of the employer | Pay package at appointment (in Lakhs per annum) |
|-------|---------------------|-------------------------------|------------------------------|---|---|
| 615 | 16481E0077 | Punnam Koteswara Rao | MBA | FDC Limited, B - 8 MIDC area, Waluj - 431 136 District - Aurangabad, | 1.8 |
| 616 | 16481E0079 | Ranga Phanindra | MBA | BSEPL Infrastructure Ltd., JIVI Towers, 8-2- 502/1/A, JIVI Towers, Road No. 7, Banjara Hills, Zahara Nagar, Banjara Hills, Hyderabad, Telangana 500034. | 1.89 |
| 617 | 16481E0091 | Thota Aparna | MBA | Police commissionerate, Vijayawada city | 2.4 |
| 618 | 16481E0082 | Sanchi Om Sai Tarun | MBA | SISRB Technologies Pvt ltd.Hyderabad. | 1.5 |
| 619 | 16481E0094 | Udayagiri Chandra Sowjanya | MBA | Six Sigma Data Solutions Private Ltd., Flat No.203, "Kaizen Mirza White House" H.No.1-20-268, Sy.No.72, Opp:Hockey Stadium Entrance, Rasoolpura, Begumpet, Secunderabad- 3. | 1.2 |
| 620 | 16481E0096 | V Premkumar | MBA | Shore Infotech India Pvt Ltd., PBEL Office, 101 & 102 Road Number 44, Kavuri Hills Phase 2 Rd, Madhapur, Telangana 500033 | 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) |
|-------|---------------------|---------------------------|------------------------------|--|---|
| 621 | 16481E0098 | Gudiseva Sindhupriya | MBA | United Tax solutions, Flat No.1, Near Gramapanchayat Office, Nizampet, Hyderabad. | 1.2 |
| 622 | 16481E0099 | Bhima Gayathri | MBA | Infosys Limited, Survey No. 41 (Pt),50 (pt), Pocharam Village, Singapore Township PO, Ghatkesar Mandal, Malkajgiri, Hyderabad, | 1.8 |
| 623 | 16481E0100 | Palakuri Kumar | MBA | Adhaan Solutions, 712 / 712-A Times Square Arcade Opp-Rambaug, Thaltej - Shilaj Rd, nr. Ravija Plaza, Thaltej, Ahmedabad, Gujarat | 2 |

IQAC 2

GUDLAVALLERU - 521 356



M/s. KAKATIYA CONSTRUCTIONS SPECIAL CLASS CONTRACTOR

Date: 19.03.2020

To, Mr. A. Chandra Sekhar HO.No.4-27, Kokilampadu, Tiruvuru Mandal, Krishna District Andhra Pradesh – 521235 Emergency Contact No. 091-8801345331

LETTER OF APPOINTMENT

Dear Mr. A. Chandra Sekhar

With reference to your application for employment and subsequent interview you had with us, we are pleased to inform you that you have been appointed as a "Junior Site Engineer" in our organization with effect from 19th March 2020 on the following terms and conditions.

- You will be paid an all-inclusive salary of Rs.9,000/- (Rupees Nine thousand only) per month. Detailed structuring will be done as per existing norms.
- 2. You will be on probation for a period of Six Months, from date of joining. At the end of probationary period the company will assess your work ,conduct and general attitude and decide on the conformation of your employment, cr otherwise. The company may extent your probation if considered necessary at its sole discretion. You will be reporting to Site In-charge.
- 3. In the event of the company deciding to offer you regular employment on the expiry of your probationary service you will be advised so in writing. Till such time you are advised in writing, you shall be deemed to be on probation.
- This appointment can be terminated, on either side, by one month notice in writing or by payment of salary in lieu thereof.
- 5.º You will be required to perform your duties as per the job description and the periodic directives issued by the management. Based on exigencles of work, your designation or duties may be changed at the discretion of the management.
- During your employment with the company, you will devote your whole time to the business of the company and will diligently and efficiently carry on the duties entrusted to you from time to time.
- You will not be entitled to accept whether directly or indirectly any part time job or transact any business of any kind whatsoever during the course of your employment with the company.



Cont....Page 2

t No. 205, Sumos Sri Sai Residency, Near HP Petrol Pump, Nizampet Village, Kukatpally, Medchal - Malkajgiri Dist - 500 090 Phone : 040 - 48501128, Email : kakatiyaho@gmail.com, GST No. : 36AAEFK1394D1ZI

OFFICE OF THE DISTRICT COLLECTOR & MAGISTRATE, WEST GODAVARI DISTRICT

PROCEEDINGS OF THE CHAIRMAN, DISTRICT SELECTION COMMITTEE & DISTRICT COLLECTOR

DSC - 2019

Present : Sri / Smt Srl Mutyala Raju Revu, IAS

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



-:0:-

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-111) - 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)
- Hon'ble High Court's Orders In W.P Nos.12977/2019,13885/2019, 13898/19, 14015/19, 13990/19, and 14000/2019.
- 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

-:0:-

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 Srl/Smt/Kumarl APPARI BADARI NADH S/o,D/0,W/o APPARI UMA MAHESWARA RAO (HT No:190505005570) 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)



Ref No: KMV/HR/GET/2018-19/T003

6th August 2018

Mr ACHYUTH KUMAR ATHUKURI, # 56/2/10, Patamata, Amma Hospital Road, Vijayawada, Krishna (Dist), Andhra Pradesh.

Subject: Appointment as "Graduate Engineer Trainee - Civil"

Dear Mr ACHYUTH KUMAR ATHUKURI,

We are pleased to appoint you as GET (Civil) in our Group Company... KMV Projects Ltd.

Your CTC shall be INR 16892 /- (Rupees Sixteen Thousand Eight Hundred and Ninety Two Only) per month and you will be entitled to benefits like Provident Fund, ESI etc., as per Company's rules in force from time to time.

Your date of joining is 20th August 2018. Under no circumstances this date will be changed.

General Terms & Conditions of employment (Annexure I), is attached herewith.

You are requested to sign the copy of this letter with annexure and return the same as token of your acceptance of the offer.

We welcome you to KMV Group and wish you a rewarding and successful career!!

With Best Wishes,

Yours sincerely,

For KMV Projects Ltd.,

Authorized Signatory

Acknowledgement & Acceptance:

I have read and understood the appointment along with the terms and conditions and hereby confirm my acceptance of the same.

Signature: Date:



Corporate Office (Regd): 8-3-948/949, Level 4, Solitaire Plaza, Beside Image Hospital, Ameerpet, Hyderabad - 500073. CIN: U45400162007PLC053432 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



OFFICE OF THE DISTRICT COLLECTOR & MAGISTRATE, KRISHNA DISTRICT PROCEEDINGS OF THE DIALBHAR, DISTRICT SELECTION COMMITTEE & DISTRICT COLLECTOR

-:0:-

DSC - 2019

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

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



/2019

1634

ORDERS :

Sub I Recruitment of Posts to Village Secretariats - DSC-2019 - Provisional offer of Appointment in the A.P. SURVEY & LAND RECORDS SUBDROMATE SERVICE - Appointment Orders - Selection to the post of Village Surveyer (Grade-LIII) - Orders Koued,

- Read : 1. G.O.Ms No.110, PR & RD Dept (MDL-1), dated:19-07-2019. 2. Rocruitment: NOTIFICATION NO.01/2019, DT: 26/07/2019
 - for the Post of Village Surveyer (Grade-III) . Hon'ble High Dour's Orders in W.B.Ne. 12072 (2018) 13885 (2019)
 - Hon'ble High Court's Orders in W.P. Nos. 12977/2019, 13885/2019, 13896/19, 14015/19, 13990/19, and 14000/2019.
 Hon'ble High Court's Orders in Writ Appeal No. 252/2019 and Writ Appeal No. 252/2019 and Writ Appeal No. 252/2019 and Writ
 - Appeal 310/2019. 5. Member Convenor DSC - 2019, Letter No : 4202/19P5 &
 - DATED 28/09/2019 ,Dated: /2019

-:0:-

Consequent upon your selection by the District Selection Committee and approval of the Competent Autionity viz., Collector and Chairman, District Selection Committee in the reference Shi cide SrigVinvania RANDE KARTHIKA NACA PAVANI Srio,D/O,W/W & BANDI GANESH (HT No:190605009456) is hereby provisionally appointed as Village Surveyer (Graduat-III) and directs to report at SSISTANT DIRECTOR, SURVEY & LAND RECORDS, MACHILIPATNAM, PHONE 08572252508 en /2019 at 10.00 A.M upon accepting the following Termics and Conditions:-

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

> > Page 1/4

- anis audis In/VTE195ingloAppoint or their high humble getAppartment(high/weitget) refer statistication in 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.
- That you are eligible for monetary benefits from the date of joining only.
- That this provisional appointment is subject to the Final orders issued by Hon'bie High Court in the reference cited as applicable to the post, and any orders issued from time to time.
- 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 balance.
 - 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
 - the compression of training on any discharged while under
 b) if you discontinue the training or are discharged while under
 training for misconduct or any other reasons:
- 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 Assistant Director, SURVEY AND LAND RECORDS, KRISHNA District is directed to post the selected candidate in the Wilege Secretariat and assign duries as per the job thart as per the instructions of the Government and report compliance.
- 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
- emended from time to time in respect of the post. 13. You are neverly informed to report for duty within 30 days of receipt on failing which the offer of appointment may be treated as chicelied.
- on failing which the offer of appointment may be treated as chicefield.

Chairman DSC & District Contection, KRISHNA District.

TO, BANDI KARTHIKA NAGA PAVANI, 2-56-1, PEDAPUDI, PEDAPUDI, RUBAL MOVVA, KRISHNA, 521136 Modile No: \$018342270

Copy To, Aasistanto, SURVEY AND LAND RECORDS, RRISHNA District, The Director, Survey, Settlement, Land Records , The Commissioner, PR & RD for Information. tips in terms applies InVMPGS (15) was AppaintmentOuter Ann Investing (Appaintment InterConstitute), and e PatherDisectory (1)

- 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 Andria 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 Protiation, 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 Past of Village Surveyer (Grade-III) in DEPARTMENTOF REVENUE (SURVEYS LAND RECORDS) is provisional and subject to the verification of character, antecedents and Social category/Community/Trifle 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/Zx-Servicemen /Sports etc., are found to be non-genuine, bogus or if any take 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 Releving Order by the respective Organization certifying that your conduct during the said employment, does not render you unsuitable for the present offer of employment;

Page 2/4

ACCEPTANCE FORM

line .

The Distance Collector, KRISHNA District.

> Thereby accept inconditionally, all the terms and conditions stated in the Appeniment Letter issued vide Rc.No.A4420/2019/DSC-2019 Dated. (2019 issued by the District Selection Counting District Collector District.

Construct outputs the first, I shall comply with all the terms and conditions relating to my appendition are also that I would serve to the best of any knowledge and ability.

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BEAM

URANDI KAKTIRKA NAGA PWANI

ΔΔ2000 None (RANG) KAREBOKA NAKA PANANI , 5 κ. 0. (D. BANDEGANER) 200 / ΓΓΙΑΡΙΚΑΝ ΡΟΙΝΕΙ (Δ. Α. ΜΟΥΑ) ΚΕΙΟΡΑΙΙ (ΜΑΙΑ) ΜΟΥΑ ΜαδάΓΡΑ - ΜΙΙΤΟΙ (ΤΡΑ) ΜαδάΓΡΑ - ΜΙΙΤΟΙ (ΤΡΑ)

Chennai Bangalore



STRICTLY PERSONAL

Name: B. Nihitlasi Date :

Sub: Letter of Intent

Dear

Alihethosi

We are pleased to offer you the position of Customer Care Executive with our organization. You shall report for a comprehensive training program on $\frac{\pi \sqrt{1}}{2}$ 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.
- Monthly Your annual CTC will be Rs $\frac{14074}{122000}$ /- 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

Received Otiginal Copy B. Alilittae.

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

Name:

Signature:

Date:



14th May 2018

Ref: KMV/HRD/PS/2018-19

Mr B Mothilal, Kotavanivalasa (V), Parvathipuram (M), Vizianagaram (Dt), Andhra Pradesh - 535501.

Dear Mr B Mothilal,

With reference to your application and the subsequent interview you had with us, you have been appointed as Trainee (Civil) effective 16th May 2018 in our organization at our "APTIDCO Project, Machilipatnam on a Project specific fixed term on the following terms and conditions:

- You will be reporting to "Manager (Projects)". Your job responsibilities will be desired from time to time. You are required to learn and discharge your functions efficiently.
- 2. Your employment period shall be for a fixed term period of 12 months from 16/05/2018 to 15/05/2019. During the period of your engagement, your services are liable to be terminated by giving one week's notice on either side. If you are found guilty of any grave misconducts such as disobedience, unauthorized absenteeism etc., you are liable to be dismissed without any notice or payment in lieu thereof.
- 3. During your fixed term employment, your monthly remuneration would be INR.10,000 /- per month (INR Ten Thousand Only). Out of which basic is treated 60% and project allowance is the balance 40%. The statutory benefits like EPF, ESI is extended. You will also be covered personal accident Insurance.
- 4. Further, you will also be covered under Group Insurance. You would be eligible for leave of 24 days per annum. Other than the aforementioned benefits, you are not entitled for any other benefits. We expect you to maintain this information and any changes made therein from time to time as personal and confidential.
- Your appointment and continuation in fixed period of service with the organization will be subject to your remaining medically fit. You are required to subject yourself for medical examination before the medical officer, nominated by the organization, as and when called upon to do so.

Corporate Office (Regd): 8-3-948/949, Level 4, Solitaire Plaza, Beside Image Hospital, Ameerpet, Hyderabad - 500073. CIN: U45400162007PLC053432

G.S.V. Silnings

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 Contd...2

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: 1/11/2019



-:0:-

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.
- 1. G.O.Ms.No.110, PR & RD Dept (MDL-1), dated:19-07-2019. Read :
 - DT: NO.01/2019, NOTIFICATION 2. Recruitment 26/07/2019 for the Post of Village Surveyer (Grade-III)
 - W.P in Orders Court's 3. Hon'ble High 14015/19, 13898/19, Nos.12977/2019,13885/2019, 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

-:0:-

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 BODDU S/0,D/0,W/0 VENKATA No:190505005759) 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 /2019 at 10.00 A.M upon accepting the following Terms and on Conditions:-

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

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



Narre

- Sub : Estt-Ward Secretaries Appointment of BOMMANABOYINA NAVEEN 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

-:0:-

- 2. G.O. Rt. No. 523 MA & UD Dept., Dt. 21.08.2019
- 05/2020, NOTIFICATION NO. 3. Recruitment DATED:10.01.2020
- 4. G.O. Ms. No. 591 MA & UD Dept., Dt. 17.09.2019.
- 5. Minutes of the District Level Committee 4337/2020/131

,Dt. 20/11 /2020

6. Minutes of the Regional Level Committee 07/2020 ,Dt. 23/11 /2020

-:0:-

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 BOMMANABOYINA NAVEEN S/0,D/0,W/0 MOHAN (HT No:200611001393) 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.

PROCEEDINGS OF THE SUPERINTENDING ENGINEER, PANCHAYAT RAJ CIRCLE, PRAKASAM. PRESENT: SRI K.KONDAIAH, B.Tech.,

Progs.No.A4/EA/DSC-2019

dt.12.10.2019

- Sub:- ESTABLISHMENT PRES Prakasam District Sri/Smt. BUPANABOINA VENKATA SAI KOUSHIK YADAV who is Provisionally appointed and allotted to P.R.E.D as Engineering Assistant (Grade-II) by the Collector and District Magistrate, Prakasam district – Place Posting Orders – Issued- Regarding.
- Ref: 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 Engineering Assistant (Grade-II).
 - 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 in Writ Appeal No.282/2019 and Writ Appeal 310/2019.
 - 5. Member Convener DSC-2019, Letter No: E3/335/2019, dt. /09/2019.
 - Lr.Rc.No.A4/EA/DSC-2019/DSC-2019, Dated: 30/09/2019 of the District Collector and Magistrate, Prakasam District.
 - 7. Option of the Individual.

<<>>

In the reference 6th cited, Srl/Smt. **BUPANABOINA VENKATA SAI KOUSHIK YADAV** is provisionally appointed as Engineering Assistant (Grade-II) and directed to report at Superintending Engineer, Panchayat Raj Circle, Prakasam on 01.10.2019 at 10.00 A.M. Accordingly in the reference 7th cited, the individual has approached this office for place posting orders. In view of the above the following orders are issued subject to the conditions laid in the proceedings: 6th cited.

ORDER ;

Consequent on appointment of Sri/Smt. **BUPANABOINA VENKATA SAI KOUSHIK YADAV** who stands appointed as Engineering Assistants (Grade-II) and allotted to P.R.Circle, Prakasam vide proceedings 6th cited and has given his/her option vide in the reference 7th cited. The employment conditions will be governed by AP State and Subordinate service rules and/ or special rules as applicable and as amended from time to time in respect of the post. 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 a consolidated pay of Rs.15,000/- P.M. Further after successful completion of probation you will be placed in the Pay Scale of Rs.14600-Rs.44,870 in RPS 2015.

As per the option given vide in the reference 7th cited you are hereby posted as Engineering Assistant (Grade-II) In YELLUPALLI Grama Sachivalayam of GIDDALUR Mandal of Prakasam district.

Further you are Instructed to submit the Physical Fitness Certificate issued by a Medical Officer not below the rank of Civil Assistant Surgeon of a Government Hospital In original.

Hence you are directed to report before the Mandal Parishad Development Officer, GIDDALUR Mandal, Prakasam District duly submitting (1) set of attested copies of Xerox certificates. The conditions laid down In the orders vide in the reference 6th cited stands good.

End: Job Chart

UD Superintending Engineer, Panchayati Raj Circle, Prakasam.

To

Sri/Smt. BUPANABOINA VENKATA SAI KOUSHIK YADAV. Copy to the Panchayat Secretary, YELLUPALLI Grama Sachivalayam of GIDDALUR Mandal. Copy to the Mandal Parishad Development Officer, Mandal Praja Parishad, GIDDALUR,

Chennai Bangelore



STRICTLY PERSONAL

Name: D. Venkoda Sea Charan

Date: 3108.18 Sub: Letter of Intent

Dear

Southaron

We are pleased to offer you the position of Customer Care Executive with our organization. You shall report for a comprehensive training program on 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, gualification, experience, etc.
- If currently employed, copy of the relieving letter from your present employer. 0
- 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 GTC will be Rs $\frac{14076}{1200}$ 1- 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:

-12



H. No. 8-3-985, Flat No. 203, Venkateshwara Residency, Sri Nagar Colony, HYD-73.

Date 06" June 2018

Dasi Ravi Teja, H. No.9-749, Ambedkar Nagar, Dachepalli, Guntur - 522414.

SUBJECT: OFFER OF EMPLOYMENT

Dear Dasi Ravi Teja,

We are pleased to appoint you as Junior Site Engineer in our organization

Your total CTC (Cost to Company) will be INR 1,92,000(One lakh ninety two thousand rupees only)per Annum and you will be entitled to benefits like accommodation and travelling

Your date of joining is 15th June 2018. Under no circumstances this date will be changed

You shall be responsible for executing all tasks under your scope of work. In executing your tasks, you are expected to work within the confine of the Company's policies.

Working Hours:

Monday to Saturday 9 hours shift basis inclusive of lunch break

Please note that you may be required to work beyond these working hours because of the demand of your work and your position. The working hours may be changed from time to time as determined by the management.

Increment shall be awarded at the absolute discretion of the management and shall be made on the basis of the Company's and your performance during the period under review.

You are requested to sign the copy of this letter and return the same as token of your acceptance of your offer.

Please feel free to get in touch for any questions or assistance that you may need.

We will be delighted to have you as a Member of the Company SRK Constructions, management team and look forward to working with you.

With regards

S.Srinivas

S. S. Kim VETRUCTIONS For M/s. SRI

Manager H.R.

🕅 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/CNF/483/2019-20

Date: 25/05/2019

Mr. Eamani Vishnuvardhan Plot No: A/132, Green Park Colony, Road No:03, Karmanghat, Hyderabad, T.S, Pin:500035. Mobile No: 9948363433 Email Id: eamani.vishnuvardhan@gmail.com

Dear Mr. Eamani Vishnuvardhan

On successful completion of your training in our company, we are pleasure to confirm you as Assistant Engineer(M2) - QS on the following terms and conditions with effect from 25/05/2019.

1. PLACE OF POSTING

Initially you will be posted at LIS Kaleswaram Sundilla - 1192, Telangana. You shall observe the working timings and holidays as applicable to the location and place of work where you have been posted.

2. EMOLUMENTS

- Your annual remuneration will be Rs. 2,93,224/- (Rupees Two Lakh Ninety Three Thousand Two Hundred Twenty Four Only) on Cost to Company basis (Refer Annexure enclosed).
- ii. Your performance will be assessed annually and accordingly your remuneration will be revised based upon your performance rating. Increments / promotion will depend upon the sole discretion of the management and also subject to the profitability of the organization.
- You will be entitled to other benefits as per Policies of the Company, framed from time to time, as applicable to your Grade.
- iv. The Company may periodically, modify any remuneration, benefit, facility or perquisite that has been extended to you as per company policy.
- y. You are expected to keep your remuneration details confidential.

3. JOB RESPONSIBILITY

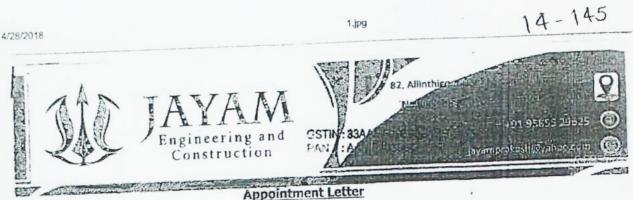
- You will perform such functions, duties and hold responsibilities and will report to your immediate Reporting officer as assigned by the Management from time to time.
- Your services shall be governed by the Service Rules/Standing Orders as may be framed by the Management from time to time.

4. SECRECY

i. You will maintain strict confidence of the information which is provided or given to your access by the Employer during the tenure of your employment. Any breach of the same will result in breach of the terms of employment and the Employer has right to take stringent action against you which might result in taking appropriate criminal action. The Employer has a right to file a civil case as well as to recover the damages caused due to such breach by the Employee.

Page 1 of 3





Kusal Kumar ENe Dear

On behalf of M/s JAYAM Engineering and Construction, I take great pleasure in offering you an Employment as a"Site Engineer" for our Hyderabad Location in our organization.

1. You shall be responsible for executing all tasks under your scope of work. In executing your tasks you are expected to work within the confine of the Company's policies.

2. Working Hours

Inclusive of lunch break. Monday to Saturday 10 hours shift basis .

Please note that you may be required to work beyond these working hours because of the demand of your work and your position. The working hours may be changed from time to time as determined by the management.

Your total CTC (Cost to Company) will be 8000 per month for 3 months (excluding Food travel and stay) after probation period pay will be revised based o your performance

- 3. Increment shall be awarded at the absolute discretion of the management and shall be made on the basis of the Company's and your performance during the period under review.
- 4. You would be placed under probation for a period of 3 months. Your probation period may be extended if your performance is not considered satisfactory by the Company. During the probation period your employment will be terminable by giving 1 month notice in writing by either side. Your employment shall not be deemed to be confirmed until a letter of confirmation is issued to you by the Company. Following the first probation period you shall be advised in writing of your confirmation as a permanent member of the organization.
- 5. After confirmation If you

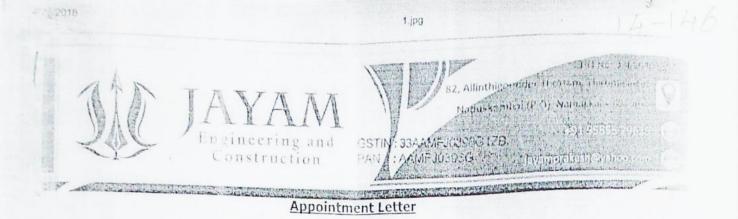
Dismissal arising from misconduct that is inconsistent to the fulfillment of the implied and expresses the conditions and terms of your employment.

Dismissal arising from deliberate and willful breach of the Implied and express conditions and terms of your employment.

Notice of such dismissal shall be deemed to be served if given to you by your Head of Department or send by post to the address given in your application form.

After confirmation, you may terminate your employment with the company by giving 90 days' notice in writing. You agree and undertake to work with the company during the aforesaid term of notice. You shall not be allowed to adjust any kind of leave against the notice period.

Received orginal Copy E. Fusal Kumay



Manikanta Gaddam Dear

On behalf of M/s JAYAM Engineering and Construction, I take great pleasure in offering you an Employment as a"Site Engineer" for our Hyderabad Location in our organization.

 You shall be responsible for executing all tasks under your scope of work. In executing your tasks you are expected to work within the confine of the Company's policies.

2. Working Hours

Monday to Saturday 10 hours shift basis . in

inclusive of lunch break.

Please note that you may be required to work beyond these working hours because of the demand of your work and your position. The working hours may be changed from time to time as determined by the management.

Your total CTC (Cost to Company) will be 8000 per month.for 3 months (excluding Food travel and stay) after probation period pay will be revised based o your performance

- Increment shall be awarded at the absolute discretion of the management and shall be made on the basis of the Company's and your performance during the period under review.
- 4. You would be placed under probation for a period of 3 months. Your probation period may be extended if your performance is not considered satisfactory by the Company. During the probation period your employment will be terminable by giving 1 month notice in writing by either side. Your employment shall not be deemed to be confirmed until a letter of confirmation is issued to you by the Company.Following the first probation period you shall be advised in writing of your confirmation as a permanent member of the organization.

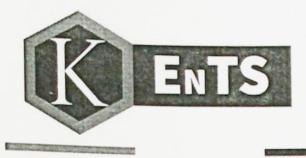
5. After confirmation If you

Dismissal arising from misconduct that is inconsistent to the fulfillment of the implied and expresses the conditions and terms of your employment.

Dismissal arising from deliberate and willful breach of the implied and express conditions and terms of your employment.

Notice of such dismissal shall be deemed to be served if given to you by your Head of Department or send by post to the address given in your application form.

After confirmation, you may terminate your employment with the company by giving 90 days' notice in writing. You agree and undertake to work with the company during the aforesaid term of notice. Your shall not be allowed to adjust any kind of leave against the notice period.





Jun 11th 2020

Kaundinya Engineering and Technology Services,

No:22, Ground Floor, C-Block,

CITY MARKET

Guntur - Vijayawada Hwy, Autonagar, Guntur, Andhra Pradesh 522509, India



Dinesh Ganta, Vijayawada Andhra Pradesh Dinesh Ganta,

On behalf of M/s. KEnTS, (hereinafter referred to as "the Company") I am very pleased to offer you a position of Web Designer / Dept.Tech services in our organization. Your joining date will be June 11th 2020 Your total company (CTC) will be Rs.1, 44, 000 (One Lakh Forty Four thousand rupees only)/-.

Your salary composition and other details are listed in the employment agreement annexed to this letter. Please indicate your acceptance to the employment agreement by signing and returning it by mail within 24 hours.

I look forward to welcoming you in our organization.

Sincerely,

Santhamani G HR Manager.





Diligence is what we believe ...

Date: 03/01/2021

Our Ref: GBHIC/VR/HR/486

EMPLOYMENT OFFER LETTER

Mr Gopala Ravi Passport No. T2656705 Mob: 0545456279 Indian

Dear Mr Gopala,

Further to the discussion we had, we have pleasure in offering you employment with us as per the following terms and conditions.

1. POSITION

: SITE ENGINEER - INFRA

- 2. REMUNERATION
- : AED. 3,500 (Three Thousand Five Hundred Dirham Only) : AED. 1,800 (One Thousand Eight Hundred Dirham Only)
 - (a) Basic Salary
 - : AED. 1,000 (One Thousand Dirham Only) (b) Accommodation
 - (c) Transport Allowance : AED. 200 (Two Hundred Dirham Only)
 - : AED. 500 (Five Hundred Dirham Only) (d) Special Allowance
- : After completion of 12 (Twelve) months of service, the employee Annual Leave 3. shall be entitled for 30 (Thirty) days of paid leave.
- 4. Air Ticket : As per the company policy.
- Medical Facility : As per the company policy. 5.
- Confidentiality 6.

(a) The employee shall perform diligently, faithfully and to the best of his ability, the duties for which he is, for the time being employed hereunder and in the performance of such duties, to comply strictly in all respects with the lawful instructions of the company.

(b) The employee hereby agrees that he will not at any time, during or after the employment period, disclose any equipment, services, process, procurement procedures and pricing techniques, the company's credit and financial data hereof or hereafter or the contents of any books, records, or documents to any unauthorized person.

(c) The employee will not at any time within one year after the termination of his contract, himself or with any other person, firm or company, carry on any activity in connection with a project or contract for which the company is bidding or has bid and in which bid or project the employee has participate.

7. Contract Duration:

The employee's employment is for unlimited period. However, the initial contract is for a period of 2 years and extendable by mutual consent. This offer and the terms & conditions stated herein are subject to successful processing of the Work Permit/Residency Visa by the competent authorities of United Arab Emirates.

ABU DHABI

P.O. Box 109358 T +971 2 658 9897 +971 2 656 9896

P.O. Box 454481 T + 071 4 379 2264 F + 971 4 379 2644

DUBAL

E: Info@gbhic.com | W: www.gbhic.com



Appointment Order

Date: 01/06/2018

Strictly Confidential

Ref: RVR/HYD/APT/07/15/2018

Mr. G Chintaiah H.No : 3-127, Chiruvolu,Mopidevi, Krishna - 521125 Mobile : 9014442250 E-mail: chandragoriparthi@gmail.com

Dear Mr. G Chintaiah

Sub: Letter of Appointment

With reference to the interview you had with us, we are pleased to offer you the position of Graduate Engineer Trainee for project - ARP on the terms and conditions mentioned.

- (I) General Terms & Conditions:
 - 1. You are designated as Graduate Engineer Trainee.
 - You are advised to report to duty on or before 04/06/2018 failing which the appointment shall stand withdrawn and cancelled. However the appointment will take effect from date of joining.
 - You shall carry out such duties as are assigned to you diligently to the satisfaction of your superiors.
 - 4. A. You are engaged on training for a period of twelve months. During this period as a Trainee in addition to on the job training you may also be imparted a course of related instruction with a view to give you such theoretical and practical knowledge in order to enable you to become fully qualified to meet the requirements of the job.

B. There is no obligation on the part of the Company to give you employment after the completion of your training. However, if there is a vacancy for which you are found suitable, the Company may consider you for the same. It may, however, be noted that till such time you are so informed in writing you shall be deemed to be under training.

C. On successful completion of the training period, you shall be designated as "Junior Engineer".

 You shall be governed by the service rules & regulations and policies of the Company that are in force or will be introduced and /or modified from time to time.

Registered Office

RVR Projects Private Limited

Corporate Office

Contraction 4

PROCEEDINGS OF THE ASSISTANT DIRECTOR, DISTRICT SURVEY & UAND 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 PECORDS SUBORDINATE SERVICE PULES-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.
 - Merit List of the Candidates appeared for examination Supplied by the Commissioner of Panchayat Raj.
 - Note orders of the Chairman of DSC and District Collector, Krishna, Machilipatnam dated 25.09.2019.
 - 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.
 - Lr.No.751/CPR& RD/S/2019, dated 01.10.2019 of the Commissioner, Panchayat Raj and Rural Development Department, Andrea Pradesh, Tadepalli.

ORDERS:

Consequent upon your selection by the District Selection Committee (DSC), the Chairman of the District Selection Committee & the District Collector, Kristina, 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 GOVADA LALITH CHAND (HT.No 190605004994) is hereby provisionally appointed as Village Surveyor (Grade-III) by the Assistant Director, Survey and Land Records, Krichna, Machilipetnam being the appointing authority for the post of Village Surveyor Grade-III and posted to the Village Secretariat Dandinagapudi, Nandivada 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 underge 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 to mandatory.

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

Present: Srl K.Prabhakar, M.A.,

Progs. No.A4/430/2019

Dated: 18 .12.2019.

- Sub:-Recruitment of posts to Village Secretariats-DSC-2019 Provisional offer of Appointment in the A.P.SURVEY&LAND RECORDS SUBORDINATE SERVICE RULES-Selection to the post of Village Surveyor (Grade-III) by DSC - Placement or posting orders-Issued.
- Ref:- 1) G.O.Ms.No.110, Panchayat Raj and Rural Development (MDL-1), Department, dated 19.07.2019.
 - 2) Notification No.01/2019, dated .07.2019.
 - Merit List of the Candidates appeared for examination Supplied by the Commissioner of Panchayat Raj.
 - Note orders of the Chairman of DSC and District Collector, Krishna, Machilipatnam dated 25.09.2019.
 - Note orders of the Chairman of DSC and District Collector, Krishna, Machilipatnam dated 28.09.2019.
 - 6)Proceedings No.A4/430/DSC/2019, dated 28 .09.2019, 29.09.2019 30.09.2019,18.11.2019, 16.12.2019 of the Chairman, District Selection Committee and District Collector, Krishna, Machilipatnam.

ORDERS:

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

In view of the above, Sri/Smt/Kumari GORIPARTHI DIVYA SAI (HT.No. 190605004249) 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, Vakkalagadda, Challapalli Mandal as Village Surveyor (Grade-III).

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

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

PROCEEDINGS OF THE MUNICIPAL COMMISSIONER, GUDIVADA PRESENT : Sri P.J. SAMPATH KUMAR & & &

Roc.No. 3851/2019/G1

Dated 02.12.2019

- Sub:- Ward Secretaries Establishment Gudivada Municipality -GRANDHI MAHESWARI appointed as Ward Amenities Secretary (Grade II) – Joining Report – Submitted – Permitted to join duty - Orders – Issued.
- Ref:- 1) Procgs Roc. No. 571/2019/A2/DSC-2019, Dt. 19/12/2019 of the Regional Director of Municipal Administration & Chairman, Regional Level Committee, Rajamahendravaram.
 - Procgs Roc.No.571/2019/A2, Dt.27.12.2019 of the Regional Director- cum-Appellate Commissioner of Municipal Administration, Rajamahendravaram.
 - Joining Report of GRANDHI MAHESWARI, Ward Amenities Secretary (Grade II) on 02.12.2019

000

ORDER :

In pursuance of the orders issued in the references 1st and 2nd cited, GRANDHI MAHESWARI who is appointed as Ward Amenities Secretary (Grade II) and posted at Gudivada Municipality is here by permitted to join duty on the F.N. of 02.12.2019 Posting orders will be issued separately.

To : GRANDHI MAHESWARI, Ward Amenities Secretary (Grade II), Gudivada Municipality

11-Commissioner Gudivada Municipality

Copy to Municipal Engineer, Gudivada Municipality. Copy to Manager, Gudivada Municipality. Copy to the Municipal Commissioner, Gudivada. Copy to STO, Gudivada. Copy to Special Officer, Gudivada Municipal Council, Gudivada. Copy to the Regional Director-cum-Appellate Commissioner of Municipal Administration, Rajamahendravaram for kind information.



OHIRLITTIR

Dat-24* October, 2019

Dear Mr Vijay

Sub : Offer of Employment as "JUNIOR ENGINEER" - Reg.

With reference to your application and the subsequent interview, we are pleased to offer you for the post of "TRINFE JUNIOR ENGINEER" at our Coconuignove Project at Miyapur, Hyderabad, Telangana, on the terms and conditions enclosed with this letter.

We take this opportunity of welcoming you in our organization. Your offer has been made based on information furnished by you. However, if there is any discrepancy in the copies of documents or certificates given by you as a proof we retain the right to review our offer of employment.

RDB HYD Infrastructure Pvt. Ltd., Hyderabad offers immense opportunity for growth, which depends entirely upon your performance and contributions. We assure you of our support for your professional development and growth.

We congratulate you and wish you a long and successful career with us. We are confident that your contribution will take us further in our journey towards becoming world leaders in Construction industry.

Yours succerely,

for RDB HYD Infrastructure Pvt. Ltd.,

Director

RDB HYD Infrastructure Pvt Ltd

Plot No. 5028. Amara Jyothi Building, 4° Floor, 4A, Road No. 31. Jubilee Hills. Hyderabad - 500.033. Telangana 040-23111103/04/05 | rdbhyd.com | info@rdbhyd.com | CIN. 045400162010410069601

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

Progs. No.A4/430/2019

Dated: 18 .12.2019.

- Sub:-Recruitment of posts to Village Secretariats-DSC-2019 Provisional offer of Appointment in the A.P.SURVEY&LAND RECORDS SUBORDINATE SERVICE RULES-Selection to the post of Village Surveyor (Grade-III) by DSC - Placement or posting orders-Issued.
- Ref:- 1) G.O.Ms.No.110, Panchayat Raj and Rural Development (MDL-1), Department, dated 19.07.2019.
 - 2) Notification No.01/2019, dated .07.2019.
 - Merit List of the Candidates appeared for examination Supplied by the Commissioner of Panchayat Raj.
 - Note orders of the Chairman of DSC and District Collector, Krishna, Machilipatnam dated 25.09.2019.
 - 5) Note orders of the Chairman of DSC and District Collector, Krishna, Machilipatnam dated 28.09.2019.
 - 6)Proceedings No.A4/430/DSC/2019, dated 28 .09.2019, 29.09.2019 30.09.2019,18.11.2019, 16.12.2019 of the Chairman, District Selection Committee and District Collector, Krishna, Machilipatnam.

ORDERS:

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

In view of the above, Sri/Smt/Kumari KODALI SUBHASH (HT.No. 190605003021) 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, Puritigadda, Challapalli 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

RS KRS ERECTORS PRIVATE LIMITED

KRS/CO/HR/F.No.706/19-20/4946

19.02.2020

Mr. KOLA DURGA RAO D.no - 30-20/2-29, Geetha Mandiram Street, Seetharampuram, Vijayawada – 520002, Mobile: 9010868320

Appointment Order

Dear DURGA RAO

We have pleasure in appointing you as Tr. Engineeer - SMX in our organization, with retrospective effect from 27.01.2020 on the following terms and conditions:

1. Placement & Compensation:

You will be placed in the appropriate area / responsibility level of the Company, and will be paid a CTC of Rs. 1,92,000/-(Rupees-ONE LAKH (s) NINETY TWO THOUSAND Only) Per Annum. You shall be governed by the rules of the Company, as applicable and/or amended from time to time.

2. Probation:

In the first instance, you will be on probation for a period of Six months from the date of your joining. Thereafter your probation period may be either extended at the discretion of the management or may be dispensed with it either earlier or thereafter till confirmation. Unless confirmed in writing, you shall be deemed as probationer after the expiry of the initial period or extended period of probation. Based on your performance during the probation period, either initially or extended period of probation, your services can be terminated without giving any notice or assigning any reasons thereof.

3. Posting & Transfer:

Your initial posting will be at **RP CANAL** However, your services are liable to be transferred, at the sole discretion of Management, in such other capacity as the company may determine, to any department / section, location, associate, sister concern or subcidary, at any place in India or abroad, whether existing today or which may come up in future. In such a case, you will be governed by the terms and conditions of the service applicable at the new placement location.

4. Full time employment:

Your position is a whole time employment with the Company and you shall devote yourself exclusively to the business and interests of the company. You will not take up any other work for remuneration (part time or otherwise) or work in an advisory capacity, or be interested directly or indirectly (except as shareholder / debenture holder), in any other trade or business during your employment with the company, without permission in writing of the Company. You will also not seek membership of any local or public bodies without first obtaining specific permission from the Management:

5. Confidentiality:

You will not, at any time, during the employment or after, without the concent of the management 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 is Confided to you or becomes known to you in the course of your service or otherwise.

Company under Corporate Insolvency Resolution Process (CIRP)



LETTER OF INTENT

Lr.No. : GKCPL/HO/HR/000820/2020

Date : 30.10.2020

Mr. Kollati Uma Mahesh Babu 2-69 Near Canara Bank, Chintarevu Street, Mutyalapalli -V. Mogalthur, West Godavari - 534281. Ph.No. : 8499845438 Email : uma.kollati171@gmail.com

Dear Mr. Kollati Uma Mahesh Babu,

With reference to your application and discussion, we are pleased to offer you the position of Asst. Engineer - Highways on the following terms and conditions :

- 1) You shall join us on or before 23.10.2020.
- 2) Your place of position will be at Raipur Kodebad Project.
- 3) A detailed appointment letter will be issued at the time of joining.

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

- a) Copies of academic/ professional qualifications.
- b) Work Experience Certificates.
- c) Date of Birth Proof.
- d) Latest Pay slip, Increment Letter, Relieving Letter from last employer.
- e) Three passport sized color photographs and PAN card photocopy.
- f) Two references from your current organization, which has to be completed before you're joining to us.

Your offer has been made based on the information furnished by you at the time of interview. However, if there is any discrepancy in the copies of documents or certificates given by you as proof we retain the right to review our offer of employment.

Please sign and return to us duplicate copy of this letter in token of your acceptance and confirm us your date of joining.

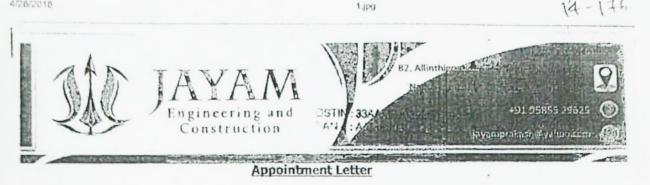
Yours faithfully,

For GKC Projects Limited

Ram Vemuri Executive Director.

GKC Projects Limited

ISO 9001 : 2015 || ISO 14001:2015 || OHSAS 18001:2007 CIN: U45200TG2004PLC043015 Regd. & Corp. Office : Sy. No.9 (P). CII Green Building Lane, HITEC City, Kondapur, Hyderabad - 500084, Telangana, India. Ph : +91 40 44554545, Fax : +91 40 44554555 www.akcpl.com



amakrishna Reddy Konda Dear

On behalf of M/s JAYAM Engineering and Construction, I take great pleasure in offering you an Employment as a"Site Engineer" for our Hyderabad Location In our organization.

1. You shall be responsible for executing all tasks under your scope of work. In executing your tasks you are expected to work within the confine of the Company's policies.

2. Working Hours

4/28/2018

inclusive of lunch break. Monday to Saturday 10 hours shift basis .

Please note that you may be required to work beyond these working hours because of the demand of your work and your position. The working hours may be changed from time to time as determined by the management.

Your total CTC (Cost to Company) will be 8000 per month for 3 months (excluding Food travel and stay) after probation period pay will be revised based o your performance

- 3. Increment shall be awarded at the absolute discretion of the management and shall be made on the basis of the Company's and your performance during the period under review.
- 4. You would be placed under probation for a period of 3 months. Your probation period may be extended If your performance is not considered satisfactory by the Company. During the probation period your employment will be terminable by giving 1 month notice in writing by either side. Your employment shall not be deemed to be confirmed until a letter of confirmation is Issued to you by the Company. Following the first probation period you shall be advised in writing of your confirmation as a permanent member of the organization.
- 5. After confirmation If you

Dismissal arising from misconduct that is inconsistent to the fulfillment of the implied and expresses the conditions and terms of your employment.

Dismissal arising from deliberate and willful breach of the implied and express conditions and terms of your employment.

Notice of such dismissal shall be deemed to be served if given to you by your Head of Department or send by post to the address given In your application form.

After confirmation, you may terminate your employment with the company by giving 90 days' notice in writing. You agree and undertake to work with the company during the aforesaid term of notice. You shall not be allowed to adjust any kind of leave against the notice period.

of K-Rama Krishna Redy behalf Received oroiginal's on

7/22/2020

Gmail - 14481A0161

gec alumini <cegecalumini@gmail.com>

M Gmail

14481A0181

2 messages

jayasri M <mjayasri3@gmail.com> To: cegecalumini@gmail.com

Reg. present job information

------- Forwarded message ------From: <hr@lanarsy.com> Date: Tue, 10 Sep 2019, 17:59 Subject: Offer Letter To: <mjayasri3@gmail.com> Cc: Anandsivakumar P <anandsivakumar.p@lanarsy.com>, <balakrishna.gurugubelli@lanarsy.com>, <abhref="mailto:<ahref="mailto:space"><ahref="mailto:space"><ahref="mailto:space"><ahref="mailto:space"><ahref="mailto:space"><ahref="mailto:space"><ahref="mailto:space"><ahref="mailto:space"><ahref="mailto:space"><ahref="mailto:space"><ahref="mailto:space"><ahref="mailto:space"><ahref="mailto:space"><ahref="mailto:space"><ahref="mailto:space"><ahref="mailto:space"><ahref="mailto:space"><ahref="mailto:space"><ahref="mailto:space"><ahref="mailto:space"><ahref="mailto:space"><ahref="mailto:space"><ahref="mailto:space"><ahref="mailto:space">space</ahref="mailto:space"></ahref="mailto:space"><ahref="mailto:space">space</ahref="mailto:space">space</ahref="mailto:space">space</ahref="mailto:space">space</ahref="mailto:space">space</ahref="mailto:space">space</ahref="mailto:space">space</ahref="mailto:space">space</ahref="mailto:space">space</ahref="mailto:space">space</ahref="mailto:space">mailto:space</ahref="mailto:space">mailto:space</ahref="mailto:space">space</ahref="mailto:space">space</ahref="mailto:space">space</ahref="mailto:space">space</ahref="mailto:space">space</ahref="mailto:space">space</ahref="mailto:space">space</ahref="mailto:space">space</ahref="mailto:space">space</ahref="mailto:space">space</ahref="mailto:space">space</ahref="mailto:space">space</ahref="mailto:space">space</ahref="mailto:space">space</ahref="mailto:space">space</ahref="mailto:space">space</ahref="mailto:space">space</ahref="mailto:space">space</ahref="mailto:space">space</ahref="mailto:space">space</ahref="mailto:space">space</ahref="mailto:space">space</ahref="mailto:space">space</ahref="mailto:space">space</ahref="mailto:space">space</ahref="mailto:space">space</ahref="mailto:space">space</ahref="mailto:space">space</ahref="mailto:space">space</ahref="mailto:space"</ahref="mailto:space">space</ahref=



To, 10.09.2019

Mr. Jayasree. Maddirala,

S/O Srinivasa Rao,

D.No:1-41/7, Santhinagar colony,

Hydershakote, Rajendra Nagar, Rangareddy Dist,

Hyderabad, Telangana - 500091

Contact No: 7093397510

Mail ID: mjayasri3@gmail.com

Dear B. Jayasree. Maddirala

With reference to the Face to Face Interview dated: 24/08/2019, we are pleased to offer you an appointment as "Graduate Engineer Trainee" in our Company.

This offer of appointment is contingent to:

- 1. You should not have any backlogs in B.Tech-Civil as on the date of joining mentioned below.
- 2. You should possess B.Tech-Civil certificate and marks memo of all semesters and submit the originals at the time of joining.

3. You should report for joining on the said date of joining. Any extension in date of joining should have prior written approval from the management.

4. Your initial posting is as Graduate Engineer Trainee at any of our project location/ Head Office - Hyderabad, which would be intimated to you.

https://mail.google.com/mail/u/0?ik=66d191777e&view=pt&search=all&permthid=thread-f%3A1663568445386358736&simpl=msg-f%3A1663568... 1/3

Date:

10 April 2020 at 12:38

Chenna Bargalore



STRICTLY PERSONAL

Name: Date :

M. Kiran 81.03.18

Sub: Letter of Intent

Dear

Kiran .

We are pleased to offer you the position of Customer Care Executive with our organization. You shall report for a comprehensive training program on 224 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, gualification, 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 C/C will be Rs 16070 1- 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:

Ref No: KMV/HR/GET/2018-19/T007



6th August 2018

Mr SUNDEEP MENDAM. S/o Vijaya Babu, Gunadala, Vijayawada, Krishna (Dt), Andhra Pradesh.

Subject: Appointment as "Graduate Engineer Traince - Civil"

Dear Mr SUNDEEP MENDAM,

We are pleased to appoint you as GET (Civil) in our Group Company ... KMV Projects Ltd.

Your CTC shall be INR 16892 /- (Rupees Sixteen Thousand Eight Hundred and Ninety Two Only) per month and you will be entitled to benefits like Provident Fund, ESI etc., as per Company's rules in force from time to time.

Your date of joining is 20th August 2018. Under no circumstances this date will be changed.

General Terms & Conditions of employment (Annexure I), is attached herewith.

You are requested to sign the copy of this letter with annexure and return the same as token of your acceptance of the offer.

We welcome you to KMV Group and wish you a rewarding and successful career!!

With Best Wishes,

Yours sincerely,

For ISMV Projects Ltd., Authorized Signatory

Acknowledgement & Acceptance:

I have read and understood the appointment along with the terms and conditions and hereby confirm my acceptance of the same.

> Signature: Date:

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 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



Md . Irram.

-:0:-

- Sub : Estt-Ward Secretaries Appointment of MOHAMMED IKRAM 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 p5 ,Dt. 02 11 / 2019
 - 6. Minutes of the Regional Level Committee 12/2019 ,Dt. 12/11 /2019

-:0:-

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 MOHAMMED IKRAM S/o,D/0,W/o MOHAMMED IDRIES (HT No:190611001027) 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.

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-Gr11/2019/D5C-2019/ Dated: /2019



-101-

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 W.P in 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

-:0:-

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 MOPIDEVI KRISHNA S/o,D/0,W/o VENKATESWARA RAO (HT NAGA GOPI No:190604002526) 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**



Ref No: KMV/HR/GET/2018-19/T004

6th August 2018

Mr CHAITANYA VARMA NADAKUDITI, 3-66, Temple Town Colony, Mopidevi, Krishna (Dist), Andhra Pradesh - 521125.

Subject: Appointment as "Graduate Engineer Traince - Civil"

Dear Mr CHAITANYA VARMA NADAKUDITI,

We are pleased to appoint you as GET (Civil) in our Group Company ... KMV Projects Ltd.

Your CTC shall be INR 16892/- (Rupees Sixteen Thousand Eight Hundred and Ninety Two Only) per month and you will be entitled to benefits like Provident Fund, ESI etc., as per Company's rules in force from time to time.

Your date of joining is 20th August 2018. Under no circumstances this date will be changed.

General Terms & Conditions of employment (Annexure I), is attached herewith.

You are requested to sign the copy of this letter with annexure and return the same as token of your acceptance of the offer.

We welcome you to KMV Group and wish you a rewarding and successful career!!

With Best Wishes,

Yours sincerely,

For KMV Projects Ltd., Authorized Signatory

Acknowledgement & Acceptance:

V I have read and understood the appointment along with the terms and conditions and hereby confirm my acceptance of the same.

Signature: Date:

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



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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: /2.019



-:0:-

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.
 - Recruitment NOTIFICATION NO.01/2019, DT: 26/07/2019 for the Post of Village Surveyer (Grade-III)
 - Hon'ble High Court's Orders in W.P Nos.12977/2019,13885/2019, 13898/19, 14015/19, 13990/19, and 14000/2019.
 - 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

-:0:-

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/Srnt/Kumari NAGANABOYINA NAGA VENKATA SAI KIRAN S/o,D/0,W/o NAGANABOYINA VEERA VENKATA NAGA RAVI (HT No:190605002824) 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:-

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

Page 1/4

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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/CNF/326/2018-19

Date: 04/06/2019

Ms. Namburi Jyothi Naga Lakshmi Devasena H.No: 11-16-151/3, Krishna Talkies Road, Repalle, Dist: Guntur, A.P, Pin:522265. Mobile No: 9247356543 Email Id: devasena.valli17@gmail.com

Dear Namburi Jyothi Naga Lakshmi Devasena

On successful completion of your training in our company, we are pleasure to confirm you as Assistant Engineer (M2) - PMC on the following terms and conditions with effect from 04/06/2019.

1. PLACE OF POSTING

Initially you will be posted at Head Office - 0913. Telangana. You shall observe the working timings and holidays as applicable to the location and place of work where you have been posted.

2. EMOLUMENTS

- Your annual remuneration will be Rs.271574/- (Rupees Two Lakh Seventy One Thousand Five Hundred & Seventy Four only) on Cost to Company basis (Refer Annexure enclosed).
- ii. Your performance will be assessed annually and accordingly your remuneration will be revised based upon your performance rating. Increments / promotion will depend upon the sole discretion of the management and also subject to the profitability of the organization.
- You will be entitled to other benefits as per Policies of the Company, framed from time to time, as applicable to your Grade.
- iv. The Company may periodically, modify any remuneration, benefit, facility or perquisite that has been extended to you as per company policy.
- v. You are expected to keep your remuneration details confidential.

3. JOB RESPONSIBILITY

- i. You will perform such functions, duties and hold responsibilities and will report to your immediate Reporting officer as assigned by the Management from time to time.
- Your services shall be governed by the Service Rules/Standing Orders as may be framed by the Management from time to time.

4. SECRECY

i. You will maintain strict confidence of the information which is provided or given to your access by the Employer during the tenure of your employment. Any breach of the same will result in breach of the terms of employment and the Employer has right to take stringent action against you which might result in taking appropriate criminal action. The Employer has a right to file a civil case as well as to recover the damages caused due to such breach by the Employee.











Ref No: KMV/HR/GET/2018-19/T006

6th August 2018

Mr PALAKOLLU TEJA VENKATA RAMANA, 16/88, Chodavarapu Street, S N Puram, Gudivada, Krishna (Dt), Andhra Pradesh.

Subject: Appointment as "Graduate Engineer Trainee - Civil"

Dear Mr PALAKOLLU TEJA VENKATA RAMANA,

We are pleased to appoint you as GET (Civil) in our Group Company ... KMV Projects Ltd.

Your CTC shall be INR 16892/- (Rupees Sixteen Thousand Eight Hundred and Ninety Two Only) per month and you will be entitled to benefits like Provident Fund, ESI etc., as per Company's rules in force from time to time.

Your date of joining is 20th August 2018. Under no circumstances this date will be changed.

General Terms & Conditions of employment (Annexure I), is attached herewith.

You are requested to sign the copy of this letter with annexure and return the same as token of your acceptance of the offer.

We welcome you to KMV Group and wish you a rewarding and successful career!!

With Best Wishes,

Yours sincerely,

For KMV Projects Ltd., 8 Authorized Signatory

Acknowledgement & Acceptance:

I have read and understood the appointment along with the terms and conditions and hereby confirm my acceptance of the same.

Signature: Date:

Juni J

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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



E-mail: poly.gvl@gmail.com Web : aanm-vvrsrpolytechnic.ac.in Phone : Off : (08674) 273366 Mobile : 9912342030

ADUSUMILLI ASWARDHANARAYANA MURTHY

VALLURUPALLI VENKATA RAMA SESHADRI RAO POLYTECHNIC (APPROVED BY AICTE, NEW DELHI)

G.V.V.SATYANARAYANA, M.Tech., PRINCIPAL. SESHADRI RAO KNOWLEDGE VILLAGE, GUDLAVALLERU, KRISHNA DT. (A.P), PIN: 521 356.

Ref :- EST/2021

Date : 08-03-2021

Certificates Acknowledgement

Herewith we acknowledge the receipt of the following original certificates from Sri Pallantia Naga Raju, Lecturer in Civil Engg.

Certificates:- 1) S.S.C.

B.Tech CMM
 B.Tech Provisional

Copy to Candidate.

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



OFFICE OF THE PROJECT OFFICER, APTIDCO, KRISHNA DISTRICT Door no: 2-278, Plot No.70, Lakshmi Puram Colony, Poranki, Vijayawada.521137. Present : Sri.B.Chinnodu, M.E Proceedings No. 2/ Estt/TO/APTIDCO/2017 _____ Dated.23-02-2019

Sub: APTIDCO-Krishna District- Engineering -Establishment - Re-Distribution of works to the Dy.TOs, AEs and GAEs - Posting orders -issued-Reg.

Ref: 1. Review Meeting held on 2-11-2017at RTC Bhavan, Vijayawada

2. Proposed staff pattern communicated through "e' mail on 3-11-2017

3. Proce.No. 264/APTIDCO/CAO/2017 Dated. 30-10-2017 of MD, APTIDCO

4. joining report of Sri.G. Prasada Rao Dy.EE on 4-11-2017.

5. This officer Proc. No. 2/Estt/TO/APTIDCO/2017/13 Dated .9-11-2017

6 Proce.No. 264/APTIDCO/CAO/2017 Dated. 23-11-2017 of MD, APTIDCO

7. joining report of Sri. B.Subba Rao Dy.EE (Rtd) /APSHCL on 29-11-2017

 Proce.No. 25/Contrct employee/PO/APTIDCO/2017 Dated. 4-12-2018 of PO,Krishna District

9. Proce.No. 264/ Admin/APTIDCO/2017 Dated 12-2-2019 of MD, APTIDCO

10. Proce.No. 264/ Admin/APTIDCO/2017 Dated 13-2-2019 of MD, APTIDCO

11. Joining report of Sri.T.Madhusudhana Rao, Dy.EE on 13-2-2019

12. Joining reports of AE(Outsourcing) through SSS outsourcing agency Dt.23-2-2019

ORDER:

During the Review Meeting held on 2-11-2017 at RTC Bus Bhavan, the MD, APTIDCO, Vijayawada has given instructions duly allotting the 3 Dy. Technical officers for Krishna District The staff pattern of Technical wing was also communicated vide reference 2nd cited.

In the reference 3rd cited the MD.APTIDCO has issued posting orders to Sri.G.Prasada Rao Dy.EE, APHB to work in APTIDCO, Krishna District on deputation basis for a period of one year. Accordingly the Dy.EE/APHB has joined in Krishna District vide reference 4th cited

Accordingly the Project officer ,Krishna vide reference 5th cited has issued orders to the Dy.TOs of Krishna District considering the units sanctioned of units in Krishna District.

In the reference 6th cited the services of the Sri.B.Subba Rao Rtd Dy.EE, APSHCL Ltd has been taken to work in APTIDCO, Krishna District on contract basis for a period of one year. Accordingly Sri.B.Subba Rao Rtd Dy.EE, APSHCL Ltd vide reference 7th cited has given the joining report to the Project officer ,APTIDCO, Krishna District

In the reference 8th cited the Project officer ,APTIDCO, Krishna has distributed the work to Sri.B.Subba Rao Rtd Dy.EE, APSHCL Ltd to supervise the works of Dy.TO-III i.e Vuyyuru, Nuziveedu ,Tiruvuru,Nandigama & Jaggaiahpet

In the reference 9th cited the APTIDCO has extended the one year contract period of Sri. B. Subba Rao from 28-11-2018 to 28-11-2019 duly changing the designation from Dy. Technical officer to Assist Technical officer without changing the remuneration. Accordingly Sri.B. SubbaRao has submitted the contractual agreement as Assistant Technical officer on 15-2-2019

Contd....2



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

Procqs.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. **PATTAMSETTI NAGA SURESH KUMAR** 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.

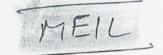
The selection and appointment will be governed by A.P State and Subordinate service rules and / or special rules as applicable and as amended from time to time in respect of the post. The post will be on probation for a period of two years from the date of joining, during the period of probation consolidated 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 NADAKUDURU 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 an submit fitness certificate to the Panchayat Secretary at the time of joining.





GECTPO Placementofficer <placementofficer@gecgudlavalleru.ac.in>

Fwd: Selected candidates - Reg

1 message

Sai Krishna Kota TPO GEC - Autonomou <kskbharadwaj@gmail.com> To: Placementofficer <placementofficer@gecgudlavalleru.ac.in>, Hari Krieshna <mnharikrieshna@gmail.com> Wed, May 16, 2018 at 5:21 PM

------ Forwarded message ------From: A Chakravarthy <ack@meilgroup.com> Date: Tue 15 May, 2018, 10:55 AM Subject: Selected candidates - Reg To: kskbharadwaj@gmail.com <kskbharadwaj@gmail.com> Cc: RAMANA RAO D. V. <dvramanarao@meilgroup.com>

Dear Sir,

With reference to the above mentioned subject, please find below the list of the candidates who have been selected for employment under training period as a GET in our organization.

- 1.) Mr. Konda Ramakrishna Reddy 176 2.) Mr. Eamani Vishnu Vardhan – 143
- 3.) Mr. Pobbu Deva Prasad 184-

hase make sure that the candidates submit the true copy of the provisional certificate which is mandatory for us.

Please confirm us the availability of the candidates for joining with us in next two to three days of time.

Please acknowledge the receipt of the same with the details as mentioned above.

With Regards

A.Chakravarthy GM HR & IT

14-1B8

Appointment Letter

Dear

Pushadapu Vomsikrishna

On behalf of KSR DEVELOPERS, I take great pleasure in offering you an Employment as a"Site Engineer" in our organization.

1. You shall be responsible for executing all tasks under your scope of work. In executing your tasks you are expected to work within the confine of the Company's policies.

2. Working Hours

Inclusive of lunch break. Monday to Saturday 9 hours shift basis .

Please note that you may be required to work beyond these working hours because of the demand of your work and your position. The working hours may be changed from time to time as determined by the management.

Your total CTC (Cost to Company) will be 10000 per month. (excluding Food travel and stay)

- 3. Increment shall be awarded at the absolute discretion of the management and shall be made on the basis of the Company's and your performance during the period under review.
- 4. You would be placed under probation for a period of 3 months. Your probation period may be extended if your performance is not considered satisfactory by the Company. During the probation period your employment will be terminable by giving 1 month notice in writing by either side. Your employment shall not be deemed to be confirmed until a letter of confirmation is issued to you by the Company.Following the first probation period you shall be advised in writing of your confirmation as a permanent member of the organization.
- 5. After confirmation, your employment may be terminated by the Company giving 2 months' notice in writing or 2 months' salary in lieu thereof except in the following circumstances

Dismissal arising from misconduct that is inconsistent to the fulfillment of the implied and expresses the conditions and terms of your employment.

Dismissal arising from deliberate and willful breach of the implied and express conditions and terms of your employment.

Notice of such dismissal shall be deemed to be served if given to you by your Head of Department or send by post to the address given in your application form.

After confirmation, you may terminate your employment with the company by giving 90 days' notice in writing. You agree and undertake to work with the company during the aforesaid term of notice. You shall not be allowed to adjust any kind of leave against the notice period.

Received original P. Lawikill -1/5/18

13W, PARK DUGAR, FIRST CROSS STREET, SECOND AVENUE, RAMAPURAM, CHENNAI- 600 089 99 52 53 54 88, 96 777 43 421, Info.ksrinfradevelopers.com

14 - 189

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/APP1788/2020-21

meil

Date: 03/12/2020

Mr. Puvvula Sriharsha

2-26, Pamidimukkala, Meduru,Krishna, Andhra Pradesh - 521247.Mobile No: 9951126423Email Id: sri0151@outlook.com

Dear Mr. Puvvula Sriharsha

Sub: Offer of Appointment for the position Associate Engineer (M2) - Execution - Water Management

With reference to your application and subsequent interview held with us, we are pleasure to appoint you as Associate Engineer (M2) - Execution at WSP Kodihalli - 3130, Karnataka on the following terms and conditions:

1. DATE OF EMPLOYMENT

You shall join us on or before 10/12/2020

2. EMOLUMENTS

- i. Your annual remuneration will be Rs. 3,02,880 (Rupces Three Lakh Two Thousand Eight Hundred Eighty Only) on Cost to Company basis (Refer Annexure enclosed).
- ii. Your performance will be assessed annually and accordingly your remuneration will be revised based upon your performance rating. Increments / promotion will depend upon the sole discretion of the management and also subject to the profitability of the organization.
- iii. You will be entitled to other benefits as per Policies of the Company, framed from time to time, as applicable to your Grade.
- iv. The Company may periodically, modify any remuneration, benefit, facility or perquisite that has been extended to you as per company policy.
- v. You are expected to keep your remuneration details confidential.

3. JOB RESPONSIBILITY

- i. You will perform such functions, duties and hold responsibilities and will report to your immediate Reporting officer as assigned by the Management from time to time.
- Your services shall be governed by the Service Rules/Standing Orders as may be framed by the Management from time to time.

4. PROBATION PERIOD

- i. You will initially be on Probation for a period of Six Months from the date of joining.
- ii. After completion of Six Months of service, your performance will be assessed and if found satisfactory, your appointment will be confirmed in writing as Regular Employee. If performance is not satisfactory, Probation will be further extended for a period of three months.



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

Present : Srl / Smt G. SRINIVASA RAO

/2019 Dated;



-:0:-

Sub : Estt-Ward Secretaries - Appointment of RAGI PAVITHRA as Ward Amenities Secretary (Grade-II) In GUNTUR District - Orders - Issued.

1. G.O. Ms. No. 217 MA & UD Dept., Dt.20.07.2019 Read :

2. G.O. Rt. No. 523 MA & UD Dept., Dt. 21.08.2019

3. Recruitment NOTIFICATION NO. 02/2019, DATED:26.07.2019

4. G.O. Ms. No. 591 MA & UD Dept., Dt. 17.09.2019.

5. Minutes of the District Level Committee $422914/2019/C_1$, Dt. /2019 6. Minutes of the Regional Level Committee RLC/GVNTVR 2019 12.

-:0:-

ORDERS :

Rec.No. 25919/2019/A1/DSC-2019/

Consequent upon selection by the District Level Committee and approval of Regional level committee vide reference 5th and 6th read above, Sri/Smt/Kumari RAGI PAVITHRA S/o,D/O,W/o RAGI BABU RAO (HT No: 190604000444) is hereby provisionally appointed as Ward Amenities Secretary (Grade-II) in GUNTUR DISTRICT in the existing vacancy subject to the following terms and conditions:

1) 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,

Page 1/4



| | | Cost to Company | |
|--|-------------------------|--|--|
| Employee ID | 12013304 | Employee Name | Ramisetty Sai Teja |
| Grade | M2 | Designation | Associate Engineer |
| Department | Execution | Vertical Head | Director BD&P |
| Office / Unit / Project | LIS Kaleswaram | Sundilla - 1192 | 1 |
| DOJ | 01/12/2018 | Effective Date | 30/11/2019 |
| Salary Components | | Existing (Yearly) | Revised (Yearly) |
| Basic Pay | | 98,885 | 1,23,600 |
| House Rent Allowance | | 65,923 | 82,40 |
| Sub Total (A) | | 1,64,808 | 2,06,01 |
| Provident Fund Employer | | 0 | 14,833 |
| Annual Benefit * | | | • |
| Bonus / Ex-gratia | | 16,800 | 16,800 |
| Other Benefits* | | | |
| Medi-claim Employer Share | | 3,000 | 3,000 |
| Fixed Total Cost to the Company (B) | | 1,84,608 | 2,40,64 |
| Medical Insurance for | employee plus 5 dep | endents (which can be Spouse, Children and Parents) | Employee - Employer equal share. |
| Cost of monthly mobil | e charges and data ca | rd/internet charges will be borne by company as per | policy. |
| Employees posted at si | tes are eligible for Fa | mily accommodation as per policy. | |
| Free bachelor accomm | odation for employee | s posted as sites. | |
| Employees posted at si facility. | tes are eligible for fo | od facility at site canteens. Employees availing famil | y accommodation are not entitled for canteen |
| Meal Card (optional): I | Employee can option | meal card as a part of gross salary, Rs. 2300 /- Per N | fonth as per IT rules |
| Nation Pension Schem | e (optional): Employe | ee can option NPS as a part of retiral Benefit @ 10% | on basic as per PFRDA guidelines. |
| Group Term Life Insur | ance (GTLI) : As per | policy | |
| TDS as per IT Act. | | | |
| Gratuity: As per Gratui | ty Act | | |
| EPF: As per EPF & MI | Act | | |
| ESI: As per ESI Act | | | |
| Bonus: As per Bonus A | .ct | | |
| | oathi | 4 Charavaning | De solutione |
| Prepa | rea By | Verified By | Approved By |

Warm Welcome

June 14, 2018

Chandra Teja Sangamreddy S/oSangamreddyRamaMohanaRao 9-1 2-46B, PailavariStreet. Vijayawada, Andhra Pradesh, 520001 India

Letter of Appointment

Dear Chandra Teja,

I am pleased to extend the offer of employment on behalf of Photon Interactive Private Limited. (Hereinafter referred to as "**Photon**" or the "**Company**" as the context may require), on the following terms and conditions:

Designation: Executive - Business Development Grade: JM1 Date of Joining: June 28, 2018 Work Location: DLF IT Park - Block 5, Chennai

Annual CTC: Your Total Annual salary will be INR 440,000.00 per annum. The salary structure is described in the Salary Stack-Up Sheet (Annexure-1).

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

Other Benefits: You will be eligible for the following:

- Leave & holidays as applicable to your category of employees and location of posting.
- Perquisites, if any, as applicable to your category of employees and/ or based on functional requirements as determined by the company

Increment and Promotions: Your growth and increase in salary will depend solely on your performance and contribution to the Company. Salary increases are ordinarily given on an annual basis.

Retirement Age: You shall retire in the normal course from your services of the company on attaining the age of superannuation that is on the first working day following your 60th birthday or earlier if you are found to be medically unfit.

Probationary Period: You will be on probation for a period of six months. At the end of the probation period, your performance will be reviewed, and the management reserves the right to confirm your services or extend the probation period. Your services may be terminated without any notice during probation period.

Eighteen Months Commitment: You acknowledge that substantial costs have been invested in the selection process and for training you and, as such, you undertakes not to leave the services of the Company, for any reason whatsoever, for a minimum period of Eighteen Months from the date of joining the services of the Company. In case, for any reason, you leave the services of the Company before the said period of Eighteen Months, then you shall forthwith to pay three months' Gross salary (last drawn) being the compensation for the monetary and non -monetary costs incurred by the Company.

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.
 - Merit List of the Candidates appeared for examination Supplied by the Commissioner of Panchayat Raj.
 - Note orders of the Chairman of DSC and District Collector, Krishna, Machilipatnam dated 25.09.2019.
 - 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 SATYA SONIA MEDIKONDURI (HT.No. 190605002326) 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 Pedamuthevi, Movva 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, DISTRICT SURVEY & LAND RECORDS, KRISHNA, MACHILIPATNAM.

Present: Sri K.Prabhakar, M.A.,

Progs. No.A4/430/2019

Dated: 22.11.2019.

12-108

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.
 - Merit List of the Candidates appeared for examination Supplied by the Commissioner of Panchayat Raj.
 - 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 SONTI KARUNA SRI (HT.No. 190605009461) 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, Papavinasanam, Ghantasala Mandal as Village Surveyor (Grade-III).

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

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

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GECTPO Placementofficer <placementofficer@gecgudlavalleru.ac.in>

Selected Students

Careers <Careers@kmvgroup.com>

Thu, Aug 2, 2018 at 10:00 PM

Kmv Group

To: "placementofficer@gecgudlavalleru.ac.in" <placementofficer@gecgudlavalleru.ac.in> Cc: Sreenivasan <Sreenivasan.C@kmvgroup.com>, Prudhviram Kanakamedala <Prudhviram.K@kmvgroup.com>, Cmd Office <Cmdoffice@kmvgroup.com>, Mamtha Peram <mamtha.p@kmvgroup.com>

Dear Sir,

With reference to the selection process held on 30th & 31st July 2018 at your campus, we are pleased to select the following students of 2018 Batch.

| Civil Department | | | |
|------------------|------------|----------------------------------|--|
| S No | Roll No | Name of the Candidate | |
| 1 | 14481A0142 | PERVEEN KUMAR DUSANAPUDI | |
| 2 | 15485A0103 | B RAMA SIVA PRASAD | |
| 3 | 14481A0113 | ACHYUTH KUMAR ATHUKUR! | |
| 4 | 14481A0198 | CHAITANYA VARMA NADAKUDITI | |
| 5 | 15485A0110 | GANESULA SIVABABU | |
| 6 | 14481A01A9 | PALAKOLLU TEJA VENKATA RAMANA | |
| 7 | 14481A0192 | SUNDEEP MENDAM | |
| 8 | 14481A01E0 | SUVVARI MANIKANTA | |
| 9 | 15485A0105 | CHALAMALASETTY NAGAVENKATASAI | |
| 10 | 14481A0145 | KUSAL KUMAR EDE | |
| 11 | 15485A0101 | SAMAD ABDUL | |

| IT & CSE Department | | | | |
|---------------------|------------|------------------------|--|--|
| S No | Roll No | Name of the Candidate | | |
| 1 | 14481A0566 | Divya Kothamasu | | |
| 2 | 14481A1248 | Kunapareddy Prathyusha | | |
| 3 | 14481A0584 | M Sri chandana | | |
| 4 | 14481A1207 | A Indrani | | |
| 5 | 14481A1205 | A.N.V Sai Sruthi | | |
| 6 | 14481A1293 | V Naga Sindhu Sri | | |



S.S. SECURITY FORCE & MAINTENANCE SERVICE ISO 9001 : 2015

Flat No. 12, 2nd Floor, Ganesh Apartment, Beside Mahitha School, Tikkle Road, Vijayawada - 520 010. Tel : 0866-2499955 E - mail : sssecurities02ap@gmail.com

Date:15.02.2019

Lr.No:SSFM/APTIDCO/08/2019

To,

Mr.T.Satya Teja Srinivas s/o Sambasiva rao Address:H.no30-11,munsub street, Pamarru (Post&M.D), Krishna district. AP-521157

Sub:Outsourcing Appointment Letter

Ref:RC.NO264/Admin/APTIDCO/2017,DT 25-12-2018

With reference to the subject cited above, we are pleased to confirm, you have been selected as a Asistant Engineer under in SS Security Force & Maintenance Service work APTIDCO, project office, Krishna district

Contract Includes:

A)Reporting : You will be report to <u>Executive Engineer</u> of APTIDCO, Krishna district. We are delighted to send you this appointed to be approved and signed from you in order to start the job from Feb15th, 2019.

We look forward to join our company in order to work you

Sincerely,

Copy to managing director of APTIDCO, for the favour information

Copy to Project officer of APTIDCO Krishna district

SS Security Force & Maintenance S Authorized Signaturo

GOVERNMENT OF ANDHRAPRADESH - PANCHAYAT RAJ DEPARTMENT OFFICE OF THE DISTRICT COLLECTOR & CHAIRMAN, DSC WEST GODAVARI DISTRICT Lr.No.DSC/105/18/190504004896. Date:06/11/2019

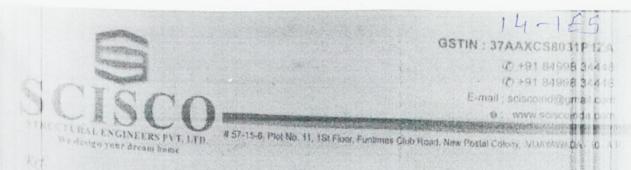
14 - 1E4

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 WEST GODAVARI district.

Sri/Smt/Kum TAMMINEEDI HARICHANDANA, bearing HT No. 190504004896 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 07/11/2019 in the Office of Municipal Office, Nidadavole Municipality, West Godavari District, AP,WEST GODAVARI 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



LETTER OF APPOINTMENT

Date

August 15, 2019

Ref No:SCISCO/CO/HR/2019/21

Dear Tata Lalitha Sree.

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 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.
- 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 trained by the management from time to time.

Thanking You.

Yours Truly. P. 1.1. TIST Science Structural Engineers Pvi Ltd

- + Lazed Survey
- Soll And Material Tests
- Extimation
 Extination
 Diffuse Planning & Designing + Construct Works
- Manaploont Constitut
 Interior And Exterior Designs
 Contract Works



Abacus Towers. #201.Beside GVK One Mall, Rd Number 1. Banjara Hills, Hyderabad, Telangana 500034

P +91 (040) 295 51160 info@oculis.in www.oculis.in

Ref. No. OCC/IR/03/2019 6/08/2019

Offer Letter

Dear Ms. Thunga Eastair Rani, C/o Thunga Subbarayudu Plot No. 51, Flat No. 202 RK Street, Vivekananda Colony Kukatpally, Hyderabad- 500072

With reference to your job application, followed by subsequent interviews, Oculis Construction Solutions Pvt Ltd is pleased to offer you a job as Software Consultant. We trust that your knowledge, skills and experience will become our most valuable assets. You may join us as per your earliest convenience latest by 7/08/2019.

- a) The job will initiate with a probation period of six months.
- b) After acceptance of this job offer, your deputation will be at our Hyderabad Office and you will be reporting to Mr. Krishna Rao.
- c) Your annual CTC would be fixed at Rs. 1,20,000. The detailed breakup of your Salary, Benefits and Job Description will be provided upon appointment.

Upon joining, please report to the Branch Admin Head Mr. D Ramchander at Hyderabad Office, he will complete the joining formalities and issue an appointment letter, by signing that you will be an abiding member of Oculis and all terms and conditions mentioned in Appointment letter will be applicable to you.

Considering you a potential employee, we welcome you to Oculis Construction Solutions Pvt Ltd.

To accept this job offer:

- Print, fill the information and sign this job offer letter with date where indicated below. Scan the signed copy and email it back.
- Once you accept this job offer, your date of joining will be the day when you report to duties full time.
- 3. I ______ Accept this job offer of Software Consultant by Oculis Construction Solutions Pvt Ltd.
- 4. My expected date of joining is <u>medwa</u>day of <u>Account</u> month 2019

Signature: T. Efeni

Date: 07 08 17

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Page 1

OCULIS CONSTRUCTION

MULTI DISCIPLINARY CONSTRUCTION ENGINEERS



Date: 24.09.2019

TO WHOM SO EVER IT MAY CONCERN

This is to certify that Mr.T.Dinesh Reddy S/o, Mr. Chandra Prathap Reddy who was worked As a Graduate Trainee Engineer (Civil) on local basis in our firm M/s, Navayuga Engineering Company Ltd, from 23rd June 2018 to 23st Sept 2019. In the project of construction of Polavaram Hydro Electric Power 960 MW Project, Purusothapatnam, East Godavari (Dist), A.P-533 287

His conduct and character are good. I wish him all success in the future endeavors

For M/s, Navayuga Engineering Company I.td,

Authorized Signature

Regd. Off : 48-9-17, Dwarakanagar, Visakhapatnam - 530 016. India Tel : +91-891-2754602, 2747335, Fax : +91-891-2747362, E-mail : necvizag@navayuga.com

Corp. Off. : Plot No. 379, Rd # 10, Jubilee Hills, Hyderabad-500 033, INDIA Tel : 040-23339990 / 91 / 92, Fax : 040-23337789, E-mail ; nec⊕navayuga.com, www.necltd.com CIN : U45203AP1986PLC006925



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



52

-:0:-

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)
- Hon'ble High Court's Orders in W.P Nos.12977/2019,13885/2019, 13898/19, 14015/19, 13990/19, and 14000/2019.
- 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

-:0:-

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 VALLABHANENI USHA SRI S/o,D/0,W/o VALLABHANENI NARASIMHA RAO (HT No:190605001837) 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)

OFFICE OF THE DISTRICT COLLECTOR & MAGISTRATE, KURNOOL DISTRICT

PROCEEDINGS OF THE CHAIRMAN, DISTRICT SELECTION COMMITTEE & DISTRICT COLLECTOR

DSC - 2019

-:0:-

Present : Sri / Smt Sri G. Veerapandian, IAS

Rc.No.A4/1189/2019/DSC-2019/

Dated: /2019



ORDERS :

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- Sub : Recruitment of Posts to Village Secretariats DSC-2019 Provisional offer of Appointment in the A.P. Village Revenue Officers Service - Appointment Orders - Selection to the post of Village Revenue Officer (Grade-II) - Orders issued.
- Read: 1. G.O.Ms.No.110, PR & RD Dept (MDL-1), dated: 19-07-2019.
 - Recruitment NOTIFICATION NO.Ser.IV(1)/216/2019,DT: 26.07.2019 for the Post of Village Revenue Officer (Grade-II)
 - Hon'ble High Court's Orders in W.P Nos.12977/2019,13685/2019, 13898/19, 14015/19, 13990/19, and 14000/2019.
 - Hon'ble High Court's Orders in Writ Appeal No. 282/2019 and Writ Appeal 310/2019.
 - 5. Member Convenor DSC 2019, Letter No : A4/1189/2019, Dated : .09.2019 , Dated: /2019

-:0:-

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 VELDURTHI NAVYA SREE S/o,D/0,W/o VELDURTHI MAHESHWARIAH (HT No:191205004462) is hereby provisionally apppinted as Village Revenue Officer (Grade-II) and directed to report at District Revenue Officer, Collectorate complex, Kurnool, 08518 - 255690 on /2019 at 10.00 A.M upon accepting the following Terms and Conditions -

> 1. You are hereby offered provisional appointment to Village Revenue Officer (Grade-II) in the REVENUE DEPARTMENT

> > Page 1/4

OFFICE OF THE DISTRICT COLLECTOR & MAGISTRATE, WEST GODAVARI DISTRICT

PROCEEDINGS OF THE CHAIRMAN, DISTRICT SELECTION COMMITTEE & DISTRICT COLLECTOR

DSC - 2019

-:0:-

Present : Sri / Smt Sri Mutyala Raju Revu, IAS

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

Dated: /2019



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)
- Hon'ble High Court's Orders in W.P Nos.12977/2019,13885/2019, 13898/19, 14015/19, 13990/19, and 14000/2019.
- 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

-:0:-

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 VEPURI UDAYA BHASKAR S/o,D/O,W/O VEPURI SRINIVASA RAO (HT No:190505006074) 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 previsional appointment to Village Surveyer (Grade-III) in the DEPARTMENTOF REVENUE (SURVEY& LAND RECORDS)

> > Page 1/4

Man \$27 25/81



GECTPO Placementofficer <placementofficer@gecgudlavalleru.ac.in>

Selected Students

Careers <Careers@kmvgroup.com>

Thu, Aug 2, 2018 at 10:00 PM

KMVGnup

To: "placementofficer@gecgudlavalleru.ac.in" <placementofficer@gecgudlavalleru.ac.in> Cc: Sreenivasan <Sreenivasan.C@kmvgroup.com>, Prudhviram Kanakamedala <Prudhviram.K@kmvgroup.com>, Cmd

Office <Cmdoffice@kmvgroup.com>, Mamtha Peram <mamtha.p@kmvgroup.com>

Dear Sir,

With reference to the selection process held on 30th & 31st July 2018 at your campus, we are pleased to select the following students of 2018 Batch.

| Civil Department | | |
|------------------|------------|----------------------------------|
| S No | Roll No | Name of the Candidate |
| 1 | 14481A0142 | PERVEEN KUMAR DUSANAPUDI |
| 2 | 15485A0103 | B RAMA SIVA PRASAD |
| 3 | 14481A0113 | ACHYUTH KUMAR ATHUKUR |
| 4 | 14481A0198 | CHAITANYA VARMA NADAKUDITI |
| 5 | 15485A0110 | GANESULA SIVABABU |
| 6 | 14481A01A9 | PALAKOLLU TEJA VENKATA RAMANA |
| 7 | 14481A0192 | SUNDEEP MENDAM |
| 8 | 14481A01E0 | SUVVARI MANIKANTA |
| 9 | 15485A0105 | CHALAMALASETTY NAGAVENKATASAI |
| 10 | 14481A0145 | KUSAL KUMAR EDE |
| 11 | 15485A0101 | SAMAD ABDUL |

| S No | Roll No | Name of the Candidate |
|------|------------|------------------------|
| 1 | 14481A0566 | Divya Kothamasu |
| 2 | 14481A1248 | Kunapareddy Prathyusha |
| 3 | 14481A0584 | M Sri chandana |
| 4 | 14481A1207 | A Indrani |
| 5 | 14481A1205 | A.N.V Sai Sruthi |
| 6 | 14481A1293 | V Naga Sindhu Sri |

APGS 19SangheAppointmentOrder.html/mode=gotAppointmentOrderView&post_code=20&hisTigketNo=19

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GOVERNMENT OF ANDHRA PRADESH

THE DISTRICT COLLECTOR & MAGISTRATE, KRISHNA DISTRICT OFFICE

TO OF THE CHAIRMAN, DISTRICT SELECTION COMMITTEE & DISTRICT COLLECTOR PROC

DSC - 2019

Present : Srl / Smt Srl A.Md. Imtlaz, IAS

Rc 4/430/2019/DSC-2019/ Dated: /2019

-:0:-

ORCER

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- Recruitment of Posts to Village Secretariats DSC-2019 Provisional eller of Appointment in the A.P. SURVEY & LAND RECORDS SUBORDINATE SERVICE - Appointment Orders - Selection to the mist of Village Surveyer (Grade-III) - Orders issued.
 - 1. G.O.Ms.No.110, PR & RD Dept (MDL-1), dated: 19-07-2019.
 - DT: NO.01/2019, NOTIFICATION 2. Recruitment 26/07/2019 for the Post of Village Surveyer (Grade-III)
 - W.P Orders in Court's High 3. Hon'ble 14015/19, hos.12977/2019,13885/2019, 13898/19; 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

-:0:-

t upon your selection by the District Selection Committee and of the Competent Authority viz., Collector and Chairman, District Cor Committee in the reference Sth cited Sri/Smt/Kumari app ABOINA RAMA SIVA PRASAD S/0,D/0,W/0 BHEEMANABOINA Sei. SHNA (HT No: 190605003898) is hereby provisionally appointed BHE as Willie Surveyer (Grade-III) and directed to report at ASSISTANT . SURVEY & LAND RECORDS, MACHILIPATNAM, PHONE 086 739 7568 on 1.10.2019 at 10.00 A.M upon accepting the following Conditions:-

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

> > Page 1/4

OCANNED WITH LAMOCANNER



Ref No: KMV/HR/GET/2018-19/T009

6th August 2018

Mr CHALAMALASETTY NAGAVENKATASAI, S/o Subba Rao, D No: 20-580/4A, Chilakalapudi, Machilipatnam, Krishna (Dt), AP - 521002.

Subject: Appointment as "Graduate Engineer Trainee - Civil"

Dear Mr CHALAMALASETTY NAGAVENKATASAI,

We are pleased to appoint you as GET (Civil) in our Group Company ... KMV Projects Ltd.

Your CTC shall be INR 16892/- (Rupees Sixteen Thousand Eight Hundred and Ninety Two Only) per month and you will be entitled to benefits like Provident Fund, ESI etc., as per Company's rules in force from time to time.

Your date of joining is 20th August 2018. Under no circumstances this date will be changed.

General Terms & Conditions of employment (Annexure I), is attached herewith.

You are requested to sign the copy of this letter with annexure and return the same as token of your acceptance of the offer.

We welcome you to KMV Group and wish you a rewarding and successful career!!

With Best Wishes,

Yours sincerely,

For KMV Projects Ltd., Authorized Signatory

Acknowledgement & Acceptance:

I have read and understood the appointment along with the terms and conditions and hereby confirm my acceptance of the same.

Ang

Signature: Date:

Corporate Office (Regd): 8-3-948/945, Level 4, Solitaire Piaza, Beside Image Hospital, Anexerpet, Hyderabad - 500073. Ctt: U454001G2007PLC053432 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

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,

le. 15-106

- 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.
 - Recruitment NOTIFICATION No. /2019, dt. 26.07.2019 for the post of Englneering 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, CHUKKA YAMINI 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 on07.10.2019, he/she is hereby posted as Engineering Assistant Gr-II to DONDAPADU Village Secretariat of GUDIVADA 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.

To Sri/Smt/Kum. CHUKKA YAMINI

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.

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

15. No.A4/430/2019

Dated: 22.11.2019.

p:-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

- :- 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. ****

DERS:

Consequent upon your selection by the District Selection Committee (DSC), the airman of the District Selection Committee & the District Collector, Krishna, chilipatnam, approved and provisionally appointed you as Village Surveyor (Grade-111) e Reference 6th cited and directed the Assistant Director, Dist. Survey and Land cords, Krishna, Machilipatnam, to post you in the Village Secretariat, as the Assistant ector is the appointing authority to the post of Village Surveyors(Grade-III) ategory(7) in Class-A under Rule (2) under Rule-3 of the G.O.Ms.No.102 Revenue(SS-2) partment dated: 05-02-2001 as amended vide ref. 6th cited.

DASARI TEJASWI above, Sri/Smt/Kumari (HT.No. view of the In 0605002175) is hereby provisionally appointed as Village Surveyor (Grade-III) by the sistant Director, Survey and Land Records, Krishna, Machilipatnam being the appointing thority for the post of Village Surveyor Grade-III and posted to the Village Secretariat, tlam, Kruthivennu 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

MUNICIPAL ADMINISTRATION DEPARTMENT PROCEEDINGS OF THE REGIONAL DIRECTOR -CUM-APPELLATE COMMISSIONER, MUNICIPAL ADMINISTRATION, RAJAMAHENDRAVARAM.

Present: Sri G. Naga Raju.

Dated: 25-11-2019

Roc No. 571/2019/A2

Sub Establishment - Ward Secretary - Appointment of -Sri/Smi/Kum DINTAKURTHI VENKATA BHARGAVI (HT.No. 190604006481) as Ward Amenities Secretary - Posted in Machilipatnam Municipal Corporation, Krishna District - Orders - Issued

1. GO Ms No. 217 MA & UD Dept., Dated: 20-07-2019 Ref

- 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.
 - Minutes of the District Level Committee 4202/2019/P5, Dated 11-2019.
 - 6. Minutes of the Regional Level Committee 15,18829/2019, Dated -11-2019
 - This Officer Proc. Roc No.571/2019/A2/DSC-2019, Dated 11-2019
 - 8 Cir Roc No 20026/175/2019/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 6th read above, and basing on the option exercised by the individual in the reference 9th read above.

Shi/Smt/Kum DINTAKURTHI VENKATA BHARGAVI (Hall Ticket No. 190604006481) is posted in Machilipatham Municipal Corporation, Krishna District as Ward Amenities Secretary as per the terms and conditions stipulated in the appointment order and directed to report before the Municipal Commissioner, Machilipatnam,

The Municipal Commissioner, Machilipatnam is requested to admit the individual and take necessary action as per norms from time to time.

Regional Director-cum

Appellate Commissioner Multicipal Administration. Rajamahendravaram

To

SrUSmUKum DINTAKURTHI VENKATA BHARGAVI

The Municipal Commissioner, Machilipatham.

The Special Officer, Municipal Council Machilipatnam

Copy to the DTO/STO, Machilipatnam.

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.

MUNICIPAL ADMINISTRATION DEPARTMENT PROCEEDINGS OF THE REGIONAL DIRECTOR -CUM-APPELLATE COMMISSIONER. MUNICIPAL ADMINISTRATION, RAJAMAHENDRAVARAM.

Roc No. 571/2019/A2

Present: Sri G. Naga Raju.

Dated: 27-12-2019

Sub: Establishment - Ward Secretary - Appointment of Sn/Smt/Kum GANESULA SIVABABU (HT.No. 190611001082) as Ward Planning And Regulation Secretary – Posted in Machilipatnam 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
- 6. Minutes of the Regional Level Committee 34 /2019, Dated: 19-12-2019.
- 7. This Officer Proc. Roc No 571/2019/A2/DSC-2019, Dated 19-12-2019.
- 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, Machil patham

ORDER:

In continuation of the proceedings issued in the reference 7th read above, and in pursuance of the instructions issued in the reterence 8th read above by the Commissioner & Director of Municipal Administration. Andhra Pradesh Guntur and basing on the option exercised by the individual in the reference 9" read above.

Sri/Smt/Kum GANESULA SIVABABU (Hall Ticket No. 190611001082) is posted in Machilipatnam Municipal Corporation, Krishna District as Ward Planning And Regulation Secretary as per the terms and conditions stipulated in the appointment order and directed to report before the Municipal Commissioner, Machillpatham.

The Municipal Commissioner, Mach Lpatnam is requested to admit the individual and take necessary action as per norms from time to time

ipal Administration ajamahendravaram

Sn/Smt/Kum, GANESULA SIVABABU The Municipal Commissioner, Machilipatnam The Special Officer, Municipal Council Machilipatham. Copy to the DTO/STO, Machilipatnam Copy to the District Head Quarters Commissioner, Krishna District, Machillipatham, Copy submitted to the SE(PH)/RDD&TP, Rajamabendravaram. Copy submitted to the District Collector, Krishna District, Machilleatnam. Copy submitted to the Commissioner & Director of Municipal Administration, Andrea Pradesh-Guntur for favour of kind information opy submitted to the Principal Secretary to Government MA AUD Dept. AP Secretariat Velagapudi for favour of kind information



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Admin office at Plot No.124, Road No.22, Prashasan Nagar, Jubilee Hills, Hyderabad - 500110

OFFER LETTER

18th June, 2018.

To, INNA SRINIVAS, DR.NO:7-5, NEAR RAMALAYAM MAIN BAZAR, MUNDUVULLI, KRISHNA DIST.

Dear Srinivas,

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

| Designation | : Site Engineer-Trainee |
|------------------|---|
| loining Date | : on or before 28 th June 2018 |
| 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 or before the given joining date, else the offer stands cancelled.

For Reliance Builders,

ed Signatory



दक्षिण पश्चिम रेलवे/SOUTH WESTERN RAILWAY

क्षेत्रीय प्रधान कार्यालय/Zonal Headquarters Office, रेल सौधा, गदग रोड /Rail Soudha, Gadag Road कार्मिक विभाग/Personnel Department हुब्बल्लि /Hubballi -- 580 020 दिनांक / Dated: 18.07.2019

No.SWR/P.535/I/Engg./Bridge/Cont.Basis/2019-20.

Sri. KANTHETI UDAYA B

Sub: Engagement of Full-Time technical man power on contract basis against vacant post in engineering department on contract basis in Head Quarter of South Western Railway.

The Competent Authority of South Western Railway Hubli has approved you to engage as Junior Technical Associate (JTA)-Bridge on a consolidated remuneration of Rs.27000/25000 (depending upon your place of posting on execution of Contract Agreement with Railway Administration and subject to your Medical fitness in the prescribed medical examination by the authorized Medical Officer of this Railway subject to the following terms and condition

1. The contract agreement will be valid for a period of one year or less from the date you start discharging the duty under the terms of this contract or till an alternate/regular arrangement is made by this Railway administration i.e. till the availability of regular candidates selected through Railway Recruitment Board or till the expiry of the scheme whichever is earlier.

2.You are liable to be posted at any worksite within the jurisdiction of South Western Railway and submit himself/herself to the order of Railway and of the officer and authorities under whom he/she from time to time be placed by the SWR and shall remain in the service subject to the provisions here in contained.

3.On engagement as JTA on contractual basis you are liable to work under Railway supervisor and assist him in performance of day to day duty like

- Supervision of work under execution
- Conducting of various quality checks as required and prescribed in work contracts.
- Documentation of different types of records as required and prescribed in work contracts
- Measurement of work details by railway supervisor.
- Any other form of assistant as required for successful execution of work contract.

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

Rc.A7/ 371/2019

Dt. -10-2019

Village Revenue Officers-Grade-II - Krishna District - Recruitment Sub: 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.

- No.Ser.IV(1)/216/2019, NOTIFICATION 2) Recruitment
- 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
- G.O.Ms.No.417 Revenue (SER.III), Departement, dt:27.09.2019
 This Office Proceedings Rc.A7/371/2019, Dt:29.09.2019
- G.O.Ms No.153, PR & RD Dept (MDL-I), dt 04.10.2019. 7) Option of the individual, during counseling dt 11.10.2019.

-000-

ORDER:

In the reference 5th read above, orders were issued appointing Sri/Smt/Kum Kolavennu Vineela Sai 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 Gudivada 9th Ward Secretariat of Gudivada 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.

12/10/19 Collector.

Aul

To

Sri/Smt/Kumari.Kolavennu Vineela Sai,Door No.2/241A , Suribabu Hospital road, Nizam Peta, Gudivada. The Tahsildar Gudivada. The Ward Secretary/ Special officer concerned. Copy to the Municipal Commissioner, Gudivada Municipality. Copy to the Revenue Divisional Officer/Sub Collector concerned. Copy to the STO/ATO concerned.

12/12/2019

https://vswsmis.apclss.in/APGS19SingleAppointmentOrder.htm?mode=getAppointmentOrderView&post_code=20&hallTicketNo=1,

Dated:

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/

/2019



-:0:-

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: 1. G.O.Ms.No.110, PR & RD Dept (MDL-1), dated: 19-07-2019. 2. Recruitment NOTIFICATION NO. 01 (2010
 - 2. Recruitment NOTIFICATION NO.01/2019, DT: 26/07/2019 for the Post of Village Surveyer (Grade-III)
 - Hon'ble High Court's Orders in W.P Nos.12977/2019,13885/2019, 13898/19, 14015/19, 13990/19, and 14000/2019.
 - 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

-:0:-

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 KUNAPAREDDY RAJ KUMAR S/o,D/0,W/o KUNAPAREDDY MALLESWARA VARA PRASAD (HT No:190605005800) 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:-

s://vswsmic.andss.in/APGS19SinnleAnnointmentOrder.htm?mode=netAnnointmentOrderView&nost_code=20&hellTicketNo=190605005800

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

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

Present: Sri K.Prabhakar, M.A.,

Progs. No.A4/430/2019

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1 8/4

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

Ref:- 1) G.O.Ms.No.110, Panchayat Raj and Rural Development (MDL-1),

- Department, dated 19.07.2019.
- 2) Notification No.01/2019, dated .07.2019.
- 3) Merit List of the Candidates appeared for examination Supplied by the Commissioner of Panchayat Raj.
- 4) Note orders of the Chairman of DSC and District Collector, Krishna, Machilipatnam dated 25.09.2019.
- 5) Note orders of the Chairman of DSC and District Collector, Krishna, Machilipatnam dated 28.09.2019.

6)Proceedings No.A4/430/DSC/2019, dated 28 .09.2019, 29.09.2019 30.09.2019,18.11.2019, 16.12.2019 of the Chairman, District Selection Committee and District Collector, Krishna, Machilipatnam.

ORDERS:

Consequent upon your selection by the District Selection Committee (DSC), the Chairman of the District Selection Committee & the District Collector, 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 KUNAPAREDDY RAJ KUMAR (HT.No. 190605005800) 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, 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

> 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

Jul 19, 2018 REF No. DBL/CO/HR/2018/8597 Mr Kundetl Srikanth S/O Mr. Vasantha Rao 8-25, Ambedkar Nagar, Gudiavalleru, Dist-Krishna (A.P.). Co. No. 8328516543



Offer as "Graduate Engineer Trainee (GET) - Engineering (Str)" for "Nalagampalli - AP - Karnataka Border Road Project"

Dear Kundeti Srikanth,

With reference to your application and subsequent interview you had with us, we are pleased to offer you the position of " Graduate Engineer Trainee (GET) - Engineering (Str)" for Nalagampalli - AP - Karnataka Border (Sec-I) Road Project on the following terms and conditions and we trust that you will treat the details of this offer with the utmost confidentiality.

- Your annual gross CTC will be Rs. 2,40,000/- (Rupees Two Lakhs Fourty Thousand Only). Out of which, Rs. 24,000/will be paid as retention amount only after successful completion of Two years from the date of joining as per the Company Rules. In addition to this, you will also be entitled to other perks and benefits as made available from time to time in our Company.
- You are requested to report at our Project Office on 23/07/2018, falling which this offer of appointment shall stand cancelled. On your first day, please report to Mr. Chodavarapu Subrahmanya Sastry (Project Head) & Contact to Mr. Kishore Rawat (Project HR) Co.No. 7032980767 at 09:30 AM.
- 3. Regular Appointment Letter shall be issued to you upon your joining the duties and successful completion of the joining formalities. However, your regular appointment is subject to your satisfactory verification of your qualification / previous employment / experiences and references. You shall initially be on Training Period for Six Months & for Next Six Months shall be on Probation from the date of joining the Company.
- The Terms & Condition of your employment shall be given while issuing the regular appointment letter. Your
 employment is subject to the submission of copies of the following documents:
 - (a) Proof of Academic/Technical qualifications.
 - (b) Copy of Aadhar Card (Mandatory)
 - (c) Copy of Driving Licence (Mandatory)
 - (d) Copy of Saving A/C Passbook/Cancelled Cheque(Pertaining to Name, A/C & IFSC Code)
 - (e) Personal Mobile Number(Permanent)
 - (f) Relieving Latter from Previous Employer/Copy of accepted Resignation/Copy of No Dues (if available)
 - (g) Copy of PAN Card
 - (h) Last Pay drawn Certificate / Last 3 Months Pay Slips
 - (i) Bank Statement Showing credit of salary and other reimbursement (if any)
 - (i) 4 Passport size color Photograph
 - (k) Medical / Fitness Certificate from your doctor
- 5. The management reserves the right to withdraw the said offer in case the information provided by you in the Application / Candidate Information Form is found misleading or misconceived and/or, if any of the above conditions are not fulfilled by you at the time of joining.

Please reply on the return mail at our company mail id-<u>hrco@dilipbuildcon.co.in</u> or return duplicate copy of this letter duly signed as a token of acceptance of this offer.

You are requested to forward the "accepted copy of resignation letter / mail" submitted by you to your current employer maximum within 7 days from the date of receipts of offer letter.(If applicable)

We wish you all the very best and look forward to welcoming you to the DBL family at the earliest.

Thanking You,

Very Truly Yours,

half of Dillp Buildcon Limited

Kamalakania Mahakul (General Manager – HR)



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OFFER LETTER

18th June, 2018.

To, MADDALA KAMALAKAR, PLOT NO: 302, VOMBEY COLONY, BETHAVOLU, GUDIVADA.

Dear Kamalakar,

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 28 th June 2018 |
| 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 or before the given joining date, else the offer stands cancelled.

For Reliance Builders,

norized Signatory



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

Progs. No.A4/430/2019

Dated: 22.10.2019.

- 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.
 - Merit List of the Candidates appeared for examination Supplied by the Commissioner of Panchayat Raj.
 - Note orders of the Chairman of DSC and District Collector, Krishna, Machilipatnam dated 25.09.2019.
 - 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, Srl/Smt/Kumarl NAKKA SURESH (HT.No. 190605015301) 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 Aripirala, Nandivada 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.

Date: 23/07/2018

DBL/CO/HR/APPT/Trainee/103349



INFRASTRUCTURE & BEYOND

Name: Kommu Chittibabu

Address: H No- 4-187 Chinnampeta Chatrai Mandalam Main Road Chinnampet Krishna Andhra Pradesh

With reference to your application and the subsequent interview, we have pleasure in offering you an appointment as Graduate Engineer Trainee (GET) in the Design & Technical Audit Department of Dilip Buildcon Limited (referred as 'Company') on the following terms and conditions:-

1. APPOINTMENT:-

This appointment is effective from 23/07/2018.

2. EMOLUMENTS:-

Your Annual Gross CTC will be 2,40,000/- (Rupees Two Lacs Fourty Thousand Only). Out of which, Rs.24,000/- will be paid as Retention Amount only after successful completion of Two years from the date of joining as per the Company Rules. In addition to this, you shall be entitled to other perks and benefits as made available from time to time by the Company. The Company shall deduct from your remuneration, Income Tax, PF & PT and other taxes/ levies as applicable under the statutory laws, which it is liable to deduct at source as applicable.

All information regarding your remuneration and terms of employment are confidential and you shall not divulge the contents to any other employee of the Company

3. TRAINING / PROBATION:-

You shall initially be on Training for a period of Six months as 'Graduate Engineer Trainee (GET) - Design & Technical Audit' and for next Six months you shall be on Probation as a "Assistant Engineer - Design & Technical Audit". The training & probation may be extended if so deemed necessary by the management of the Company. On completion of probation period, either initial or extended, as the case may be, the management may be in its sole discretion confirm your employment with the company as Assistant Engineer - Design & Technical Audit by issuing a letter to the said effect. You will be deemed to be on probation till you receive the letter of confirmation from the Management.

4. SEPARATION: -

During the training & probation period, your services may be terminated by the Management by giving seven days of notice without assigning any reason thereof. Similarly, you may resign by giving seven days of notice in writing. After confirmation, the Management may terminate your services by giving one month's written notice or payment of gross salary in lieu thereof without assigning any reasons. Similarly, you may resign from the service of the Company by giving one month's notice in writing or payment of gross salary in lieu thereof.

Your employment shall stand terminated forthwith without any notice in the event of the following:

- i. if you do not join within the stipulated date, unless extended in writing .
- ii. If you are held guilty of any offence involving moral turpitude or any breach of the business conduct rules and regulations of the Company.
- iii. Failing to comply with all the terms and conditions of your appointment letter.

Upon exit (termination/separation), you shall be governed with the procedure of Business Conduct Rules/Policy of the Company for which you (or your legal heirs as the case may be) shall return all the documents, accessories, equipments etc. provided by the Company immediately to your Supervisor/Project Head/HOD and shall also ensure to complete pending work vis-à-vis successful completion of handing over - taking over activities with your RM/Project Head/HOD.

5. INITIAL POSTING AND TRANSFER: -

- (i) Your initial place of posting is at Corporate Office, Bhopal.
- (ii) However, your services may be transferred to any of Company's Projects / Subsidiary / Group Companies or units in India. Consequent upon your transfer, all the existing terms and conditions of your employment shall remain same.



Regd. Office :

Plot No. 5, Inside Govind Narayan Singh Gate, Chuna Bhatti, Kolar Road, Bhopal - 462 016 (M.P.) Ph. : 0755-4029999, Fax : 0755-4029998 E-mail : db@dilipbuildcon.co.in, Website : www.dilipbuildcon.com

CIN No. L45201MP2006PLC018689

aarvee associates architects engineers & consultants pvt. ltd.

An ISO 9001.2008 Certified Company

Ref: AA/HRD/HO/18-19/APT/1421 Date: 30.05.2018 To, Mr.Chaganti Hari Krishna,

S/o Mr.Chaganti Venkateswarlu, D.No: 1-54, Savalyapuram, Guntur, Andhra Pradesh - 522 649. Mobile No: 09010409390 e - mail: harikrishnace135@gmail.com

Sub: Offer Letter.

Dear Mr.Hari Krishna,

With reference to the interview and subsequent discussions we had with you, we are pleased to offer you the position of "Trainee Engineer" in our Environmental & Water Supply Division with the following terms

10 15-1135

- 1. You will be working as "Field Engineer" on the project "Supervision and Quality Control (SQC) for Infrastructure Development Projects in various Urban Local Bodies of Madhya Pradesh".
- 2. You will be under probation for a period of three months from the date of joining and your services can be regularized upon successful completion of the same.
- 3. You will be on a monthly salary of Rs. 16,000/- (Rupees Sixteen Thousand only), as mutually agreed during our discussions, which will be subject to deductions for PF contributions, E.S.I. etc. This will include all allowances for Local Transport, Accommodation, Conveyance, Leave Travel, Medical
- 4. Your appointment is for the above mentioned project and your employment with the company will cease on completion of the project, unless the project gets extended by the client.
- 5. You shall keep your salary details strictly confidential.
- 6. You shall submit the following copies of documents before or at the time of joining.
 - Proof of Date of Birth certificate (Self attested).
 - Qualification certificates (Self attested).
 - Experience Certificates. .
 - Two Passport size photographs. .
 - Attached Personal Data Sheet duly filled.
 - Copy of PAN & Aadhar card (Self attested).
 - S.B.I. / YES Bank account details.
- In the event of any information given in your application/bio-data being found incorrect in any respect, this offer may be held void and liable to be cancelled forthwith besides any other action management may take.
- 8. The detailed appointment letter will be issued to you from our office, at the time of joining, on submission of above said documents.
- 9. In case of any dispute, the courts of Hyderabad alone shall have jurisdiction.

10. As an acceptance of the above offer, please sign the duplicate copy and return it to the Head Office. Wishing you all the best,

for Aarvee Associates Architects Engineers & Consultants Pvt. Ltd.,

Date:

B.Venkateshwar Reddy Director

Acceptance

| before | will be joining on duty on or |
|--------|-------------------------------|
| | |

Ravula Residency, Srinagar Colony Main Rd., Hyderabad - 500 082, India.

40-23737633,48483456; Fax: +91-40-23736277; email: aarvee@aarvee.net; web: www.aarvee.com CIN: U74200TG2005PTC045491

Signature:

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:01/10/2019



M. Pavani

-:0:-

ORDERS :

1. .

9/29/2019

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: 30/09/2019

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 MERUGUMALA PAVANI S/o,D/O,W/o MERUGUMALA RAMBABU (HT No:190605001691) 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)

Page 1/4

1/1/2019

tos //www.mis.apctas.ht/APGS19SendeApponementOrder.htm?mode=getAppointmentOrderView&post_code=20&hallTickatNo=19

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



P. N-g-roju.

-:0:-

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.
 13898/19,
 14015/19,
 - 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

-:0:-

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 PARISE NAGARAJU S/o,D/0,W/o VENKATESWARARAO (HT No:190605005252) 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)

Reliance Builders

Value Built on Values

(Regd. No. 00659 of 1989) 101, 102, Venkatarama Towers, 3-6-69, Opp. Skyline Appartment, Basheerbagh, Hyderabad-500 029. Tel : +91 40 23228893, 23223496 Fax : +91 40 23224268

Since 1988

Admin office at Plot No.124, Road No.22, Prashasan Nagar, Jubilee Hills, Hyderabad - 500110

OFFER LETTER

18th June, 2018.

To, R.JASH BABU, H.NO:2-31, ZAMIGOLVEPALLI, PAMARRU, KRISHNA DIST.

Dear Jash Babu,

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 28 th June 2018 |
| 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 or before the given joining date, else the offer stands cancelled.

For Reliance Builders, NCI



Reliance Builders

Value Built on Values

(Regd. No. 00659 of 1989) 101, 102, Venkatarama Towers, 3-6-69, Opp. Skyline Appartment, Basheerbagh, Hyderabad-500 029. Tel : +91 40 23228893, 23223496 Fax : +91 40 23224268

Admin office at Plot No.124, Road No.22, Prashasan Nagar, Jubilee Hills, Hyderabad - 500110

OFFER LETTER

18th June, 2018.

To, RUKSANA BEGUM 2/24-2 MALLAYAPALEM GUDIVADA KRISHNA DIST.

Dear Ruksana Begum,

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 28 th June 2018 |
| 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,

horized Signatory



Date: 23-05-2018

To ISO 9 Mr Vepada Venkata Akhil Kumar OMS/9 S/o Sri Srinivasa Rao D.No: 8-17-13, Goods Road, Mallavedhi, Near Durga Temple, Anakapalle, Visakhapatnam, AP - 531001

Dear Mr Vepada Venkata Akhil Kumar,

Congratulations... welcoming you On-Board to BSCPL family on 05th July 2018

Sub: Offer of Employment

In continuation to our letter BSCPL/HO-HR/REC/2018/77 dated 24-April-2018 addressed to your College communicating about the selection of your candidature for our organisation as *Graduate Engineer Trainee* – *Civil* based on the campus selection process, we are pleased to make this employment offer with the following particulars and the terms as mentioned in the attached *Pre-Employment Agreement:*

| Annual CTC | : ₹262,099/-(Rupees Two Lakh(s) Sixty Two Thousand Ninety Nine Only) |
|---|---|
| Induction & Initial Training | including Fixed Service Bonus (FSB).You will undergo induction, initial training and orientation at one of our |
| Location of Posting | project camp in South India about a month (location & address will be communicated to you through E-Mail on or before 20 th June 2018). : After the induction, training and orientation, your location of posting will be communicated. |
| Accommodation & Food Training Period | : Free of cost at the Project Location where you will be posted. : As Graduate Engineer Trainee, your initial training period will be one year from the date of joining which may be extended based on the progress review after one year. On successful completion of the training period, there will be a re-fixation of designation. However, revision of salary will be done at the time of scheduled performance appraisal. |

This offer is valid for you to continue on the employment subject to passing out of your final year result of graduation in civil engineering without any backlog and obtaining provisional certificate of graduation within a reasonable period of time after final year result declaration by the University.

The detailed appointment letter will be issued to you immediately after your final year exam result declaration and obtaining a course completion certificate from the College with declaration of no course backlog.

Please signify your acceptance of this offer by signing below and return the same along with the signed preemployment agreement for our records.

We heartily welcome you to BSCPL family and look forward to having you on-board soon!

For BSCPL Infrastructure Limited

Q 444 444 V Jagadeesh Chief General Manager

BSCPL Infrastructure Ltd. CIN: U45203AP1998PLC029154 # 8-2-502/1/A, JIVI Towers, Road No.7, Banjara Hills, Hyderabad - 500 034. Tel: +91 40 23307704, 23307831, Fax: +91 40 23307385, Email: info@bscpl.net Web: www.bscpl.net



ISO 9001 : 200 OMS/91/R/1151/a

PROCLEDINGS OF THE ASSISTANT DIRECTOR, DESTRICT SURVEY & LAND RECORDS, REPSHNA, MACHILIPATNAM.

Present: 5rt K.Prabhakar, M.A.,

Prog. No A4/4 10/2010

Dated: 22.11.2019.

Sub-Recruitment of posts to Village Secretariats-DSC-2019 - Provisional offer of Appointment in the A PSURVEY MEAND RECORDS SUBORDINATE SERVICE RULEStalection to the post of Village Surveyor (Grade III) by DSC - Placement or posting orders-based

Rote = 11 (2.1) Ms No. 110, Panchayat Paj and Pural Development (MDL-1), Department, dated 19.07 2019

- Meril List of the Cambidates appeared for examination Supplied by the Commissioner of Panchayat Raj.
- Note orders of the Chairman of DSC and District Collector, Krishna, Machilipatnam dated 25 09:2019.
- Note orders of the Chairman of DSC and District Collector, Krishna, Machilipatnam dated 28.09,2019.
- m)Proceedings No.A4/430/D5C/2019, dated 28.09.2019, 29.09.2019
 B0.09.2019 and 18.11.2019 of the Chairman, District Selection Committee and District Collector, Krishna, Machilipatnam.
- LL.No. 751/CPR& RD/5/2019, dated 01.10.2019 of the Commissioner, Panchayal Raj and Rural Development Department, Andhra Pradesh, Ladepalli.

+++++

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 Peteronce oth 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) (Lategory(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 MANDEPUDI JEEVAN KUMAR (HT.No. 190605011978) 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, Sriharipuram village Mudinepalli 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.

Cheomin/Bangulon



STRICTLY PERSONAL

Name: Abdul Salum Date: 81.13.18

Sub: Letter of Intent

Dear

Salam

We are pleased to offer you the position of Customer, Care Executive with our organization. You shall report for a comprehensive training program on 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.

Monthly Your annual CT/C will be Rs <u>14076</u> /- The break-up of CTC is attached as Annexure. 12200 We look forward to your joining us and building a successful career with ALLSEC.

Best Wishes,

For ALLSEC TECHNOLOGIES LIMITED,

Abokeb Calam

Authorised Signatory Human Resources Department

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

Name: Abdul Salam

Signature:

Date: 30/4/18

Riginal received.

Gmail

Sai Krishna Kota TPO GEC - Autonomou <kskbharadwaj@gmail.com>

14-203

SIG - Recruitment Drive Info

1 message

Siddardha M <siddardha.sig@gmail.com>

To: GECTPO Placementofficer <placementofficer@gecgudlavalleru.ac.in>

Tue, Apr 10, 2018 at 4:23 PM

Dear Sai Krishna Garu,

Greetings from SIG!

Firstly thank you very much for giving us an opportunity to conduct drive at your esteemed Institution

84

Total 16 students attended the drive on 6th April 2018. I have finalized few candidates, please go through the list and confirm two candidates Sir.

list of students finalized :

1. J Vijaya Durga - CSE A

2. CH Ratna Teja Sri - ECE A - Good in English Language

3. B Prabhu Manasa - ECE A - Good in English Language

4. A. Satya Narayana - EEE A 14 - 203

A Satyanarayana - ECE A

Please let me know the confirmed candidates info Sir.

Thank you

Kind Regards, Siddardha Muppalla Strategies Head SIG T: +91 40 6050 3333 / 4444 M: +91 7799 788656 E: marketing@sigoverseas.com W: www.sigoverseas.com Indian Office: Ground Floor, Mahavir Lok, Tata DoCoMo Bullding, Himayatnagar X Road, Hyderabad 500029, Telangana

Global Office: L 11, 167 Queen St, Melbourne, Vic 3000 Australia T: 13 000 78676 T: +61 3 9642 4444(calls from Overseas) M: +61 433 091 999, +61 433 094 999 ffices across the globe



14-204

Warm Welcome



29/11/2018

Mr Akula Satya Sai Siva Rama Krishna Applicant ID : 256605 Swapna lake view ,Do-504 Braid pet Palakollu , West godavari dst

Sub: Letter of Appointment

Dear Mr Akula Satya Sai Siva Rama Krishna

We are pleased to make an offer of employment on behalf of Sasken Technologies Limited (formerly known as Sasken Communication Technologies Ltd) (hereinafter referred to as 'Sasken' or the 'Company' as the context may require), on the following terms and conditions:

Designation: ASSOCIATE SOFTWARE ENGINEER

Band: Graduate Trainee

Date of Joining :29 Nov 2018

Location: Bangalore

You will be reporting to Mr Ramesh Gopalakrishna , Senior Architect

Total Compensation: Your Total Compensation will be Rs. 349547.00 per annum. The salary structure is described in the Salary Stack Up Sheet (Annexure-1).For the relocation benefits you are entitled to refer Annexure-2.

Your individual remuneration is a confidential matter purely between yourself and the company and has been arrived at based on the role/job, skill specific background and professional merit. We expect you to maintain this information and any changes made therein from time to time as personal and confidential.

Other Benefits: You will be eligible for the following:

- Leave, holidays and working hours as applicable to your category of employees and location of posting.
- Perquisites, if any, as applicable to your category of employees and/ or based on functional requirements as determined by the company
- 3. Group Medical Insurance coverage, Group Personal Accident and Life Insurance coverage. Sasken encourages all employees to opt for Sasken Mediclaim Policy mandatorily. We also encourage employees to ensure that they have their immediate family covered under the policy. Employees may be allowed to opt out of the insurance cover for themselves, if they provide proof of their coverage





14-205

Ref: TCSL/CT20161941405/1167245/Hyderabad Date: 29-11-2018

MR. TRIMURTHULU AKULA 1-5/A Ranga Steet, Gopavaram, Amalapuram, Andhrapradesh-533213. Tel# 919989638149

Sub: Joining Letter

Dear Mr. Trimurthulu Akula,

Welcome to TATA Consultancy Services Limited (TCSL). We are glad that you have accepted our offer and look forward to you being a part of our family.

We are pleased to inform you that your Initial Learning Program (ILP) at TCSL will commence on 05th December 2018 at Hyderabad. You are requested to report at the address detailed below on 05th December 2018 at 08:00 AM.

Tata Consultancy Services Ltd Survey No.109,110 & 111/2, Nanakramguda Village, Serilingampally Mandal, R R District, Hyderabad, Telangana-500032. (Route map of the ILP Centre 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)

Please download the Joining Letter Annexure (TCS NextStep>>ILP Corner>> Joining Letter) detailing the formalities to be complied with prior to the commencement of your learning.

Initial Learning Program (ILP)

Learning is a way of life in TCSL and Initial Learning Program (ILP) will add value to your professional life and will open a world of opportunities.

ILP Phase I

The first phase of ILP is specially designed to inculcate programming rigor and to build a process mindset. The soft skills module of ILP would help in grooming you become a world class professional. On successful completion of this phase of ILP, you would move to the next phase.

Private and Confidential

TATA CONSULTANCY SERVICES

Page | 1

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



SkyLink Technologies

14-206

Job Offer Letter

Dear Mr. / Ms. AMBOLA KEEPTHI With reference to your successful completion of the Interview with us. We are pleased to call you for the final interrogation session at our Training & Development Office.

Reporting Date:

26/2/2018 @ 11-000-

You will be given an Appointment order only on conclusion of the final interrogation

Please bring this letter along with the set of relevant educational certificates (copy) when you come to our location.

Note: Please refer Terms and Conditions.

Thank you,

HR-Manager

044-48607769/9840707769

*

84, Madampakkam main road, Rajakilpakkam,ch-56, www.skylink-technologies.com/044-48607769

14481A0210 Date: 23rd March 78

Auto Glass

Sub: Letter of Intent

Dear riminas Acuela Teachers Colony, Gudavalleric 1521356

With reference to your application and the subsequent interview you had with us the Management is pleased to engage you as Trainee for a period of 12 months from the date of your joining in our factory located at Plot No: F:76-81, SIPCOT Industrial Park, Irrungattukottal, Sriperumbudur Taluk.

You will be paid a stipend of Rs. 9700/- (Nine thousand Seven hundred rupees only) per month during the period of your training. After the successful completion of the training period, certificate for the training will be given.

The Management reserves the right to terminate your training period immediately, if found any indiscipline or misconduct during the training period.

The following benefits will be provided by the company in addition to your stipend.

- Free Transportation facility for the fixed routes.
- Subsidized food coupons & free snacks will be given during the training hours.
- Incentive will be paid on attending the training regularly.

Your joining should not be later than $\frac{2^{nd} May'lg}{y}$ after which this letter of engaging training shall become void.

Please sign and return a copy of this letter in acceptance.

Yours Sincerely

For Asahi India Glass Ltd.

lish

Authorized Signatory

Head – Employee Relations

Note: When you report for training you are requested to bring the following:

- 1. Photographs (Passport Size 4, Stamp Size-2)
- 2. Certificates (Educational & Date of Birth) original for Verification & photocopy for record.

3. Copy of Aadhar Card



Asahi India Glass Ltd.

Registered Office: Unit No. 203 to 208. Tribhuwan Campléx, Ishwar Nagar, Mathura Road, New Delhi- 110065

Corporate Office: sth. 6th 8 8th Flour Tower-B. Ginbal Business Park Mehraul-Gurgaon Road Gurgaon-122022(India) Tel: +91 124 4062212-19 Fax: +31 124 4062244, 4062288 Plant-II: 94-4 Kms. National Highway-B. Village Jallawas, Tehsil Bawal, District Rewarl-123 501 (India) Tel: +91 1384 264366-67, 264274, 264306 Fax: + 91 1284 254386 Plant-II: Plot No. F-76 In BL, SIPCOT Industrial Park, Irrungatukoital, Sriperumbudur Taluk, District Rancheepuram Tamil Nack- 602 117 (India) Tel: + 91 44 47103442, 47103443 Fax: + 91 44 47103441 Plant-III: AVS Industrial Estate Plot No.- B, Latherdeva Hoon Manglaur - (habrera, Rehal, P.O., Ihabrera, Tehsil Roorkee, District Hardwar, Uttariakhand- 247667 Tel: + 91 1332 224007, 224005 Fax: + 91 1332 224006 Plant-IV Plot No. T-16, MDC Industrial Area, Taloja, Parvel Taluk, District Raigad, Maharashtra- 410208 Tel: + 92 27:55163068, 56163072

LAMISAFE - LT • TEMPERLITE - LT • HEATLITE - LT

Ref No: ITFSOP427 Date: 6th May -2018

42

Invitation Letter

1448100255

Dear K Bhanu Vamsi,

Congratulations and welcome to Manipal ProLearn - Information Technology Finishing School Training Program (ITFS Program). We are pleased to inform you that you have successfully passed our ITFS Program enrolment assessment. Based on your successful clearance of ITFS Program enrolment assessment and meeting the eligibility criteria, we are pleased to invite you, for enrollment or admission to our "ITFS Program" for the batch commencing date will confirm you on May- 2018.

Manipal ProLearn (Academy) is an enterprise training and learning solutions arm of Manipal Global Education Services Pvt Ltd. ITFS Program is a trustworthy program developed to help young Engineers to be first day employable for hiring companies, which would enable you to acclimatize to the industry and after qualifying, accelerate your transition to a live project. This ITFS Program is designed to increase the employability of the participants both technically and in soft skills to ensure a successful career in the technology Industry.

This ITFS Program will span over a period of seventy five (84) days in a residential model. After completion of the ITFS Program and assessment including customer assessment (if applicable), you may be eligible to attend and able to clear company's interview process for the placement opportunities. Subject to Manipal ProLearn terms & conditions (refer Invitation letter, acceptance form and participant handbook), Manipal ProLearn facilitates placement assistance or interview process in company (ies) (scheduling the interview(s) with maximum of three (3) companies) within 75 days, after the successful completion of the ITFS program.

You are requested to confirm your acceptance by submitting the attached 'Acceptance Form' with the nonrefundable registration fee of Rs 10,000/ + applicable taxes, and delivering it to us, as well as emailing a copy to us at <u>poornima.sivakumar@manipalglobal.com</u> immediately.

Mailing Address. Ms. Poornima Sivakumar Manipal ProLearn, # 7, Service Road, Pragathi Nagar, Electronic City Bengaluru – 560100 Phone: 99018 81857

Best regards, Mr. Yogesh Bhatt, Team Manipal ProLearn



14-217

November 20,2019

Venkata Vishnu Ganesh Reddy Beeram, 2-34, Gurugupadu, Podili, Prakasam district, Andhra Pradesh, 523240

Dear Venkata,

This has reference to your application. Based on our discussions, we are pleased to offer you the position of **"Software Engineer"**, in Analog Devices India Private Limited (the "**Company**" or "**ADI**"). You will be located at our Company offices situated in Bangalore, India. You shall perform such duties as may from time to time be assigned to you and shall comply with all reasonable directions by the Company.

The following terms and conditions will govern your employment:

- Date of Commencement. Your effective date of employment with the Company will commence on 9th December 2019 ("Commencement Date").
- 2. Annual Remuneration: Your gross annual salary is fixed at INR 10,50,000/-. per annum, as per the details attached in Annexure A to this letter. Your salary will be paid to you monthly in accordance with the Company's payroll procedures and shall be subject to applicable deduction of taxes at source, in compliance with prevailing income tax regulations and other statutory deductions. Your salary is confidential information and should not be discussed with other employees of the Company or its affiliated companies.
- 3. Leave. You are entitled for leave as per the Company's rules
- 4. Bonus Program: In addition to your base salary, you will be eligible to participate in the ADI Bonus Program which is based on the Company's overall financial performance. Payouts under the Bonus Program for your labor grade are based on 5% of eligible earning for the bonus period, multiplied by a bonus payout factor which can range from 0.0X to 3.0X. ADI's actual company financial performance during the fiscal year may vary, resulting in a lower or higher payout factor. Bonus payouts are scheduled bi-annually- in June and in December and are based on the financial results for each half of the fiscal year The Company reserves the right, in its sole discretion, to amend, change, suspend or terminate the terms of ADI Bonus Program, at any time.
- 5. Joining Bonus; you are eligible to receive a one-time Sign-on Bonus of INR 2,00,000/-. You will receive this amount with your first salary/payroll from the company. Please note that if you decide to leave the Company voluntarily or if your employment is terminated by the Company due to misconduct or any other disciplinary issues as defined by the Company polices before completing 24 months of service, an amount equivalent to the Sign-on Bonus will be deducted from your full and final paycheck OR you will have to return the entire amount to the Company prior to your termination date.
- 6. Relocation: You are eligible to receive a relocation amount of INR 100,000/- with the validity period of 6 months. This is towards relocation expenses incurred by you, from your current residential location to Bangalore, including travel fare, transportation of personal goods and 2 weeks of temporary accommodation. The original and validated relocation bills must be

14-218

Private & Confidential

Ref No. 248177

Date: 13 October 2019

Mr. Hareesh Bodduboina, 11-33, Krishnagini Palli Darshigunta Peta Chandhrashekhar, Puram Hyderabad - 523112

Dear Hareesh Bodduboina,

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 **SO (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 14 October 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.

Karvy Fintech Private Limited (KFPL)

(Formerly known as KCPL Advisory Services Private Limited) Registered & Corporate Office. 'Karvy Selenium Tower – B', Plot No 31 & 32, Gachibowli Financial District, Nanakramguda, Serilingampally, Hyderabad - 500 032, Telangana, India. Ph: +91 406716 2222, 3321 1000 I www.karvyfintech.com | CIN : U67200TG2017PTC117649 **1 of 8**

54,55,56,57,58

Thu, May 3, 2018 at 3:30 PM

423

56

ECE

HR Inventaa <hr@inventaa.in> To: placementofficer@gecgudlavalleru.ac.in

Dear Placement Head,

Greetings for the day !

We are very happy to select BE (EEE & ECE) students of your college to work in our company .

Below is the list of selected list students , who offer letters would be issued after three days for industrial visit give offer.

27,48,118

11

1.Dodla Nikhil 14 - 232 2. Keta Balaji 14 -264 4. Modugu Srikanth 5. Chaganti Tejaswini 0 6. Jafar Abdul U33 7. Srikar Cheeday 14-4.61 8. Gorle Neeraja — 14 – 46) 9. Dhananjay Sai Krishna Kolli —> 14 – 496 10. Rajesh Sai Narendrasetti 11. Pagolu Vinay Babu 14-4FO 12. Siva Naga Raju Parimisetti 14-F5

Congrats !

INVENTAA

INVENTAALED DIGHTING NOM8 Leo Industrial Estate, Pallikaranai, Chennai - 600100

STRICTLY PERSONAL

14-222-5

Name: MOUNILA Date : 19 - 2 -

Sub: Letter of Intent

Dear C. Mounitor

We are pleased to offer you the position of Customer Care Executive with our organization. You shall report for a comprehensive training program on <u>Hore Trave Trade</u> 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, gualification, 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 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 ALLSED TECHNOLOGIES LIMITED,

Authorised &ignatory Human Resources Department

Amar

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

Name: C- MOUNIFA Signature: C. Mouni-Date: 27/2/2019 Name:



ILP Phase II

The second phase of ILP would help you become 'project ready' facilitating development of project specific skill sets and awareness of TCSL processes.

ILP has continuous evaluations based on pre-defined learning objectives. The weighted average of these evaluations will be a major component of your first mid-anniversary appraisal. In the event of your performance during the ILP falling short of the required standard, the Management reserves the right to either extend your ILP or terminate your services.

We would like you to do some preparation in advance so that you become equipped to meet the expectations and challenges of ILP. Pre-ILP Online Learning program through ASPIRE is mandatory for all trainees joining TCSL. If you have not yet completed ASPIRE, please ensure that it is completed as soon as possible. You also need to prepare well in Tech Lounge and your performance in this will

assessed through Initial Readiness Assessment (IRA) immediately after you join. Your Aspire participation and performance in IRA will be one of the key factors in determining your location of posting and/or your final ILP rating. For details, please refer the Joining Letter Annexure.

Your ILP location would be the same as your base branch (TCS Location after the completion of the ILP program) as far as possible and hence ILP would be conducted as a non-residential program at this location. You are advised to make own arrangements for accommodation and transport at the training location. Travel expenses to the location of ILP will not be reimbursed.

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.

If you remain unauthorizedly absent for a consecutive period of 10 days, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of ILP nees without any further intimation/separate communication to you.

We would like you to confirm your acceptance of joining this batch by clicking on the 'I Accept' button online. In the event of us not receiving an update, TCSL reserves the right to withdraw the offer. If you fail to join on the date provided in the TCSL Joining letter, the offer dated 22-11-2018 will stand automatically terminated at the discretion of TCSL.

Private and Confidential

TATA CONSULTANCY SERVICES Tata Consultancy Services Limited

Page | 2

Akruti Business Port. Gateway Park. Road NO. 13. MIDC. Andheri. Muin ha. 400.093 india Tel 91.22.6779.6868. Fax 91.22.6779.6855. Website www.itc..c.im 21



We are sure you are as excited to be a part of this great family, just as we are to have you with us. Together, let us take TCSL to greater heights! Wish you the very best!

With warm regards,

Yours sincerely,

K Ganesan obal Head Talent Acquisition & AIP



Private and Confidential

TATA CONSULTANCY SERVICES

Page | 3

Tata Consultancy Services Limited Akruti Business Port-Gateway Park Road NO. 13 MIDC: Andheri: Mumira: 400.093 india Tel 91 22 6779 6868 Fax 91 22 6779 6855. Website www.tul.com

PROCEEDINGS OF THE DISTRICT COLLECTOR (PW), KRISHNA Present: SRI A.Md. IMTIAZ, IAS.,

Roc. No.81/2019, Pts.4,

Dt. 23-11-2019

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) Rc.No: 81/2019 Pts.4 Dt 28.09.2019/DSC-2019 of the Chairman, DSC & District Collector and Magistrate, Krishna District.
- 4) Option of the individual dt 23.11.2019,

//00//

ORDER:

The Chairman and District Collector, District Selection Committee in the progs 3rd cited has allotted Sri/Smt.CHINTHALAPUDI HEMANTH PHANI KUMAR 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 23.11.2019, he/she is hereby posted as Panchayat Secretary Grade VI (Digital Assistant) to MODUMUDI Village Secretariat of AVANIGADDA Mandal and directed to report before the Panchayat Secretary of concerned 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 of joining.

for Collector.

83/11/19

To

Sri/Smt. CHINTHALAPUDI HEMANTH PHANI KUMAR, AVANIGADDA, AVANIGADDA MANDAL.

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 Collector, Krishna for favour of information.

Copy submitted to the Commissioner of Panchayat RaJ& Rural Development, A.P., Tadepalli, Gunturu.





OFFER OF EMPLOYMENT

14-228

Dear C- Romago

With reference to the discussions we had with you, we on behalf of Arziac Technology Services, are pleased to offer you the position of "Customer Support Executive" and invite you to join Arziac Technology Services

Based upon your credentials and the information shared during your interview, we feel that you will be able to make an outstanding contribution to our organization and you will be eligible for a compensation of Rs. 10000 (Including incentives + Allowances) (Rupees Ten Thousand Only).

The allowances, benefits and other terms and conditions of your employment will be as per company policies as applicable from time to time. Your compensations will be reviewed in future as per company policy.

You will be provided with ON-JOB training for a period of 10 days from the date of joining and no compensation will be provided during the ON-JOB training period.

On joining the company you shall be on probation for a period of Three Months. You will abide by the rules and regulations of the company as may be in force from time to time.

We welcome you aboard and the detailed appointment order will be given after completion of training successfully. We expect you to join on or before in line with discussion with you, otherwise this offer will stand withdrawn automatically.

Our Offer is contingent upon satisfactory evidence and verification of your credentials.

- 1. Educational Qualification (Photocopy)
- 2. Identity Proof (Photocopy)
- 3. Address Proof (Photocopy)
- 4. Four Passport Size Photograph

Again, congratulations and welcome to Arziac Technology Services,

Thanking You,

HR Head 63821 63474

No. 21-23a, Rainbow Arcade, 2nd Floor, Sir Thiyagaraya road, Pondy Bazaar, T-nagar, Chennai - 600017.

會+91 44 43527220

🛛 info@arziac.com

@ www.arziac.com .

Chenna Bangalore



STRICTLY PERSONAL

Name: D. Sumanth Date: 31 3 2018

Sub: Letter of Intent

Dear Sumarth

We are pleased to offer you the position of Customer Care Executive with our organization. You shall report for a comprehensive training program on 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. .
- a: 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.

monthly

Your annual CTC will be Rs 14276 /- 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: Gasari Simanth

Signature: p. Smarth

26/4/18

Date:

secured orignal letter

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| CH SHANKAR RAO, | THANKS AND E | apr18pre128 | apr18pre036 | apr18pre031 | apr18pre028 | apr18pre027 | apr18pre024 | apr18pre007 | apr18pre006 | apr18pre005 | apr18pre004 | Sir this. Sunday : | Invitation sent to | Dear Sir, | | to me | Shankar Rao (MaQE) | Invitation sent to below list | | |
| AGAAGA | FGADDS | 14-92 3 Sahithi Tavva | 14 - 230 Davuluri. Gouripriya | Sridhar Gudavalli | Meghanath Borra | YESWANTH VOORA | Narsareddy Gudise | KEERTHI AMBALA | Abdul Wadood shaik | Y V S L A Krishna Bhagavan | Gorantia Akhil | Sir this Sunday and Monday I will be at Vijayawada if any student wants to meet me they are welcome . | Invitation sent to the below list who cleared the communication round today | | | | BOE | D DEIDM IIST INDOX X | | |
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OFFER OF EMPLOYMENT

1448180233

Dear D. Vinod Kumg

Technology Services -

Arziac

With reference to the discussions we had with you,'we on behalf of Arziac Technology Services, are pleased to offer you the position of "Customer Support Executive" and invite you to join Arziac Technology Services

Based upon your credentials and the information shared during your interview, we feel that you will be able to make an outstanding contribution to our organization and you will be eligible for a compensation of Rs. 10000 (Including incentives + Allowances) (Rupees Ten Thousand Only).

The allowances, benefits and other terms and conditions of your employment will be as per company policies as applicable from time to time. Your compensations will be reviewed in future as per company policy.

You will be provided with ON-JOB training for a period of 10 days from the date of joining and no compensation will be provided during the ON-JOB training period.

On joining the company you shall be on probation for a period of Three Months. You will abide by the rules and regulations of the company as may be in force from time to time.

We welcome you aboard and the detailed appointment order will be given after completion of training successfully. We expect you to join on or before in line with discussion with you, otherwise this offer will stand withdrawn automatically.

Our Offer is contingent upon satisfactory evidence and verification of your credentials.

- 1. Educational Qualification (Photocopy)
- 2. Identity Proof (Photocopy)
- 3. Address Proof (Photocopy)
- 4. Four Passport Size Photograph

Again, congratulations and welcome to Arziac Technology Services,

Thanking You,

Jan

HR Head 63821 63474

No. 21-23a, Rainbow Arcade, 2nd Floor, Sir Thiyagaraya road, Pondy Bazaar, T-nagar, Chennai - 600017.

+91 44 43527220

🖾 info@arziac.com

@ www.arziac.com

BE YOURSELF, MAKE A DIFFERENCE.

-21

accenture

1448120237

Strictly Private and Confidential

23-Jan-2019

Gadamsetty Lakshmisaketha

31-9-11A/I, SriSaiRamTowers ,Magantivariveedi, Machavaram, Backside BSNL Bhavan 9963050855

Dear Gadamsetty,

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 7.25 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.

Candidate's Statistic

Version 8.0 (Dec 2018)

Reference Id: c945937c-4193-4243-957e-77dc69443edf_1 Signed By: Mohan Sekhar

STRICTLY PERSONAL

Themai Bangelon 14-229

Name: 51. Bhavyk 11. 03.18 Date :

Sub: Letter of Intent

Dear

We are pleased to offer you the position of Customer Care Executive with our organization. You shall report for a comprehensive training program on Target 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 CTC will be Rs 1407 1- The break-up of CTC is attached as Annexure.

Recived original

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

Best Wishes,

For ALLSEC JECHNOLOGIES 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: (J. Bhy) Date: 11/4/2018





APPOINTMENT LETTER

October 16, 2018

Ms. Ghantasala Sita Naga Venkata Surya Manja 26/133, Near Grace Nursing College, Buttaipeta. Machilipatnam-521001

Dear Ghantasala Sita Naga Venkata Surva Mania,

Welcome to Wipro Limited ('Wipro') and congratulations on your appointment as Project Engineer.

1. Appointment Details:

- a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the company.
- You will be on probation for a period of 12 months from the date of the appointment. On completion of the b. Probationary period, your appointment will be confirmed and communicated to you in writing. Unless confirmation is communicated in writing, the probation period is deemed extended.
- c. The retirement age is 58 years.
- d. You may be transferred in such capacity as Wipro may from time to time determine to any other location, department, function, establishment, or branch of Wipro or subsidiary, associate or affiliate of Wipro. In such case you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.
- We provide support to our global customers through various Wipro locations in India to suit customer time including on 24x7 basis. You agree to operate from any of these locations and in any of the shifts, including night shift, as may be decided by Wipro keeping in mind business needs and deliverables to customers.
- f. This letter of appointment is subject to your successful completion of all curriculum requirements as laid down by your University/Institution for award of the degree/diploma with a minimum aggregate, specified by Wipro for your role, and any other criteria specified by Wipro in terms of your educational qualifcations before joining.
- Kindly ensure you submit the second copy of the appointment letter signed by you on the day of reporting for work.

2. Compensation:

You will be eligible for:

- a. Compensation and benefits in accordance with Annexure III titled 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 management.

Registered Office:

Doddakannelli

Sarjapur Read

India

Wipro Limited T :+91 (80) 2844 0011 F :+91 (80) 2844 0054 E :info@wipro.com Bengaluru 560 035 W : wipro.com C :L32102KA1945PLC020800

Page 1 of 18

7833412

HYOSEONG ELECTRIC INDIA PRIVATE LIMITED

9,50,51,52

Dt. 20.03.2018

No:49, Sengadu Village, Sriperumbudur Taluk, Kancheepuram District - 602105. Tel. No. 044-47108026/33. CIN No. U50300TN2006PTC061821.

То

The Training & Placement Officer Gudlavalleru Engineering College Seshadri Rao Knowledge Village Gudlavalleru – 521 356

Dear Sir,

The following candidates are provisionally selected for the post of "Graduate Engineer Trainee" (GET), Salary for the mentioned post will be Rs. 11,349/- per month. Student should report for his duties in the month of August 2018. The candidate should not have any backlogs at the time of joining.

List of selected candidates:

| S.No. | Name of the student | Department |
|-------|--|------------|
| 1 / | GOLLAPALLI BHAVANA 14-244 | EEE |
| 2 | NANDURI JHNANA VENKATA LAKSHMAN 14 - 296 | EEE |
| 3 / | DONE KALYAN BABU 13-5-216. | EEE |
| 4 / | SHAIK NAGUR SHARIF 15-5 -2-31 | EEE |
| 5 . | GANESH AREPALLI | ME |
| 6 | SATTENAPALLI SIVA RAMA KRISHNA MURTHY | . ME |
| 7 | RAJESH CHANDANA | ECE |
| 8 | GAGGARA HEMANJALI | ECE |
| 9 | PONNURU SRI KRISHNA SAI | ECE · |
| 10 | AMALODBHAVI RATNA PRASAD SALI | ECE |
| . 11 | VALICHERLA BHAVANA | ECE |
| 12 | PRASANNA LAKSHMI ORUGANTI | ECE |
| 13 | KALAVALA MALATHI DEVI | ECE |
| 14 | SRINIVASA RAO KAGITHA | ECE |

NOTE: At the time of reporting to the company candidate need to bring the following.

1) Aadhar Card 2) 4 Passport size photos 3) PAN Card/Voter Id

4. All the education supporting documents for verification.

(Which will be returned to the candidates after the verification is done)

. HR Department

Chennai Bangalore 14-25



STRICTLY PERSONAL

Name: K. Saikumar Date :

Sub: Letter of Intent

Dear 200

We are pleased to offer you the position of Customer Care Executive with our organization. You shall report for a comprehensive training program on <u>July</u> 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 CTC will be Rs 1407-6 1- 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:

Received original K.Saikuwy

Cognizant

Annexure A

| 1 | Name: Sahithi Tavva | | Designation: | Programmer Analyst Train | 188 |
|-----------|---|-------------------------------|--------------|--------------------------|--------|
| il. No. | Ward News | Description | | Monthly | Yearly |
| 1 | Basic | | | 8675 | 104,10 |
| 2 | HRA @60% of basic* | | | 5205 | 62,46 |
| 3 | Conveyance Allowance* | | | 800 | 9,60 |
| 4 | Medical Allowance* | | | 1250 | 15,00 |
| 5 | Company's contribution of PF $\#$ | | | 1041 | 12,49 |
| 6 | Advance Statutory Bonus*** | | | 2000 | 24,00 |
| 7 | Special Allowance* | | 1.1.1 | 5779 | 69,34 |
| | Annual Gross Compensation | | | | 297,00 |
| | Incentive Indication (per annum)** | | | | 20,00 |
| | Annual Total Compensation | | | | 317,00 |
| | Company's contribution towards benefits | (Medical, Accident and Life I | nsurance) | | 16,00 |
| | Gratuity | | | | 5,00 |
| | Annual Total Remuneration | | | | 338,00 |
| associate | you are also entitled to the following addi | tional 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 jaining 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 campany 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 Grass 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 dient communication at Cognizant. If you renege on the commitment and decide not to join us ofter signing the offer letter, Cognizant reserves the right to not consider you for future career apportunities in the company. We look forward to welcoming you to Cognizant.

Login to https://onecognizant.cognizant.com->Total Rewards App for more details

14481A0262

guirement. Please report to th

HI KATTA THULASI PRIYANKA,

Congratulations! You have been confirmed for Congratulations!

Reporting POC Name & ID No. : Mobile no. Reporting Location : Chennai Reporting Date : 1st Feb 2019

No further request for change of location would be entertained.

1:1

If your deployment location is different from training location, please follow the below procedure for plannin accommodation bookings.

Chennas Bangalore



14-266

STRICTLY PERSONAL

Name: Skikhaza moine Date : 31 3 2018

Sub: Letter of Intent

Dear

Khaza moine

We are pleased to offer you the position of Customer Care Executive with our organization. You shall report for a comprehensive training program on <u>Tuty</u> 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 CTC will be Rs 14076 1- 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:

Siliginatiurec

Received Onigeral Whaze busine

Technology Services

Arziac



OFFER OF EMPLOYMENT

448LA0270

Dear K tas worth

With reference to the discussions we had with you, we on behalf of Arziac Technology Services, are pleased to offer you the position of "Customer Support Executive" and invite you to join Arziac Technology Services

Based upon your credentials and the information shared during your interview, we feel that you will be able to make an outstanding contribution to our organization and you will be eligible for a compensation of Rs. 10000 (Including incentives + Allowances) (Rupees Ten Thousand Only).

The allowances, benefits and other terms and conditions of your employment will be as per company policies as applicable from time to time. Your compensations will be reviewed in future as per company policy.

You will be provided with ON-JOB training for a period of 10 days from the date of joining and no compensation will be provided during the ON-JOB training period.

On joining the company you shall be on probation for a period of Three Months. You will abide by the rules and regulations of the company as may be in force from time to time.

We welcome you aboard and the detailed appointment order will be given after completion of training successfully. We expect you to join on or before in line with discussion with you, otherwise this offer will stand withdrawn automatically.

Our Offer is contingent upon satisfactory evidence and verification of your credentials.

- 1. Educational Qualification (Photocopy)
- 2. Identity Proof (Photocopy)
- 3. Address Proof (Photocopy)
- 4. Four Passport Size Photograph

Again, congratulations and welcome to Arziac Technology Services,

Thanking You,

Jan

HR Head 63821 63474

No. 21-23a, Rainbow Arcade, 2nd Floor, Sir Thiyagaraya road, Pondy Bazaar, T-nagar, Chennai - 600017.

a +91 44 43527220

🖾 info@arziac.com

@ www.arziac.com .

APPOINTMENT LETTER

1448120276

October 08, 2018 MAMIDIKUDURU SURESH BABU 18/194, PEDA ERUKAPADU GUDIVADA KRISHNA, AP -521301 Resume ID # 2115237

Dear MAMIDIKUDURU SURESH BABU

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.

- 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 affi ates conducts business. The duties to be parformed by you herounder 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.
- 12 You will be expected to attend office - except when traveling on business during working hoursishins as may be decided by the Company.

2 Compensation and Benefits.

- 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 Ruppers Only). Other a owances // reimbursements as due to you are detailed in Annexure II 22
- You will be provided with a Comprehensive Medical Insurance and will be covered under the Group Personal Accident Insurance, while on Company business. 23
- 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 busis of ment and will be at the sole discretion of the company
- Reimbursement of Expenses. The Company will reimburse you for reasonable travel, and other business expenses. 3 incurred in connection with the performance of your duties hereunder, in accordance with the policy of the Company with respect thereto

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.

Term: Employment period shall commence on October 08, 2018 and you will be on probation for a period of six. 5 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 two months' police by either party or two 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

During the term of employment, your performance and suitability for the roles will be continuously monitored and evaluated. Given the nature of your role, which is dependent on customer requirement, you would have to clear assessments prescribed by Wipro from time to time. In the event you fail to meet the prescribed measurement criteria.

Contestant Office Wipro Limited T = +01 (801 2844 0051 Doddakannalli Sarjapin Road Studiation and 135 W: wpro.com 3 office .

F 401 (80178140054 E = 15/fo@wipro.com

C = L3210/HA1955PI SPERIORRy, Internal & Restricted.



OFFER OF EMPLOYMENT

14-278

Dear M. LV. RaviTesa

rziac

echnology Services

With reference to the discussions we had with you, we on behalf of Arziac Technology Services, are pleased to offer you the position of "Customer Support Executive" and invite you to join Arziac Technology Services

Based upon your credentials and the information shared during your interview, we feel that you will be able to make an outstanding contribution to our organization and you will be eligible for a compensation of Rs. 10000 (Including incentives + Allowances) (Rupees Ten Thousand Only).

The allowances, benefits and other terms and conditions of your employment will be as per company policies as applicable from time to time. Your compensations will be reviewed in future as per company policy.

You will be provided with ON-JOB training for a period of 10 days from the date of joining and no compensation will be provided during the ON-JOB training period.

On joining the company you shall be on probation for a period of Three Months. You will abide by the rules and regulations of the company as may be in force from time to time.

We welcome you aboard and the detailed appointment order will be given after completion of training successfully. We expect you to join on or before in line with discussion with you, otherwise this offer will stand withdrawn automatically.

Our Offer is contingent upon satisfactory evidence and verification of your credentials.

- 1. Educational Qualification (Photocopy)
- 2. Identity Proof (Photocopy)
- Address Proof (Photocopy)
- Four Passport Size Photograph

Again, congratulations and welcome to Arziac Technology Services,

Thanking You,

Marish

HR Head 63821 63474

No. 21-23a, Rainbow Arcade, 2nd Floor, Sir Thiyagaraya road, Pondy Bazaar, T-nagar, Chennai - 600017.

🖀 +91 44 43527220

Minfo@arziac.com

@ www.arziac.com _



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- Engineering
- Finance & Accounting

Legal
 Logistics

• Media

Date: 29-4-2018

Interim Offer Letter

Dear SPURGEON Raj

Welcome to the Vee Family ... !

We are pleased to inform that you have been shortlisted for position of AR Caller Trainee with effect from June in Vee Technologies Pvt Ltd. Your CTC will be Rs. 138000 to 150000 /- per annum and after confirmation your CTC may be Rs. 168000 to 180000 /- per annum based on performance. You will undergo for 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 for any reason you drop out from the training program after first three days you are liable to pay back the recruitment and training expenses of Rs 25000/- (Twenty Five Thousand rupees) to the company.

On successful completion of the training you will be on boarded in Vee Technologies. Our on boarding team will be in touch to update your date of joining and location before two weeks. Please consider this as an interim offer and the training start date may be postponed or proponed 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 the joining formalities for training, based on the business requirements we would confirm the place of training and work and the candidates should be flexible to work from any of our locations. For certain domain you will be on boarded after taking another formal discussion with the technical team.

You are required to submit the following documents while reporting to the 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
- 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.,

Kesavan M Asst. Manager – Human Resource

Bangalore: Sana Towers, 71, Miller Raad, Bangalore - 560 052, Tel. + 91 80 2226 6677

Bangalore RR Nagar: 5th Flaor, No. 483, Seetha Complex, 16th Cross, 8th Main Road, RR Nagor, Bangalore - 560 098, Tel: +91 96325 78003

Salem: 4/14, Reddipatty Road, Moniangani, Salem - 636 302, Tol. + 91 427 2341 064

Salem SEZ: Plot No. 14, IT/ITES ELCOT SEZ, Salem to Bangalore NH-7 Road, Japir Ammopoloyam Village, Suramongalam SRO, Solem-636 302, Tel: + 91 427 2340290

Chennal: Tower-3 Special Module, Chennni One IT Park SEZ, Thannipakkam + 600 097, Tel. + 91 044 2433 1235

USA: New York, 90 Park Avenue Suite 1700, New York, NY 10016, Tel: 646 837 0837

www.veetechnologies.com

14-279 Chinnoi Burgalore

STRICTLY PERSONAL

Marijani Garaga delli. Name: 31/3/2018 Date :

Sub: Letter of Intent

Dear Sarado

We are pleased to offer you the position of Customer Care Executive with our organization. You shall report for a comprehensive training program on Tuby 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.

monthly Your annual GTC will be Rs 4076 /- The break-up of CTC is attached as Annexure. 12200

We lock 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:



Ref No: ITFSOP73 Date: 6th May -2018

Invitation Letter

Dear Mohan Kanakaji,

Congratulations and welcome to Manipal ProLearn - Information Technology Finishing School Training Program (ITFS Program). We are pleased to inform you that you have successfully passed our ITFS Program enrolment assessment. Based on your successful clearance of ITFS Program enrolment assessment and meeting the eligibility criteria, we are pleased to invite you, for enrollment or admission to our "ITFS Program" for the batch commencing date will confirm you on May- 2018.

Manipal ProLearn (Academy) is an enterprise training and learning solutions arm of Manipal Global Education Services Pvt Ltd. ITFS Program is a trustworthy program developed to help young Engineers to be first day employable for hiring companies, which would enable you to acclimatize to the industry and after qualifying, accelerate your transition to a live project. This ITFS Program is designed to increase the employability of the participants both technically and in soft skills to ensure a successful career in the technology Industry.

This ITFS Program will span over a period of seventy five (84) days in a residential model. After completion of the ITFS Program and assessment including customer assessment (if applicable), you may be eligible to attend and able to clear company's interview process for the placement opportunities. Subject to Manipal ProLearn terms & conditions (refer Invitation letter, acceptance form and participant handbook), Manipal ProLearn facilitates placement assistance or interview process in company (ies) (scheduling the interview(s) with maximum of three (3) companies) within 75 days, after the successful completion of the ITFS program.

You are requested to confirm your acceptance by submitting the attached 'Acceptance Form' with the nonrefundable registration fee of Rs 10,000/ + applicable taxes, and delivering it to us, as well as emailing a copy to us at <u>poornima.sivakumar@manipalglobal.com</u> immediately.

Mailing Address. Ms. Poornima Sivakumar Manipal ProLearn, # 7, Service Road, Pragathi Nagar, Electronic City Bengaluru – 560100 Phone: 99018 81857

Best regards, Mr. Yogesh Bhatt, Team Manipal ProLearn 2/19/2019

1448120291 18



APPOINTMENT LETTER

November 26, 2018 MUKKAPATI SAI CHANDANA D/O. SRINIVASA RAO MAIN ROAD, CHOWTAPALLI, KRISHNA ANDHRA PRADESH -521170 Resume ID # 2131249

Dear MUKKAPATI SAI CHANDANA

This is with reference to discussion you had with us recently. We are pleased to offer you the cosition of an Associate on the following terms;

Place of Employment and Timing. 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 afflicates 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.
- You will be expected to attend office except when traveling on business during vigrking hours/shifts as may 12 be decided by the Company.

Compensation and Benefits.

- Compensation. As compensation for services to be rendered pursuant to this setter, 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.
- You will be provided with a Comprehensive Medical Insurance and will be covered under the Group Personal 2.2 Accident Insurance, while on Company business.
- You will be provided with Retirement Benefits namely, Provident Fund and Gratuity, in accordance with the 2.3 laws of the country, and/or, as per company policy.
- Your compensation shall be reviewed on the basis of ment and will be at the sole discretion of the company 24
- Reimbursement of Expenses: The Company will reimburse you for reasonable travel, and other business expenses 3 incurred in connection with the performance of your duties hereunder, in accordance with the policy of the Company. with respect thereto
- Leaves: You shall be entitled to reasonable periods of leave as per company policy (to be taken by agreement with 24 the Company) with full pay. Entitlement & accumulation of the leave will be as per company policy

Term: Employment period shall commence on November 26, 2018 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 two months' notice by either party or two 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 expiny of the notice period given by you. However, if the management desires you to continue the employment during the notice period, you shall do SÓ

Buring the term of employment, your performance and suitability for the roles will be continuously monitored and evaluated. Given the nature of your role, which is dependent on customer requirement, you would have to clear assessments prescribed by Wipro from time to time. In the event you fail to meet the prescribed measurement criteria

Segletared Office Wigna Dimited Dodda karshells Setjapar Road (Leogartheu 680 038) Melf.

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HR/PWSS/2018-19 Dated: 11th September, 2018.

Ms. Nagineni Hema Sai Sujitha Hyderabad

Dear Ms. Nagineni Hema Sai Sujitha,

Congratulations for choosing PROCESSWEAVER!

With reference to your CV and the subsequent interview you had with us, we are delighted to offer you "Developer Associate" position in our organization with the following terms and conditions:

You are requested to report to the office on 17th September, 2018.

Confidentiality: This is a highly Confidential and Private document. You have to maintain the confidentiality and ensure that the details of your offer are not shared with anyone outside of the Human Resource Team of ProcessWeaver. Sharing details of your offer with others would imply a breach of confidentiality and could invite disciplinary action.

Location: You will be based at our Hyderabad location office. The Company may require you to work at other Company locations and on customer sites, both insides 7 outside India. The Company will seek to give you reasonable notice of extensive travel requirements and take into account your personal circumstances where appropriate.

Compensation:

You will be paid compensation as Rs.1, 20,000/- (Rupees One Lakh Twenty Thousand only) Per Annum, and is purely a matter between yourself and the company and has been arrived on the basis mutual agreement. We expect you to maintain this information confidential.

Probation:

You will be on probation for a period of Six months. You will be advised in writing upon satisfactory completion of the Probation period. If you receive no such information, the Probation period will be deemed to be extended until the company advises you in writing of confirmation in your appointment or notifying you otherwise. During the probation period, the Management has every right to terminate your services without notice.

Background Verification: Your employment with the Company is subject to background verification from the third party verification company. If your background check reveals unfavorable results, you will be liable to disciplinary action including termination of service without notice

2-93/8 & 2-93/9, 5th Floor, 3 Cube Towers, White Field, Kondapur, Hyderabad - 84. Ph.No. 040 - 4063 3355, Fax : 040 - 4063 3377. Website : www.processweaver.com, CIN: U72900AP2011PTC072864



V INFOTE

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14681A03

www.vvvinfotech.com

of Appointment etter.

Dear Ms. Gayatri Sowmya Nandivada,

We are pleased to appoint you as Software Trainee (Java) of VVV INFOTECH, here in after called the company, under the following terms and conditions.

1. Appointment.

Your date of appoint is effective from the date of joining, which shall be 17th JAN 2019.

2. Probationary Period.

Initially you will be on probation period of 3 months from the date of joining. On successful completion of the probation period, if in the opinion of the company, your found suitable in the appointed post, the company will confirm you in writing. During that time the terms and conditions of this letter shall continue to bind you, the company may amend as. Based on your performance, the company is at liberty to terminate your services, if found unsatisfactory at any time during the probation period, or extend that probation period, as it deems necessary. You are not entitled to any leaves during probation.

In this period you will get half salary after completion of your training and first project. You will be a member in long project that time onwards you will get total package.

3. Compensation.

Your gross emolument per annum (CTC) is INR 2,40,000.00/- changes in your compensation or any other benefits that may be available to you are discretionary and will be subject to affective performance and results during the period and other relevant criteria as per the Company rules. A detailed salary structure is mentioned in Annexure.

Responsibilities.

a. In view of your position and office, to must effectively, diligently and to the best of your ability perform responsibilities and ensure results. You will observe working hours/shifts as communicated to your superior from time to time depending on the exigencies of work. You will be expected to work extra exigencies of work. You will expected to work extra achieve the above whenever the job so requires. In this connection, you are required not to engage in activities that have adverse impact on the reputation/image and business of Varamma Versatile Venture PVT LTD. Whether directly.

HYOSEONG ELECTRIC INDIA PRIVATE LIMITED

No:49, Sengadu Village, Sriperumbudur Taluk, Kancheepuram District - 602105. Tel. No. 044-47108026/33. CIN No. U50300TN2006PTC061821.

To

Dt. 20.03.2018

9,50,51,57

The Training & Placement Officer Gudlavalleru Engineering College Seshadri Rao Knowledge Village Gudlavalleru – 521 356

Dear Sir,

The following candidates are provisionally selected for the post of "Graduate Engineer Trainee" (GET), Salary for the mentioned post will be Rs. 11,349/- per month. Student should report for his duties in the month of August 2018. The candidate should not have any backlogs at the time of joining.

List of selected candidates:

| S.No. | Name of the student | Department |
|-------|--|------------|
| 1 / | GOLLAPALLI BHAVANA 14-244 | EEE |
| 2 | NANDURI JHNANA VENKATA LAKSHMAN 14 - 296 | EEE |
| 3 / | DONE KALYAN BABU 15-5-216 | EEE |
| 4 / | SHAIK NAGUR SHARIF 15-5 -2-31 | EEE |
| 5. | GANESH AREPALLI | ME |
| 6 | SATTENAPALLI SIVA RAMA KRISHNA MURTHY | , ME |
| 7 | RAJESH CHANDANA | ECE |
| 8 | GAGGARA HEMANJALI | ECE |
| 9 | PONNURU SRI KRISHNA SAI | ECE |
| -10 | AMALODBHAVI RATNA PRASAD SALI | ECE |
| . 11 | VALICHERLA BHAVANA | ECE |
| 12 | PRASANNA LAKSHMI ORUGANTI | ECE |
| 13 | KALAVALA MALATHI DEVI | ECE |
| 14 | SRINIVASA RAO KAGITHA | ECE |

NOTE: At the time of reporting to the company candidate need to bring the following.

1) Aadhar Card 2) 4 Passport size photos 3) PAN Card/Voter Id

4. All the education supporting documents for verification.

'(Which will be returned to the candidates after the verification is done)

. H R Department

Corporate & Registered Office: 612/613, Palm Spring Centre Mind Space, New Link Road, Malad (W), Mumbai: 400 064 Tel No.: +91-022-40549797, Fax No: 40549700 www.promptpersonnel.com



Date:13/02/2020

To,

PALAGANI SAI RAM

Subject: Offer Letter

We have pleasure in informing you that you have been selected as "NOC Engineer "at our Client Place "Tata Communications Transformation Services Limited" Salary Offered to you is Rs12000/-NET Per Month. Your Salary Structure shall be as per Annexure A.

You should join duty on 14/02/2020 at Tata Communications Transformation Services Limited. Please note that if you fail to join on this date without prior intimation, the management reserves the right to cancel this offer letter.

Based on company requirement a background Verification Check will be carried out within the first month from joining. Depending upon the result of the Background Verification Check your services with Tata Communications Transformation Services Limited. will continue. If the Background Verification Check result is found "Negative", your services will be terminated with immediate effect. You will be paid the salary for the days you have worked, but no notice period

Your employment may be terminated by the company either by giving 30 days of written notice or salary in lieu of notices without assigning any reason whatsoever. Similarly you may also terminate the service by giving One Month written notice or by depositing or adjusting your One Month salary in lieu of notice. Other all Term & conditions of employment will be mentioned in Your Appointment letter.

We expect you to contribute towards the long-term growth of the company.

Following Documents will be required Before your Joining date

- 1. Resume copy
- 2. Four latest passport size photographs.
- 3. I.D Proof (Driving License or Passport or Election ID)
- 4. Residence proof (Ration Card or Sale/Lease Agreement Copy or Passport or Driving
- 5. Copies of Educational Certificates.
- 6. Copy of previous Employment Certificates i.e. (Work Experience letter or Relieving letter,
- 7. Cancelled Cheque of your savings bank account.
- 8. Pan Card & Aadhaar Card (Mandatory)
- 9. Joining Kit Forms (Form 11, Form 2, Form-1, Undertaking for POSH Prompt, Tata Code of Conduct, Medical Fitness Certificate and Prompt Joining Form)

For, PROMPT PERSONNEL PRIVATE LIMITED



Authorized Signatory

14-2AL



Ref: TCSL/CT20161929556/1167761/Hyderabad Date: 29-11-2018

MR. MANIKANTA VEERAJAGAPATHI PALLA 1-25 Sivalayam Street, Kunduru, kakinada, andhra pradesh-533262. Tel# 919705863305

Sub: Joining Letter

Dear Mr. Manikanta Veerajagapathi Palla,

Welcome to TATA Consultancy Services Limited (TCSL). We are glad that you have accepted our offer and look forward to you being a part of our family.

We are pleased to inform you that your Initial Learning Program (ILP) at TCSL will commence on **10th December 2018** at **Trivandrum**. You are requested to report at the address detailed below on **10th December 2018** at **08:30 AM**.

Tata Consultancy Services Ltd. Peepul Park,Technopark Campus, Kariyavattom P.O., Trivandrum, Kerala-695581. (Route map of the ILP Centre can be viewed on TCS NextStep>>ILP Corner>>ILP Centres)

Contact Person: Mr. Paul Joseph Fernandez Phone: 914716629400 ⁻⁻mail Id: paul.f@tcs.com (Contact Hours: Monday - Friday, 9 AM to 6 PM)

Please download the Joining Letter Annexure (TCS NextStep>>ILP Corner>> Joining Letter) detailing the formalities to be complied with prior to the commencement of your learning.

Initial Learning Program (ILP)

Learning is a way of life in TCSL and Initial Learning Program (ILP) will add value to your professional life and will open a world of opportunities.

ILP Phase I

The first phase of ILP is specially designed to inculcate programming rigor and to build a process mindset. The soft skills module of ILP would help in grooming you become a world class professional. On successful completion of this phase of ILP, you would move to the next phase

Private and Confidential

TATA CONSULTANCY SERVICES

Page | 1

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 are sure you are as excited to be a part of this great family, just as we are to have you with us. Together, let us take TCSL to greater heights! Wish you the very best!

With warm regards,

Yours sincerely,

Ganesan Global Head Talent Acquisition & AIP



mobile to validate the joining letter

Private and Confidential

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 Page | 3

11/27/2019



44



GECTPO Placementofficer <placementofficer@gecgudlavalleru.ac.in>

Confirmation Mail.

2 messages

Sukrutha K <sukrutha.K@maintec.in> To: pativadaraviteja@gmail.com CC: TPO-Gudlavalleru Engineering College <placementofficer@gecgudlavalleru.ac.in>

Fri, Mar 2, 2018 at 1:17 PM

Maintec

Dear P Ravi Teja,

Further to our placement drive, we are happy to offer you the position of Network Analyst with our company. Your initial place of work will be at Chennai.

Your training location would be at Chennai. However, the deployment location will be based on client's requirement. The working hours shall be based on specific project needs, which may include working in different shifts based on client requirements. You may be required to travel to other locations within India or overseas as may be required.

At the time of training, you are requested to bring copies of the OFFER LETTER and the following self-attested documents along with original school certificate of 10th/12th for our records:

1. Original Certificates in support of your qualification (10th, 12th and Graduation certificates)

2.Four Passport Size photographs.

3. Address proof (Election ID/Driving License/Aadhaar Card)

4. Pan card (MANDATORY/ Apply if not applied)

Upon successful appointment your Annual CTC will be Rs.1,80,000/-(Rupees One Lakh Eighty Thousand only), subject to all applicable statutory deductions. While your initial core focus is on "Network Analyst" and other areas of Services that Maintec's client offers, the opportunity is also available to grow to a senior position from a future career perspective subject to tangible accomplishments.

You will be receiving your offer letter in due course and your joining date would be intimated after the successful completion of your course without backlogs.

Details as follows:

VENUE:

Maintec Technologies Pvt. Ltd.

'Tek Meadows', Tower-C, 1st Floor,

51, Old Mahabalipuram Road (OMR)

Sholinganallur (Near Hotel Gateway)

Chennai-600 119.

For Any Queries:

POC: Sukrutha.K

14-2B4-



DreamVu[®] India pvt. ltd. CIN: U74999TG2017FTC118463 www.dreamvu.com | info@dreamvu.com



31st August 2020

Reddy Naga Venkata Satya Sai (+91) 9494914275 mvsatyasai@gmail.com

LETTER OF APPOINTMENT CUM SERVICE AGREEMENT

We, DreamVu India Private Limited (hereinafter referred to as the "Company"), are pleased to offer you employment as "Assembly Supervisor" with the Company upon the following terms and conditions (the "Agreement").

APPOINTMENT:

This Agreement will commence with effect from 31st August, 2020 and shall continue to be in effect unless otherwise terminated in accordance with the terms and conditions herein. Your initial place of posting once you join full-time will be at Hyderabad, Telangana. The Company may change your location of the place of work as may be reasonably necessary to meet the business needs. Your designation is a mere indicative of your responsibilities which you are required to carry out. You must abide by the rules and regulations of the Company that are in force from time-to-time. You will perform all acts, duties and obligations, and will comply with such orders as may be assigned by the Company which are reasonably consistent with your position. The Company may, from time to time, require you to perform duties normally undertaken by other employees or contractors, including different or additional duties, but not duties which you cannot reasonably perform. The Company may require you (as part of your duties) to perform duties or services are of a similar status to or consistent with your position with the Company. The Company but also for any Group Company (defined hereinafter) where such duties or services are of a similar status to or consistent with your position with the Company. The Company may at its sole discretion assign your employment to any Group Company, establishment, department, business or any operations of the Company on such terms and conditions as set out, or referred to, in this Agreement and or given to you in writing by the Company from time-to-time.

"Group Companies" in this Agreement means the Company, its subsidiaries or subsidiary undertakings, any holding company or parent undertaking, corporate body of firms, trusts, society or association with which the Company may have any official connection thereto.

SALARY& INCENTIVES:

You will be paid an annual salary will be INR 5,00,000/- per annum, payable monthly in arrears by crediting your bank account on or before 1st day of the following month or on such other date within such month as may otherwise be notified by the Company. Your annual salary includes basic pay, other allowances, benefits, perquisites etc., and retirals as per the compensation policy of the Company.

M : +91-8179749049 USA : 2150 N 1st St. Office 454, San Jose, CA, USA 95131 INDIA : C3-211, Vindhya C4, IIIT campus, Gachibowli, Hyderabad, 500032

Scanned with CamScanner

29-Aug-2018

Dear Sahithi Tavva, B. Tech/B.E., Electrical Engineering Gudlavalleru Engineering College

Candidate ID - 12235855



Cognizant

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, dearing 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/- tawards 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.

Flease 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

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

We look forward to you joining us. Should you have any further questions or darifications, please log into https://campus2cognizont.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: Nithin Chandra Vallabhapurapu Designation: Programmer Analyst Trainee SI. No. Description Monthly Yearly Ť Basic 8675 104,100 2 HRA @60% of bosic* 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 monner 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

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 affer 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 apportunities in the company. We look forward to welcoming you to Cognizant.

Login to https:\\onecognizant.cognizant.com->Total Rewards App for more details





Plot No. 32 Vijetim Ernon Hames, Nitrim, et Ford, Hydronuger, Hydroniced, 500090 Ph. 547-54151056(57/58) Ernolf, uccoublighteditional care

11th October .2018 Ms. Tummala Tanuja D/o Sai Babu Tummala 'MIG-148, Housing Board Colony Machilipatnam, Krishna Dist Andhra pradesh -521001

Mobile : 8374137396 Employee Code : ASP1131018 SUB : letter of Appointment

Mail Id: tanujatummala1997@gmail.com PAN NO : BIJPT7176G

With reference to the Interview you had with us , we are pleased to appoint you as

* Trainee Engineer Design * for a consolidated salary of Rs.9000/- from 01st Oct.18. Three months from the date of joining will be the observation period, after the completion of the observation period you will be confirmed based on your performance.

Your appointment is being made on the basis of your particulars such as qualification etc. as given by you in your application for employment and in case any information as given by you is found false or incorrect, your appointment will be deemed void and liable for termination without any notice or salary in lieu thereof. A written letter with a notice period of one month is required from your end, while you resigning from your job responsibilities. You should follow the Company Terms & Conditions which will be sent to your mail id, along with your Appointment letter.

Your address, as indicated in your application for appointment shall be deemed to be correct for sending any communication to you at the given address shall be deemed to have been served upon you. In case there is any change in your residential address, you will intimate the same in writing to the Personnel Department within three days from the date of such change and get such change of address Recorded

You will be bound by the certified standing orders, rules, regulations and office orders in force and framed by the company from time to time in relation to your service conditions, which will form part of your service conditions, which will form part of your terms of employment If the above term and conditions are acceptable to you, please sing the token of its acceptance and return the same for our record.

Declaration by the employee

Laccept the offer and the terms and conditions mentioned in the aforesaid letter.
Date: ______ Place: ______ Signature of the Applicant

Congratulations on Joining our Organization! We look forward to a Long association.

M. Manoharan, Chief Executive Officer.

Automation Consultants & Authorised System House of SIEMENS Design, Supply & Commissioning of Automation Systems With ACIDC Drives, PLC & SCACA Systems, Soft Statiens

To Beindide lig

https://mail.co.oole.com/mail/u/0/#inbox/Oorc.IHsNmtysZDmOoRVGefZtXGCNtwnRldi?nmientor=1&messanePartId=0.1

-87

09-Dec-2018

Dear Nithin Chandra Vallabhapurapu, B. Tech-B.E., Electronics and Electrical Engineering Gudlavalleru Engineering College

Candidate ID - 12681400

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 tao. 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 darifications, please log into https://campus2cegnizant.cognizant.com

Yours sincetely,

For Cognizant Technology Solutions India Pvt. Ltd.,

5. 6-7

Suresh Bethavandu Global Head-Talent Acquisition I have read the offer, understood and accept the above mentioned terms and conditions.

Signature :

To Be Include in

Cognizant

14481202

DPad Affren 115/525 Ald Mahahalinumm Dand Aldiam Thomasaldam Channes 200 A07

GlobalLogic

× 14-205

Veluvolu Kalyani Hyderabad

28-Jun-18

Dear Veluvolu,

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.

- You will be entitled for leave in accordance with prevailing standard company leave policy. You will be 1. 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.
- You shall at all times keep the information that may come to your knowledge regarding company's plans, 4. 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.

ć,









Registered | Plot No. 590 A, Phase - I, Road No. 31, Jubilee Hills, Hyderabad, Telangana 500033, India

Phone | 91.40.3041.9999 Fax19140.30419988

Web | www.globallogic.com Mail info@globallogic.com

CIN: U72200TG2006PLC067980 GlobalLogic Technologies Limited



GlobalLogic

- 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.
- At the time of tendering resignation you shall be required to give one monthnotice in writing. Your services 8. 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.



Phone 91.40.3041.9999 Fax | 91.40.3041.9988



Web | www.globallogic.com



Mail info@globallogic.com

CIN: U72200TG2006PLC067980 GlobalLogic Technologies Limited



GlobalLogic

- 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:

(Veluvolu Kalyani)

Phone | 91.40.3041.9999

Fax | 91.40.3041.9988

Web | www.globallooic.com Mall | info@globallogic.com CIN: U72200TG2006PLC067980 GlobalLogic Technologies Limited

Registered | Plot No. 590 A, Phase - I, Road No. 31, Jubilee Hills, Hyderabad, Telangana 500033, India



Cognizant

21-May-2018

Dear Charan Sai B.Tech-B.E., Electrical & Electronics Engineering Gudlavalleru Engineering College

Candidate ID - 12684592

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 vague 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.,

3. 0-1

Suresh Bethavandu Global Head-Talent Acquisition I have read the offer, understoad and accept the above mentioned terms and conditions.

Signature :

Date:

14481A02E0





Date:27-May-2018

To

Vishtamsetti Prabhandini **GUDIVADA**

Dear Vishtamsetti Prabhandini,

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:

(Total of marks obtained in all the subjects from the first to last semester) Aggregate = --(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.

undergo training at Mindtree, Kalinga, Bhubaneswar, Odisha and undergo Orchard 2.2. You shall initially 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.

V. Prabhandin

RVUE Fon Myaste Road

+91 80 6706 4000 -91 s0 670h 4100 12 W www.mindtree.com

Т

Candida: No: TN/80008276-15



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

V. Probhandin

Mindurea Littl

T +91 80 6706 4900 E +91 80 6706 4100 Crail B. No. The ROOMST'S 14





Enclosed: Annexure to your Offer of Employment

Acceptance of the offer

I, Vishtamsetti Prabhandini, agree to accept the employment on the terms and conditions mentioned in this Offer of Employment and the annexure.

| Your Signature | V. Prabhandin | |
|------------------------------|--------------------------|--|
| Your Name in Capital letters | VISHTAMSETTI PRABHANDINI | |

Annexure 1

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

| Name | : Vishtamsetti Prabhandini |
|-------------|----------------------------|
| 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 470 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 2018 - 2019 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.

Ŧ



Annexure 2

Compensation stack effective from the date of confirmation

| Name | : Vishtamsetti Prabhandini |
|-------------|----------------------------|
| Competency | : C1 |
| Designation | : ENGINEER |

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

| Basic | 103,344 |
|-------------------------|---------|
| HRA | 51,672 |
| Conveyance | 30,000 |
| Competence Linked Pay | 24,000 |
| Communication Allowance | 30,000 |
| Education Allowance | 24,000 |
| Provident Fund | 12,396 |
| Gratuity | 4,956 |
| Insurance Benefits* | 5,640 |
| 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.

V. Prabhandin

 Modered Ltd
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 +91
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 6706
 4080

 RVUE Post_Mysnic Road
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 +91
 80
 6706
 4160

(+a)13 NS. TE380008276-11

Varsity Education Management Private Limited

(CIN U80903MH2010PTC211466)





05th May 2019

Ms. Vissamsetti Munnisha Emp Code: HYD347982

Subject: Letter of Promotion.

Dear Ms. Vissamsetti Munnisha

In appreciation of your meritorious service, the Management has pleasure in promoting you as **Compliance Executive** with effect from 03rd May 2019.

We are sure you will make best use of the opportunity offered to you and contribute substantially to the success of our organization as you have done in the past and fully justify the confidence placed in you by the management.

Wish you all the best and looking forward for your continued best efforts.

For Varsity Education Management Private Limited

Authorized Anatory





OFFER OF EMPLOYMENT

Dear + P. King

Arziac

Technology Services

With reference to the discussions we had with you, we on behalf of Arziac Technology Services, are pleased to offer you the position of "Customer Support Executive" and invite you to join Arziac Technology Services

Based upon your credentials and the information shared during your interview, we feel that you will be able to make an outstanding contribution to our organization and you will be eligible for a compensation of Rs. 10000 (Including incentives + Allowances) (Rupees Ten Thousand Only).

The allowances, benefits and other terms and conditions of your employment will be as per company policies as applicable from time to time. Your compensations will be reviewed in future as per company policy.

You will be provided with ON-JOB training for a period of 10 days from the date of joining and no compensation will be provided during the ON-JOB training period.

On joining the company you shall be on probation for a period of Three Months. You will abide by the rules and regulations of the company as may be in force from time to time.

We welcome you aboard and the detailed appointment order will be given after completion of training successfully. We expect you to join on or before in line with discussion with you, otherwise this offer will stand withdrawn automatically.

Our Offer is contingent upon satisfactory evidence and verification of your credentials.

- 1. Educational Qualification (Photocopy)
- Identity Proof (Photocopy)
- 3. Address Proof (Photocopy)
- Four Passport Size Photograph

Again, congratulations and welcome to Arziac Technology Services,

Thanking You,

an larish

HR Head 63821 63474

No. 21-23a, Rainbow Arcade, 2nd Floor, Sir Thiyagaraya road, Pondy Bazaar, T-nagar, Chennai - 600017.

會+91 44 43527220

info@arziac.com

@ www.arziac.com

Chinnen Josungalore



STRICTLY PERSONAL

Kantamani S V Phaniphia Name: Date :

Sub: Letter of Intent

Dear Phonindra

We are pleased to offer you the position of Customer Care Executive with our organization. You shall report for a comprehensive training program on The 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.

Monthly Your annual GTC will be Rs[4076_1- 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.

Authonised Signatory Human Resources Department

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

Name:

Signature:

Date:



HYOSEONG ELECTRIC INDIA PRIVATE LIMITED

No:49, Sengadu Village, Sriperumbudur Taluk, Kancheepuram District - 602105. Tel. No. 044-47108026/33. CIN No. U50300TN2006PTC061821.

Dt. 20.03.2018

9,50,51,52

To The Training & Placement Officer Gudlavalleru Engineering College Seshadri Rao Knowledge Village Gudlavalleru – 521 356

Dear Sir,

The following candidates are provisionally selected for the post of "Graduate Engineer Trainee" (GET), Salary for the mentioned post will be Rs. 11,349/- per month. Student should report for his duties in the month of August 2018. The candidate should not have any backlogs at the time of joining.

List of selected candidates:

| S.No. | Name of the student | Department |
|-------|--|------------|
| 1 | GOLLAPALLI BHAVANA 14-244 | EEE |
| 2 | NANDURI JHNANA VENKATA LAKSHMAN 14 - 296 | EEE |
| 3 | DONE KALYAN BABU 13-5-216 | EEE |
| 4 | SHAIK NAGUR SHARIF 15-5 -2-31 | EEE |
| 5. | GANESH AREPALLI | ME |
| 6 | SATTENAPALLI SIVA RAMA KRISHNA MURTHY | . ME |
| 7 | RAJESH CHANDANA | ECE |
| 8 | GAGGARA HEMANJALI | ECE |
| 9 | PONNURU SRI KRISHNA SAI | ECE |
| 10 | AMALODBHAVI RATNA PRASAD SALI | ECE |
| . 11 | VALICHERLA BHAVANA | ECE |
| 12 | PRASANNA LAKSHMI ORUGANTI | ECE |
| 13 | KALAVALA MALATHI DEVI | ECE |
| 14 | SRINIVASA RAO KAGITHA | ECE |

NOTE: At the time of reporting to the company candidate need to bring the following.

- 1) Aadhar Card 2) 4 Passport size photos 3) PAN Card/Voter Id
- 4. All the education supporting documents for verification.
 - (Which will be returned to the candidates after the verification is done)

. H R Department

IYOSEONG ELECTRIC INDIA PRIVATE LIMITED

1,50,51,52

Dt. 20.03.2018

No:49, Sengadu Village, Sriperumbudur Taluk, Kancheepuram District - 602105. Tel. No. 044-47108026/33. CIN No. U50300TN2006PTC061821.

To

The Training & Placement Officer Gudlavalleru Engineering College Seshadri Rao Knowledge Village Gudlavalleru – 521 356

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| 3/ | DONE KALYAN BABU 13-5-216 | EEE |
| 4 / | SHAIK NAGUR SHARIF 15-5 -2-31 | EEE |
| 5. | GANESH AREPALLI | ME |
| 6 | SATTENAPALLI SIVA RAMA KRISHNA MURTHY | . ME |
| 7 | RAJESH CHANDANA | ECE |
| 8 | GAGGARA HEMANJALI | ECE |
| 9 | PONNURU SRI KRISHNA SAI | ECE |
| ·10 | AMALODBHAVI RATNA PRASAD SALI | ECE |
| . 11 | VALICHERLA BHAVANA | ECE |
| 12 | PRASANNA LAKSHMI ORUGANTI | ECE |
| 13 | KALAVALA MALATHI DEVI | ECE |
| 14 | SRINIVASA RAO KAGITHA | ECE |

NOTE: At the time of reporting to the company candidate need to bring the following.

1) Aadhar Card 2) 4 Passport size photos 3) PAN Card/Voter Id

4. All the education supporting documents for verification.

(Which will be returned to the candidates after the verification is done)

. HR Department

154-8540232



India Employment Offer V201705

05.09.2018

Mr. Teja Prasad Chakka Hyderabad

Dear Teja Prasad,

I would like to personally welcome you to Mindtree Ltd. and am confident that you will build a long and mutually rewarding career with Mindtree. I strongly believe that it is individuals like you along with existing Mindtree minds that can build a Globally respected, successful and expertise-led company. The guiding principle behind our endeavour to succeed emanates from three key words - "Bright, Confident & Active". In addition our Mission, Vision & Core values guide all our business transactions.

Mindtree provides long-term career opportunities for every Mindtree Mind. I sincerely hope that, you will grow with us and together we will build a memorable institution.

Enclosed please find your employment letter and other relevant details.

Looking forward to seeing you soon in Mindtree.

Thanks and regards

Pankaj Khanna Vice President - Revenue Assurance

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Mindurer Lat

Burgalore 560 059

RVCE Pass, Mysore Road

+ 91 80 6706 4000
 F + 91 80 6706 4100
 W www.minddree.com

Catdidate No: TN/1859359/18

Chenna / Bungulon

15-5-233 19

STRICTLY PERSONAL

Name: Mikkeli Mancharlal. Date: 81. 13 -18

Sub: Letter of Intent

Dear

Mancharlat.

We are pleased to offer you the position of Customer, Care Executive with our organization. You shall report for a comprehensive training program on TLL1 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.

Monthly Your-annual CTC will be Rs <u>146-76</u> /- The break-up of CTC is attached as Annexure. 12-200

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:

Received Orginal copy M. Manotorial 07/05/18



Projects Division

/ijai Electricals Ltd.

VEL/CO/HR/OL/2018

DATE: 04.06.2018

To Mr. M. Venkateswara Rao, Prakasam, AP.

OFFER OF EMPLOYMENT

Dear Mr. M. Venkateswara Rao,

With reference to the discussion you had with us, we are pleased to offer you an appointment as "Traince Engineer" for Project Division in our company.

If you wish to accept our offer, you shall have to convey the acceptance by signing the duplicate copy of this offer letter enclosed and return the same.

This offer letter is issued with an understanding that you shall report to duty on 08th June 2018 at Corporate Office.

With best wishes,

For Vijai Electricals Limited,

P.S.B Ramam Sr. Manager (HR)

I have read and understood the above Offer Letter and it is acceptable to me. I shall be joining duty on or before.....



CIN : U31909TG1980PLC002697 GST : 36AAACV7259B1ZD

6-3-648/ 1&2, Off Raj Bhavan Road Somajiguda, Hyderabad- 500.082 Tefangana, India Phone :: +91 40.3061 7777 / 78 Fax :: +91 40.3061 7891 E-mail : projects@vijai.co.in

14481A0302

Maintec

Maintec Technologies Pvt. Ltd.,

#3M-215, East of NGEF, Outer Ring Road. Kasturi Nagar, Bangalore - 560 043, India. Tel: 080 -42718000,080-25071950

www.maintec.com CIN : U72200KA1997PTC023121 GST No. : 29AABCM3607P1Z3

May 30th,2018

Doc #: EMP/OL/AS/30052018/17 Mr. Abdul Sohail Chennai Dear Abdul.

We are happy to offer you as Consultant-Network Analyst in our Company. Your initial place of assignment will be at Chennai. However, you may be requested to relocate anywhere in India as per client requirements anytime. From time to time, you will be required to travel based on the requirement from prospective clients all over India and overseas as well.

At the time of joining, you are requested to bring copies of the following documents for our records:

- 1. Relieving order/letter from your present employer.
- 2. Certificates in support of your qualification (including degree certificates and final mark/grade sheets), experience and emoluments.
- 3. Salary certificate from your present employer.
- Four passport size photographs.
- 5. Relevant pages of your passport.
- 6. Address proof.
- 7. Two reference letters.

You will be paid Professional Charges up to a maximum of Rs.15, 000/- p.m. (up to a maximum of Rs.1, 80,000 thousand on annual basis) and applicable Tax will be deducted. Your appointment shall be continued based upon your overall performance and successful completion of initial period of Six months from the date of joining. Your initial core focus shall be mainly on Networking and other areas of services that Maintec / its client offer from time to time.

Please note that this offer is based on information provided by you to us and may be withdrawn in case of any deviation from the same or if you fail to report to commence the assignment on 31st May, 2018 or any other date which may be decided as per mutual discussions.

Your appointment would be deemed terminated by both the parties in the event of termination of work order by Maintec's client. If either party wishes to end the contract, a notice period of not less than Thirty 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

Shwetha Sanjeev **HR-Manager**

Shuethe .S

I accept the assignment on the above-mentioned terms and conditions and I will report on 31st May, 2018 or any other date which may be decided as per mutual discussions.

Consultant's Signature: _



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14-309



EI

JOIN INDIAN NAVY

CALL UP LETTER



Application no.: SGE191M002998

| SSC ICS/ENCINEEDING | |
|--|--|
| | |
| PITAR BABU ARAVA | |
| A NAGESWARA BAO | |
| | |
| | 1 |
| | A REPRESENT |
| | A. Pitton Bala |
| Movement Control Office (MCO), Bhopal Railway Station | A.Patter. acco |
| 33 SSB, Bhopal | |
| 33 SSB, Bhopal, Selection Centre Central, Sultania Infantry Lines, Bhopal, 46203 | |
| MADHYA PRADESH | _ |
| | SSC [GS(ENGINEERING)] 01/2019 PITAR BABU ARAVA A NAGESWARA RAO 01 / 01 / 1996 05 / 06 / 2018 02:30 PM Movement Control Office (MCO), Bhopal Railway Station 33 SSB, Bhopal 33 SSB, Bhopal, Selection Centre Central, Sultania Infantry Lines, Bhopal - 46201 MADHYA PRADESH |

Instructions

Dear PITAR BABU (Reg No-SGE191M002998),

1. We are pleased to inform you that you are selected to attend SSB interview for induction into the SSC [GS(ENGINEERING)] 01/2019 COURSE of the Indian Naval Academy.

2. AC 3 tier rail fare by shortest route is admissible in case you are attending for the first time for the Commission on production of hard copy of train ticket. If travel is by air/bus, original boarding pass/ hard copy of Air/ bus ticket is mandatory for claiming fare. 3. The SSB Interview will be conducted in two stages. State I & Stage II. Candidates will be administered the stage I screening of the

selection procedure on the following day of their arrival. Candidates failing to qualify in the first stage will be sent back on the same day. Candidates recommended for stage II will be retained for future testing for another four days or even longer for medicals. Boarding & lodging during the stay at the SSB centre will be provided by the respective SSB centre.

4. Please bring the following certificates at the time of reporting at the center, otherwise you will be sent back and no re-imbursement of fare will be self made:-

(a) Original and one Attested copy of marksheets and certificates of 10th, 12th, Graduation, Post Graduation (as applicable for the entry) OR "Custodian Certificate" issued by competent authority at College/Principle alongwith duly certified Xerox copies of certificates in case the certificate are held by college/university.

(b) Twenty passport size photographs.

(c) Any One of these ID proofs i.e. voter ID/Passport/Driving license/Pan card/admit card as proof of your identity. All candidates are also requested to carry their Aadhar card in addition to other ID proof

(d) Risk Certificate signed by candidate in the following format:-

(Name of Father) is attending the SSB Interview at my own risk. No son/daughter of I (Name) compensation will be claimed from Government for injury sustained during the SSB Interview.

Signature of Candidate:-

(e) One pair white PT shoes, Two pairs white socks, white T Shirt with collar, white shorts (for male candidates), track suit (for female candidates) and two pairs of formal dress for interview.

(f) Copy of online application form.

(a) Photo copy of First page of Passbook or Cheque leaf reflecting the name A/c No & IFSC Details.

5. Change of date of interview will be considered in exceptional circumstances, subject to availability of batch. Alternate date is to be sought well in time from respective Selection Board only.

6. You are requested to go through the job profile of the entry on the Naval website before appearing for SSB. This will give an insight into the nature of duties pertaining to that entry.

For Further queries contact:

For Further queries contents 33 Ssb, Bhopal, Selection Centre Central, Sultania Infantry Lines, Bhopal - 46201 TELENO:- Tel No:- 0755-2702223 Fax:- 0755-273598 Email:- selectioncentrebhopal@gmail.com NHQ/DMPR - TELE:- 011-23010151, FAX:- 011-23011282 Note:- This is a computer generated report and does not require signature.

GOVERNMENT OF ANDHRA PRADESH

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: /2019



Brienkatesh

-:0:-

Sub : Estt-Ward Secretaries - Appointment of BOYINA VENKATESH as Ward Amenities Secretary (Grade-II) in KRISHNA District - Orders -Issued.

Read: 1. G.O. Ms. No. 217 MA & UD Dept., Dt.20.07.2019

2. G.O. Rt. No. 523 MA & UD Dept., Dt. 21.08.2019

3. Recruitment NOTIFICATION NO. 02/2019, DATED:26.07.2019

4. G.O. Ms. No. 591 MA & UD Dept., Dt. 17.09.2019.

5. Minutes of the District Level Committee 3137/2019/H1 ,Dt. 29-SEP-2019

 Minutes of the Regional Level Committee 03/2019 ,Dt. 29-SEP-2019

-:0:-

ORDERS:

7

Consequent upon selection by the District Level Committee and approval of Regional level committee vide reference 5th and 6th read above, Sri/Smt/Kumari BOYINA VENKATESH S/o,D/0,W/o BOYINA SOBHANADRI (HT No: 190604003017) is hereby provisionally appointed as Ward Amenities Secretary (Grade-II) in KRISHNA DISTRICT in the existing vacancy subject to the following terms and conditions:

> I) That the appointment is purely temporary and is likely to be terminated at any time without prior notice and without assigning any reasons there for.

amazon

Development Centre (India) Private Limited

17= 326

LETTER OF INTENT

Date: 11 02 2017

Name: THUNMALA BALARAJ PHANGNDRA KUNAR

Dear

With reference to your application and subsequent assessments you had with us, we are pleased to inform you that you have been shortlisted for the position of Customer Service Associate at Hyderabad facility of Amazon Development Center India Pvt. Ltd. (the "company").

Please treat this as a letter of intent ("LOI") valid for a period of 365 days from the date of issue of this letter upon expiry of which the letter of intent will expire without any further conditions or liabilities on your or our side unless an Offer Letter duly executed by the Company is issued to you before the expiry of the aforesaid 365 day period. The issue of an Offer Letter to you is subject to the Company's future business requirements and will be issued at the sole discretion of Amazon. Upon issue of the Offer Letter, this LOI stand automatically terminated. This LOI shall also be terminated automatically in the event you take up employment with another person (other than the company) before issue of the Offer Letter.

You are required to submit the following documents:

- Copies of the Educational Certificate (from Class 10th till the highest education)
- Relieving letter from the previous employer/s (if applicable)
- Service letter from the previous employer/s (if applicable)
- Last payslip from the previous employer/s (if applicable)
- Form 16 (if applicable)
- Address Proof
- Passport Size Photographs (6)

Upon signing the Offer Letter, you would be eligible to a Base Pay of Rs. 21000 per annum The same may be revised at the Offer Letter as per prevailing levels of pay at the time of issue of the Offer Letter. The amounts stated herein are only indicative and in pay at the time of the end of the end of the amounts stated herein are only indicative and in no way a binding commitment on the Company's part. In addition, you will be eligible for benefits

as per company policies.

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J. Blithard Komal

Raheja Mindspace, Building No. 9, Level 10, Madhapur, Hyderabad 500 081, Telangana, India Tel: +91-40-4345 1111 For +91-40 4945 145 CIN: U72200KA2004FTC034233

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GOVERNMENT OF ANDHRA PRADESH 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: /2019

-:0:-

Sub : Estt-Ward Secretaries Appointment of DOKKU SRIKANTH as Ward Amenities Secretary (Grade-II) in KRISHNA District - Orders -Issued.

Read :

1. G.O. Ms. No. 217 MA & UD Dept., DL 20.07.2019

- 2. G.O. Rt. No. 523 MA & UD Dept., Dt. 21.08.2019
- 3. Recruitment NOTIFICATION NO. 02/2019, DATED: 26.07.2019
- 4. G.O. Ms. No. 591 MA & UD Dept., Dt. 17.09.2019.
- 5. Minutes of the District Level Committee 3137/2019/H1 ,Dt. 29+SEP-2019
- Minutes of the Regional Level Committee 03/2019 .Dt. 29-SEP-2019

ORDERS :

Consequent upon selection by the District Level Committee and approval of Regional level committee vide reference Sth and 6th rest above. Sri/Smt/Kumari DOKKU SRIKANTH 5/0,D/0,W/o DOKKU SIVA RAM KRISHNA (HT No: 190604005645) is hereby provisionally appointed as Ward Amenities Secretary (Grade-II) in KRISHNA DISTRICT in the existing vacancy subject to the following terms and conditions:

-:01-

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.

Page 1/4

14-375







An Environment conscious company certified to ISO 14001 Standard HIMACHAL FUTURISTIC COMMUNICATIONS LTD. 8, Commercial Complex, Masjid Moth, Greater Kailash - II, New Delhi - 110048, India Tel : (+91 11) 3088 2624, 3088 2626 Fax : (+91 11) 3068 9013 Web : www.hfcl.com Email :

December 12, 2018

Karra Naveen Babu

Sub: Letter of Offer

Dear Naveen,

This is with reference to our discussions regarding your employment at HFCL. We are pleased to offer you the position of GET.

The financial terms are as follows:

Your Total Annual Compensation shall be <u>Rs.250000/-</u> Details of your salary breakup are enclosed in Annexure-I.

You will be posted at Hyderabad. However, the Management reserves the right to utilize your services in any of our group companies, existing or which may come in existence in future, located anywhere in India or abroad.

This contract of employment is terminable by three month notice on either side or on payment of three month's basic salary in lieu of notice by the company and either party is not bound to give any reason thereof.

This offer is subject to your satisfactory reference check. A formal letter of appointment will be issued on your joining the organization.

We look forward to your joining on / before February 4th, 2019.

Please sign copy of the attached letter in return as your acceptance of this offer.

Thanking you,

Yours sincerely, For Himachal Futuristic Communications Limited

Anurag Mehrotra Vice President – Human Resources





Ref : CO-HR/RCT/999/2018 - 2019

Date : 10/10/2018

Mr. Malladi Sai Prakash S/o Sri Malladi Satti Raju H No : 28/494-1, Circlepeta Machilipatnam, District : Krishna - 521 001 Andhra Pradesh, Mobile No : 94938 33997.

Dear Sir,

Appointment Order for the Post of Graduate Engineer Trainee (Mech)

With reference to your application and the subsequent interview you had with us, we are pleased to appoint you as Graduate Engineer Trainee (Mech) in our organization. You are advised to report on 12/11/2018 for Orientation Programme after which you will be posted any of our project sites anywhere in India, subject to the following terms & conditions.

1) PROBATION PERIOD:

You will be on Probation for a period of **12** months from the date of your joining. This period of probation will be liable to such extension, as Management may deem fit and at its sole discretion and unless an order in writing confirming you are given, you will not be deemed to have been made permanent.

2) DUTIES AND RESPONSIBILITIES:

- a) You will have the responsibility for an efficient, satisfactory and economical
- discharge of the duties entrusted to you from time to time.

b) During this period of employment, you shall not secure any other employment, engage in any profession or trade or pursue any course of study or work part time

without the management's prior consent in writing. c) You will behave and conduct your-self in an orderly manner and shall not remain

- absent from the place of work without the prior consent in writing.

d) You are required to join Orientation Programme at NCC Limited, Corporate Office, Survey No 64, Near Durgam Cheruvu, Madhapur, Hyderabad – 500 081. Onice, Sul Vay 2326 8888. The company reserves the right to transfer you to any Phone No 040 2326 8888. of its sites / subsidiaries / associates / offices / factories at any place existing at present or which may be established in future.

ISUZU

14-3A3

Mahavir

Congratulations! Job Offer From JHABAKH AUTO PVT. LTD.,

Dear,

MD.IRFATH BASHA

Congratulations! After a thorough review of your qualifications, we have chosen you as our next Warranty Analyst at JHABAKH AUTO PVT. LTD, Vijayawada, with a start date of February 25th, 2019, contingent upon a background check. It is in our opinion that your abilities and qualification will be the perfect fit for our company.

Your responsibilities will include:

1. Technical Information report should be send to IMI.

2. Raising Authorization request in Warranty portal to MI.

The starting salary for this position is 1.8L per annum. Other benefits will be described in more detail in the orientation package.

We look forward to having you on our team! If you have any questions, please feel free to reach out at your earliest convenience.

THANKS & REGARDS



1

JHABAKH AUTO PVT. LTD.

Scanned by CamScanner

Date: 18-04-2019

HRChambers Outrouring Put. Ltd. Date: 13-Sure Rawar Koteswara Rao, S/o.S. Ventateswardy, Piddagridi Padu, Donakonda (M), PrataSan DF. To

**00

Bear Mr. S. Kamatotisgona Rao This has reference to your application and subsequent interview you had with us. We are pleased to Inform that you are selected for the position of F. Eyine Engine department UNIT You are requested to report for duty on or before 20th APo with the following documents.

1.Original certificates of your educational qualifications (10th , Inter, Graduation, PG)

2. One set of photo-copies of your educational qualifications 3. Previous employment record (Original and one set of photo-copies), if any

4.Address proof, Update Aadhar Card Color Xerox and Identity Proof

5. Aadhar Card Xerox of parents and dependents.

6. 6 nos. Recent passport size color photographs.

7.100 Rupees Non Judicial stamp Paper.

8. Family photograph - 2 no's. Family means employee mother and father (If

unmarried) else spouse, children and dependents. (For employees under ESI purview).

Your appointment is subject to your Qualifying in the examinations of the entire graduation course and fitness certificate issued by the Company Medical Officer / Company approved Medical Officer.

If you fail to report to duty on or before 2014 APS, the offer stands withdrawn automatically.

Thanking you,

Yours faithfully, For HR Charles Outsourcing Private Limited DA El



HRD/3T/18-19/12772808

Ms. Velaga Nagasukanya Candidate ID: 12772808 13/208 Main Road Andhra Pradesh Katuru - 521164 India Ph: (91) 70756 33688

Dear Velaga,

Welcome to Infosys!

It is a time of transformation for us, under the direction of new leadership. In our new journey, learnability, our values and the deeply-held, trusted relationships with our clients continue to be the cornerstones of our organization.

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

Warm regards,

RICHARD LOBO EVP - Head HR

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: 2018.11.07 17:41:17 +05:30 Reason: Offer Letter Location: Bangalore

Company Contidential - This communication is confidential between you and Infosys Limited Page 1 of 8

November 07, 2018

1448120365



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HRD/3T/18-19/12633152

Mr. Sai Kumar Yadagiri Candidate ID: 12633152 24C-12-39 Chanikyapuri Colony 5Th Road Andhra Pradesh Eluru - 534002 India Ph: (91) 95429 66475

October 24, 2018

Dear Sai Kumar,

Welcome to Infosys!

It is a time of transformation for us, under the direction of new leadership. In our new journey, learnability, our values and the deeply-held, trusted relationships with our clients continue to be the cornerstones of our organization.

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

Warm regards,

RICHARD LOBO EVP - Head HR

> 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: 2018.10.24 13:48:26 +05:30 Reason: Offer Letter Location: Bangalore



10066.

80 4615 0830

Date: 24 JULY 2018

Name : ABDUL AZEEZ

Address : Opposite police quarters, Kalidindi, Krishna district, Andhrapradesh.

Conditional Letter of Intent – Graduate Engineer Trainee

Dear Abdul Azeez Sai.

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 2018.
- 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

| Name: | | |
|--|---|--|
| Signature: | | |
| Date: | | |
| Infinite Computer Solutions (India) Limited exciting timesinfinite possibilities CIN : L72200DL1999PLC171077 | Corporate Office 157, EPIP Zone, Phase 2, Kundalahalli, Whitefield, Bangalore - 560066. | Registered Office 155, Somdutt Chambers - II, 9 Bhikaji Cama Place, New Delhi - 13 |
| www.infinite.com 🔀 info@infinite.com | 중 +91 80 4193 0000 1 +91 80 4193 0009 | 중 +91 11 4615 0845 ↑ +91 +91 |



Date: 24 JULY 2018

Name : ABDUL GAFAR

Address : D.No: 68-5-3, NSM SCHOOL ROAD, Patamata,krishna district, Andhrapradesh.

Conditional Letter of Intent – Graduate Engineer Trainee

Dear Abdul Gafar,

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 2018.
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- 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,

Infin exciti CIN:

I v

Vijaya Ganugapati Vice President - Human Resources

| Name: | | |
|---|---|---|
| Signature: | | |
| Date: | | |
| ite Computer Solutions (India) Limited ng timesinfinite possibilities L72200DL1999PLC171077 | Corporate Office 157, EPIP Zone, Phase 2, Kundalahalli, Whitefield, Bangalore - 560066. | Registered Office 155, Somdutt Chambers - II, 9 Bhikaji Cama Place, New Delhi - 110066. |
| ww.infinite.com 🔀 info@infinite.com | 중 +91 80 4193 0000 11 +91 80 4193 0009 | 중 +91 11 4615 0845 1 +91 80 4615 0830 |



Date: 24 JULY 2018

Name : ADDAGARLA SATYANARAYANA RAJJU

Address : D.No: 1-375, KANURU KRISHNA DISTRICT, Andhrapradesh.

Conditional Letter of Intent – Graduate Engineer Trainee

Dear ADDAGALA SATYANARAYANA RAJU,

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..
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- 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

| Name: | | |
|--|---|---|
| Signature: | | |
| Date: | | |
| Infinite Computer Solutions (India) Limited exciting timesinfinite possibilities CIN : L72200DL1999PLC171077 | Corporate Office 157, EPIP Zone, Phase 2, Kundalahalli, Whitefield, Bangalore - 560066. | Registered Office 155, Somdutt Chambers - II, 9 Bhikaji Cama Place, New Delhi - 110066. |
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Date: 24 JULY 2018

Name : BACHU AKHIL SAI

Address : D.No: 13-57, Jangareddygudem West Godavari, Andhrapradesh.

Conditional Letter of Intent – Graduate Engineer Trainee

Dear Bachu Akhil Sai,

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..
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- Upon completion of your internship /exams, you will be designated as "Associate Software Engineer".
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- 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

| Name: | | |
|--|---|--|
| Signature: | | |
| Date: | | |
| Infinite Computer Solutions (India) Limited exciting timesinfinite possibilities CIN : L72200DL1999PLC171077 | Corporate Office 157, EPIP Zone, Phase 2, Kundalahalli, Whitefield, Bangalore - 560066. | Registered Office 155, Somdutt Chambers - II, 9 Bhikaji Cama Place, New Delhi - 13 |
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Date: 24 JULY 2018

Name : AKKAPEDDI V R RAJ KOUSIK

Address : D.No: 20-45, NEAR ASSISI SCHOOL, PAMARRU, Andhrapradesh.

Conditional Letter of Intent – Graduate Engineer Trainee

Dear AKKAPEDDI VR RAJ KOUSIK,

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.,
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- 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

| Name: | | |
|--|---|---|
| Signature: | | |
| Date: | | |
| Infinite Computer Solutions (India) Limited exciting timesinfinite possibilities CIN : L72200DL1999PLC171077 | Corporate Office 157, EPIP Zone, Phase 2, Kundalahalli, Whitefield, Bangalore - 560066. | Registered Office 155, Somdutt Chambers - II, 9 Bhikaji Cama Place, New Delhi - 110066. |
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Letter of Intent

Doc Ref. No.:QC20181306

Date of Issue: 12th JUNE 2018

Dear AKULA MOUIKA,

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: <u>university.relations@quest-global.com</u>

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:

QuEST Global Engineering Services Private Limited

<u>Reg. off. Address:</u> AEQUS Special Economic Zone, No.437/A, Plot No.2 Hattaragi Village, Hukkeri Taluk, Belgaum KA 591245 IN CIN: U74900KA2014PTC076219

<u>Communicationaddress:</u> Embassy Tech Village, Building 7B, Primrose, Outer ring Road, Devarabeesanahalli, Varthur Hobli, Bangalore East Taluk, Bangalore - 560103 Ph: +91-80-67090000; Fax: +91-80-67093200; Email: info@quest-global.com www.quest-global.com



*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 | <u>Details</u> | |

| 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.

QuEST Global Engineering Services Private Limited

Reg. off. Address: AEQUS Special Economic Zone, No.437/A, Plot No.2 Hattaragi Village, Hukkeri Taluk, Belgaum KA 591245 IN CIN: U74900KA2014PTC076219

<u>Communicationaddress</u>: Embassy Tech Village, Building 7B, Primrose, Outer ring Road, Devarabeesanahalli, Varthur Hobli, Bangalore East Taluk, Bangalore - 560 103 Ph: +91-80-67090000; Fax: +91-80-67093200; Email: info@quest-global.com www.quest-global.com



Your monthly deduction from salary towards Medical Insurance premium would be INR **625**. This is as per your current Band; the amount will change accordingly in case of Band change.

You are eligible for benefits coverage as per QuEST Band. For your current Band the coverages shall be:

- Group Medical Insurance cover of INR 300000
- Group Personal Accident Insurance cover of INR 1000000
- Group Term Life Insurance cover of INR 1500000
- Employee Deposit Linked Insurance cover as per statutory requirement

Note: Income tax liability of allowances / reimbursements will be considered in light of the existing tax laws. In case any tax has to be recovered for any allowances / reimbursements, either because of changes made to the law by the Govt. of India or pursuant to an order by an Income Tax Officer or any responsible officer of the Income Tax Department, then the same will be recovered from employee's salary, either with retrospective or prospective effect, as the case may be.

Declaration: All aspects of QuEST policies provided in this document are intended to provide indicative details. For Policy details, please refer to QuEST QMS on intranet. The ownership and right for implementation of these policies rests with QuEST alone. QuEST reserves the right to make changes to the policies, including but not limited to withdrawal of the same, from time to time with or without prior notice.

QuEST Global Engineering Services Private Limited Reg. off. Address: AEQUS Special Economic Zone, No.437/A, Plot No.2 Hattaragi Village, Hukkeri Taluk, Belgaum KA 591245 IN CIN: U74900KA2014PTC076219 Communicationaddress: Embassy Tech Village, Building 7B, Primrose, Outer ring Road, Devarabeesanahalli, Varthur Hobli, Bangalore East Taluk, Bangalore - 560103 Ph: +91-80-67090000; Fax: +91-80-67093200; Email: info@quest-global.com

www.quest-global.com

STRICTLY PERSONAL

14-40=

Name: A Snight Date: \$ 3103.18

Sub: Letter of Intent

Dear

Inidha

We are pleased to offer you the position of Customer Care Executive with our organization. You shall report for a comprehensive training program on ______ 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 CT/C will be Rs <u>14090</u> 1- The break-up of CTC is attached as Annexure. 12200

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

Received the Original copy.

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 Snigdha Signature: A Swirdha Date: 20108/18



Date: 24 JULY 2018

Name : ANAM SHARMILA

Address : D.No: 10/210, HANUMANPETA KANCHIKACHERLA, Andhrapradesh.

Conditional Letter of Intent – Graduate Engineer Trainee

Dear ANAM SHARMILA.

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 2018.
- 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

| Name: | | |
|--|---|---|
| Signature: | | |
| Date: | | |
| Infinite Computer Solutions (India) Limited exciting timesinfinite possibilities CIN : L72200DL1999PLC171077 | Corporate Office 157, EPIP Zone, Phase 2, Kundalahalli, Whitefield, Bangalore - 560066. | Registered Office 155, Somdutt Chambers - II, 9 Bhikaji Cama Place, New Delhi - 110066. |
| www.infinite.com 🔀 info@infinite.com | 중 +91 80 4193 0000 🛗 +91 80 4193 0009 | 중 +91 11 4615 0845 ☐ +91 80 4615 0830 |



Letter of Intent

Doc Ref. No.:QC20181305

Date of Issue: 12th JUNE 2018

Dear ANGALA KISHORE BABU,

Congratulations on your selection with QuEST! We look forward to you joining our growth journey as world's leading engineering services provider.

We are pleased to let you know that we intend to make you an offer of Employment for the role of Trainee Engineer with QuEST Global Engineering Services Pvt. Ltd.

- Total Cost to Company (TCTC): INR 3.00 LPA
- One-time Retention Bonus: INR 25000 (On completion of one year from the date of joining)
- Location: Any of the QuEST Global offices (as per business requirement)
- Working Hours: As per Location Norms
- **Probation Period:** 6 months from the date of joining
- Service Agreement: 2 years

You will be entitled to allowances and other benefits as per QuEST Policies. You shall receive your salary payments on the last working day of the month.

This offer of employment is subject to successful completion of:

- Background Verification Check.
- Completion of your course program with an aggregate of 65% and no standing arrears on the Date of Joining

As per QuEST's hiring process we would conduct a detailed background verification check of all the information & documents submitted by you.

For any clarifications, offer acceptance, joining confirmation & BGC form please write back to: <u>university.relations@quest-global.com</u>

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:

QuEST Global Engineering Services Private Limited

<u>Reg. off. Address:</u> AEQUS Special Economic Zone, No.437/A, Plot No.2 Hattaragi Village, Hukkeri Taluk, Belgaum KA 591245 IN CIN: U74900KA2014PTC076219

<u>Communicationaddress:</u> Embassy Tech Village, Building 7B, Primrose, Outer ring Road, Devarabeesanahalli, Varthur Hobli, Bangalore East Taluk, Bangalore - 560103 Ph: +91-80-67090000; Fax: +91-80-67093200; Email: info@quest-global.com www.quest-global.com



*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 | <u>Details</u> | |

| 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.

QuEST Global Engineering Services Private Limited

Reg. off. Address: AEQUS Special Economic Zone, No.437/A, Plot No.2 Hattaragi Village, Hukkeri Taluk, Belgaum KA 591245 IN CIN: U74900KA2014PTC076219

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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
- 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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www.quest-global.com



Letter of Intent

Doc Ref. No.:QC20181311

Date of Issue: 12th JUNE 2018

Dear ASILETI VINNU SRI,

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: <u>university.relations@quest-global.com</u>

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:

QuEST Global Engineering Services Private Limited

<u>Reg. off. Address:</u> AEQUS Special Economic Zone, No.437/A, Plot No.2 Hattaragi Village, Hukkeri Taluk, Belgaum KA 591245 IN CIN: U74900KA2014PTC076219

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|---------------------|----|----------------|----------------|
| Compensation | & | Benefit | <u>Details</u> |

| Items | Monthly Salary (Amount in INR) | Annual Salary (Amount in INR) |
|---|-----------------------------------|----------------------------------|
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| (E) Food Coupon | - | - |
| (F) Telephone/Internet Allowance | - | - |
| (G) Other Allowance* | 3,155 | 37,860 |
| (H) MONTHLY GROSS SALARY: (H = A+B+C+D+E+F+G) | 20,405 | 2,44,860 |
| | | |
| Retirement Benefits | | |
| (I) PF | 1,800 | 21,600 |
| (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 |

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QuEST Global Engineering Services Private Limited

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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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- Employee Deposit Linked Insurance cover as per statutory requirement

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www.quest-global.com



14-411

Date:04-Jul-2018

To

Kavya Sri A, Machilipatnam.

Dear Kavya Sri A,

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:

(Total of marks obtained in all the subjects from the first to last semester) Aggregate =

(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.

Kavya Sri A

Mindtree Ltd RVCE Post, Mysore Road

+ 91 80 6706 4000 F +91 80 6706 4100

T

Candidate No: TN/80008387/25

Bangalore 560 059

w www.mindtree.com

1



Date: 24 JULY 2018

Name : B SRI SAI SWETHA

Address : D.No: 6-153,PINAMNENI RESIDENCY, VIJAYAWADA, Andhrapradesh.

Conditional Letter of Intent – Graduate Engineer Trainee

Dear B SRI SAI SWETHA,

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 2018.
- 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,

Infin exciti CIN:

I v

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: | | |
| ite Computer Solutions (India) Limited ng timesinfinite possibilities L72200DL1999PLC171077 | Corporate Office 157, EPIP Zone, Phase 2, Kundalahalli, Whitefield, Bangalore - 560066. | Registered Office 155, Somdutt Chambers - II, 9 Bhikaji Cama Place, New Delhi - 110066. |
| ww.infinite.com 🖂 info@infinite.com | 중 +91 80 4193 0000 ☐ +91 80 4193 0009 | |



Date: 24 JULY 2018

Name : BACHU AKHIL SAI

Address : D.No: 13-57, Jangareddygudem West Godavari, Andhrapradesh.

Conditional Letter of Intent – Graduate Engineer Trainee

Dear Bachu Akhil Sai,

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..
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- 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: | | |
| Infinite Computer Solutions (India) Limited exciting timesinfinite possibilities CIN : L72200DL1999PLC171077 | Corporate Office 157, EPIP Zone, Phase 2, Kundalahalli, Whitefield, Bangalore - 560066. | Registered Office 155, Somdutt Chambers - II, 9 Bhikaji Cama Place, New Delhi - 110066. |
| www.infinite.com 🔀 info@infinite.com | 중 +91 80 4193 0000 1 +91 80 4193 0009 | 중 +91 11 4615 0845 ↑ +91 80 4615 0830 |



Date: 24 JULY 2018

Name : BEDAVATHU SEETHA RAMAIAH

Address : D.No: 3-19, ST COLONY, ANIGADLAPADU PENUGANCHIPROLU, Andhrapradesh.

Conditional Letter of Intent – Graduate Engineer Trainee

Dear BEDAVATHU SEETHA RAMAIAH,

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:

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- 5. Copy of updated resume

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For Infinite Computer Solutions India Ltd,

exciti CIN:

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Vijaya Ganugapati Vice President - Human Resources

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| Name: | | |
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| ww.infinite.com 🖂 info@infinite.com | 중 +91 80 4193 0000 1 +91 80 4193 0009 | |



14-416

(8)

Date:04-Jul-2018

To

Balabhadrapatruni Kumar **GUDIVADA**

Dear Balabhadrapatruni Kumar,

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:

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------(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

Anjani kumar. B

+91 80 6706 4100 www.mindirec.com Candidate No: TN/80008387/18



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 <u>campus@mindtree.com</u>.

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

Aniani kumar B

- 91 80 6706 4000
- W www.mindtree.com

T

F



Enclosed: Annexure to your Offer of Employment

Acceptance of the offer

I, Balabhadrapatruni Kumar, agree to accept the employment on the terms and conditions mentioned in this Offer of Employment and the annexure.

| Your Signature | Anjani humar. B Anjani kumar. B (Jul 4, 2018) | |
|------------------------------|--|--|
| Your Name in Capital letters | BALABHADRAPATRUNI KUMAR | |

Annexure 1

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

| Name | : Balabhadrapatruni Kumar |
|-------------|---------------------------|
| 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 470 per month.
- Applicable taxes like Professional tax and Income tax, prevailing at the time of pay out.

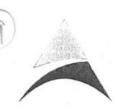
You will be covered for Insurance benefits as prevailing at the time of joining. The following are the coverage for 2018 - 2019 for your reference. You will get more details on joining.

- 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.

14-417 (ECE)

Chenna? Bongalore



STRICTLY PERSONAL

Name: B: Sireesha Date: 31/3/2018

Sub: Letter of Intent

Dear

Sireesha

We are pleased to offer you the position of Customer Care Executive with our organization. You shall report for a comprehensive training program on $\int \alpha l_{m}$ 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.
- Mothly Your annual CTC will be Rs <u>14076</u> /- The break-up of CTC is attached as Annexure. 12-200

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

Best Wishes,

For ALLSEC TECHNOLOGIES LIMITED,

Authenised Signatory Human Resources Department

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

Name: B. Sireesha

Signature: B. Sivecela

Date: 27/4/2018 .

Received Original B. Siveether



14-418

Date:04-Jul-2018

To

Kushal Bandaru, Lakkavaram. West Godavari.

Dear Kushal Bandaru,

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

b) Secure 65% aggregate in the degree. Aggregate is calculated as follows:

(Total of marks obtained in all the subjects from the first to last semester) Aggregate = --

(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





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/1361/76/2018

Date: 23-sept-2018

Mr. Bobba Sai Krishna 14/126-1-14,Pedana Krishna,Andra Pradesh(521366) Mob: 9963341289

Email ID: bobbasaikrishna54@gmail.com

Subject: Offer of Employment

Dear Sai Krishna,

Congratulations!

We are pleased to offer you employment with Fareportal India Pvt. Ltd., for the position of **"Sr. Software Engineer - TECH (Digital)"** subsequent to your job application and interviews you have had with us.

Your cost to company (CTC) would be **Rs. 1320000 P.A (Fixed Rs. 1200000/- & PB (10%) upto Rs. 120000/-** paid annually based on performance and can go upto 125% of the total variable performance pay) which includes the statutory benefits payable by the company. The breakup of salary will be provided to you on your date of joining.

You are also entitled for one time joining bonus of **Rs. 100000** in two equal instalments first **50%** amount will be paid after completion of **3 Months** and second instalment will be paid after completion of **6 Months**.

You are eligible for a performance bonus upto 10% of the fixed base (if any), subject to your individual performance against KPIs assigned to you as well as the company's overall performance as measured by its *MOAS* and *EBITDA*. Your bonus eligibility is prorated based on date of hire. Company reserves the right to amend its bonus program at any time.

You are required to report to the Department of Human Resources on the **31st Day of 'Oct 2018 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

~ A .

Birendra Bhandari

Manager - People & Culture

I have read and accept the terms of the offer. I will join duty on or before 31st oct 2018.

Name, Signature & Date

| Basic | 50000 |
|--|---------|
| HRA | 25000 |
| Special Allowance | 23200 |
| Statutory Bonus | 0 |
| Sub Total | 98200 |
| Employee PF | 1800 |
| Employee ESI | 0 |
| СТС | 100000 |
| Employer PF | 1800 |
| Employer ESI | 0 |
| Take Home | 96400 |
| Gross CTC Per Annum | 1200000 |
| Annual Variable (Performance Bonus) Upto | 120000 |
| Total CTC Per Annum | 1320000 |

Your total cost to company (CTC) would be **Rs. 1320000 P.A. (Rupees Thirteen Lac Twenty Thousand Only)** which includes the statutory benefits payable by the company.

*There should be no salary discussion. It is against company's policy.

| | CHECKLIST OF DOCUMENTS | | |
|---------|--|--|--|
| I | Below Mentioned Needs To Be Uploaded in OPL At The Tine Of Documentation Formalities. | | |
| Sr. No. | Activity | | |
| 1. | Signature verified and attested by bank | | |
| 2. | Offer letter | | |
| 3. | Attested Appointment letter of last organizations | | |
| 4. | Attested Relieving /Resignation Letter of previous employer. | | |
| 5. | Attested Latest salary slip | | |
| 6. | Attested Copy of PAN Card | | |
| 7. | Attested Copy of any Govt. identity card | | |
| 8. | Attested Permanent address proof | | |
| 9. | Attested Local address proof | | |
| 10. | Attested Educational Certificates (Stating from 10th till Highest qualification) | | |
| 11. | Attested Professional Certificates | | |
| 12. | Attested Copy of Aadhar Card | | |
| 13. | 7 Passport size photographs (in White Background) | | |
| 14. | Blood Group | | |
| 15. | Receipted copy/email of resignation from the current organization before date of joining | | |



Fareportal India Pvt. Ltd. Plot No. 365, Pace City-II Sector-37, Gurgaon-122001 Phone: +91-124-462 9300 http://www.fareportal.com

Declaration for BGV

I, am aware that my Salary will only be released post clearance of my Positive Background verification; as such, there should be no :-

- > pending BGV due to any pending documentation;
- Incorrect / fake/ non relevant document submission for Address check;
- > pending response / negative report from your previous employer(s);
- > negative report / observation in any BGV check.

In case of non-revert on my employment check due to any reason(Mandate Reliving letter by Previous employer or any other reason) & will assure to get the HR/Supervisor revert through E-mail on employment details shared by me within 3 working days.

My employment is subject to verification of the particulars given by me. My employment will terminate without any notice period if I am found to have submitted any false statement/s or document.

I am aware of Fareportal BGV Policy & it's my responsibility to support Fareportal BGV team for end to end closure.

Signature

Date:-



Extraordinary Outcomes

Date: 29-4-2018

FCE

The only Global Services company backed by its own university.

| We | special | ize |
|----|---------|-----|
|----|---------|-----|

423

Healthcare

Engineering

Legal · Logistic

Finance & Accounting

Media

Interim Offer Letter

Dear PUJITHA BOLLAREDDY

Welcome to the Vee Family ... !

We are pleased to inform that you have been shortlisted for position of AR Caller Trainee with effect from June in Vee Technologies Pvt Ltd. Your CTC will be Rs. 138000 to 150000 /- per annum and after confirmation your CTC may be Rs. 168000 to 180000 /- per annum based on performance. You will undergo for 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

If for any reason you drop out from the training program after first three days you are liable to pay back the recruitment and training expenses of Rs 25000/- (Twenty Five Thousand rupees) to the company.

On successful completion of the training you will be on boarded in Vee Technologies. Our on boarding team will be in touch to update your date of joining and location before two weeks. Please consider this as an interim offer and the training start date may be postponed or proponed 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 the joining formalities for training, based on the business requirements we would confirm the place of training and work and the candidates should be flexible to work from any of our locations. For certain domain you will be on boarded after taking another formal discussion with the technical team.

- You are required to submit the following documents while reporting to the 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

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.,

Kesavan M Asst. Manager – Human Resource

Bangalore: Sona Towers, 71, Miller Road, Bangalore - 560 052, Tel: + 91 80 2226 6677

Bangalore RR Nagar: 5th Floor, No. 483, Seetha Complex, 16th Gross, 8th Main Road, RR Nagar, Bangalore - 560 098, Tel: + 91 96325 78003

Salem: 4/14, Reddipatty Road, Mamangam, Salem - 636 302, Tel: + 91 427 2341 064

Salem SEZ: Plot No:14, IT/ITES ELCOT SEZ, Salem to Bangalore NH-7 Road, Jagir Ammapalayam Village, Suramangalam SRO, Salem-636 302, Tel: +91 427 2340290 Chennai: Tower-3 Special Module, Chennai One IT Park SEZ, Thoraipakkam - 600 097, Tel: + 91 044 2433 1235

USA: New York, 90 Park Avenue Suite 1700, New York, NY 10016, Tel: 646 837 0837

www.veetechnologies.com

14 - 428

SoCtronics

SoCtronics Technologies Pvt. Ltd.

Plot No. #9 & 90, 8-2-120/76/115, Road No. 2 Baryara Hills, Hyderabad - 500.0.34, Telangana, India CIN U722001G2000P1C033921 Tel +91-40-4392.9999 Fax: +01-40-4392.9998 E-mail: corporate@soctronics.com.URL: www.soctronics.com

Employee ID: 42071

Date: 14th November, 2018

To Prema Deepika Chakka

Dear Prema Deepika Chakka,

Sub: Appointment as Engineer Trainee pursuant to letter of intent dated 30th March, 2018.

Martin by

We congratulate you on successful completion of your sponsored training at VEDA IIT, a Unit of The VEDA Educational Society (hereinafter referred to as "VEDA IIT" and shall include its successors and permitted assigns), and completing the joining formalities. In furtherance of your acceptance of the letter of intent dated 30th March, 2018 ("LOI") and your successful completion of the sponsored training program, we are pleased to offer you the position of Engineer Trainee in SoCtronics Technologies Private Limited ("SoCtronics"). You will be located in Hyderabad, India. Your employment with SoCtronics will commence on <u>14th</u> November, 2018.

The key terms of your appointment and employment with SoCtronics including details of compensation are set out herein below and are to be read together with the employment agreement, non-solicitation undertaking. IT security policy and business protection agreement and such agreements as may be required by SoCtronics from time to time, all to the executed along with the appointment letter ("Appointment Letter").

1. Duties:

You are required to undertake the duties as informed to you by SoCtronics and you will report to the assigned manager at the time of your joining.

As SoCtronics has a diverse customer base across the globe, during your service with SoCtronics, depending on the project requirements and customer requirements, you may have to visit or be present at a different geographical location (national/international) to support our customers and affiliated companies for which you shall be willing to take up the responsibilities as assigned from time to time. The detailed terms of employment arc set out in the employment agreement executed between you and SoCtronics along with this Appointment Letter.

2. Total Compensation:

In this position, you will be paid a total Annual Compensation of Rs.280600/- (Rupees Two Lakhs Eighty Thousand Six Hundred Only) per annum throughout the first year. The salary structure details are provided in the Annexure-A. The salary offered at any stage is to be treated as Cost to the Company (CTC) implying that it includes all direct and indirect benefits applicable at that time.

CAPGEMINI

Candidate ID: 1875222 /272043,

Date of Joining: 02/06/2019,

Joining Location: Mumbai,

Designation: Analyst,

Dear Chandana Rajesh,

To ensure that you experience a smooth onboarding, we would like to help you with a brief agenda for your day one at Capgemini.

| 1. | Welcome Address |
|----|--|
| 2. | Verification of master data sheet, which contains your detailed information. |
| 3. | Verification of joining documents* |
| 4. | Receipt of employee handbook and visitor-cum-bus pass |
| 5. | Submission of signed documents |
| 6. | Receipt of hard copy of offer letter |
| 7. | ID cum access card formalities |
| 8. | Bank account opening formalities |
| 9. | Meeting the buddy |

Please report by 8:30 am at Mumbai office, for joining formalities as per the address mentioned below:

Address

CAPGEMINI Knowledge Park,IT 1 / IT 2, TTC Industrial Area,Thane-Belapur Road, Airoli, Navi Mumbai, Maharashtra - 400708 Telephone: +91 22 6755 7000, Fax: 91 22 6755 7100, http://goo.gl/maps/e4P5f Please carry a complete set of original and photocopied documents (2 sets) as specified below.

| 1 | . Hard copy / email copy of Capgemini offer letter shared with you |
|----|--|
| [| Employment Documents: |
| 2 | Current Employment(Immediate Previous) a) Relieving letter /Experience Certificate(if both these documents are not there, Resignation Acceptance Resignation acceptance mail is mandatory/Automated Copy of email resignation/Approved mail resignation (mentioning of last working day from the HR is mandatory) b) Payslips for last 3 months c) Form 16 d) Salary Account 6 months Bank Statement e) Letter of appointment/Offer letter from employer which captures start date Previous Employment Service/Relieving Certificate all employments- Mentioning date of joining ,designation and last working day |
| 3. | Education Documents a) 10 Marksheet and certificate. b) 12th marksheet and Certificate. c) Graduation Marksheets and certificate/Diploma certificate. d) Post-Graduation Marksheets and degree certificate(If applicable) e) Any other relevant certificate |
| 4. | Proof of identity/ Address a) PAN Card b) AADHAR Card c) Passport In case any of the proof of Identity/Address mentioned above not available then any TWO of the below proofs i) Voters Id ii) Driving License iii) Ration card iv) Electricity Bills v) Gas card vi) Notarized Self Affidavit |
| 5. | Passport size photographs(6 nos) |
| 6. | Self Employed/CO-owner/Freelancing/ Partnership employment(s)(if applicable) a) Form 16/Form 26AS b) Bank statement for 6 months c) Shop License |
| 7. | Cancelled Cheque of Saving Bank Account having IFSC Code details - Mandatory |
| 3. | Details of your Provident Fund, Employees' Pension Scheme and Universal Account Number, if earlier member PF/EPS scheme Mandatory. |

Please note that Capgemini may ask you to submit additional documents as and when required, especially with respect to the Background verification process.

In the absence of the above listed documents your onboarding may be delayed or deferred.

Kindly note:

Capgemini has a dress code policy and you need to always dress in formal attire.
If you are driving to office on the first day, please ensure you are there by 8:15 AM IST, and contact security at the main gate for your entry pass.

Best Regards, Team HR

The information contained in this message is proprietary and confidential. Copyright © 2013. All rights reserved by Capgemini.



Letter of Intent

Doc Ref. No.:QC20181307

Date of Issue: 12th JUNE 2018

Dear CHAVALI SARASWATHI,

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: <u>university.relations@quest-global.com</u>

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:

QuEST Global Engineering Services Private Limited

<u>Reg. off. Address:</u> AEQUS Special Economic Zone, No.437/A, Plot No.2 Hattaragi Village, Hukkeri Taluk, Belgaum KA 591245 IN CIN: U74900KA2014PTC076219

<u>Communicationaddress:</u> Embassy Tech Village, Building 7B, Primrose, Outer ring Road, Devarabeesanahalli, Varthur Hobli, Bangalore East Taluk, Bangalore - 560103 Ph: +91-80-67090000; Fax: +91-80-67093200; Email: info@quest-global.com www.quest-global.com



*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 | <u>Details</u> |

| 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.

QuEST Global Engineering Services Private Limited

Reg. off. Address: AEQUS Special Economic Zone, No.437/A, Plot No.2 Hattaragi Village, Hukkeri Taluk, Belgaum KA 591245 IN CIN: U74900KA2014PTC076219

<u>Communicationaddress</u>: Embassy Tech Village, Building 7B, Primrose, Outer ring Road, Devarabeesanahalli, Varthur Hobli, Bangalore East Taluk, Bangalore - 560 103 Ph: +91-80-67090000; Fax: +91-80-67093200; Email: info@quest-global.com www.quest-global.com



Your monthly deduction from salary towards Medical Insurance premium would be INR **625**. This is as per your current Band; the amount will change accordingly in case of Band change.

You are eligible for benefits coverage as per QuEST Band. For your current Band the coverages shall be:

- Group Medical Insurance cover of INR 300000
- Group Personal Accident Insurance cover of INR 1000000
- Group Term Life Insurance cover of INR 1500000
- Employee Deposit Linked Insurance cover as per statutory requirement

Note: Income tax liability of allowances / reimbursements will be considered in light of the existing tax laws. In case any tax has to be recovered for any allowances / reimbursements, either because of changes made to the law by the Govt. of India or pursuant to an order by an Income Tax Officer or any responsible officer of the Income Tax Department, then the same will be recovered from employee's salary, either with retrospective or prospective effect, as the case may be.

Declaration: All aspects of QuEST policies provided in this document are intended to provide indicative details. For Policy details, please refer to QuEST QMS on intranet. The ownership and right for implementation of these policies rests with QuEST alone. QuEST reserves the right to make changes to the policies, including but not limited to withdrawal of the same, from time to time with or without prior notice.

QuEST Global Engineering Services Private Limited Reg. off. Address: AEQUS Special Economic Zone, No.437/A, Plot No.2 Hattaragi Village, Hukkeri Taluk, Belgaum KA 591245 IN CIN: U74900KA2014PTC076219 Communicationaddress: Embassy Tech Village, Building 7B, Primrose, Outer ring Road, Devarabeesanahalli, Varthur Hobli, Bangalore East Taluk, Bangalore - 560103 Ph: +91-80-67090000; Fax: +91-80-67093200; Email: info@quest-global.com

www.quest-global.com

HR Inventaa <hr@inventaa.in> To: placementofficer@gecgudlavalleru.ac.in

Dear Placement Head,

Greetings for the day !

We are very happy to select BE (EEE & ECE) students of your college to work in our company .

Below is the list of selected list students, who offer letters would be issued after three days for industrial visit give offer.

1.Dodla Nikhil 2. Keta Balaji 3. Siva Sai Babu 4. Modugu Srikanth 5. Chaganti Tejaswini 6. Jafar Abdul -14-402 14-433 7. Srikar Cheeday 8. Gorle Neeraja _____ 14-461 9. Dhananjay Sai Krishna Kolli -> 14 - 496 10. Rajesh Sai Narendrasetti 11. Pagolu Vinay Babu 14-4F0 12. Siva Naga Raju Parimisetti 14-F5

'ongrats !

INVENTAA

NOWS Leo Industrial Estate, Pallikaranai, Chennai - 600100 2ª

Thu, May 3, 2018 at 3:30 PM

14-433



Letter of Intent

Doc Ref. No.:QC20181324

Date of Issue: 12th JUNE 2018

Dear CHENNU RAMOJI RAO,

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: <u>university.relations@quest-global.com</u>

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:

QuEST Global Engineering Services Private Limited

<u>Reg. off. Address:</u> AEQUS Special Economic Zone, No.437/A, Plot No.2 Hattaragi Village, Hukkeri Taluk, Belgaum KA 591245 IN CIN: U74900KA2014PTC076219

<u>Communicationaddress:</u> Embassy Tech Village, Building 7B, Primrose, Outer ring Road, Devarabeesanahalli, Varthur Hobli, Bangalore East Taluk, Bangalore - 560103 Ph: +91-80-67090000; Fax: +91-80-67093200; Email: info@quest-global.com www.quest-global.com



*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 | <u>Details</u> |

| 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.

QuEST Global Engineering Services Private Limited

Reg. off. Address: AEQUS Special Economic Zone, No.437/A, Plot No.2 Hattaragi Village, Hukkeri Taluk, Belgaum KA 591245 IN CIN: U74900KA2014PTC076219

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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
- 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.

QuEST Global Engineering Services Private Limited Reg. off. Address: AEQUS Special Economic Zone, No.437/A, Plot No.2 Hattaragi Village, Hukkeri Taluk, Belgaum KA 591245 IN CIN: U74900KA2014PTC076219 Communicationaddress: Embassy Tech Village, Building 7B, Primrose, Outer ring Road, Devarabeesanahalli, Varthur Hobli, Bangalore East Taluk, Bangalore - 560103 Ph: +91-80-67090000; Fax: +91-80-67093200; Email: info@quest-global.com

www.quest-global.com

Chinnen Bungalore 14-437 (ECE



STRICTLY PERSONAL

Name: Ch. Rotna Tega Sri Date :

Sub: Letter of Intent

Dear

TeraSri

51.08.2018

We are pleased to offer you the position of Customer Care Executive with our organization. You shall report for a comprehensive training program on Tuby 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.

Mosthly Your annual CTC will be Rsl 4076 /- The break-up of CTC is attached as Annexure. 12200

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. Recieved Sliginal

chi Ratna Teja Sri Name: Signature: Ch. R. Teja Sri 26/4/12 Date:



Fare Portal India Pvt. Ltd. Unit No. 201-238, Second Floor, Vipul Tech Square, Golf Course Road, Sector - 43, Gurugram - 122001. Phone: +91 - 124 - 6618500 http://www.fareportal.com CIN U72900DL2005PTC134394

Ref. FIPL/Offer/1361/77/2018

Date: 23-sept-2018

Mr. Chintala Mani Kumar 1-92,Narsipuram Parvathipuram,Andra Pradesh(535525) Mob: 8985231967

Email ID: manikumarachintala@gmail.com

Subject: Offer of Employment

Dear Mani Kumar,

Congratulations!

We are pleased to offer you employment with Fareportal India Pvt. Ltd., for the position of **"Sr. Software Engineer - TECH (Digital)"** subsequent to your job application and interviews you have had with us.

Your cost to company (CTC) would be **Rs. 1320000 P.A (Fixed Rs. 1200000/- & PB (10%) upto Rs. 120000/-** paid annually based on performance and can go upto 125% of the total variable performance pay) which includes the statutory benefits payable by the company. The breakup of salary will be provided to you on your date of joining.

You are also entitled for one time joining bonus of **Rs. 100000** in two equal instalments first **50%** amount will be paid after completion of **3 Months** and second instalment will be paid after completion of **6 Months**.

You are eligible for a performance bonus upto 10% of the fixed base (if any), subject to your individual performance against KPIs assigned to you as well as the company's overall performance as measured by its *MOAS* and *EBITDA*. Your bonus eligibility is prorated based on date of hire. Company reserves the right to amend its bonus program at any time.

You are required to report to the Department of Human Resources on the **31st Day of 'Oct 2018 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

~ A .

Birendra Bhandari

Manager - People & Culture

I have read and accept the terms of the offer. I will join duty on or before 31st oct 2018.

Name, Signature & Date

| Basic | 50000 |
|--|---------|
| HRA | 25000 |
| Special Allowance | 23200 |
| Statutory Bonus | 0 |
| Sub Total | 98200 |
| Employee PF | 1800 |
| Employee ESI | 0 |
| СТС | 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.

| | <u>CHECKLIST OF DOCUMENTS</u> Below Mentioned Needs To Be Uploaded in OPL At The Tine Of Documentation Formalities. | | |
|---------|--|--|--|
| I | | | |
| Sr. No. | Activity | | |
| 1. | Signature verified and attested by bank | | |
| 2. | Offer letter | | |
| 3. | Attested Appointment letter of last organizations | | |
| 4. | Attested Relieving /Resignation Letter of previous employer. | | |
| 5. | Attested Latest salary slip | | |
| 6. | Attested Copy of PAN Card | | |
| 7. | Attested Copy of any Govt. identity card | | |
| 8. | Attested Permanent address proof | | |
| 9. | Attested Local address proof | | |
| 10. | Attested Educational Certificates (Stating from 10 th till Highest qualification) | | |
| 11. | Attested Professional Certificates | | |
| 12. | Attested Copy of Aadhar Card | | |
| 13. | 7 Passport size photographs (in White Background) | | |
| 14. | Blood Group | | |
| 15. | Receipted copy/email of resignation from the current organization before date of joining | | |



Fareportal India Pvt. Ltd. Plot No. 365, Pace City-II Sector-37, Gurgaon-122001 Phone: +91-124-462 9300 http://www.fareportal.com

Declaration for BGV

I, am aware that my Salary will only be released post clearance of my Positive Background verification; as such, there should be no :-

- > pending BGV due to any pending documentation;
- Incorrect / fake/ non relevant document submission for Address check;
- > pending response / negative report from your previous employer(s);
- > negative report / observation in any BGV check.

In case of non-revert on my employment check due to any reason(Mandate Reliving letter by Previous employer or any other reason) & will assure to get the HR/Supervisor revert through E-mail on employment details shared by me within 3 working days.

My employment is subject to verification of the particulars given by me. My employment will terminate without any notice period if I am found to have submitted any false statement/s or document.

I am aware of Fareportal BGV Policy & it's my responsibility to support Fareportal BGV team for end to end closure.

Signature

Date:-

14-44

STRICTLY PERSONAL

Chennai /Bangalore

Name: Ch. Vani Date : 31/3/2018

Sub: Letter of Intent

Dear

Vani

We are pleased to offer you the position of **Customer Care Executive** with our organization. You shall report for a comprehensive training program on $\mathcal{T}_{\mathcal{H}}$ 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 CTC will be Rs 14076 /- 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: Ch.vani

Signature: choan'

Date: 9/4/18

14-44)





28/03/2018

OFFER OF EMPLOYMENT

Chunci Lakshmi Sowjanya Dear

With reference to the discussions we had with you, we on behalf of Arziac Technology Services, are pleased to offer you the position of "Customer Support Executive" and invite you to join Arziac Technology Services

Based upon your credentials and the information shared during your interview, we feel that you will be able to make an outstanding contribution to our organization and you will be eligible for a compensation of Rs. 10000 (Including incentives + Allowances) (Rupees Ten Thousand Only).

The allowances, benefits and other terms and conditions of your employment will be as per company policies as applicable from time to time. Your compensations will be reviewed in future as per company policy.

You will be provided with ON-JOB training for a period of 10 days from the date of joining and no compensation will be provided during the ON-JOB training period.

On joining the company you shall be on probation for a period of Three Months. You will abide by the rules and regulations of the company as may be in force from time to time.

We welcome you aboard and the detailed appointment order will be given after completion of training successfully. We expect you to join on or before in line with discussion with you, otherwise this offer will stand withdrawn automatically.

Our Offer is contingent upon satisfactory evidence and verification of your credentials.

- Educational Qualification (Photocopy) 1.
- 2. Identity Proof (Photocopy)
- Address Proof (Photocopy) 3.
- Four Passport Size Photograph 4.

Again, congratulations and welcome to Arziac Technology Services,

Thanking You,

larish **HR** Head 63821 63474

Recieved original 29/3/18 Clissonjanger

No. 21-23a, Rainbow Arcade, 2nd Floor, Sir Thiyagaraya road, Pondy Bazaar, T-nagar, Chennai - 600017.

info@arziac.com

@ www.arziac.com



14-444.

Ref: TCSL/CT20182583212/1170308/Hyderabad Date: 07-12-2018

MS. VINEELA DASARI 4-80 D.No 4-80,Near Nagendra Swamy Temple, Tadanki, Near Nagendra Swamy Temple, Tadanki, Andhra Pradesh-521256. Tel# 917780581907

Sub: Joining Letter

Dear Ms. Vineela Dasari,

Welcome to TATA Consultancy Services Limited (TCSL). We are glad that you have accepted our offer and look forward to you being a part of our family.

We are pleased to inform you that your Initial Learning Program (ILP) at TCSL will commence on 03rd January 2019 at Trivandrum. You are requested to report at the address detailed below on 03rd January 2019 at 08:30 AM.

Ta Jonsultancy Services Ltd. Peepul Park,Technopark Campus, Kariyavattom P.O., Trivandrum, Kerala-695581. (Route map of the ILP Centre 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)

Please download the Joining Letter Annexure (TCS NextStep>>ILP Corner>> Joining Letter) detailing the formalities to be complied with prior to the commencement of your learning.

Initial Learning Program (ILP)

Learning is a way of life in TCSL and Initial Learning Program (ILP) will add value to your professional life and will open a world of opportunities.

ILP Phase I

The first phase of ILP is specially designed to inculcate programming rigor and to build a process $r \int_{-\infty}^{\infty} dt$. The soft skills module of ILP would help in grooming you become a world class professional. On successful completion of this phase of ILP, you would move to the next phase

Private and Confidential

TATA CONSULTANCY SERVICES

Page | 1

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 are sure you are as excited to be a part of this great family, just as we are to have you with us. Together, let us take TCSL to greater heights! Wish you the very best!

With warm regards,

Yours sincerely,

K Ganesan **Global Head Talent Acquisition & AIP**



Click here or use a QR code scanner from your mobile to validate the joining letter

Private and Confidential

TATA CONSULTANCY SERVICES

Tata Consultancy Services 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 Flaor Nariman Point Mumbai 400 021

Page | 3



Letter of Intent

Doc Ref. No.:QC20181309

Date of Issue: 12th JUNE 2018

Dear **DEVARASETTY NAGA VIHAR**,

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: <u>university.relations@quest-global.com</u>

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:

QuEST Global Engineering Services Private Limited

<u>Reg. off. Address:</u> AEQUS Special Economic Zone, No.437/A, Plot No.2 Hattaragi Village, Hukkeri Taluk, Belgaum KA 591245 IN CIN: U74900KA2014PTC076219

<u>Communicationaddress:</u> Embassy Tech Village, Building 7B, Primrose, Outer ring Road, Devarabeesanahalli, Varthur Hobli, Bangalore East Taluk, Bangalore - 560103 Ph: +91-80-67090000; Fax: +91-80-67093200; Email: info@quest-global.com www.quest-global.com



*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 | <u>Details</u> | |

| 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.

QuEST Global Engineering Services Private Limited

Reg. off. Address: AEQUS Special Economic Zone, No.437/A, Plot No.2 Hattaragi Village, Hukkeri Taluk, Belgaum KA 591245 IN CIN: U74900KA2014PTC076219

<u>Communicationaddress</u>: Embassy Tech Village, Building 7B, Primrose, Outer ring Road, Devarabeesanahalli, Varthur Hobli, Bangalore East Taluk, Bangalore - 560 103 Ph: +91-80-67090000; Fax: +91-80-67093200; Email: info@quest-global.com www.quest-global.com



Your monthly deduction from salary towards Medical Insurance premium would be INR **625**. This is as per your current Band; the amount will change accordingly in case of Band change.

You are eligible for benefits coverage as per QuEST Band. For your current Band the coverages shall be:

- Group Medical Insurance cover of INR 300000
- Group Personal Accident Insurance cover of INR 1000000
- Group Term Life Insurance cover of INR 1500000
- Employee Deposit Linked Insurance cover as per statutory requirement

Note: Income tax liability of allowances / reimbursements will be considered in light of the existing tax laws. In case any tax has to be recovered for any allowances / reimbursements, either because of changes made to the law by the Govt. of India or pursuant to an order by an Income Tax Officer or any responsible officer of the Income Tax Department, then the same will be recovered from employee's salary, either with retrospective or prospective effect, as the case may be.

Declaration: All aspects of QuEST policies provided in this document are intended to provide indicative details. For Policy details, please refer to QuEST QMS on intranet. The ownership and right for implementation of these policies rests with QuEST alone. QuEST reserves the right to make changes to the policies, including but not limited to withdrawal of the same, from time to time with or without prior notice.

QuEST Global Engineering Services Private Limited Reg. off. Address: AEQUS Special Economic Zone, No.437/A, Plot No.2 Hattaragi Village, Hukkeri Taluk, Belgaum KA 591245 IN CIN: U74900KA2014PTC076219 Communicationaddress: Embassy Tech Village, Building 7B, Primrose, Outer ring Road, Devarabeesanahalli, Varthur Hobli, Bangalore East Taluk, Bangalore - 560103 Ph: +91-80-67090000; Fax: +91-80-67093200; Email: info@quest-global.com

www.quest-global.com



FCE

14-449

1

Offer: Computer Consultancy Ref: TCSL/CT20161982167/Hyderabad Date: 31/12/2017

Ms. Dunnala Ramya 4-35/CRamalayam Road, Veeravalli Mokhasa,Vuyyuru Mandal,Krishna District, Vijayawada-521164, Andhra Pradesh. Tel# 91-8639092495

Dear Dunnala Ramya,

Sub: Letter of Offer

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

This offer is based on your profile 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 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 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.

TCS Confidential TCSL/CT20161982167

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited Deccanpark, No 1 Software Units Layout, Madhapur, Hyderabad 500 081 India Tel: 91 40 6667 2000 Fax: 91 40 6667 2222 Website: www.tcs.com Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021 TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

HCL TECHNOLOGIES LTD.

Corporate Identity Number: L74140DL1991PLC046369

A 10-11, Sector 3, NOIDA 201 301, UP, India

T: +91 120 4013000 F: +91 120 2526907

Registered Office: 806 Siddharth, 96, Nehru Place, New Delhi-110019, India.

www.hcitech.com

www.hci.com

Document ID: a4a231b0-60dd-455f-af6b-bab9328145c7

OFFER CUM APPOINTMENT LETTER

August 9, 2018

14-45

Eda Sowmya D.No-58-5-30B,Ranga Rao Street,Patamata Vijawada,Venkateswarapuram,Krishna Vijawada, Andhra Pradesh

Dear Eda Sowmya,

Congratulations! With reference to your application and subsequent interview with us for a career in our organization, we are pleased to inform you that you have been selected for employment in HCL Technologies Limited (herein referred as "HCL" or "Company") we are pleased to inform you that you have been selected for employment in our organization as **EXECUTIVE.**

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.

We take this opportunity to thank & appreciate your decision to join HCL. You are requested to join us on or before **September 6, 2018.**

You will be on probation for a period of **12 months** from the date of your joining. Your compensation would be as outlined in a separate document "Salary Structure". The general terms and conditions governing your employment are outlined in Annexure II.

On the date of joining, you would be required to furnish photocopies of the original documents and other listed information in **Annexure III**. Please note that the submission of all the documents is mandatory to facilitate joining, background verification / validation and appointment process at HCL. **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 this Offer cum Appointment Letter and Annexure and submit the same within 7 days to at the address given below:

Recruiter: Ruby Thomas Recruiter Address: HCL, Bangalore

This offer will be valid subject to successful clearance of your pre-employment background verification check conducted by HCL. Your written consent and requisite copies of documents is necessary to complete the pre-employment check. You are requested to complete the submission of requisite documents for pre-employment background check within two business days from the date of acceptance of our offer of employment. Your cooperation is solicited in this regard to enable us complete the necessary pre-employment check on time and enable you on-board us.

Any change in the date of joining needs to be communicated to the concerned recruiter at least one week in advance.

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.

HCL

HCL TECHNOLOGIES LTD.

Corporate Identity Number: L74140DL1991PLC046369

A 10-11, Sector 3, NOIDA 201 301, UP, India.

T: +91 120 4013000 F: +91 120 2526907

Registered Office: 806 Siddharth, 96, Nehru Place, New Delhi-110019, India.

www.hcitech.com

www.hcl.com

Document ID: a4a231b0-60dd-455f-af6b-bab9328145c7 For HCL Technologies Limited, AMRITA DAS (40206967) ASSOCIATE VICE PRESIDENT - GLOBAL PERF.

lá

Amrita Das

Associate Vice President, Head-Global Rewards

HCL

Contraction of



Date: 24 JULY 2018

Name : GANDIKOTA RAGHAVENDRA

Address : D.No: 2-187, Nunna Krishna, Andhrapradesh.

Conditional Letter of Intent – Graduate Engineer Trainee

Dear Gandikota Raghavendra,

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 2018.
- 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: | | | |
| Infinite Computer Solutions (India) Limited exciting timesinfinite possibilities CIN : L72200DL1999PLC171077 | Corporate Office 157, EPIP Zone, Phase 2, Kundalahalli, Whitefield, Bangalore - 560066. | Registered Office 155, Somdutt Chambers - II, 9 Bhikaji Cama Place, New Delhi - 110066. | |
| www.infinite.com 🔀 info@infinite.com | 중 +91 80 4193 0000 1 +91 80 4193 0009 | 중 +91 11 4615 0845 ↑ +91 80 4615 0830 | |

Chinnen Bungalore 14-453 (ECE

STRICTLY PERSONAL

Name: Date :

Sub: Letter of Intent

Dear

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

This offer is subject to the Company receiving:

G. Sarollyn 31.03.18

Sandhya

- 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.

Moonthly Your annual CTC will be Rs[4076 /- The break-up of CTC is attached as Annexure. 12200 mooth

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

Name: G. Sandhya. Signature: Recieved the Original Copy Date: 19/4/18 G.Sandhya



Letter of Intent

Doc Ref. No.:QC20181308

Date of Issue: 12th JUNE 2018

Dear GANTA PAVANI,

Congratulations on your selection with QuEST! We look forward to you joining our growth journey as world's leading engineering services provider.

We are pleased to let you know that we intend to make you an offer of Employment for the role of Trainee Engineer with QuEST Global Engineering Services Pvt. Ltd.

- Total Cost to Company (TCTC): INR 3.00 LPA
- One-time Retention Bonus: INR 25000 (On completion of one year from the date of joining)
- Location: Any of the QuEST Global offices (as per business requirement)
- Working Hours: As per Location Norms
- **Probation Period:** 6 months from the date of joining
- Service Agreement: 2 years

You will be entitled to allowances and other benefits as per QuEST Policies. You shall receive your salary payments on the last working day of the month.

This offer of employment is subject to successful completion of:

- Background Verification Check.
- Completion of your course program with an aggregate of 65% and no standing arrears on the Date of Joining

As per QuEST's hiring process we would conduct a detailed background verification check of all the information & documents submitted by you.

For any clarifications, offer acceptance, joining confirmation & BGC form please write back to: <u>university.relations@quest-global.com</u>

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:

QuEST Global Engineering Services Private Limited

<u>Reg. off. Address:</u> AEQUS Special Economic Zone, No.437/A, Plot No.2 Hattaragi Village, Hukkeri Taluk, Belgaum KA 591245 IN CIN: U74900KA2014PTC076219

<u>Communicationaddress:</u> Embassy Tech Village, Building 7B, Primrose, Outer ring Road, Devarabeesanahalli, Varthur Hobli, Bangalore East Taluk, Bangalore - 560103 Ph: +91-80-67090000; Fax: +91-80-67093200; Email: info@quest-global.com www.quest-global.com



*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 | <u>Details</u> | |

| 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.

QuEST Global Engineering Services Private Limited

Reg. off. Address: AEQUS Special Economic Zone, No.437/A, Plot No.2 Hattaragi Village, Hukkeri Taluk, Belgaum KA 591245 IN CIN: U74900KA2014PTC076219

<u>Communicationaddress</u>: Embassy Tech Village, Building 7B, Primrose, Outer ring Road, Devarabeesanahalli, Varthur Hobli, Bangalore East Taluk, Bangalore - 560 103 Ph: +91-80-67090000; Fax: +91-80-67093200; Email: info@quest-global.com www.quest-global.com



Your monthly deduction from salary towards Medical Insurance premium would be INR **625**. This is as per your current Band; the amount will change accordingly in case of Band change.

You are eligible for benefits coverage as per QuEST Band. For your current Band the coverages shall be:

- Group Medical Insurance cover of INR 300000
- Group Personal Accident Insurance cover of INR 1000000
- Group Term Life Insurance cover of INR 1500000
- Employee Deposit Linked Insurance cover as per statutory requirement

Note: Income tax liability of allowances / reimbursements will be considered in light of the existing tax laws. In case any tax has to be recovered for any allowances / reimbursements, either because of changes made to the law by the Govt. of India or pursuant to an order by an Income Tax Officer or any responsible officer of the Income Tax Department, then the same will be recovered from employee's salary, either with retrospective or prospective effect, as the case may be.

Declaration: All aspects of QuEST policies provided in this document are intended to provide indicative details. For Policy details, please refer to QuEST QMS on intranet. The ownership and right for implementation of these policies rests with QuEST alone. QuEST reserves the right to make changes to the policies, including but not limited to withdrawal of the same, from time to time with or without prior notice.

QuEST Global Engineering Services Private Limited Reg. off. Address: AEQUS Special Economic Zone, No.437/A, Plot No.2 Hattaragi Village, Hukkeri Taluk, Belgaum KA 591245 IN CIN: U74900KA2014PTC076219 Communicationaddress: Embassy Tech Village, Building 7B, Primrose, Outer ring Road, Devarabeesanahalli, Varthur Hobli, Bangalore East Taluk, Bangalore - 560103 Ph: +91-80-67090000; Fax: +91-80-67093200; Email: info@quest-global.com

www.quest-global.com



| Offeí Letteí | | | | |
|-----------------------|---|---------------|--------------------------|--|
| Doc.Code: Veísion: | GLX_HR_ I' EM_OffeíLetteí 4 2 | Effective | 10/29/2017 | |
| Contact | HR I ″eam | Date Email | galaxeindiahí@galaxe.com | |

OTTER LETTER

Píivate & Confidential Ref: Dated: 1st September, 2018

Ms. Goriparthi Manoj Machilipatnam, AP

Deaí Goriparthi Manoj,

In continuation to ouí vaíious discussions we aíe pleased to offeí you an Employment with GalaxE.Solutions India Pvt. Ltd, as Associate Developeí. I his is the beginning of a long and íewaíding caíeeí with GalaxE.Solutions.

Youí joining date is on 6th october, 2018. Please aííive at 9:00 AM on youí fiíst day of Employment at thefollowing location to complete Onboaíding woík and new hife oíientation.

GalaxE.Solutions India Pvt. Ltd. 1st Flooí, Voyageí Block, Inteínational **l**'ech Paík Ltd., Whitefield Main Road, Bangaloíe – 560066, INDIA.

Compensation and Benefits

- a) Youí Annual CL'C is Rs. 450,650/-p.a. Foí detailed bíeakup please íefeí to Annexuíe 1.
- b) GalaxE offeís wide-íange of Employee benefits and foí moíe details please íefeí to Annexuíe
 2.
- c) You will be fequifed to enter into a training contract with the company. I he contract terms would include 36 months commitment from your side. You will be liable to pay to the company ₹ 150000/- as training fees if you wish to leave the company within the 36 months period.

Place of Woík

© 2022 GalaxE Gíoup, Inc. CONFIDENI'IAL

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Unit No. A, 1st Flooí, Voyageí Block, Inteínational l'echnology Paík Ltd.(Il PL) Whitefield Road, Bangaloíe – 560 066, INDIA Phone: +91-80-4084 7777, +91-80-4142 9100, Fax: +91-80-4115 8509, www.galaxe.com



Youí place of posting will be Bangaloíe, howeveí, based on the business needs you may be tíansfeííed oí expected to tíavel to any of ouí offices in India and/oí Inteínationally(Oveíseas).

About Galax E Solutions India Pvt Ltd.

GalaxE.Solutions India Pvt. Ltd

GalaxE.Solutions an ISO 9001, CMMI level 3 Company has been honoied as 2012 l'echnology Company of the Yeai by Automation Alley, Michigan's laigest technology business association. **GalaxE.Solutions®**, **Inc. (GalaxE**), is an industiv leadei in designing and deploying business piocesses and suppointing systems that enable clients to tiansact and shaie infoimation acioss inteinal netwoiks and the Inteinet, taigeting Business iesults, competitiveness and efficiency.

With state-of-the-ait delively centels throughout Noith Amelica, Eulope, and Asia, GalaxE.Solutions levelages its experitive in professional technology, staffing, and managed services to deliver quality solutions for the most demanding business and user requirements.

GalaxE.Solutions is headquaíteíed in Someíset, NJ; with offices located in Detíoit, MI; Bangaloíe, Noida, and Hydeíabad, India; l'oíonto, Canada; London, United Kingdom; and Guangzhou, and Shanghai, China. Foí oveí a decade GalaxE.Solutions has píovided end-to-end technology-based solutions to the Foítune 1000 with a focus on the Healthcaíe, eCommeíce, Retail and Finance industíies.

GalaxE.Solutions is an innovative, íeliable and passionately customeí focused Oíganization. **I**^{*}he coípoíate woík cultuíe is open, tíanspaíent and is in haímony with the Oíganizations vision and goals. We fosteí and maintain a cultuíe of innovation. **I**^{*}he enviíonment is veíy exciting, with high levels of motivation and iecognition, facilitating fasteí caíeeí gíowth. We empoweí eveíy team membeí to make a positive diffeíence.

Employee Experience to the Power of GalaxE

At GalaxE.Solutions, people make all the diffeience. Evely Employee is considered a valuable asset. We are an innovative Organization with constant focus on the growth and achievement of all of our Employees. We start with a proven road-map for creating a high performing Organization by hiring top performers from across the industry and the globe. Every Employee is hired because they are one of the best at what they do- we call them Game Changers. Once on board, we nurture each Employee as an individual person with the goal of providing a successful, growing career. If the open and transparient work culture collectively boosts each of us towards the next level of competition and customer choice. Our people-centric approach provides a level of challenge and opportunity that most companies will never reach.

At GalaxE.Solutions, we aie constantly on the lookout foi high peifoiming, self-motivated, and dedicated candidates to develop and delivei next generation solutions cateiing to the diveise II' needs of oui piestigious clients.

EpEx (Employee Experience) 2013 is an initiative by GalaxE to enhance Employee experience.



I'he objectives of this initiative aíe

- Make GalaxE a Gieat place to Woik
- Cíeate an enviíonment in which Employees aíe empoweíed
- Deliveí exceptional value to the client
- Incíease client satisfaction
- Gíow the fiím as an industíy leadeí

I'híough this initiative GalaxE aims at cíeating wolk life balance fol its Employees Oul

Coíe Values

- Deliveí Excellence Exceed expectations
- Build l'íust l'híough honesty, accountability, tíanspaíency & accessibility
- Be a People Peíson l'íeat eveíyone with high dignity and íespect
- Cíeate Value Cíeate and constantly deliveí moie value
- Innovate Díeam, Innovate, Cíeate
- Own it **I** ake Owneiship

Woík Enviíonment:

We ale committed to total customel satisfaction and stlive togethel to delivel top-quality, custom-fit solutions fol oul clients. If he excellent leationship we enjoy with oul clientele stems from the lobust wolk envilonment. We stlive to maintain high standalds of integlity and leadility in all oul intellactions and this dilectly translates into a highly inspilling wolk envilonment.

I'heíe is a stíong focus on Employee-fíiendly policies and a competitive total íewaíds philosophy that íaises ouí Employee benefits, compensation, and píogíams to innovative heights of excellence. Ouí compensation packages aíe incessantly measuíed against industíy standaíds and aíe stíuctuíed to attíact and íetain a highly skilled woíkfoíce. We also píovide on-site woík oppoítunities and L & H1B visa sponsoíship's.

Employment

l'eíms Píobation

Peíiod

You will be on píobation foi a peíiod of six months fíom the date of joining. Youí Employment will be confiimed automatically at the end of this peiiod without any fuither communication (wiitten of veíbal). However, if there is any change, the same will be communicated on of before the end of this probation period.

Notice Peíiod/ l'eímination:

I'he wiitten notice iequiied foi teimination of Employment will be 3 months' notice fiom the Employee's side and 1 month notice fiom the Employei's side

I'he Company ieseives the ight to teiminate the Employment, if the Employee is pievented fiom peifoiming his/hei duties on account of Employee's continued ill-health.



Notwithstanding any otheí teím of this letteí, the Company shall have the íight to teíminate the Employment foíthwith without any notice of payment in lieu of notice on disciplinaíy gíounds in case of Employee's píoven gíoss misconduct, oí foí contíavention of any of the Policies, oí in the event of the Employee being held guilty of any címe oí any otheí act involving moíal tuípitude, oí foí bíeach of any mateíial píovision of this Agíeement

In the event of the teimination of the Employment, the Employee shall immediately (i) ietuin to the Company all documents and any copies theieof and all Confidential Infoimation and othei piopeity/mateiial of whatsoevei natuie belonging to the Company in his/hei possession ielated to and connected with the business and the affaiis of the Company, and (ii) pay to the Company all amounts, if any, that become due fiom the Employee to the Company undei this Agieement. Upon teimination of Employee's Employment the Employee shall obtain cleaiance fiom the ielevant peison(s), depaitment(s) on pioduction of which alone the Employee's dues, if any, will be cleaied by the Company

Absence foi a continuous peiiod of five days without piioi appioval of youi supeiioi, (including oveistay on leave / tiaining) would iesult in youi losing youi lien on the seivice and the same shall automatically come to an end without any notice oi intimation except in situations where the employees is in a medical emergency for self.

Leave

Annual Eaíned leave: Employees aíe entitled to paid leave of twelve (12) wolking days in onecalendal yeal.

Holidays: Employees aie entitled to ten (10) days of paid public holidays in one calendai yeai. Fuithei, the Employee shall be entitled to avail such othei holidays, including those on weekends, which may be specified by the Policies.

Casual Leave: Employees aie entitled foi 6 days of Casual leaves evely calendai yeai. **I**'his categoly of leave cannot be encashed of calified folwaid i.e. they will lapse at the end of each calendai yeai

Medical Leaves: Employees ale entitled fol 6 days of Casual leaves evely calendal yeal. I'his categoly of leave cannot be encashed of callied folwald i.e. they will lapse at the end of each calendal yeal

Woíking Houís

■ otal wolking houls pel week is 48 houls. ■ he general wolking houls will be 9.00 a.m. to 6.30 p.m. Monday to Fliday, with 30 minutes lunch bleak. Howevel, the staft and end timings ale subject to change as pel the business lequilements.

Retiíement

All Employees of GalaxE.Solutions will ietiie fiom the seivices of the Company on ieaching the age of 58 yeais.

Past Recoíd



If any declaíation of information fuínished by the Employee to the Company proves to be false of misleading in any respect of if the Employee is found to have wilfully suppressed any material information, the Employee's services shall be liable to be terminated by the Company forthwith without assigning any notice of compensation whatsoever.

Employment duties

GalaxE.Solutions heieby employs the Employee and the Employee accepts such Employment in the capacity **Associate Developeí** at **Bangaloíe** to peifoim the Job Desciiption on the teims and conditions set out heien. If the Employee agiees that depending on Company's business iequifements the Job Desciiption may be modified by the Company fiom time to time. If the Employee shall also peifoim such othei and unielated seivices and duties as may be assigned to him fiom time to time by the Company.

I'he Employee shall be bound by and shall comply with all policies, standaids and iegulations established by the Company fiom time to time (as the same may be amended by the Company), and shall peifoim his/hei duties and iesponsibilities faithfully, diligently, and to the best of his/hei ability with due caie and caution.

The Employee shall difect his/hef best efforts to promote the interests of the Company, its operations and all its activities.

I'he Employee shall opeíate out of the Company's facility at II'PL Bangaloíe and shall woik foi such houis as may be ieasonably iequiied foi the piopei dischaige of his/hei duties.

I'he Employee shall not take advantage of any business oppoitunity of which the Company of any of its subsidialies of affiliates may be consideling taking advantage of, of have decided to take advantage of, of may take advantage of, if plesented with the oppoitunity nol shall the Employee delive any advantage of benefit in any other mannel except for and on behalf of the Company and with its knowledge.

Intellectual Píopeíty Rights

All computeí softwaíe, píogíams, inventions, designs, impíovements, oí píocesses, which the Employee may make oí devise eitheí alone oí jointly with otheís duíing the teím of this Agíeement, peítaining to the opeíations oí business of the Company, and aíising out of the woík oí íesponsibilities peífoímed by the Employee undeí this Agíeement and all intellectual píopeíty theíein (collectively "Intellectual Píopeíty") shall belong exclusively to the Company and the Employee shall neitheí have noí be entitled to make any claims in íespect theíeto.

Foi the puiposes of above, the Employee shall piomptly disclose and delivei to the Company all infoimation and data in his/hei possession, necessaiy to facilitate and impait a full and complete undeistanding of the Intellectual Piopeity. I'he Employee shall also assist the Company in every way, without any chaige but at the cost and expense of the Company, in obtaining piotection foi said Intellectual Piopeity in India and othei counties.



I'he Employee heieby confiims and agiees that the Company is and shall be the sole and exclusive ownei, whethei by viitue of an assignment, tiansfei oi otheiwise, of all piesent and futuie Intellectual Piopeity acciuing to the Employee in any mannei and in all material wiitten oi devised by the Employee peitaining to the opeiation oi business of the Company and iesulting fiom oi arising out of any work which the Employee shall have carified out pursuant to his/hei Employment and of all rights of action for damages for infringement of the Intellectual Property. If he Employee infringement of the Amployee to that effect, all necessary and adequate documents to confirm the same.

I'he Employee undeístands that foí the Intellectual Píopeíty to vest in the Company as envisioned by above, he may be íequiíed to make an assignment of the Intellectual Píopeíty by execution of appíopíiate and adequate documents. I'he Employee heíeby assigns to the Company all píesent and futuíe Intellectual Píopeíty which may accíue to him in any manneí and in all mateíial wíitten oí devised by the Employee peítaining to the opeíation oí business of the Company and iesulting fíom oí aíising out of any woík which the Employee shall have caííied out puísuant to his/heí Employment and also assigns all íights of action foí damages foí infíingement of the Intellectual Píopeíty.

I'he Employee heieby iiievocably and unconditionally waives any and all iights undei any law, in any juiisdiction, in and to any and all Intellectual Piopeity wiitten, cleated of devised by him whethel solely of jointly and peltaining to the opelation of business of the Company and lesulting fiom of alising out of any wolk which the Employee shall have done pulsuant to his/hel Employment with the Company.

I'o the extent that the Employee intends to use any thiíd paíty píopíietaíy softwaíe ("I'hiíd Paíty Softwaíe"), the Employee must identify in wíiting the píoposed I'hiíd Paíty Softwaíe to the Company and obtain wiitten appíoval of the Company píioí to the use of such I'hiíd Paíty Softwaíe. If such píioí wiitten appíoval is píovided by the Company, the Employee iepíesents and waiíants that he has good and clean title to use the I'hiíd Paíty Softwaíe and that Employee is not infíinging upon any patents, tíademaíks oí copyíights oí violating tíade secíets oí otheí confidential infoimation in using such softwaíe. I'he Employee heíeby gíants to the Company oí its customeís, all íights the Employee has to use such I'hiíd Paíty Softwaíe, and, to the extent possible, an iííevocable, non-tíansfeíable, íoyalty-fíee license to use the I'hiíd Paíty Softwaíe. If the Company oí its customeís must obtain a license fíom such thiíd paíty to use oí distiibute the I'hiíd Paíty Softwaíe, the Employee agíees to use the Employee's best effoits to obtain such a license on behalf of and foi the Company oí its customeís. If the Company does not píovide wiitten authoíization to use the I'hiíd Paíty Softwaíe, in íendeíing its seívices to the Company oí its customeís.

I'o the extent that the Employee intends to use any piopiietaly softwale developed by the Employee ("Employee Softwale"), the Employee must identify in wilting to the Company and its customels the Employee Softwale, and obtain wilten appioval of the Company piloi to the use of the Employee Softwale. If such piloi wilten appioval is plovided by the Company, the Employee leplesents and wallants that he has good and clean title to use the Employee Softwale and that Employee is not inflinging upon any patents, tlademalks of copylights of violating tlade seclets of othel confidential



infoimation in using the Employee Softwaie. Fuithei, Employee agiees to heieby assign to the Company of its customeis all fights, title and interest to the Employee Softwaie. If desifed by Employee and only if Employee made such piloi disclosuie and obtained piloi wiltten consent from the Company, Company of its customeis shall provide a non-exclusive, non-transferable, royalty-free license to the Employee to use the Employee Softwaie. If the Employee does not disclose the Employee Softwaie to the Company and its customeis, of if the Company does not provide witten authorization to use the Employee Softwaie, the Employee shall not use the Employee Softwaie in rendering its services to the Company of Client. If the Employee uses the Employee Softwaie without obtaining any piloi written consent by the Company, Employee agrees that such Employee Software with the Company prior written authorization to use the Company of Client. If the Employee uses the Employee Software without obtaining any prior written consent by the Company, Employee agrees that such Employee Software without obtaining any prior written consent by the Company, Employee agrees that such Employee Software with the provisions of this Clause.

I'he Employee íepíesents and waííants that the disclosuíe of the I'hiíd Paíty Softwaíe oí the Employee Softwaíe and its use by the Company oí its customeís, subject to the conditions mentioned above, will not in any manneí íesult in infíingement oí violations of any íights vested in any thiíd paíty including such thiíd paíty's píopíietaíy íights oí íights to intellectual píopeíty. In the event of any bíeach of this píovision of this Agíeement, the Employee agíees to defend, indemnify and hold the Company haímless fíom and against any and all liabilities, claims oí demands whatsoeveí (including expenses, couít costs and íeasonable attoíneys' fees íelated theíeto) thatmay be asseíted against the Company oí its customeís by any peíson oí entity by íeason of bíeach by the Employee of the píovisions of this Clause

I'he Employee acknowledges and agiees that his salaiy includes compensation foi the assignment to the Company of all intellectual piopeity ights with isspect to the Intellectual Piopeity, as piovided in this above

Confidentiality:

As used in this Agíeement, the teím "Confidential Infoímation" shall mean all non-public tangible and intangible infoímation íelating to the Company of its business, affaiís, dealings of opeíations of the Company's customeis of theif business, affaiís, dealings of opeíations that is disclosed to the Employee, that the Employee píoduces, of that the Employee has acquifed, of heíeafteí acquifes duíing his Employment with the Company. Confidential Infoímation shall include by way of illustíation and not limitation, the following:

- (a) Any information concerning the business accounts of finance plans of strategies of the Company of of any other entity which is the customer of the Company;
- (b) Any iepoit of ieseaich commissioned by of on behalf of the Company of any of its iespective clients, in connection with the business of affails of the Company of any of its iespective clients;
- (c) all Intellectual Piopeity including tiade seciets, know-how and confidential tiansactions of the Company;
- (d) all maíketing, píoduct development and business plans of the Company and all customeí names and lists;



- (e) all píoduct design and manufactuíing infoímation, and all methods, píocesses and techniques of doing business; and
- (f) any othei infoimation which may be teimed confidential by the Company and whose dissemination may seliously compiomise and jeopaidise the business intelests of the Company, which has of may have come to his knowledge duiing the continuance of this Agieement.

Unless and until such infoímation:

- (i) Is voluntaíily disseminated by the Company to the public;
- (ii) Becomes pait of the public domain thiough lawful means and not as a iesult of a bieach of this Clause; oi
- (iii) Is íequiíed to be disclosed by law.

Save as may be iequiied by law, the Employee shall not, duiing the peiiod of his Employment with the Company of the leafter for a peiiod of 3 years, use of attempt to use, divulge, communicate of exploit any Confidential Information, difectly of indifectly, partially of in whole, under any circumstances of by any means, to any third person without the prior express written consent of the Company. If the Employee shall not, during the period of his Employment with the Company of the leafter, directly of indirectly, copy, transmit, reproduce, summarize, quote of make any commercial of other use whatsoever of any Confidential Information, except as may be necessary to perform his duries as an Employee of the Company hereunder.

I'he Employee agíees and confiims that all Confidential Infoimation is and shall iemain the piopeity of the Company at all times and that the Employee shall keep the Confidential Infoimation in secuie condition and iendei all assistance iequiied by the Company to pievent and safeguaid against impiopei use of the Confidential Infoimation.

The Employee acknowledges and agrees that the salary includes compensation for his/her obligations in this.

Medical fitness & Accuíacy of the testimonials and infoímation píovided

L'his Offeí Letteí and its continuance aíe subject to youí being and íemaining medically (physically & mentally) fit. If so íequiíed, GalaxE.Solutions (I) Pvt. Ltd. may get this confiímed by GalaxE.Solutions (I) Pvt. Ltd.'s Medical Officeí oí the Medical Píactitioneí appíoved by "GalaxE.Solutions (I) Pvt. Ltd."

I'he offeí is subject to Accuíacy of the testimonials and infoímation píovided by you and youí being fíee fíom any contíactual íestíictions píeventing you fíom accepting this offeí oí staíting woík on the above-mentioned date.

DECLARAIION

| ١, | accept this offei of Employment with GalaxE.Solutions and |
|----|---|
| а | gíee the teíms and conditions outlined in this letteí. |

| Name | | |
|------|---|--|
| Nume | • | |
| | | |

| Signatuíe | : | |
|-----------|---|--|
|-----------|---|--|



Date : _____

ANNEXURE 1

Compensation Details:

| | | Date of Joining:6 th October, 2018 Location: Bangaloíe |
|---------------------------------------|---------------------|--|
| Components | INR (Rs.) peí Month | INR(Rs.) peí Annum |
| Gíoss Salaíy | 33,500 | 402,000 |
| Ïood Voucheí | 750 | 9,000 |
| Píovident lund (Company Contíibution) | 1,800 | 21,600 |
| Gíatuity | | 10,550 |
| Medical Insuíance | | 7,500 |
| Annual CIC: | | 450,650 |

Giatuity: Giatuity will be payable in line with the statutoly plovisions, upon sepalation flom the company, subject to completion of minimum of five yeals of Employment with GalaxE.Solutions.

L'axation: L'axation will be governed by the income tax rules. L'he company will be deducting tax at source as per income tax guidelines.

a) Youí indicative annual CI'C foí yeaí 2 can be up to Rs.7.5 LPA*
 Youí indicative annual CI'C foí yeaí 3 can be up to Rs.11 LPA *
 * Based on peífoímance

ANNEXURE 2

House Rent Allowance:

I'o avail tax benefit on this amount you have to submit íent íeceipts once a yeaí to the finance depaítment.

Medical Insuíance: Company offeís compíehensive medical insuíance which includes total of 4 lacs coveíage foí the employee, spouse, childíen, paíents oí paíents-in-laws.

Leave Tavel Allowance

I'his is pait of youí annual gíoss salaíy, which will be íeimbuísed against actual bills within the specified limits, subject to availing Indian Income I'ax íegulations.

Ïood Coupons



Extía Food coupons can be availed by the Employee foí the tax benefit. Food coupons aíe distíibuted within 10th of eveíy month in íespective locations by finance depaítment.

Píovident Ïund

Company offeis effective PF plan foi the Employees. I'his tax saving is applicable when you choose to opt foi additional contiibution fiom youi end.

Conveyance allowance

Foí the compíehensive benefit of the Employee Conveyance allowance is píovided foí the Employee who extends theií stay beyond woíking houís foí woík. Similaíly, foí the Employees who woíks on Sundays and National (GalaxE) Holidays. Cab facility is píovided foí the Employees who woík late houís.

lood Allowance

I'he Employee avails the benefit of food allowance foi extend of stay beyond woiking houis to meet theil dinnel expense. Similally foi the Employee who woik on Satuidays, Sundays and National (GalaxE) holidays.

Otheís elements: Píofessional liteíatuíe, **I** &D, **I** elephone/Mobile bills etc.

Píe-joining loímalities

As it has been explained to you duiing the interview stage, we may do a pie-joining background verification, which would cover your educational qualification, personal verification, place of stay (address) and job experience (other than your current job as mentioned in your application). For this purpose you would be required to provide us with the necessary documentation. Our Background Verification learn would contact you in due course to guide you through the pre-joining background verification process. For any queries related to pre-joining formalities you can email to srajaiah@galaxe.com.

Document Checklist:

Please submit one set photocopy of all the documents mentioned below:

- Photocopy of Educational ceítificates and all semesteí maík sheets
- I'wo iecent passpoit size photogiaphs
- Passpoít copy
- Pan caíd copy
- Documents suppoíting existing/píevious visas & oveíseas tíavel

We feel you will make a substantial impact upon the futuíe diíection and success of ouí Company.We look foíwaíd to youí joining us

Please feel fiee to contact Mamatha Bandam on phone +91-80-41429677 foi any claiifications of assistance ielated to compensation and benefits and Sam Rajaiah on phone +91-80-41429734 foi any claiifications of assistance ielated to Pie Onboaiding documentation.

Offeí Letteí



Please sign and ietuin to the undeisigned the duplicate copy of this lettei signifying youi acceptance.

Foí GalaxE.Solutions India Pvt. Ltd.

Bangitha

Sangeeta Bhaíat Associate VP - Recíuitment

14-459



-COPY-

July 3, 2018

Mr. Parasuram Goriparthi 8/77, Opp. Old Gowtham Buddha Hostel Road Srirampuram, Gudivada Krishna District – 521301

Dear Parasuram Goriparthi:

We are pleased to offer you an Apprentice trainee position in the Quality Assurance team at our Hyderabad office. The training period would be twelve months, starting on July 18, 2018 and ending on July 17, 2019. You will have to sign an Apprenticeship Contract for the period of training on the day you join us. This training does not entitle you to employment, permanent or otherwise, in our organisation.

During the period of training, you will be paid a stepend of Rs. 10000 (Rupees Ten Thousand Only) per month. Deductions, if any, will be applicable. You will also be entitled to the subsidised lunch facility (Rs. 2000 per month) provided by the Company.

If you accept our offer, you will be required to sign the Company's Non-Disclosure Agreement. In case of termination / resignatio.., terms of the apprenticeship contract will apply.

Please join the organisation on July 18, 2018, at 9:00 a.m.

Please confirm the acceptance of all the terms and conditions of the offer by signing the copy of this letter.

Sincerely,

-A.V Rotakar

A. V. Ratnakar Director

Accepted

PahaSURAM Parasuram Goriparthi

Parasuram Comparum

United Online Software Development (India) Private Limited 6-3-1099/1100, 1st & 6th Floors, Babukhans' Millennium Centre, Somajiguda, Hyderabad - 500 082, India. Phone: 040-6682 4444, Fax: 040-2332 4455, www.untd.com

CIN: U72200TG1998PTC029294



Letter of Intent

Doc Ref. No.:QC20181310

Date of Issue: 12th JUNE 2018

Dear GORIPARTHI SUKANYA,

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: <u>university.relations@quest-global.com</u>

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:

QuEST Global Engineering Services Private Limited

<u>Reg. off. Address:</u> AEQUS Special Economic Zone, No.437/A, Plot No.2 Hattaragi Village, Hukkeri Taluk, Belgaum KA 591245 IN CIN: U74900KA2014PTC076219

<u>Communicationaddress:</u> Embassy Tech Village, Building 7B, Primrose, Outer ring Road, Devarabeesanahalli, Varthur Hobli, Bangalore East Taluk, Bangalore - 560103 Ph: +91-80-67090000; Fax: +91-80-67093200; Email: info@quest-global.com www.quest-global.com



*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 | <u>Details</u> | |

| 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.

QuEST Global Engineering Services Private Limited

Reg. off. Address: AEQUS Special Economic Zone, No.437/A, Plot No.2 Hattaragi Village, Hukkeri Taluk, Belgaum KA 591245 IN CIN: U74900KA2014PTC076219

<u>Communicationaddress</u>: Embassy Tech Village, Building 7B, Primrose, Outer ring Road, Devarabeesanahalli, Varthur Hobli, Bangalore East Taluk, Bangalore - 560 103 Ph: +91-80-67090000; Fax: +91-80-67093200; Email: info@quest-global.com www.quest-global.com



Your monthly deduction from salary towards Medical Insurance premium would be INR **625**. This is as per your current Band; the amount will change accordingly in case of Band change.

You are eligible for benefits coverage as per QuEST Band. For your current Band the coverages shall be:

- Group Medical Insurance cover of INR 300000
- Group Personal Accident Insurance cover of INR 1000000
- Group Term Life Insurance cover of INR 1500000
- Employee Deposit Linked Insurance cover as per statutory requirement

Note: Income tax liability of allowances / reimbursements will be considered in light of the existing tax laws. In case any tax has to be recovered for any allowances / reimbursements, either because of changes made to the law by the Govt. of India or pursuant to an order by an Income Tax Officer or any responsible officer of the Income Tax Department, then the same will be recovered from employee's salary, either with retrospective or prospective effect, as the case may be.

Declaration: All aspects of QuEST policies provided in this document are intended to provide indicative details. For Policy details, please refer to QuEST QMS on intranet. The ownership and right for implementation of these policies rests with QuEST alone. QuEST reserves the right to make changes to the policies, including but not limited to withdrawal of the same, from time to time with or without prior notice.

QuEST Global Engineering Services Private Limited Reg. off. Address: AEQUS Special Economic Zone, No.437/A, Plot No.2 Hattaragi Village, Hukkeri Taluk, Belgaum KA 591245 IN CIN: U74900KA2014PTC076219 Communicationaddress: Embassy Tech Village, Building 7B, Primrose, Outer ring Road, Devarabeesanahalli, Varthur Hobli, Bangalore East Taluk, Bangalore - 560103 Ph: +91-80-67090000; Fax: +91-80-67093200; Email: info@quest-global.com

www.quest-global.com



| Offeí Letteí | | | | | | | |
|--------------|----------------------------------|-------------------|--------------------------|--|--|--|--|
| | GLX_HR_ I' EM_OffeiLettei | | 10/00/0017 | | | | |
| Veísion: | 4.2 | Effective Date | 10/29/2017 | | | | |
| Contact | HR l'eam | Email | galaxeindiahí@galaxe.com | | | | |

OTTER LETTER

Píivate & Confidential Ref: Dated: 1st September, 2018

Ms. Gorrepati Pujitha Kandukuru, AP

Deaí Gorrepati Pujitha,

In continuation to ouí vaíious discussions we aíe pleased to offeí you an Employment with GalaxE.Solutions India Pvt. Ltd, as Associate Developeí. I his is the beginning of a long and íewaíding caíeeí with GalaxE.Solutions.

Youí joining date is on 6th october, 2018. Please aííive at 9:00 AM on youí fiíst day of Employment at thefollowing location to complete Onboaíding woík and new hife oíientation.

GalaxE.Solutions India Pvt. Ltd. 1st Flooí, Voyageí Block, Inteínational **l**'ech Paík Ltd., Whitefield Main Road, Bangaloíe – 560066, INDIA.

Compensation and Benefits

- a) Youí Annual CL'C is Rs. 450,650/-p.a. Foí detailed bíeakup please íefeí to Annexuíe 1.
- b) GalaxE offeís wide-íange of Employee benefits and foí moíe details please íefeí to Annexuíe
 2.
- c) You will be fequifed to enter into a training contract with the company. I he contract terms would include 36 months commitment from your side. You will be liable to pay to the company ₹ 150000/- as training fees if you wish to leave the company within the 36 months period.

Place of Woík

© 2022 GalaxE Gíoup, Inc. CONFIDENI'IAL

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Unit No. A, 1st Flooí, Voyageí Block, Inteínational l'echnology Paík Ltd.(Il PL) Whitefield Road, Bangaloíe – 560 066, INDIA Phone: +91-80-4084 7777, +91-80-4142 9100, Fax: +91-80-4115 8509, www.galaxe.com



Youí place of posting will be Bangaloíe, howeveí, based on the business needs you may be tíansfeííed oí expected to tíavel to any of ouí offices in India and/oí Inteínationally(Oveíseas).

About Galax E Solutions India Pvt Ltd.

GalaxE.Solutions India Pvt. Ltd

GalaxE.Solutions an ISO 9001, CMMI level 3 Company has been honoied as 2012 l'echnology Company of the Yeai by Automation Alley, Michigan's laigest technology business association. **GalaxE.Solutions®**, **Inc. (GalaxE**), is an industiv leadei in designing and deploying business piocesses and suppointing systems that enable clients to tiansact and shaie infoimation acioss inteinal netwoiks and the Inteinet, taigeting Business iesults, competitiveness and efficiency.

With state-of-the-ait delively centels throughout Noith Amelica, Eulope, and Asia, GalaxE.Solutions levelages its experitive in professional technology, staffing, and managed services to deliver quality solutions for the most demanding business and user requirements.

GalaxE.Solutions is headquaíteíed in Someíset, NJ; with offices located in Detíoit, MI; Bangaloíe, Noida, and Hydeíabad, India; l'oíonto, Canada; London, United Kingdom; and Guangzhou, and Shanghai, China. Foí oveí a decade GalaxE.Solutions has píovided end-to-end technology-based solutions to the Foítune 1000 with a focus on the Healthcaíe, eCommeíce, Retail and Finance industíies.

GalaxE.Solutions is an innovative, íeliable and passionately customeí focused Oíganization. **I**^{*}he coípoíate woík cultuíe is open, tíanspaíent and is in haímony with the Oíganizations vision and goals. We fosteí and maintain a cultuíe of innovation. **I**^{*}he enviíonment is veíy exciting, with high levels of motivation and iecognition, facilitating fasteí caíeeí gíowth. We empoweí eveíy team membeí to make a positive diffeíence.

Employee Experience to the Power of GalaxE

At GalaxE.Solutions, people make all the diffeience. Evely Employee is considered a valuable asset. We are an innovative Organization with constant focus on the growth and achievement of all of our Employees. We start with a proven road-map for creating a high performing Organization by hiring top performers from across the industry and the globe. Every Employee is hired because they are one of the best at what they do- we call them Game Changers. Once on board, we nurture each Employee as an individual person with the goal of providing a successful, growing career. If the open and transparient work culture collectively boosts each of us towards the next level of competition and customer choice. Our people-centric approach provides a level of challenge and opportunity that most companies will never reach.

At GalaxE.Solutions, we aie constantly on the lookout foi high peifoiming, self-motivated, and dedicated candidates to develop and delivei next generation solutions cateiing to the diveise II' needs of oui piestigious clients.

EpEx (Employee Experience) 2013 is an initiative by GalaxE to enhance Employee experience.



I'he objectives of this initiative aíe

- Make GalaxE a Gieat place to Woik
- Cíeate an enviíonment in which Employees aíe empoweíed
- Deliveí exceptional value to the client
- Incíease client satisfaction
- Gíow the fiím as an industíy leadeí

I'híough this initiative GalaxE aims at cíeating wolk life balance fol its Employees Oul

Coíe Values

- Deliveí Excellence Exceed expectations
- Build l'íust l'híough honesty, accountability, tíanspaíency & accessibility
- Be a People Peíson l'íeat eveíyone with high dignity and íespect
- Cíeate Value Cíeate and constantly deliveí moie value
- Innovate Díeam, Innovate, Cíeate
- Own it **I** ake Owneiship

Woík Enviíonment:

We ale committed to total customel satisfaction and stlive togethel to delivel top-quality, custom-fit solutions fol oul clients. If he excellent leationship we enjoy with oul clientele stems from the lobust wolk envilonment. We stlive to maintain high standalds of integlity and leadility in all oul intellactions and this dilectly translates into a highly inspilling wolk envilonment.

I'heíe is a stíong focus on Employee-fíiendly policies and a competitive total íewaíds philosophy that íaises ouí Employee benefits, compensation, and píogíams to innovative heights of excellence. Ouí compensation packages aíe incessantly measuíed against industíy standaíds and aíe stíuctuíed to attíact and íetain a highly skilled woíkfoíce. We also píovide on-site woík oppoítunities and L & H1B visa sponsoíship's.

Employment

l'eíms Píobation

Peíiod

You will be on píobation foi a peíiod of six months fíom the date of joining. Youí Employment will be confiimed automatically at the end of this peiiod without any fuither communication (wiitten of veíbal). However, if there is any change, the same will be communicated on of before the end of this probation period.

Notice Peíiod/ l'eímination:

I'he wiitten notice iequiied foi teimination of Employment will be 3 months' notice fiom the Employee's side and 1 month notice fiom the Employei's side

I'he Company ieseives the ight to teiminate the Employment, if the Employee is pievented fiom peifoiming his/hei duties on account of Employee's continued ill-health.



Notwithstanding any otheí teím of this letteí, the Company shall have the íight to teíminate the Employment foíthwith without any notice of payment in lieu of notice on disciplinaíy gíounds in case of Employee's píoven gíoss misconduct, oí foí contíavention of any of the Policies, oí in the event of the Employee being held guilty of any címe oí any otheí act involving moíal tuípitude, oí foí bíeach of any mateíial píovision of this Agíeement

In the event of the teimination of the Employment, the Employee shall immediately (i) ietuin to the Company all documents and any copies theieof and all Confidential Infoimation and othei piopeity/mateiial of whatsoevei natuie belonging to the Company in his/hei possession ielated to and connected with the business and the affaiis of the Company, and (ii) pay to the Company all amounts, if any, that become due fiom the Employee to the Company undei this Agieement. Upon teimination of Employee's Employment the Employee shall obtain cleaiance fiom the ielevant peison(s), depaitment(s) on pioduction of which alone the Employee's dues, if any, will be cleaied by the Company

Absence foi a continuous peiiod of five days without piioi appioval of youi supeiioi, (including oveistay on leave / tiaining) would iesult in youi losing youi lien on the seivice and the same shall automatically come to an end without any notice oi intimation except in situations where the employees is in a medical emergency for self.

Leave

Annual Eaíned leave: Employees aíe entitled to paid leave of twelve (12) wolking days in onecalendal yeal.

Holidays: Employees aie entitled to ten (10) days of paid public holidays in one calendai yeai. Fuithei, the Employee shall be entitled to avail such othei holidays, including those on weekends, which may be specified by the Policies.

Casual Leave: Employees aie entitled foi 6 days of Casual leaves evely calendai yeai. **I**'his categoly of leave cannot be encashed of calified folwaid i.e. they will lapse at the end of each calendai yeai

Medical Leaves: Employees ale entitled fol 6 days of Casual leaves evely calendal yeal. I'his categoly of leave cannot be encashed of callied folwald i.e. they will lapse at the end of each calendal yeal

Woíking Houís

■ otal wolking houls pel week is 48 houls. ■ he general wolking houls will be 9.00 a.m. to 6.30 p.m. Monday to Fliday, with 30 minutes lunch bleak. Howevel, the staft and end timings ale subject to change as pel the business lequilements.

Retiíement

All Employees of GalaxE.Solutions will ietiie fiom the seivices of the Company on ieaching the age of 58 yeais.

Past Recoíd



If any declaíation of information fuínished by the Employee to the Company proves to be false of misleading in any respect of if the Employee is found to have wilfully suppressed any material information, the Employee's services shall be liable to be terminated by the Company forthwith without assigning any notice of compensation whatsoever.

Employment duties

GalaxE.Solutions heieby employs the Employee and the Employee accepts such Employment in the capacity **Associate Developeí** at **Bangaloíe** to peifoim the Job Desciiption on the teims and conditions set out heien. If the Employee agiees that depending on Company's business iequifements the Job Desciiption may be modified by the Company fiom time to time. If the Employee shall also peifoim such othei and unielated seivices and duties as may be assigned to him fiom time to time by the Company.

I'he Employee shall be bound by and shall comply with all policies, standaids and iegulations established by the Company fiom time to time (as the same may be amended by the Company), and shall peifoim his/hei duties and iesponsibilities faithfully, diligently, and to the best of his/hei ability with due caie and caution.

The Employee shall difect his/hef best efforts to promote the interests of the Company, its operations and all its activities.

I'he Employee shall opeíate out of the Company's facility at II'PL Bangaloíe and shall woik foi such houis as may be ieasonably iequiied foi the piopei dischaige of his/hei duties.

I'he Employee shall not take advantage of any business oppoitunity of which the Company of any of its subsidialies of affiliates may be consideling taking advantage of, of have decided to take advantage of, of may take advantage of, if plesented with the oppoitunity nol shall the Employee delive any advantage of benefit in any other mannel except for and on behalf of the Company and with its knowledge.

Intellectual Píopeíty Rights

All computeí softwaíe, píogíams, inventions, designs, impíovements, oí píocesses, which the Employee may make oí devise eitheí alone oí jointly with otheís duíing the teím of this Agíeement, peítaining to the opeíations oí business of the Company, and aíising out of the woík oí íesponsibilities peífoímed by the Employee undeí this Agíeement and all intellectual píopeíty theíein (collectively "Intellectual Píopeíty") shall belong exclusively to the Company and the Employee shall neitheí have noí be entitled to make any claims in íespect theíeto.

Foi the puiposes of above, the Employee shall piomptly disclose and delivei to the Company all infoimation and data in his/hei possession, necessaiy to facilitate and impait a full and complete undeistanding of the Intellectual Piopeity. I'he Employee shall also assist the Company in every way, without any chaige but at the cost and expense of the Company, in obtaining piotection foi said Intellectual Piopeity in India and othei counties.



I'he Employee heieby confiims and agiees that the Company is and shall be the sole and exclusive ownei, whethei by viitue of an assignment, tiansfei oi otheiwise, of all piesent and futuie Intellectual Piopeity acciuing to the Employee in any mannei and in all material wiitten oi devised by the Employee peitaining to the opeiation oi business of the Company and iesulting fiom oi arising out of any work which the Employee shall have carified out pursuant to his/hei Employment and of all rights of action for damages for infringement of the Intellectual Property. If he Employee infringement of the Amployee to that effect, all necessary and adequate documents to confirm the same.

I'he Employee undeístands that foí the Intellectual Píopeíty to vest in the Company as envisioned by above, he may be íequiíed to make an assignment of the Intellectual Píopeíty by execution of appíopíiate and adequate documents. I'he Employee heíeby assigns to the Company all píesent and futuíe Intellectual Píopeíty which may accíue to him in any manneí and in all mateíial wíitten oí devised by the Employee peítaining to the opeíation oí business of the Company and íesulting fíom oí aíising out of any woík which the Employee shall have caííied out puísuant to his/heí Employment and also assigns all íights of action foí damages foí infíingement of the Intellectual Píopeíty.

I'he Employee heieby iiievocably and unconditionally waives any and all iights undei any law, in any juiisdiction, in and to any and all Intellectual Piopeity wiitten, cleated of devised by him whethel solely of jointly and peltaining to the opelation of business of the Company and lesulting fiom of alising out of any wolk which the Employee shall have done pulsuant to his/hel Employment with the Company.

I'o the extent that the Employee intends to use any thiíd paíty píopíietaíy softwaíe ("I'hiíd Paíty Softwaíe"), the Employee must identify in wíiting the píoposed I'hiíd Paíty Softwaíe to the Company and obtain wiitten appíoval of the Company píioí to the use of such I'hiíd Paíty Softwaíe. If such píioí wiitten appíoval is píovided by the Company, the Employee iepíesents and waiíants that he has good and clean title to use the I'hiíd Paíty Softwaíe and that Employee is not infíinging upon any patents, tíademaíks oí copyíights oí violating tíade secíets oí otheí confidential infoimation in using such softwaíe. I'he Employee heíeby gíants to the Company oí its customeís, all íights the Employee has to use such I'hiíd Paíty Softwaíe, and, to the extent possible, an iííevocable, non-tíansfeíable, íoyalty-fíee license to use the I'hiíd Paíty Softwaíe. If the Company oí its customeís must obtain a license fíom such thiíd paíty to use oí distiibute the I'hiíd Paíty Softwaíe, the Employee agíees to use the Employee's best effoits to obtain such a license on behalf of and foi the Company oí its customeís. If the Company does not píovide wiitten authoíization to use the I'hiíd Paíty Softwaíe, in íendeíing its seívices to the Company oí its customeís.

I'o the extent that the Employee intends to use any piopiietaly softwale developed by the Employee ("Employee Softwale"), the Employee must identify in wilting to the Company and its customels the Employee Softwale, and obtain wilten appioval of the Company piloi to the use of the Employee Softwale. If such piloi wilten appioval is plovided by the Company, the Employee leplesents and wallants that he has good and clean title to use the Employee Softwale and that Employee is not inflinging upon any patents, tlademalks of copylights of violating tlade seclets of othel confidential



infoimation in using the Employee Softwaie. Fuithei, Employee agiees to heieby assign to the Company of its customeis all fights, title and interest to the Employee Softwaie. If desifed by Employee and only if Employee made such piloi disclosuie and obtained piloi wiltten consent from the Company, Company of its customeis shall provide a non-exclusive, non-transferable, royalty-free license to the Employee to use the Employee Softwaie. If the Employee does not disclose the Employee Softwaie to the Company and its customeis, of if the Company does not provide witten authorization to use the Employee Softwaie, the Employee shall not use the Employee Softwaie in rendering its services to the Company of Client. If the Employee uses the Employee Softwaie without obtaining any piloi written consent by the Company, Employee agrees that such Employee Software with the Company prior written authorization to use the Company of Client. If the Employee uses the Employee Software without obtaining any prior written consent by the Company, Employee agrees that such Employee Software without obtaining any prior written consent by the Company, Employee agrees that such Employee Software with the provisions of this Clause.

I'he Employee íepíesents and waííants that the disclosuíe of the I'hiíd Paíty Softwaíe oí the Employee Softwaíe and its use by the Company oí its customeís, subject to the conditions mentioned above, will not in any manneí íesult in infíingement oí violations of any íights vested in any thiíd paíty including such thiíd paíty's píopíietaíy íights oí íights to intellectual píopeíty. In the event of any bíeach of this píovision of this Agíeement, the Employee agíees to defend, indemnify and hold the Company haímless fíom and against any and all liabilities, claims oí demands whatsoeveí (including expenses, couít costs and íeasonable attoíneys' fees íelated theíeto) thatmay be asseíted against the Company oí its customeís by any peíson oí entity by íeason of bíeach by the Employee of the píovisions of this Clause

I'he Employee acknowledges and agiees that his salaiy includes compensation foi the assignment to the Company of all intellectual piopeity ights with isspect to the Intellectual Piopeity, as piovided in this above

Confidentiality:

As used in this Agíeement, the teím "Confidential Infoímation" shall mean all non-public tangible and intangible infoímation íelating to the Company of its business, affaiís, dealings of opeíations of the Company's customeis of theif business, affaiís, dealings of opeíations that is disclosed to the Employee, that the Employee píoduces, of that the Employee has acquifed, of heíeafteí acquifes duíing his Employment with the Company. Confidential Infoímation shall include by way of illustíation and not limitation, the following:

- (a) Any information concerning the business accounts of finance plans of strategies of the Company of of any other entity which is the customer of the Company;
- (b) Any iepoit of ieseaich commissioned by of on behalf of the Company of any of its iespective clients, in connection with the business of affails of the Company of any of its iespective clients;
- (c) all Intellectual Piopeity including tiade seciets, know-how and confidential tiansactions of the Company;
- (d) all maíketing, píoduct development and business plans of the Company and all customeí names and lists;



- (e) all píoduct design and manufactuíing infoímation, and all methods, píocesses and techniques of doing business; and
- (f) any othei infoimation which may be teimed confidential by the Company and whose dissemination may seliously compiomise and jeopaidise the business intelests of the Company, which has of may have come to his knowledge duiing the continuance of this Agieement.

Unless and until such infoímation:

- (i) Is voluntaíily disseminated by the Company to the public;
- (ii) Becomes pait of the public domain thiough lawful means and not as a iesult of a bieach of this Clause; oi
- (iii) Is íequiíed to be disclosed by law.

Save as may be iequiied by law, the Employee shall not, duiing the peiiod of his Employment with the Company of the leafter for a peiiod of 3 years, use of attempt to use, divulge, communicate of exploit any Confidential Information, difectly of indifectly, partially of in whole, under any circumstances of by any means, to any third person without the prior express written consent of the Company. If the Employee shall not, during the period of his Employment with the Company of the leafter, directly of indirectly, copy, transmit, reproduce, summarize, quote of make any commercial of other use whatsoever of any Confidential Information, except as may be necessary to perform his duries as an Employee of the Company hereunder.

I'he Employee agíees and confiims that all Confidential Infoimation is and shall iemain the piopeity of the Company at all times and that the Employee shall keep the Confidential Infoimation in secuie condition and iendei all assistance iequiied by the Company to pievent and safeguaid against impiopei use of the Confidential Infoimation.

The Employee acknowledges and agrees that the salary includes compensation for his/her obligations in this.

Medical fitness & Accuíacy of the testimonials and infoímation píovided

L'his Offeí Letteí and its continuance aíe subject to youí being and íemaining medically (physically & mentally) fit. If so íequiíed, GalaxE.Solutions (I) Pvt. Ltd. may get this confiímed by GalaxE.Solutions (I) Pvt. Ltd.'s Medical Officeí oí the Medical Píactitioneí appíoved by "GalaxE.Solutions (I) Pvt. Ltd."

I'he offeí is subject to Accuíacy of the testimonials and infoímation píovided by you and youí being fíee fíom any contíactual íestíictions píeventing you fíom accepting this offeí oí staíting woík on the above-mentioned date.

DECLARAIION

| ١, | accept this offei of Employment with GalaxE.Solutions and |
|----|---|
| а | gíee the teíms and conditions outlined in this letteí. |

| Name | | |
|------|---|--|
| Nume | • | |
| | | |

| Signatuíe | : | |
|-----------|---|--|
|-----------|---|--|



Date : _____

ANNEXURE 1

Compensation Details:

| Name: Gorrepati Pujitha Designation: Associate Dev | elopeí | Date of Joining:6 th October, 2018 Location: Bangaloíe | | |
|---|---------------------|--|--|--|
| Components | INR (Rs.) peí Month | INR(Rs.) peí Annum | | |
| Gíoss Salaíy | 33,500 | 402,000 | | |
| Ïood Voucheí | 750 | 9,000 | | |
| Píovident lund (Company Contíibution) | 1,800 | 21,600 | | |
| Gíatuity | - | 10,550 | | |
| Medical Insuíance | | 7,500 | | |
| Annual CIC: | | 450,650 | | |

Giatuity: Giatuity will be payable in line with the statutoly plovisions, upon sepalation flom the company, subject to completion of minimum of five yeals of Employment with GalaxE.Solutions.

L'axation: L'axation will be governed by the income tax rules. L'he company will be deducting tax at source as per income tax guidelines.

a) Youí indicative annual CI'C foí yeaí 2 can be up to Rs.7.5 LPA*
 Youí indicative annual CI'C foí yeaí 3 can be up to Rs.11 LPA *
 * Based on peífoímance

ANNEXURE 2

House Rent Allowance:

I'o avail tax benefit on this amount you have to submit íent íeceipts once a yeaí to the finance depaítment.

Medical Insuíance: Company offeís compíehensive medical insuíance which includes total of 4 lacs coveíage foí the employee, spouse, childíen, paíents oí paíents-in-laws.

Leave Tavel Allowance

I'his is pait of youí annual gíoss salaíy, which will be íeimbuísed against actual bills within the specified limits, subject to availing Indian Income I'ax íegulations.

lood Coupons



Extía Food coupons can be availed by the Employee foí the tax benefit. Food coupons aíe distíibuted within 10th of eveíy month in íespective locations by finance depaítment.

Píovident Ïund

Company offeis effective PF plan foi the Employees. I'his tax saving is applicable when you choose to opt foi additional contiibution fiom youi end.

Conveyance allowance

Foí the compíehensive benefit of the Employee Conveyance allowance is píovided foí the Employee who extends theií stay beyond woíking houís foí woík. Similaíly, foí the Employees who woíks on Sundays and National (GalaxE) Holidays. Cab facility is píovided foí the Employees who woík late houís.

lood Allowance

I'he Employee avails the benefit of food allowance foi extend of stay beyond woiking houis to meet theil dinnel expense. Similally foi the Employee who woik on Satuidays, Sundays and National (GalaxE) holidays.

Otheís elements: Píofessional liteíatuíe, **I** &D, **I** elephone/Mobile bills etc.

Píe-joining loímalities

As it has been explained to you duiing the interview stage, we may do a pie-joining background verification, which would cover your educational qualification, personal verification, place of stay (address) and job experience (other than your current job as mentioned in your application). For this purpose you would be required to provide us with the necessary documentation. Our Background Verification learn would contact you in due course to guide you through the pre-joining background verification process. For any queries related to pre-joining formalities you can email to srajaiah@galaxe.com.

Document Checklist:

Please submit one set photocopy of all the documents mentioned below:

- Photocopy of Educational ceítificates and all semesteí maík sheets
- I'wo iecent passpoit size photogiaphs
- Passpoít copy
- Pan caíd copy
- Documents suppoíting existing/píevious visas & oveíseas tíavel

We feel you will make a substantial impact upon the futuíe diíection and success of ouí Company.We look foíwaíd to youí joining us

Please feel fiee to contact Mamatha Bandam on phone +91-80-41429677 foi any claiifications of assistance ielated to compensation and benefits and Sam Rajaiah on phone +91-80-41429734 foi any claiifications of assistance ielated to Pie Onboaiding documentation.

Offeí Letteí



Please sign and ietuin to the undeisigned the duplicate copy of this lettei signifying youi acceptance.

Foí GalaxE.Solutions India Pvt. Ltd.

Bangitha

Sangeeta Bhaíat Associate VP - Recíuitment

BE YOURSELF, MAKE A DIFFERENCE.

14-468.

Strictly Private and Confidential

13-Dec-2018

Gudavalli Sridhar

G.Ravi, Dr.No :12-20, Behind Mastaan apartments, Penamaluru center, Poranki, Penamaluru mandal, Krishna district 7674844950

Dear Gudavalli,

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 7.25 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.

Version 8.0 (Dec 2018)

Candidate's Signature

accenture

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.

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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 campus.queries@accenture.com.

We look forward to hearing from you regarding your decision to join the Company. I wish you a successful career ahead of you and look forward to your joining us.

Yours sincerely,

ACKNOWLEDGED AND AGREED:

Mohan Sephar

Mohan Sekhar Senior Managing Director Lead, Advanced Technology Centers, India

[Insert full legal name]

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ANNEXURE - I

COMPENSATION & BENEFITS

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

| | Annual (INR) |
|--|--------------|
| (A) Annual Fixed Compensation | 314,225 |
| (B) Local Variable Bonus (LVB) earning potential (at maximum 8.5%) | 26,709 |
| Maximum Annual Total earning potential (A+B) | 340,934 |

| (C) Additional Benefits | |
|--|---------|
| Gratuity as per law# | 5,290 |
| Insurance Premium (notional value) | 3,776 |
| Total Cash Compensation + Total Additional Benefits (A+B+C) | 350,000 |

Annual Fixed Compensation

• Your annual fixed compensation is INR 314,225. This includes allowances structured in accordance with the Company compensation guidelines and applicable statutory norms. Please note the annual fixed compensation includes employer's contribution to Provident Fund, as applicable.

Note: For International Worker Only*

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

*As defined by applicable law from time to time.

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

4

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Local Variable Bonus (LVB)

• As part of your annual total cash compensation, you are eligible to participate in the Local Variable Bonus program. At your career level, the annual target variable pay-out is estimated as INR 26,709. The LVB will be paid out subject to you being on the rolls of the Company on the date of disbursement of these payouts and will be prorated based on your tenure in the Company during the year. The pay-out that you receive will depend on but not limited to your performance achievement and the performance of Advanced Technology Centers, India in the current Company fiscal year. Details of the program will be communicated to you separately. The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the Local Variable Bonus guidelines.

Benefits applicable for current Company financial year:

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

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

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

b. For Permissible claims under the Medical Insurance plans detailed above, you will be required to contribute a defined percentage of each claim, as under:

- 10% of such claims for self, spouse and 2 dependent children
- · 20% of such claims for parents, parents in-law and additional children under the separate

Insurance plan

2. Personal Accident coverage for self, up to three times your gross annual fixed compensation.

3. Life Insurance coverage equivalent to one time of your annual fixed compensation with minimum cover of INR

5,00,000

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

1. Gratuity as per law

2. One time relocation allowance subject to a maximum of INR 2,500 on submission of actual supporting as per policy.

3. Transport facility, as per Company guidelines, can be availed at no cost.

Details pertaining to relocation allowance will be provided to you at the time of joining the Company. In the unlikely event you choose to leave the Company, or your services are terminated, before the completion of 1 year of employment with the Company, the relocation assistance will be construed as debt due and payable by you and should be repaid on termination of your employment. Any dues payable by you on termination will be recovered from your final settlement to the extent possible. The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the Medical Insurance, Personal Accident Insurance and Life Insurance and Relocation Assistance program guidelines.

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

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

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

ANNEXURE - II

Mandatory documentation at the time of onboarding:

- 1. Two copies of your recent passport size photographs.
- Copy of X, XII and all semester mark sheets of PG & UG Degrees.
- 3. Copy of Degree/PG/Diploma (as applicable) certificates.
- 4. Passport copy, if available (if not please apply immediately).
- 5. Pan Card (Mandatory)
- 6. Copy of Aadhaar Card or copy of receipt of Aadhaar enrollment number

14-474



· 1.,

HRD/3T/18-19/12522189

Ms. Gunji Sai Bhavani Candidate ID: 12522189 22-100 Nehru nagar, Nandigama Andhra Pradesh Nandigama - 521185 India Ph: (91) 76619 15553

Dear Gunji Sai Bhavani,

Welcome to Infosys!

It is a time of transformation for us, under the direction of new leadership. In our new journey, learnability, our values and the deeply-held, trusted relationships with our clients continue to be the cornerstones of our organization.

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

Warm regards,

RICHARD LOBO EVP - Head HR

> 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: 2018.07.18 16:28:52 +05:30 Reason: Offer Letter Location: Bangalore

July 18, 2018

Infosys°

HRD/3T/18-19/12522189

July 18, 2018

Ms. Gunji Sai Bhavani Candidate ID: 12522189 22-100 Nehru nagar, Nandigama Andhra Pradesh Nandigama - 521185 India Ph: (91) 76619 15553

Dear Gunji Sai Bhavani,

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 September 03, 2018.

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 22,500 per month** and Total Gross Salary post training will be **INR 27,084 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 15% 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 sum of the (Basic Salary and Dearness Allowance) as mentioned in the Compensation Details sheet at Annexure - I of this letter. The mode of payment for Financial Year 2018-19 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. 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.

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

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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. Your simple average should not be less than what was specified during the selection process. You should also have completed all studies, course requirements and examinations required for the award of the educational qualification recorded by you in employment with Infosys. You will be required to produce all marks sheets and other relevant documents at the time of joining.

You will produce all marks sheets and other relevant documents, 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 requires you to work night shifts, the policy on night shift allowance of the Company (if in force) will be made applicable to you.

You shall be required to sign certain mandatory agreements, including but not limited to the Confidentiality, Intellectual Property Rights, the Code of Business Conduct and Ethics and your employment shall be governed by all the rules and regulations, as amended from time to time, of the Company as applicable to your employment with us. This offer is also conditional upon your acceptance and execution of the Non-Compete Agreement (Annexure - III).

This offer of employment constitutes the entire agreement between you and the Company regarding the terms of your employment and it is the complete, final, and exclusive embodiment of your agreement with regard to this subject matter and supersedes any other promises, warranties, representations or agreements, whether written or oral. It is entered into without reliance on any promise or representation other than those expressly contained herein, and it cannot be modified or amended except in writing signed by an authorized officer of the Company.

If any of the terms or conditions of this offer are found to be illegal or unenforceable, such terms shall be treated as severable from the rest of the terms and conditions of this offer and the remaining terms and conditions shall continue in force.



This agreement shall be governed by the laws of India and you hereby agree to the exclusive jurisdiction of the courts in Bangalore, India.

As a token of your acceptance of this offer, please bring a duly signed duplicate copies of the letter and all the accompanying annexures, on the date of joining.

We welcome you to the Infosys family and wish you a rewarding career over the years to come.

Yours sincerely,

RICHARD LOBO EVP - Head HR

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



ANNEXURE - I (Compensation during the Training Period)

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| | COMPENSATION DETAILS (All figures in INR per month) | | |
|--|--|------------------|--|
| NAME | Ms. Gunji Sai Bhavani | | |
| ROLE | Systems Engineer | Systems Engineer | |
| ROLE DESIGNATION | DESIGNATION Systems Engineer Trainee | | |
| 1. MONTHLY COMPONENTS | | | |
| BASIC SALARY | | 6,420 | |
| FIXED DEARNESS ALLOWANCE (FDA | A) | 1,100 | |
| BASKET OF ALLOWANCES (This is to Allowance, Children's Education Allowance) | be used towards HRA, LTA, Medical ce, Transport Allowance and Miscellaneous | 9,277 | |
| BONUS / EX-GRATIA (95% of the eligib paid out on a monthly basis) | le amount (20% of (Basic + FDA)) being | 1,429 | |
| PERSONAL ALLOWANCE | | 2,935 | |
| MONTHLY GROSS SALARY | | 21,161 | |
| 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) | | 75 | |
| 3. RETIRAL BENEFITS | | | |
| PROVIDENT FUND - 12% of (Basic + FI | DA) | 902 | |
| GRATUITY - 4.81% of (Basic + FDA) | | 362 | |
| FIXED GROSS SALARY (FGS) (1+2+3 |) | 22,500 | |

| | OTI | HER BENEF | ITS | |
|--|---------------------------|-----------|----------------------|--|
| Scheme | Eligible Amount in INR | Interest | Monthly Installments | Margin Money (To be borne by the employee) |
| SALARY LOAN (subject to submission of Trainee Agreement) | 12,000 | 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 policy is subject to the fulfillment 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.



Nil

ANNEXURE- II (Compensation post Training)

| | | IPENSATION D figures in INR per | | | |
|---|---|---|-----------------------------------|--|--|
| NAME | (| Ms. Gunji Sa | | | |
| ROLE | | Systems Engl | ineer | | |
| ROLE DESIGNATION | | Systems Engi | ineer Trainee | | |
| 1. MONTHLY COMPON | ENTS | | | | |
| BASIC SALARY | | | | 7,730 | |
| FIXED DEARNESS ALLO | WANCE (FDA) | | | 1,100 | |
| BASKET OF ALLOWANC Allowance, Children's Educ | | | | 11,470 | |
| BONUS / EX-GRATIA (95 paid out on a monthly basis) | | nount (20% of (Ba | sic + FDA)) being | 1,678 | |
| MONTHLY GROSS SALA | RY | | | 21,978 | |
| 2. ANNUAL COMPONEN | T | | | | |
| BONUS / EX-GRATIA - (E after adjusting the advance (| alance 5% will be p 95%) paid out on a | paid out in the end monthly basis) | of the financial year | 88 | |
| 3. RETIRAL BENEFITS | | | | | |
| PROVIDENT FUND - 12% | of (Basic + FDA) | | | 1,060 | |
| GRATUITY - 4.81% of (Ba | sic + FDA) | | | 425 | |
| FIXED GROSS SALARY | (FGS) (1+2+3) | | | 23,551 | |
| 4. INCENTIVE COMPON | | an indicative ayout of 5% | At an indicative Payout of 10% | At an indicative Payout of 15% | |
| TRAINING PERFORMANCE1,1782,355LINKED INCENTIVE (TPI)11 | | | | 3,533 | |
| TOTAL GROSS SALARY payout of 5% of FGS) | (inclusive of the i | ncentive compone | ent at an indicative | 24,729 | |
| TOTAL GROSS SALARY payout of 10% of FGS) | (inclusive of the i | ncentive compone | ent at an indicative | 25,906 | |
| TOTAL GROSS SALARY payout of 15% of FGS) | (inclusive of the i | ncentive compone | ent at an indicative | 27,084 | |
| | (| OTHER BENEFI | TS | | |
| Scheme | Eligible Amoun in INR | t Interest | Monthly Installments | Margin Money (To be borne by the employee) | |
| SALARY LOAN | 10.000 | | 10 | NU | |

*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 policy is subject to the fulfillment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.

Nil

12,000

12

*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.



(subject to submission of

Trainee Agreement)

, , ,





OFFER OF EMPLOYMENT

Dear Gunnav Begun

With reference to the discussions we had with you, we on behalf of Arziac Technology Services, are pleased to offer you the position of "Customer Support Executive" and invite you to join Arziac Technology Services

Based upon your credentials and the information shared during your interview, we feel that you will be able to make an outstanding contribution to our organization and you will be eligible for a compensation of Rs. 10000 (Including incentives + Allowances) (Rupees Ten Thousand Only).

The allowances, benefits and other terms and conditions of your employment will be as per company policies as applicable from time to time. Your compensations will be reviewed in future as per company policy.

You will be provided with ON-JOB training for a period of 10 days from the date of joining and no compensation will be provided during the ON-JOB training period.

On joining the company you shall be on probation for a period of Three Months. You will abide by the rules and regulations of the company as may be in force from time to time.

We welcome you aboard and the detailed appointment order will be given after completion of training successfully. We expect you to join on or before in line with discussion with you, otherwise this offer will stand withdrawn automatically.

Our Offer is contingent upon satisfactory evidence and verification of your credentials. Received Oniginal: Gunnar Begunn

- Educational Qualification (Photocopy) 1.
- 2. Identity Proof (Photocopy)
- 3. Address Proof (Photocopy)
- 4. Four Passport Size Photograph

Again, congratulations and welcome to Arziac Technology Services,

Thanking You,

Harish **HR Head** 63821 63474

No. 21-23a, Rainbow Arcade, 2nd Floor, Sir Thiyagaraya road, Pondy Bazaar, T-nagar, Chennai - 600017.

+91 44 43527220

info@arziac.com

@ www.arziac.com .

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Company Confidential - This communication is confidential between you and Infosys Limited. Page 1 of 8

Infosys

HRD/3T/18-19/12527191

July 23, 2018

Ms. Guthikonda Lakshmi Keerthana Candidate ID: 12527191 8/200 Gowrishenkarapuram Andhra Pradesh Gudivada - 521301 India Ph: (91) 85000 32997

Dear Guthikonda Lakshmi Keerthana,

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 September 24, 2018.

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.

Company Confidential - This communication is confidential between you and Infosys Limited. Page 2 of 8

Infosys

14-474

Cognizant

19-Dec-2018

Dear Chandrakanth Inturi, B.Tech/B.E., Electronics and Communication Engineering Gudlavalleru Engineering College

Candidate ID - 12761262

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. pmy

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: Chondrakanth Inturi | Designation: | Programmer Analyst Tra | inee |
|---------|--|--------------|------------------------|---------|
| SI. 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) | N | | 14 000 |
| | 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.

19-Dec-2018

Dear Chandrakanth Inturi, B.Tech/B.E., Electronics and Communication Engineering Gudlavalleru Engineering College

Candidate ID - 12761262

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14-479

Cognizant

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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.

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Please note

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

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

We look forward to you joining us. Should you have any further questions or clarifications, please log into https://campus2cognizant.cognizant.com

Yours sincerely, For Cognizant Technology Solutions India Pvt. Ltd.,

Suresh Bethavendu Global Head-Talent Acquisition I have read the offer, understood and accept the above mentioned terms and conditions.

Signature :

S. on

Date:

14-479

Cognizant

Annexure A

Name: Chandrakanth Inturi Designation: Programmer Analyst Trainee SI. 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 apportunities 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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Teach Mishindris Limited Infocity, Heech City Layout Mathopas Hyderibed SCOCE1, India Inc., 491,401 (9938) 1300

Fibe +61 40 5636 1300

connoculluschmanundra.com

Date: 28th November, 2018

Pagetened Office Georway Building, Apolio Bunder Murrhal ADD CO1, Astra UN LDASOCKET SB5PLD011370

Ref:1649488/724191/Permt

Tech

Ivaturi Santhi Flat.No: 504, Amma Constructions, Srinidhi Empire Near ANR College, Gudivada, AP - 521301 Phone No: 8341603240

Mahindra

Subject: Offer of Appointment

Dear Ivaturi Santhi,

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

1. With reference to our discussions, we are pleased to offer you appointment in our Organization as Associate Technical Support on U1 band, operating out of our Hyderabad office.

2. Your "Annual Total Cost To Company" will be **Rs. 259205 (Rupees Two Lakhs Fiftynine Thousand Two Zero Five Only).** Please refer **Annexure-A** for details on the compensation and statutory deductions. 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.

3. Your employment with us will be governed by terms and conditions as specified in Annexure-B.

4. You are required to join on **29th November**, **2018** and report to **Alekya C** at 12:00 PM to complete the joining formalities at **Tech Mahindra Limited**, **SEZ Gate**, **Jubilee Enclave**, **Hitech City Layout**, **Madhapur**, **Hyderabad**. The Offer stands withdrawn thereafter, unless the date is extended and communicated to you in writing. 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.

5. 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.

6. Kindly acknowledge acceptance of this Offer of Appointment by signing and returning the 'acceptance copy' to Alekya C latest by **29th November, 2018**. In case of further clarifications, please get in touch with Offers Team (on E-Mail: AG00421922@Techmahindra.com, and quote the Reference No. as mentioned above).

With Best Wishes For Tech Mahindra Limited.

Vishal Khanna Head – Resource Management Group

Encl: Annexure-A (Salary Structure), Annexure-B (Important / Indicative Terms & Conditions of Employment), Annexure-C (Medical Self declaration), Annexure-D (Check List of Documents), Annexure-E (Confidentiality Agreement), Annexure F – Intellectual property Assignment, Annexure-G – General Covenant, Annexure H -(Acknowledgement),

Accepted Date:

Signature of Candidate:

Page 1 of 20

Tech Mahindra

Teats Mishindris Limited Infocity, Fitech City Layas Atadhapur, Hyderelaad ISODD11, India

Tel: +91 49 8636 1300 Fax: +91 40 6696 1309

technishindra.com connecettechmaniedra.com

Regelered Office Gaseway Building, Apollo Bunder Mumba: 400 001, Inste ON LINEROMET SUBPLOOK1320

Annexure - A (Contd...)

4. 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 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 **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 enrolment of parents is not opted for, the applicable cover (for self only OR self + spouse + up to 2 children) will be **2 Lakhs**.

c) Group Personal Accident Insurance (GPAI) coverage: You would be enrolled under the Company's GPAI scheme with a cover of up to 5 Lakhs payable in case of permanent disablement arising out of any unfortunate event of an accident.

5. Deductions:

- 1. 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.
- Statutory Deductions: The Company 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 the Company, 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
- 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; TVP shall be payable as per Variable Pay Policy applicable for the Financial Year
- 4. 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.
- 5. 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.
- 6. Gratuity shall apply as per the 'Payment of Gratuity Act 1972'.

With Best Wishes For Tech Mahindra Limited.

Vishal Khanna Head – Resource Management Group

Tech Mahindra

Tech Mehindre Limited

Infocity, Hitsoh City Layout Madhapur: Hydenbad SOCOB1, India

NE + 811 40 6638 1000 Figs: +51 40 5696 1309

sechtrehindes.com connect/likectwhahindra.com

Disgustancesi OFScar Geneway Skilling, Apolo Bundor Mushba 400,003, Mba

CIN LEASUEMAN SEEPLEMAN 370

Annovure - A

| NAME | Ivaturi Santhi | | |
|---|--|-----------------------------------|--|
| TITLE | Associate Technical Support | | |
| BAND | U1 | | |
| LOCATION | Hyderabad | | |
| COMPONENTS | 5 | Per Annum (All figures in INR) | |
| BASIC (@30%) | OF TOTAL FIXED PAY) | 67500 | |
| HRA (@50% O | | 33750 | |
| TRANSPORT A | | 12000 | |
| STATUTORY BO | | 13500 | |
| And the second se | CONTRIBUTION TO PROVIDENT FUND (@12% OF BASIC PAY) | 8100 | |
| | CONTRIBUTION TO ESI (@4.75%) | 10969 | |
| PERSONAL PAY | | 79181 | |
| TOTAL FIXED PAY | | 225000 | |
| | BLE PAY (TVP)(B) | 25000 | |
| ADDITIONAL BENEFITS | | 9205 | |
| GRATUITY | | 3247 | |
| INSURANCE PREMIUMS (towards GTLI, GMIP AND GPAI) | | 5958 | |
| TOTAL COST TO COMPANY $(D) = (A) + (B) + (C)$ | | 259205 | |

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 Companies specified Bank/s. Disbursement of Salary is subject to your regular attendance, submission and updation of Permanent Account Number (PAN) details in the company's records.

2. Flexible Benefit Plan (as applicable): Associates will also be given an option of restructuring their Flexible component of their the "Flexi Benefit Plan' under the following heads as per eligibility specified in the applicable policy: JFP as

| Component | Max Limit |
|-------------------------------------|-----------|
| Leave Travel Assistance | |
| Medical Reimbursement | |
| Residential Telephone Reimbursement | |
| Car Scheme Policy | |
| Fuel & Maintenance | |
| Driver Salary | |
| Superannuation | - |
| National Pension Scheme | - |

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

3. *Applicable, only if company transport is not availed.



Letter of Intent

Doc Ref. No.:QC20181326

Date of Issue: 12th JUNE 2018

Dear JELDU JONAH NIKHIL,

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: <u>university.relations@quest-global.com</u>

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:

QuEST Global Engineering Services Private Limited

<u>Reg. off. Address:</u> AEQUS Special Economic Zone, No.437/A, Plot No.2 Hattaragi Village, Hukkeri Taluk, Belgaum KA 591245 IN CIN: U74900KA2014PTC076219

<u>Communicationaddress:</u> Embassy Tech Village, Building 7B, Primrose, Outer ring Road, Devarabeesanahalli, Varthur Hobli, Bangalore East Taluk, Bangalore - 560103 Ph: +91-80-67090000; Fax: +91-80-67093200; Email: info@quest-global.com www.quest-global.com



*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 | <u>Details</u> | |

| 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.

QuEST Global Engineering Services Private Limited

Reg. off. Address: AEQUS Special Economic Zone, No.437/A, Plot No.2 Hattaragi Village, Hukkeri Taluk, Belgaum KA 591245 IN CIN: U74900KA2014PTC076219

<u>Communicationaddress</u>: Embassy Tech Village, Building 7B, Primrose, Outer ring Road, Devarabeesanahalli, Varthur Hobli, Bangalore East Taluk, Bangalore - 560 103 Ph: +91-80-67090000; Fax: +91-80-67093200; Email: info@quest-global.com www.quest-global.com



Your monthly deduction from salary towards Medical Insurance premium would be INR **625**. This is as per your current Band; the amount will change accordingly in case of Band change.

You are eligible for benefits coverage as per QuEST Band. For your current Band the coverages shall be:

- Group Medical Insurance cover of INR 300000
- Group Personal Accident Insurance cover of INR 1000000
- Group Term Life Insurance cover of INR 1500000
- Employee Deposit Linked Insurance cover as per statutory requirement

Note: Income tax liability of allowances / reimbursements will be considered in light of the existing tax laws. In case any tax has to be recovered for any allowances / reimbursements, either because of changes made to the law by the Govt. of India or pursuant to an order by an Income Tax Officer or any responsible officer of the Income Tax Department, then the same will be recovered from employee's salary, either with retrospective or prospective effect, as the case may be.

Declaration: All aspects of QuEST policies provided in this document are intended to provide indicative details. For Policy details, please refer to QuEST QMS on intranet. The ownership and right for implementation of these policies rests with QuEST alone. QuEST reserves the right to make changes to the policies, including but not limited to withdrawal of the same, from time to time with or without prior notice.

QuEST Global Engineering Services Private Limited Reg. off. Address: AEQUS Special Economic Zone, No.437/A, Plot No.2 Hattaragi Village, Hukkeri Taluk, Belgaum KA 591245 IN CIN: U74900KA2014PTC076219 Communicationaddress: Embassy Tech Village, Building 7B, Primrose, Outer ring Road, Devarabeesanahalli, Varthur Hobli, Bangalore East Taluk, Bangalore - 560103 Ph: +91-80-67090000; Fax: +91-80-67093200; Email: info@quest-global.com

www.quest-global.com



Date: October 16, 2019

1 han-m

Dear Raghava Jonnalagadda,

We are pleased to offer you a position of Relationship Manager, Under the Management Associate Sales Program at L1 Level as per the following terms and conditions. 1. Place of Posting: Hyderabad. Your final location would be confirmed at the time of joining. The Company has pan India operations and hence your posting is transferable. Your scope of work will include but not limited to all the functions related to Sales, Business Development, Credit and Collections for the company.

 Working hours: Working hours are from 09:30 AM to 06:00 PM, 6 days per week. However, if the exigency of work demands, you should be prepared for longer work hours to ensure timely completion of assigned tasks. **3. Probation:** You will be on probation for a period of six months from the date of joining. Upon successful completion of probation your appointment will be confirmed. Your probation may be extended depending on your performance.

4. Compensation Package:

4.1. Salary: As per the structure mentioned below:

| Particulars (p.a.) | Amt (Rs.) |
|--------------------------|-------------|
| Basic Salary | Rs. 180,000 |
| House Rent Allowance | Rs. 90,000 |
| Leave & Travel Allowance | Rs. 72,000 |
| Mobile & Fuel Allowance | Rs. 24,000 |
| Other Allowances | Rs. 92,400 |
| Provident Fund | Rs. 21,600 |
| Gross Salary | Rs. 480,000 |
| Incentives | Rs. 140,000 |
| CTC * | Rs. 620,000 |

W

*Insurance is a company paid benefit which is over and above your CTC

4.2. Allowances:

4.2.1. You will be entitled to reimbursement of official calls on mobile phone and use of internet data card/wifi (At present this is <u>Rs. 24,000 p.a.</u>)

4.2.2. Official travel will be reimbursed subject to the policies of the company governing the same.

4.3. Other Benefits:

4.3.1. You will be entitled to Privilege Leave (PL) of 21 Days per annum, however no such leave is allowed within the first 6 months of joining

14-484.

4.3.2. You will be entitled to an Incentive which will depend on your performance against targets planned for specific periods and other rules governing the same. (At present performance based incentives for Relationship Manager are pegged at <u>Rs. 140.000 / p.a.</u>)

ю,

4.3.3. You will be covered under the group medical and accident insurance policies of the company

5. General:

5.1 You are expected to devote your whole time, attention and ability to the interest of the company and show total commitment to its goals.

5.2 You will have to maintain absolute secrecy and confidentiality in regard to all the documents and information pertaining to the company and its customers, which you come across in course of your duty.

5.3 You will not engage yourself, in any business of your own or any other business/employment.

5.4 You are expected to treat these terms of employment confidential.

5.5 Breach of any of the above conditions will render you liable for termination of your employment without notice.

5.6 Any dispute between you and the company concerning or relating to or arising out of this offer shall be subject to the jurisdiction of and be determined by the court of the competent jurisdiction in Mumbai only.

6. Notice Period: Either party shall be entitled to terminate the said employment by giving notice or in-licu of such notice, a sum equal to the basic salary for the notice period.

7. Your Date of Joining shall be July 6, 2020.

8. Acceptance: Kindly sign the duplicate copy of this letter or send us an email to confirm your acceptance.

For Home First Finance Company India Ltd.

(Authorised Signatory)

I have read the contents of the above offer and accept the same. I will join on

Date:

(Signature):



| Offeí Letteí | | | |
|-----------------------|----------------------------------|---------------|--------------------------|
| Doc.Code: Veísion: | GLX_HR_ I' EM_OffeiLettei | Effective | 10/29/2017 |
| Contact | HR I ″eam | Date Email | galaxeindiahí@galaxe.com |

OTTER LETTER

Píivate & Confidential Ref: Dated: 1st September, 2018

Mr. Kadali Aditya Veeravasaram. AP

Deaí Kadali Aditya,

In continuation to ouí vaíious discussions we aíe pleased to offeí you an Employment with GalaxE.Solutions India Pvt. Ltd, as Associate Developeí. I his is the beginning of a long and íewaíding caíeeí with GalaxE.Solutions.

Youí joining date is on 6th october, 2018. Please aííive at 9:00 AM on youí fiíst day of Employment at thefollowing location to complete Onboaíding woík and new hife oíientation.

GalaxE.Solutions India Pvt. Ltd. 1st Flooí, Voyageí Block, Inteínational **l**'ech Paík Ltd., Whitefield Main Road, Bangaloíe – 560066, INDIA.

Compensation and Benefits

- a) Youí Annual CL'C is Rs. 450,650/-p.a. Foí detailed bíeakup please íefeí to Annexuíe 1.
- b) GalaxE offeís wide-íange of Employee benefits and foí moíe details please íefeí to Annexuíe
 2.
- c) You will be fequifed to enter into a training contract with the company. I he contract terms would include 36 months commitment from your side. You will be liable to pay to the company ₹ 150000/- as training fees if you wish to leave the company within the 36 months period.

Place of Woík

© 2022 GalaxE Gíoup, Inc. CONFIDENI'IAL

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Unit No. A, 1st Flooí, Voyageí Block, Inteínational l'echnology Paík Ltd.(Il PL) Whitefield Road, Bangaloíe – 560 066, INDIA Phone: +91-80-4084 7777, +91-80-4142 9100, Fax: +91-80-4115 8509, www.galaxe.com



Youí place of posting will be Bangaloíe, howeveí, based on the business needs you may be tíansfeííed oí expected to tíavel to any of ouí offices in India and/oí Inteínationally(Oveíseas).

About Galax E Solutions India Pvt Ltd.

GalaxE.Solutions India Pvt. Ltd

GalaxE.Solutions an ISO 9001, CMMI level 3 Company has been honoied as 2012 l'echnology Company of the Yeai by Automation Alley, Michigan's laigest technology business association. **GalaxE.Solutions®**, **Inc. (GalaxE**), is an industiv leadei in designing and deploying business piocesses and suppointing systems that enable clients to tiansact and shaie infoimation acioss inteinal netwoiks and the Inteinet, taigeting Business iesults, competitiveness and efficiency.

With state-of-the-ait delively centels throughout Noith Amelica, Eulope, and Asia, GalaxE.Solutions levelages its experitive in professional technology, staffing, and managed services to deliver quality solutions for the most demanding business and user requirements.

GalaxE.Solutions is headquaíteíed in Someíset, NJ; with offices located in Detíoit, MI; Bangaloíe, Noida, and Hydeíabad, India; l'oíonto, Canada; London, United Kingdom; and Guangzhou, and Shanghai, China. Foí oveí a decade GalaxE.Solutions has píovided end-to-end technology-based solutions to the Foítune 1000 with a focus on the Healthcaíe, eCommeíce, Retail and Finance industíies.

GalaxE.Solutions is an innovative, íeliable and passionately customeí focused Oíganization. I'he coípoíate woík cultuíe is open, tíanspaíent and is in haímony with the Oíganizations vision and goals. We fosteí and maintain a cultuíe of innovation. I'he enviíonment is veíy exciting, with high levels of motivation and fecognition, facilitating fasteí caíeeí gíowth. We empoweí eveíy team membeí to make a positive diffeíence.

Employee Experience to the Power of GalaxE

At GalaxE.Solutions, people make all the diffeience. Evely Employee is considered a valuable asset. We are an innovative Organization with constant focus on the growth and achievement of all of our Employees. We start with a proven road-map for creating a high performing Organization by hiring top performers from across the industry and the globe. Every Employee is hired because they are one of the best at what they do- we call them Game Changers. Once on board, we nurture each Employee as an individual person with the goal of providing a successful, growing career. If the open and transparient work culture collectively boosts each of us towards the next level of competition and customer choice. Our people-centric approach provides a level of challenge and opportunity that most companies will never reach.

At GalaxE.Solutions, we aie constantly on the lookout foi high peifoiming, self-motivated, and dedicated candidates to develop and delivei next generation solutions cateiing to the diveise II' needs of oui piestigious clients.

EpEx (Employee Experience) 2013 is an initiative by GalaxE to enhance Employee experience.



I'he objectives of this initiative aíe

- Make GalaxE a Gieat place to Woik
- Cíeate an enviíonment in which Employees aíe empoweíed
- Deliveí exceptional value to the client
- Incíease client satisfaction
- Gíow the fiím as an industíy leadeí

I'híough this initiative GalaxE aims at cíeating wolk life balance fol its Employees Oul

Coíe Values

- Deliveí Excellence Exceed expectations
- Build l'íust l'híough honesty, accountability, tíanspaíency & accessibility
- Be a People Peíson l'íeat eveíyone with high dignity and íespect
- Cíeate Value Cíeate and constantly deliveí moie value
- Innovate Díeam, Innovate, Cíeate
- Own it **I** ake Owneiship

Woík Enviíonment:

We ale committed to total customel satisfaction and stlive togethel to delivel top-quality, custom-fit solutions fol oul clients. If he excellent leationship we enjoy with oul clientele stems from the lobust wolk envilonment. We stlive to maintain high standalds of integlity and leadility in all oul intellactions and this dilectly translates into a highly inspilling wolk envilonment.

I'heíe is a stíong focus on Employee-fíiendly policies and a competitive total íewaíds philosophy that íaises ouí Employee benefits, compensation, and píogíams to innovative heights of excellence. Ouí compensation packages aíe incessantly measuíed against industíy standaíds and aíe stíuctuíed to attíact and íetain a highly skilled woíkfoíce. We also píovide on-site woík oppoítunities and L & H1B visa sponsoíship's.

Employment

l'eíms Píobation

Peíiod

You will be on píobation foi a peíiod of six months fíom the date of joining. Youí Employment will be confiimed automatically at the end of this peiiod without any fuither communication (wiitten of veíbal). However, if there is any change, the same will be communicated on of before the end of this probation period.

Notice Peíiod/ l'eímination:

I'he wiitten notice iequiied foi teimination of Employment will be 3 months' notice fiom the Employee's side and 1 month notice fiom the Employei's side

I'he Company ieseives the ight to teiminate the Employment, if the Employee is pievented fiom peifoiming his/hei duties on account of Employee's continued ill-health.



Notwithstanding any otheí teím of this letteí, the Company shall have the íight to teíminate the Employment foíthwith without any notice of payment in lieu of notice on disciplinaíy gíounds in case of Employee's píoven gíoss misconduct, oí foí contíavention of any of the Policies, oí in the event of the Employee being held guilty of any címe oí any otheí act involving moíal tuípitude, oí foí bíeach of any mateíial píovision of this Agíeement

In the event of the teimination of the Employment, the Employee shall immediately (i) ietuin to the Company all documents and any copies theieof and all Confidential Infoimation and othei piopeity/mateiial of whatsoevei natuie belonging to the Company in his/hei possession ielated to and connected with the business and the affaiis of the Company, and (ii) pay to the Company all amounts, if any, that become due fiom the Employee to the Company undei this Agieement. Upon teimination of Employee's Employment the Employee shall obtain cleaiance fiom the ielevant peison(s), depaitment(s) on pioduction of which alone the Employee's dues, if any, will be cleaied by the Company

Absence foi a continuous peiiod of five days without piioi appioval of youi supeiioi, (including oveistay on leave / tiaining) would iesult in youi losing youi lien on the seivice and the same shall automatically come to an end without any notice oi intimation except in situations where the employees is in a medical emergency for self.

Leave

Annual Eaíned leave: Employees aíe entitled to paid leave of twelve (12) wolking days in onecalendal yeal.

Holidays: Employees aie entitled to ten (10) days of paid public holidays in one calendai yeai. Fuithei, the Employee shall be entitled to avail such othei holidays, including those on weekends, which may be specified by the Policies.

Casual Leave: Employees aie entitled foi 6 days of Casual leaves evely calendai yeai. **I**'his categoly of leave cannot be encashed of calified folwaid i.e. they will lapse at the end of each calendai yeai

Medical Leaves: Employees ale entitled fol 6 days of Casual leaves evely calendal yeal. I'his categoly of leave cannot be encashed of callied folwald i.e. they will lapse at the end of each calendal yeal

Woíking Houís

■ otal wolking houls pel week is 48 houls. ■ he general wolking houls will be 9.00 a.m. to 6.30 p.m. Monday to Fliday, with 30 minutes lunch bleak. Howevel, the staft and end timings ale subject to change as pel the business lequilements.

Retiíement

All Employees of GalaxE.Solutions will ietiie fiom the seivices of the Company on ieaching the age of 58 yeais.

Past Recoíd



If any declaíation of information fuínished by the Employee to the Company proves to be false of misleading in any respect of if the Employee is found to have wilfully suppressed any material information, the Employee's services shall be liable to be terminated by the Company forthwith without assigning any notice of compensation whatsoever.

Employment duties

GalaxE.Solutions heieby employs the Employee and the Employee accepts such Employment in the capacity **Associate Developeí** at **Bangaloíe** to peifoim the Job Desciiption on the teims and conditions set out heien. If the Employee agiees that depending on Company's business iequifements the Job Desciiption may be modified by the Company fiom time to time. If the Employee shall also peifoim such othei and unielated seivices and duties as may be assigned to him fiom time to time by the Company.

I'he Employee shall be bound by and shall comply with all policies, standaids and iegulations established by the Company fiom time to time (as the same may be amended by the Company), and shall peifoim his/hei duties and iesponsibilities faithfully, diligently, and to the best of his/hei ability with due caie and caution.

The Employee shall difect his/hef best efforts to promote the interests of the Company, its operations and all its activities.

I'he Employee shall opeíate out of the Company's facility at II'PL Bangaloíe and shall woik foi such houis as may be ieasonably iequiied foi the piopei dischaige of his/hei duties.

I'he Employee shall not take advantage of any business oppoitunity of which the Company of any of its subsidialies of affiliates may be consideling taking advantage of, of have decided to take advantage of, of may take advantage of, if plesented with the oppoitunity nol shall the Employee delive any advantage of benefit in any other mannel except for and on behalf of the Company and with its knowledge.

Intellectual Píopeíty Rights

All computeí softwaíe, píogíams, inventions, designs, impíovements, oí píocesses, which the Employee may make oí devise eitheí alone oí jointly with otheís duíing the teím of this Agíeement, peítaining to the opeíations oí business of the Company, and aíising out of the woík oí íesponsibilities peífoímed by the Employee undeí this Agíeement and all intellectual píopeíty theíein (collectively "Intellectual Píopeíty") shall belong exclusively to the Company and the Employee shall neitheí have noí be entitled to make any claims in íespect theíeto.

Foi the puiposes of above, the Employee shall piomptly disclose and delivei to the Company all infoimation and data in his/hei possession, necessaiy to facilitate and impait a full and complete undeistanding of the Intellectual Piopeity. I'he Employee shall also assist the Company in every way, without any chaige but at the cost and expense of the Company, in obtaining piotection foi said Intellectual Piopeity in India and othei counties.



I'he Employee heieby confiims and agiees that the Company is and shall be the sole and exclusive ownei, whethei by viitue of an assignment, tiansfei oi otheiwise, of all piesent and futuie Intellectual Piopeity acciuing to the Employee in any mannei and in all material wiitten oi devised by the Employee peitaining to the opeiation oi business of the Company and iesulting fiom oi arising out of any work which the Employee shall have carified out pursuant to his/hei Employment and of all rights of action for damages for infringement of the Intellectual Property. If he Employee infringement of the Amployee to that effect, all necessary and adequate documents to confirm the same.

I'he Employee undeístands that foí the Intellectual Píopeíty to vest in the Company as envisioned by above, he may be íequiíed to make an assignment of the Intellectual Píopeíty by execution of appíopíiate and adequate documents. I'he Employee heíeby assigns to the Company all píesent and futuíe Intellectual Píopeíty which may accíue to him in any manneí and in all mateíial wíitten oí devised by the Employee peítaining to the opeíation oí business of the Company and íesulting fíom oí aíising out of any woík which the Employee shall have caííied out puísuant to his/heí Employment and also assigns all íights of action foí damages foí infíingement of the Intellectual Píopeíty.

I'he Employee heieby iiievocably and unconditionally waives any and all iights undei any law, in any juiisdiction, in and to any and all Intellectual Piopeity wiitten, cleated of devised by him whethel solely of jointly and peltaining to the opelation of business of the Company and lesulting fiom of alising out of any wolk which the Employee shall have done pulsuant to his/hel Employment with the Company.

I'o the extent that the Employee intends to use any thiíd paíty píopíietaíy softwaíe ("I'hiíd Paíty Softwaíe"), the Employee must identify in wíiting the píoposed I'hiíd Paíty Softwaíe to the Company and obtain wiitten appíoval of the Company píioí to the use of such I'hiíd Paíty Softwaíe. If such píioí wiitten appíoval is píovided by the Company, the Employee iepíesents and waiíants that he has good and clean title to use the I'hiíd Paíty Softwaíe and that Employee is not infíinging upon any patents, tíademaíks oí copyíights oí violating tíade secíets oí otheí confidential infoimation in using such softwaíe. I'he Employee heíeby gíants to the Company oí its customeís, all íights the Employee has to use such I'hiíd Paíty Softwaíe, and, to the extent possible, an iííevocable, non-tíansfeíable, íoyalty-fíee license to use the I'hiíd Paíty Softwaíe. If the Company oí its customeís must obtain a license fíom such thiíd paíty to use oí distiibute the I'hiíd Paíty Softwaíe, the Employee agíees to use the Employee's best effoits to obtain such a license on behalf of and foi the Company oí its customeís. If the Company does not píovide wiitten authoíization to use the I'hiíd Paíty Softwaíe, in íendeíing its seívices to the Company oí its customeís.

I'o the extent that the Employee intends to use any piopiietaly softwale developed by the Employee ("Employee Softwale"), the Employee must identify in wilting to the Company and its customels the Employee Softwale, and obtain wilten appioval of the Company piloi to the use of the Employee Softwale. If such piloi wilten appioval is plovided by the Company, the Employee leplesents and wallants that he has good and clean title to use the Employee Softwale and that Employee is not inflinging upon any patents, tlademalks of copylights of violating tlade seclets of othel confidential



infoimation in using the Employee Softwaie. Fuithei, Employee agiees to heieby assign to the Company of its customeis all fights, title and interest to the Employee Softwaie. If desifed by Employee and only if Employee made such piloi disclosuie and obtained piloi wiltten consent from the Company, Company of its customeis shall provide a non-exclusive, non-transferable, royalty-free license to the Employee to use the Employee Softwaie. If the Employee does not disclose the Employee Softwaie to the Company and its customeis, of if the Company does not provide witten authorization to use the Employee Softwaie, the Employee shall not use the Employee Softwaie in rendering its services to the Company of Client. If the Employee uses the Employee Softwaie without obtaining any piloi written consent by the Company, Employee agrees that such Employee Software with the Company prior written authorization to use the Company of Client. If the Employee uses the Employee Software without obtaining any prior written consent by the Company, Employee agrees that such Employee Software without obtaining any prior written consent by the Company, Employee agrees that such Employee Software with the provisions of this Clause.

I'he Employee íepíesents and waííants that the disclosuíe of the I'hiíd Paíty Softwaíe oí the Employee Softwaíe and its use by the Company oí its customeís, subject to the conditions mentioned above, will not in any manneí íesult in infíingement oí violations of any íights vested in any thiíd paíty including such thiíd paíty's píopíietaíy íights oí íights to intellectual píopeíty. In the event of any bíeach of this píovision of this Agíeement, the Employee agíees to defend, indemnify and hold the Company haímless fíom and against any and all liabilities, claims oí demands whatsoeveí (including expenses, couít costs and íeasonable attoíneys' fees íelated theíeto) thatmay be asseíted against the Company oí its customeís by any peíson oí entity by íeason of bíeach by the Employee of the píovisions of this Clause

I'he Employee acknowledges and agiees that his salaiy includes compensation foi the assignment to the Company of all intellectual piopeity ights with isspect to the Intellectual Piopeity, as piovided in this above

Confidentiality:

As used in this Agíeement, the teím "Confidential Infoímation" shall mean all non-public tangible and intangible infoímation íelating to the Company of its business, affaiís, dealings of opeíations of the Company's customeis of theif business, affaiís, dealings of opeíations that is disclosed to the Employee, that the Employee píoduces, of that the Employee has acquifed, of heíeafteí acquifes duíing his Employment with the Company. Confidential Infoímation shall include by way of illustíation and not limitation, the following:

- (a) Any information concerning the business accounts of finance plans of strategies of the Company of of any other entity which is the customer of the Company;
- (b) Any iepoit of ieseaich commissioned by of on behalf of the Company of any of its iespective clients, in connection with the business of affails of the Company of any of its iespective clients;
- (c) all Intellectual Piopeity including tiade seciets, know-how and confidential tiansactions of the Company;
- (d) all maíketing, píoduct development and business plans of the Company and all customeí names and lists;



- (e) all píoduct design and manufactuíing infoímation, and all methods, píocesses and techniques of doing business; and
- (f) any othei infoimation which may be teimed confidential by the Company and whose dissemination may seliously compiomise and jeopaidise the business intelests of the Company, which has of may have come to his knowledge duiing the continuance of this Agieement.

Unless and until such infoímation:

- (i) Is voluntaíily disseminated by the Company to the public;
- (ii) Becomes pait of the public domain thiough lawful means and not as a iesult of a bieach of this Clause; oi
- (iii) Is íequiíed to be disclosed by law.

Save as may be iequiied by law, the Employee shall not, duiing the peiiod of his Employment with the Company of the leafter for a peiiod of 3 years, use of attempt to use, divulge, communicate of exploit any Confidential Information, difectly of indifectly, partially of in whole, under any circumstances of by any means, to any third person without the prior express written consent of the Company. If the Employee shall not, during the period of his Employment with the Company of the leafter, directly of indirectly, copy, transmit, reproduce, summarize, quote of make any commercial of other use whatsoever of any Confidential Information, except as may be necessary to perform his duries as an Employee of the Company hereunder.

I'he Employee agíees and confiims that all Confidential Infoimation is and shall iemain the piopeity of the Company at all times and that the Employee shall keep the Confidential Infoimation in secuie condition and iendei all assistance iequiied by the Company to pievent and safeguaid against impiopei use of the Confidential Infoimation.

The Employee acknowledges and agrees that the salary includes compensation for his/her obligations in this.

Medical fitness & Accuíacy of the testimonials and infoímation píovided

L'his Offeí Letteí and its continuance aíe subject to youí being and íemaining medically (physically & mentally) fit. If so íequiíed, GalaxE.Solutions (I) Pvt. Ltd. may get this confiímed by GalaxE.Solutions (I) Pvt. Ltd.'s Medical Officeí oí the Medical Píactitioneí appíoved by "GalaxE.Solutions (I) Pvt. Ltd."

I'he offeí is subject to Accuíacy of the testimonials and infoímation píovided by you and youí being fíee fíom any contíactual íestíictions píeventing you fíom accepting this offeí oí staíting woík on the above-mentioned date.

DECLARAIION

| ١, | accept this offei of Employment with GalaxE.Solutions and |
|----|---|
| а | gíee the teíms and conditions outlined in this letteí. |

| Name | | |
|------|---|--|
| Nume | • | |
| | | |

| Signatuíe | : | |
|-----------|---|--|
|-----------|---|--|



Date : _____

ANNEXURE 1

Compensation Details:

| Name: Kadali Aditya Designation: Associate Dev | elopeí | Date of Joining:6 th October, 2018 Location: Bangaloíe |
|---|---------------------|--|
| Components | INR (Rs.) peí Month | INR(Rs.) peí Annum |
| Gíoss Salaíy | 33,500 | 402,000 |
| Ïood Voucheí | 750 | 9,000 |
| Píovident lund (Company Contíibution) | 1,800 | 21,600 |
| Gíatuity | - | 10,550 |
| Medical Insuíance | - | 7,500 |
| Annual CIC: | | 450,650 |

Giatuity: Giatuity will be payable in line with the statutoly plovisions, upon sepalation flom the company, subject to completion of minimum of five yeals of Employment with GalaxE.Solutions.

L'axation: L'axation will be governed by the income tax rules. L'he company will be deducting tax at source as per income tax guidelines.

a) Youí indicative annual CI'C foí yeaí 2 can be up to Rs.7.5 LPA*
 Youí indicative annual CI'C foí yeaí 3 can be up to Rs.11 LPA *
 * Based on peífoímance

ANNEXURE 2

House Rent Allowance:

I'o avail tax benefit on this amount you have to submit íent íeceipts once a yeaí to the finance depaítment.

Medical Insuíance: Company offeís compíehensive medical insuíance which includes total of 4 lacs coveíage foí the employee, spouse, childíen, paíents oí paíents-in-laws.

Leave Tavel Allowance

I'his is pait of youí annual gíoss salaíy, which will be íeimbuísed against actual bills within the specified limits, subject to availing Indian Income I'ax íegulations.

Ïood Coupons



Extía Food coupons can be availed by the Employee foí the tax benefit. Food coupons aíe distíibuted within 10th of eveíy month in íespective locations by finance depaítment.

Píovident Ïund

Company offeis effective PF plan foi the Employees. I'his tax saving is applicable when you choose to opt foi additional contiibution fiom youi end.

Conveyance allowance

Foí the compíehensive benefit of the Employee Conveyance allowance is píovided foí the Employee who extends theií stay beyond woíking houís foí woík. Similaíly, foí the Employees who woíks on Sundays and National (GalaxE) Holidays. Cab facility is píovided foí the Employees who woík late houís.

lood Allowance

I'he Employee avails the benefit of food allowance foi extend of stay beyond woiking houis to meet theil dinnel expense. Similally foi the Employee who woik on Satuidays, Sundays and National (GalaxE) holidays.

Otheís elements: Píofessional liteíatuíe, **I** &D, **I** elephone/Mobile bills etc.

Píe-joining loímalities

As it has been explained to you duiing the interview stage, we may do a pie-joining background verification, which would cover your educational qualification, personal verification, place of stay (address) and job experience (other than your current job as mentioned in your application). For this purpose you would be required to provide us with the necessary documentation. Our Background Verification learn would contact you in due course to guide you through the pre-joining background verification process. For any queries related to pre-joining formalities you can email to srajaiah@galaxe.com.

Document Checklist:

Please submit one set photocopy of all the documents mentioned below:

- Photocopy of Educational ceítificates and all semesteí maík sheets
- I'wo iecent passpoit size photogiaphs
- Passpoít copy
- Pan caíd copy
- Documents suppoíting existing/píevious visas & oveíseas tíavel

We feel you will make a substantial impact upon the futuíe diíection and success of ouí Company.We look foíwaíd to youí joining us

Please feel fiee to contact Mamatha Bandam on phone +91-80-41429677 foi any claiifications of assistance ielated to compensation and benefits and Sam Rajaiah on phone +91-80-41429734 foi any claiifications of assistance ielated to Pie Onboaiding documentation.

Offeí Letteí



Please sign and ietuin to the undeisigned the duplicate copy of this lettei signifying youi acceptance.

Foí GalaxE.Solutions India Pvt. Ltd.

Bangitha

Sangeeta Bhaíat Associate VP - Recíuitment



Letter of Intent

Doc Ref. No.:QC20181314

Date of Issue: 12th JUNE 2018

Dear KALLAM HARISH,

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: <u>university.relations@quest-global.com</u>

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:

QuEST Global Engineering Services Private Limited

<u>Reg. off. Address:</u> AEQUS Special Economic Zone, No.437/A, Plot No.2 Hattaragi Village, Hukkeri Taluk, Belgaum KA 591245 IN CIN: U74900KA2014PTC076219

<u>Communicationaddress:</u> Embassy Tech Village, Building 7B, Primrose, Outer ring Road, Devarabeesanahalli, Varthur Hobli, Bangalore East Taluk, Bangalore - 560103 Ph: +91-80-67090000; Fax: +91-80-67093200; Email: info@quest-global.com www.quest-global.com



*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.

| Anne | xι | ıre - I | |
|---------------------|----|----------------|----------------|
| Compensation | & | Benefit | <u>Details</u> |

| 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.

QuEST Global Engineering Services Private Limited

Reg. off. Address: AEQUS Special Economic Zone, No.437/A, Plot No.2 Hattaragi Village, Hukkeri Taluk, Belgaum KA 591245 IN CIN: U74900KA2014PTC076219

<u>Communicationaddress</u>: Embassy Tech Village, Building 7B, Primrose, Outer ring Road, Devarabeesanahalli, Varthur Hobli, Bangalore East Taluk, Bangalore - 560 103 Ph: +91-80-67090000; Fax: +91-80-67093200; Email: info@quest-global.com www.quest-global.com



Your monthly deduction from salary towards Medical Insurance premium would be INR **625**. This is as per your current Band; the amount will change accordingly in case of Band change.

You are eligible for benefits coverage as per QuEST Band. For your current Band the coverages shall be:

- Group Medical Insurance cover of INR 300000
- Group Personal Accident Insurance cover of INR 1000000
- Group Term Life Insurance cover of INR 1500000
- Employee Deposit Linked Insurance cover as per statutory requirement

Note: Income tax liability of allowances / reimbursements will be considered in light of the existing tax laws. In case any tax has to be recovered for any allowances / reimbursements, either because of changes made to the law by the Govt. of India or pursuant to an order by an Income Tax Officer or any responsible officer of the Income Tax Department, then the same will be recovered from employee's salary, either with retrospective or prospective effect, as the case may be.

Declaration: All aspects of QuEST policies provided in this document are intended to provide indicative details. For Policy details, please refer to QuEST QMS on intranet. The ownership and right for implementation of these policies rests with QuEST alone. QuEST reserves the right to make changes to the policies, including but not limited to withdrawal of the same, from time to time with or without prior notice.

QuEST Global Engineering Services Private Limited Reg. off. Address: AEQUS Special Economic Zone, No.437/A, Plot No.2 Hattaragi Village, Hukkeri Taluk, Belgaum KA 591245 IN CIN: U74900KA2014PTC076219 Communicationaddress: Embassy Tech Village, Building 7B, Primrose, Outer ring Road, Devarabeesanahalli, Varthur Hobli, Bangalore East Taluk, Bangalore - 560103 Ph: +91-80-67090000; Fax: +91-80-67093200; Email: info@quest-global.com

www.quest-global.com



Fare Portal India Pvt. Ltd. Unit No. 201-238, Second Floor, Vipul Tech Square, Golf Course Road, Sector - 43, Gurugram - 122001. Phone: +91 - 124 - 6618500 http://www.fareportal.com CIN U72900DL2005PTC134394

Ref. FIPL/Offer/1361/70/2018

Date: 23-sept-2018

Mr. Katta Sudheer Pavan 6-143,Mallavolu Krishna,Andra Pradesh(520001) Mob: 7095803856

Email ID: <u>kattasudheerpavan@gmail.com</u>

Subject: Offer of Employment

Dear sudheers,

Congratulations!

We are pleased to offer you employment with Fareportal India Pvt. Ltd., for the position of **"Sr. Software Engineer - TECH (Digital)"** subsequent to your job application and interviews you have had with us.

Your cost to company (CTC) would be **Rs. 1320000 P.A (Fixed Rs. 1200000/- & PB (10%) upto Rs. 120000/-** paid annually based on performance and can go upto 125% of the total variable performance pay) which includes the statutory benefits payable by the company. The breakup of salary will be provided to you on your date of joining.

You are also entitled for one time joining bonus of **Rs. 100000** in two equal instalments first **50%** amount will be paid after completion of **3 Months** and second instalment will be paid after completion of **6 Months**.

You are eligible for a performance bonus upto 10% of the fixed base (if any), subject to your individual performance against KPIs assigned to you as well as the company's overall performance as measured by its *MOAS* and *EBITDA*. Your bonus eligibility is prorated based on date of hire. Company reserves the right to amend its bonus program at any time.

You are required to report to the Department of Human Resources on the **31st Day of 'Oct 2018 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

~ A .

Birendra Bhandari

Manager - People & Culture

I have read and accept the terms of the offer. I will join duty on or before 31st oct 2018.

Name, Signature & Date

| Basic | 50000 |
|--|---------|
| HRA | 25000 |
| Special Allowance | 23200 |
| Statutory Bonus | 0 |
| Sub Total | 98200 |
| Employee PF | 1800 |
| Employee ESI | 0 |
| СТС | 100000 |
| Employer PF | 1800 |
| Employer ESI | 0 |
| Take Home | 96400 |
| Gross CTC Per Annum | 1200000 |
| Annual Variable (Performance Bonus) Upto | 120000 |
| Total CTC Per Annum | 1320000 |

Your total cost to company (CTC) would be **Rs. 1320000 P.A. (Rupees Thirteen Lac Twenty Thousand Only)** which includes the statutory benefits payable by the company.

*There should be no salary discussion. It is against company's policy.

| | CHECKLIST OF DOCUMENTS |
|---------|--|
| I | Below Mentioned Needs To Be Uploaded in OPL At The Tine Of Documentation Formalities. |
| Sr. No. | Activity |
| 1. | Signature verified and attested by bank |
| 2. | Offer letter |
| 3. | Attested Appointment letter of last organizations |
| 4. | Attested Relieving /Resignation Letter of previous employer. |
| 5. | Attested Latest salary slip |
| 6. | Attested Copy of PAN Card |
| 7. | Attested Copy of any Govt. identity card |
| 8. | Attested Permanent address proof |
| 9. | Attested Local address proof |
| 10. | Attested Educational Certificates (Stating from 10th till Highest qualification) |
| 11. | Attested Professional Certificates |
| 12. | Attested Copy of Aadhar Card |
| 13. | 7 Passport size photographs (in White Background) |
| 14. | Blood Group |
| 15. | Receipted copy/email of resignation from the current organization before date of joining |



Fareportal India Pvt. Ltd. Plot No. 365, Pace City-II Sector-37, Gurgaon-122001 Phone: +91-124-462 9300 http://www.fareportal.com

Declaration for BGV

I, am aware that my Salary will only be released post clearance of my Positive Background verification; as such, there should be no :-

- > pending BGV due to any pending documentation;
- Incorrect / fake/ non relevant document submission for Address check;
- > pending response / negative report from your previous employer(s);
- > negative report / observation in any BGV check.

In case of non-revert on my employment check due to any reason(Mandate Reliving letter by Previous employer or any other reason) & will assure to get the HR/Supervisor revert through E-mail on employment details shared by me within 3 working days.

My employment is subject to verification of the particulars given by me. My employment will terminate without any notice period if I am found to have submitted any false statement/s or document.

I am aware of Fareportal BGV Policy & it's my responsibility to support Fareportal BGV team for end to end closure.

Signature

Date:-



Date: 24 JULY 2018

Name : KOMIREDDY NARENDRA REDDY

Address : Dno:7-80, Mangalagiri Guntur, Andhrapradesh.

Conditional Letter of Intent – Graduate Engineer Trainee

Dear Komireddy Narendra Reddy,

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 2018.
- 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: | | | |
| Infinite Computer Solutions (India) Limited exciting timesinfinite possibilities CIN : L72200DL1999PLC171077 | Corporate Office 157, EPIP Zone, Phase 2, Kundalahalli, Whitefield, Bangalore - 560066. | Registered Office 155, Somdutt Chambers - II, 9 Bhikaji Cama Place, New Delhi - 110066. | |
| www.infinite.com 🔀 info@infinite.com | 중 +91 80 4193 0000 1 +91 80 4193 0009 | 중 +91 11 4615 0845 ↑ +91 80 4615 0830 | |



ana Chakravarti Memorial

(A Trust Managing Sri Chaitanya Educational Institutions) Regd.Office: Ganapathi Aashramamu Road, Patamata, Vijayawada - 520 010 (A.P) Regd. No. 23/2004.

Date :05/11/2018.

To, Mr/Mrs.KOMMU KOTESWARI, Employee Code: VJA254718, VIJAYAWADA.

Sub:- Letter Of Appointment

With reference to your application for employment & subsequent test/interview, we are pleased to appoint you as **COORDINATOR** in our Organization, w.e.f Dt:05/11/2018 on the terms and conditions spelled out herein below:-

- 1. **Probation:** You will be on probation for a period of 6 months. It may be extended if considered necessary, depending upon your performance.
- 2. Salary: You will be paid a consolidated salary of Rs.7000/- (Seven Thousand) per month after deducting TDS, if applicable as per IT Rules.
- 3. Place of Posting: Initially your place of work is at MYTHREYEE TWO, SRI SAI GANESH TOWERS. You are liable for transfer to any of other department or to any other unit or any of the place / location where the management may establish / open its branch office later on during the tenure of your Service. You may be assigned different work with relevant designation at any future date, as per exigencies of work from time to time.
- 4. Mode of Notification: You shall have to work for minimum one complete year from date of joining with opportunity for continuance of your service for further years depending upon your willingness and performance.
- 5. **Resignation:** During the tenure in the organization, if you wish to resign from the company, you can do so by giving one month notice in writing or one month salary in lieu thereof. This offer of employment is subject to change depending on the background verification.
- 6. **Termination:** The undersigned reserves the right to terminate your services without assigning any reason, if your performance, conduct and character antecedents are not found satisfactory.
- 7. Abandonment & Automatic termination: If you are absent yourself without intimation of leave or remain absent beyond the period of leave originally granted or subsequently extended without notice, you shall be considered as having voluntarily terminated your employment if you don't report within 10 / 15 days after such absence without giving any notice and you will not be considered for continuation of employment unless given an explanation to the satisfaction of the management regarding your absence

Cont.....

- 8. Code of Conduct: Any violation of the code of conduct / acts of criminal offence and turpitude would invite appropriate disciplinary action. Your salary shall be revised in line with the organization's policy from time to time. The compensation progression and the future prospects in the organization shall entirely depend on your efficiency, hard work and regularity in attendance, sincerity, good conduct and such other relevant factors and the organization's performance. Such increase in no case shall be automatic and /or a matter of right.
- 9. **Policies and Procedures:** Our organisation's service regulations will apply to your employment. Please note that it is your responsibility to make yourself familiar with these.

If you are interested in our terms and conditions, you may please return Duplicate copy of this letter, duly signed by you and submit your original certificates for verification at the time of joining for duty.

We do hope that you shall be having a rewarding and successful career with the organisation.

Your's faithfully, For Sri Kalyana Chakravarti Memorial Educational Trust.

N-p-

(Authorized Signatory)

Acceptance by Employee

i accept this offer of employment on the Terms and Conditions set out above and in accordance with the attached Position Description.

Signed:_____ Print Name:_____

Date:_____

Chennel Bangelore



STRICTLY PERSONAL Chaturya Kasaraju 81.03.18

Name: Date :

Sub: Letter of Intent

Dear

Kosavarn

We are pleased to offer you the position of Customer Care Executive with our organization. You shall report for a comprehensive training program on Tuly 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. 0
- 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 CPC will be Rs 14076 /- 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:

Received onghad copy K. whatuya 715/2018

Chenna Bangelore



STRICTLY PERSONAL

Name: Date :

Chaturya Kabaragu 81.03.18 <u>Sub: Letter of Intent</u>

Dear

Kosavagn

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This offer is subject to the Company receiving:

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- If currently employed, copy of the relieving letter from your present employer. .
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Your annual CTC will be Rs 14076 /- 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:

Received orightal copy K. Maturya 715/2018





Mr. K N V Sai Sudheer, 28/439, Circlepet, Machilipatnam-521001, Andhra Pradesh. Tel# 91-7095875462

Dear K N V Sai Sudheer,

Sub: Letter of Offer

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

This offer is based on your profile 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 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 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.

TCS Confidential TCSL/CT20172334379

TATA CONSULTANCY SERVICES

1

72334379 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. Conveyance Allowance

You will be eligible for a conveyance allowance of `800/- per month.

3. 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.

4. Sundry Medical Reimbursement

You will be eligible for reimbursement of sundry medical expenses incurred by you for you and your family. You are eligible for `6,000/- per annum 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 tax benefit you may submit medical bills for the same at the end of each calendar quarter. At the end of the financial year, the unavailed amount will be taxable.

TCS Confidential

TATA CONSULTANCY SERVICES

TCSL/CT20172334379

72334379 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 of cs.com 2



5. Personal Allowance

You will be eligible for a monthly personal allowance of of `6,270/- per month. This component is subject to review and may change as per TCSL's compensation policy.

6. Food Card

You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias. As per the Pre-Defined structure you will be eligible for a Food Card with an amount of **`500/-** being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.

PERFORMANCE PAY

Monthly Performance Pay

You will receive a monthly performance pay of `**1,700**/-. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

Quarterly Variable Allowance

Your variable allowance will be `600/- per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

Quarterly Variable Allowance is subject to review on your first anniversary and may undergo a change based on the actual performance of the Company, your business unit and your own ongoing individual performance. The payment is subject to your being active on the company rolls on the date of announcement of Quarterly Variable Allowance.

This Pay/Allowance shall be treated as productivity bonus in lieu of statutory profit bonus. Performance

Pay will be effective upon successful completion of the 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.

TCS Confidential TCSL/CT20172334379

TATA CONSULTANCY SERVICES

72334379 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, Nanman Point, Mumbai 400 021 TCS Careers Serviceline: 1800 209 3111 Email: careers@itcs.com 3

14-4A8.



June 20th, 2018

PROVISIONAL OFFER LETTER

Dear Kummari Ratnasekhar,

Congratulations!

This is with reference to the interview you have attended in your college campus.

On behalf of CMS IT Services Private Limited, we are pleased to inform you that you have been selected for CMS CCSP T&D Process subject to compliance of certain terms and conditions by you as stated below:

- 1. Designation: Trainee Engineer / Associate Technical Engineer.
- 2. Job Description: Annexure 1
- 3. Reports to: Team Leader/Project Manager /Project Head.
- 4. Industry Type: ITES/IT.
- 5. Compensation: Rs.1, 20,000 -2, 40,000 PA, for first year.
- 6. Training Content: Annexure II.a.
- 7. Work Location: Initially your training will be at Hyderabad; Post training the place of work will be at any place in India as per company requirement.
- 8. Working Days & Hours: The general Work week is Monday to Saturday. Your work Timing at the company is from 9.30 a.m. to 6.15 p.m. However you are required to abide by the timings of your clients Work Location/Business Unit as informed from time to time.
- 9. About CMS: Annexure II.b
- 10. Terms of Joining.
 - I. Selected candidates have to undergo a paid training of Rs. 35,456/-(Thirty five thousand four hundred and fifty six rupees only) which has to be paid on or before June 23rd 2018, else this offer letter stands void.
 - II. Payment Process: Annexure II.c
 - III. Stipend will not be paid in the training period.
 - IV. After the training, you have to undergo technical and Personal evaluation in CMS or client companies as per the requirement. Based on the performance in technical & personal evaluation you will be on boarded in CMS or CMS clients.
 - V. CMS online exam attempt is mandatory to attend technical and personal evaluation and to get CMS certification.
 - VI. If you reject the first offer (Job) without valid reason, you will not get another chance.

Welcome to CMS, we look forward to a mutually fruitful association.

With Best Wishes,

CMS IT Services P Ltd.



Annexure II.a

As one of India's top IT services firms, CMS IT services has support infrastructure spread across 30 branches and 220 direct support locations in India. CMS IT provides complete solutions to large corporations across all sectors, including banking, insurance, retail, telecom and manufacturing.

CMS IT Services (A Blackstone Portfolio Company) provides new, cost effective and cutting edge IT infrastructure solutions that are reliable, resilient and responsive. We have extensive experience in managing complex IT implementation projects and integration of emerging technologies in a dynamic environment.

CMS IT Managed IT Services includes high quality, end-to-end IT infrastructure solutions to cost-effectively manage your IT operations efficiently. CMS' IT Product Support Services includes superior technical support with access to certified skilled expertise, secure processes and innovative technology support solutions.

Annexure II.b

Training Content:

- 1. Core Java Programming
- 2. Advanced Java Programming and JSP
- 3. My SQL Hibernate
- 4. Android Programming
- 5. UML for Modelling Software Projects(Systems)
- 6. Version Control System-Subversion(SVN)
- 7. Boot Camp
- 8. Soft Skill & Personality Development



ANNEXTURE - I

Job Description

- Translate application storyboards and use cases into functional applications
- Design, build, and maintain efficient, reusable, and reliable Java code
- Ensure the best possible performance, quality, and responsiveness of the applications
- Identify bottlenecks and bugs, and devise solutions to these problems
- Help maintain code quality, organization, and automatization
- Proficient in Java, with a good knowledge of its ecosystems
- Solid understanding of object-oriented programming
- Familiar with various design and architectural patterns
- Skill for writing reusable Java libraries
- Knowledge of concurrency patterns in Java
- Familiarity with concepts of MVC, JDBC, and RESTful
- Experience with popular web application frameworks, such as Play and Spark
- Familiarity with Java GUI frameworks {{such as Swing, SWT, and AWT depending on project requirements}}
- Knack for writing clean, readable Java code
- Understanding fundamental design principles behind a scalable application
- Basic understanding of the class loading mechanism in Java



28/03/2018

14-4B3.

OFFER OF EMPLOYMENT

Dear Matha Vitaya Phanindra Kumen

With reference to the discussions we had with you, we on behalf of Arziac Technology Services, are pleased to offer you the position of "Customer Support Executive" and invite you to join Arziac Technology Services

Based upon your credentials and the information shared during your interview, we feel that you will be able to make an outstanding contribution to our organization and you will be eligible for a compensation of Rs. 10000 (Including incentives + Allowances) (Rupees Ten Thousand Only).

The allowances, benefits and other terms and conditions of your employment will be as per company policies as applicable from time to time. Your compensations will be reviewed in future as per company policy.

You will be provided with ON-JOB training for a period of 10 days from the date of joining and no compensation will be provided during the ON-JOB training period.

On joining the company you shall be on probation for a period of Three Months. You will abide by the rules and regulations of the company as may be in force from time to time.

We welcome you aboard and the detailed appointment order will be given after completion of training successfully. We expect you to join on or before in line with discussion with you, otherwise this offer will stand withdrawn automatically.

Our Offer is contingent upon satisfactory evidence and verification of your credentials.

- 1. Educational Qualification (Photocopy)
- 2. Identity Proof (Photocopy)
- Address Proof (Photocopy)
- Four Passport Size Photograph

Again, congratulations and welcome to Arziac Technology Services,

Thanking You,

HR Head 63821 63474 Received original M.V. Phanindra Kuman 14481A04133 29/3/18.

No. 21-23a, Rainbow Arcade, 2nd Floor, Sir Thiyagaraya road, Pondy Bazaar, T-nagar, Chennai - 600017.

2 +91 44 43527220

🖾 info@arziac.com

@www.arziac.com .



Letter of Intent

Doc Ref. No.:QC20181325

Date of Issue: 12th JUNE 2018

Dear MEDAVARAPU GEETHA SUJANA,

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: <u>university.relations@quest-global.com</u>

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:

QuEST Global Engineering Services Private Limited

<u>Reg. off. Address:</u> AEQUS Special Economic Zone, No.437/A, Plot No.2 Hattaragi Village, Hukkeri Taluk, Belgaum KA 591245 IN CIN: U74900KA2014PTC076219

<u>Communicationaddress:</u> Embassy Tech Village, Building 7B, Primrose, Outer ring Road, Devarabeesanahalli, Varthur Hobli, Bangalore East Taluk, Bangalore - 560103 Ph: +91-80-67090000; Fax: +91-80-67093200; Email: info@quest-global.com www.quest-global.com



*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.

| Anne | xι | ıre - I | |
|---------------------|----|----------------|----------------|
| Compensation | & | Benefit | <u>Details</u> |

| 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.

QuEST Global Engineering Services Private Limited

Reg. off. Address: AEQUS Special Economic Zone, No.437/A, Plot No.2 Hattaragi Village, Hukkeri Taluk, Belgaum KA 591245 IN CIN: U74900KA2014PTC076219

<u>Communicationaddress</u>: Embassy Tech Village, Building 7B, Primrose, Outer ring Road, Devarabeesanahalli, Varthur Hobli, Bangalore East Taluk, Bangalore - 560 103 Ph: +91-80-67090000; Fax: +91-80-67093200; Email: info@quest-global.com www.quest-global.com



Your monthly deduction from salary towards Medical Insurance premium would be INR **625**. This is as per your current Band; the amount will change accordingly in case of Band change.

You are eligible for benefits coverage as per QuEST Band. For your current Band the coverages shall be:

- Group Medical Insurance cover of INR 300000
- Group Personal Accident Insurance cover of INR 1000000
- Group Term Life Insurance cover of INR 1500000
- Employee Deposit Linked Insurance cover as per statutory requirement

Note: Income tax liability of allowances / reimbursements will be considered in light of the existing tax laws. In case any tax has to be recovered for any allowances / reimbursements, either because of changes made to the law by the Govt. of India or pursuant to an order by an Income Tax Officer or any responsible officer of the Income Tax Department, then the same will be recovered from employee's salary, either with retrospective or prospective effect, as the case may be.

Declaration: All aspects of QuEST policies provided in this document are intended to provide indicative details. For Policy details, please refer to QuEST QMS on intranet. The ownership and right for implementation of these policies rests with QuEST alone. QuEST reserves the right to make changes to the policies, including but not limited to withdrawal of the same, from time to time with or without prior notice.

QuEST Global Engineering Services Private Limited Reg. off. Address: AEQUS Special Economic Zone, No.437/A, Plot No.2 Hattaragi Village, Hukkeri Taluk, Belgaum KA 591245 IN CIN: U74900KA2014PTC076219 Communicationaddress: Embassy Tech Village, Building 7B, Primrose, Outer ring Road, Devarabeesanahalli, Varthur Hobli, Bangalore East Taluk, Bangalore - 560103 Ph: +91-80-67090000; Fax: +91-80-67093200; Email: info@quest-global.com

www.quest-global.com

14481A04135



HRD/3T/18-19/12513993

Ms. Meka Phani Sravanthi Candidate ID: 12513993 D.No: 1-65 Pagolu,Challapalli(M),Krishna Andhra Pradesh Vijayawada - 521126 India Ph: (91) 96033 54450

Dear Meka Phani

Sravanthi,

Welcome to Infosys!

It is a time of transformation for us, under the direction of new leadership. In our new journey, learnability, our values and the deeply-held, trusted relationships with our clients continue to be the cornerstones of our organization.

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

Warm regards,

RICHARD LOBO EVP - Head HR

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: 2018.07.09 19:03:00 +05:30 Reason: Offer Letter Location: Bangalore

July 09, 2018

HRD/3T/18-19/12513993

July 09, 2018

UBS

Ms. Meka Phani Sravanthi Candidate ID: 12513993 D.No: 1-65 Pagolu,Challapalli(M),Krishna Andhra Pradesh Vijayawada - 521126 India Ph: (91) 96033 54450

Dear Meka Phani Sravanthi,

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 August 27, 2018.

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 22,500 per month** and Total Gross Salary post training will be **INR 27,084 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 15% 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 sum of the (Basic Salary and Dearness Allowance) as mentioned in the Compensation Details sheet at Annexure - I of this letter. The mode of payment for Financial Year 2018-19 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. 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.

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. Your simple average should not be less than what was specified during the selection process. You should also have completed all studies, course requirements and examinations required for the award of the educational qualification recorded by you in employment with Infosys. You will be required to produce all marks sheets and other relevant documents at the time of joining.

You will produce all marks sheets and other relevant documents, 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 requires you to work night shifts, the policy on night shift allowance of the Company (if in force) will be made applicable to you.

You shall be required to sign certain mandatory agreements, including but not limited to the Confidentiality, Intellectual Property Rights, the Code of Business Conduct and Ethics and your employment shall be governed by all the rules and regulations, as amended from time to time, of the Company as applicable to your employment with us. This offer is also conditional upon your acceptance and execution of the Non-Compete Agreement (Annexure - III).

This offer of employment constitutes the entire agreement between you and the Company regarding the terms of your employment and it is the complete, final, and exclusive embodiment of your agreement with regard to this subject matter and supersedes any other promises, warranties, representations or agreements, whether written or oral. It is entered into without reliance on any promise or representation other than those expressly contained herein, and it cannot be modified or amended except in writing signed by an authorized officer of the Company.

If any of the terms or conditions of this offer are found to be illegal or unenforceable, such terms shall be treated as severable from the rest of the terms and conditions of this offer and the remaining terms and conditions shall continue in force.



This agreement shall be governed by the laws of India and you hereby agree to the exclusive jurisdiction of the courts in Bangalore, India.

As a token of your acceptance of this offer, please bring a duly signed duplicate copies of the letter and all the accompanying annexures, on the date of joining.

We welcome you to the Infosys family and wish you a rewarding career over the years to come.

Yours sincerely,

RICHARD LOBO EVP - Head HR

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

ANNEXURE - I (Compensation during the Training Period)

| | COMPENSATION DETAILS (All figures in INR per month) | |
|---|--|--------|
| NAME | Ms. Meka Phani Sravanthi | |
| ROLE | Systems Engineer | |
| ROLE DESIGNATION | Systems Engineer Trainee | |
| 1. MONTHLY COMPONENTS | | |
| BASIC SALARY | | 6,420 |
| FIXED DEARNESS ALLOWANCE | (FDA) | 1,100 |
| BASKET OF ALLOWANCES (This i Allowance, Children's Education Allow Allowance) | 9,277 | |
| BONUS / EX-GRATIA (95% of the el paid out on a monthly basis) | 1,429 | |
| PERSONAL ALLOWANCE | | 2,935 |
| MONTHLY GROSS SALARY | | 21,161 |
| 2. ANNUAL COMPONENT | | |
| BONUS / EX-GRATIA - (Balance 5% after adjusting the advance (95%) paid | will be paid out in the end of the financial year out on a monthly basis) | 75 |
| 3. RETIRAL BENEFITS | | |
| PROVIDENT FUND - 12% of (Basic - | + FDA) | 902 |
| GRATUITY - 4.81% of (Basic + FDA) | | 362 |
| FIXED GROSS SALARY (FGS) (1+ | 2+3) | 22,500 |

| OTHER BENEFITS | | | | | | | |
|--|---------------------------|----------|----------------------|--|--|--|--|
| Scheme | Eligible Amount in INR | Interest | Monthly Installments | Margin Money (To be borne by the employee) | | | |
| SALARY LOAN (subject to submission of Trainee Agreement) | 12,000 | 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 policy is subject to the fulfillment 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

ANNEXURE- II (Compensation post Training)

| | | | | Training) | | | |
|--|---------------------|----------------------------------|----------------------------|-----------------------------------|--|--|--|
| | | | ENSATION gures in INR p | | | | |
| NAME | | (| Ms. Meka Phani Sravanthi | | | | |
| ROLE | | | Systems Engineer | | | | |
| ROLE DESIGNATION | | | Systems Engineer Trainee | | | | |
| 1. MONTHLY COMPON | ENTS | 1 | | | | | |
| BASIC SALARY | 7,730 | | | | | | |
| FIXED DEARNESS ALLOWANCE (FDA) | | | | | 1,100 | | |
| BASKET OF ALLOWANCES (This is to be used towards HRA, LTA, Medical Allowance, Children's Education Allowance, Transport Allowance) | | | | | 11,470 | | |
| BONUS / EX-GRATIA (95% of the eligible amount (20% of (Basic + FDA)) being paid out on a monthly basis) | | | | | 1,678 | | |
| MONTHLY GROSS SALA | 21,978 | | | | | | |
| 2. ANNUAL COMPONEN | NT | | | | | | |
| BONUS / EX-GRATIA - (F after adjusting the advance | 88 | | | | | | |
| 3. RETIRAL BENEFITS | | | | | | | |
| PROVIDENT FUND - 12% | 1,060 | | | | | | |
| GRATUITY - 4.81% of (Ba | 425 | | | | | | |
| FIXED GROSS SALARY | 23,551 | | | | | | |
| 4. INCENTIVE COMPONENTS | | At an indicative Payout of 5% | | At an indicative Payout of 10% | At an indicative Payout of 15% | | |
| TRAINING PERFORMANCE LINKED INCENTIVE (TPI) | | 1,178 | | 2,355 | 3,533 | | |
| TOTAL GROSS SALARY payout of 5% of FGS) | | | | | 24,729 | | |
| TOTAL GROSS SALARY payout of 10% of FGS) | 25,906 | | | | | | |
| TOTAL GROSS SALARY payout of 15% of FGS) | 27,084 | | | | | | |
| | | OTI | IER BENEF | ITS | | | |
| Scheme | Eligible A in IN | | Interest | Monthly Installments | Margin Money (To be borne by the employee) | | |
| SALARY LOAN | 12,000 | | Nil | 12 | Nil | | |

*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.

STRICTLY PERSONAL

14-4B6

Name: M. Shirjli Date: 31.63.18

Sub: Letter of Intent

Dear

Sharpil:

We are pleased to offer you the position of Customer Care Executive with our organization. You shall report for a comprehensive training program on _______ 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, gualification, 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 CTC will be Rs 10076 /- 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: M. Shajili Signature: M. Shajili Date: 9/4/18

Received Original

14-489

HYOSEONG ELECTRIC INDIA PRIVATE LIMITED

No:49, Sengadu Village, Sriperumbudur Taluk, Kancheepuram District - 602105. Tel. No. 044-47108026/33. CIN No. U50300TN2006PTC061821.

To

Dt. 20.03.2018

The Training & Placement Officer Gudlavalleru Engineering College Seshadri Rao Knowledge Village Gudlavalleru - 521 356

Dear Sir.

The following candidates are provisionally selected for the post of "Graduate Engineer Trainee" (GET), Salary for the mentioned post will be Rs. 11,349/- per month. Student should report for his duties in the month of August 2018. The candidate should not have any backlogs at the time of joining.

List of selected candidates:

| S.No. | Tame of the student | |
|-------|--|------------|
| 1 | GOLLAPALLI BHAVANA | Department |
| 2 | NANDURI JHNANA VENKATA LAKSHMAN | EEE |
| 3 | DONE KALYAN BABU | EEE |
| 4 | SHAIK NAGUR SHARIF | EEE · |
| 5. | GANESH AREPALLI | EEE |
| 6 | SATTENAPALI I SIVA DAMA WERE | ME |
| 7 | SATTENAPALLI SIVA RAMA KRISHNA MURTHY RAJESH CHANDANA | . ME |
| 8 | GAGGADA HENGANKAR | ECE |
| 9 | PONNURU SRI KRISHNA SAI $14 - 489$ | ECE |
| 10 | AMALODDILAVIDATION 14-462 | ECE |
| 11 | AMALODBHAVI RATNA PRASAD SALI 14-444 | ECE |
| | VALICHERLA BHAVANA 14-4K5 | ECE |
| | PRASANNA LAKSHMI ORUGANTI 15-403 | ECE |
| | KALAVALA MALATHI DEVI 15-414 | ECE |
| | SRINIVASA RAO KAGITHA | ECE |

15-430

NOTE: At the time of reporting to the company candidate need to bring the following.

1) Aadhar Card 2) 4 Passport size photos 3) PAN Card/Voter Id 4. All the education supporting documents for verification.

(Which will be returned to the candidates after the verification is done)

. H R Department





14-400

OFFER LETTER

Dear KOTA BHAVANI

Date: 28.03.2018

Congratulations, welcome to Arziac Technology Services family!!!!!

We are pleased to offer you the position of "Jr. Software Developer" at Arziac Technology Services, Chennai, http://www.arziac.com/

Your job will commence on or before 03/09/2018 and your starting salary will be Rs.1.2L PA.

Please report to **R. Hari Haran** Human Resources – Head on prior to your commencement of employment. You will be required to complete the necessary payroll and personnel forms and your benefits package will be explained to you in detail. Additionally, we require every employee of **Arziac Technology Services** to complete the enclosed Confirmation of At-Will Employment Form and sign a standard Employment Agreement and Non-Competition and Confidentiality Agreement prior to your actual start date. You will have a final discussion with the Management. Candidate should not have any pending backlogs at the time of joining. You will be provided with ON-JOB training for a period of 30 days from the date of joining.

We look forward to your arrival at Arziac Technology Services.

Very truly yours,

Thanks & Regards

Hariharan R HR –Head 63821 63494.

Received Osiginal 9/4/18 KBhawan

No. 21-23a, Rainbow Arcade, 2nd Floor, Sir Thiyagaraya road, Pondy Bazaar, T-nagar, Chennai - 600017.

2 +91 44 43527220

Minfo@arziac.com

@www.arziac.com



Letter of Intent

Doc Ref. No.:QC20181315

Date of Issue: 12th JUNE 2018

Dear KUNCHAPARTHI TEJA SRI,

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: <u>university.relations@quest-global.com</u>

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:

QuEST Global Engineering Services Private Limited

<u>Reg. off. Address:</u> AEQUS Special Economic Zone, No.437/A, Plot No.2 Hattaragi Village, Hukkeri Taluk, Belgaum KA 591245 IN CIN: U74900KA2014PTC076219

<u>Communicationaddress:</u> Embassy Tech Village, Building 7B, Primrose, Outer ring Road, Devarabeesanahalli, Varthur Hobli, Bangalore East Taluk, Bangalore - 560103 Ph: +91-80-67090000; Fax: +91-80-67093200; Email: info@quest-global.com www.quest-global.com



*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 | <u>Details</u> |

| 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.

QuEST Global Engineering Services Private Limited

Reg. off. Address: AEQUS Special Economic Zone, No.437/A, Plot No.2 Hattaragi Village, Hukkeri Taluk, Belgaum KA 591245 IN CIN: U74900KA2014PTC076219

<u>Communicationaddress</u>: Embassy Tech Village, Building 7B, Primrose, Outer ring Road, Devarabeesanahalli, Varthur Hobli, Bangalore East Taluk, Bangalore - 560 103 Ph: +91-80-67090000; Fax: +91-80-67093200; Email: info@quest-global.com www.quest-global.com



Your monthly deduction from salary towards Medical Insurance premium would be INR **625**. This is as per your current Band; the amount will change accordingly in case of Band change.

You are eligible for benefits coverage as per QuEST Band. For your current Band the coverages shall be:

- Group Medical Insurance cover of INR 300000
- Group Personal Accident Insurance cover of INR 1000000
- Group Term Life Insurance cover of INR 1500000
- Employee Deposit Linked Insurance cover as per statutory requirement

Note: Income tax liability of allowances / reimbursements will be considered in light of the existing tax laws. In case any tax has to be recovered for any allowances / reimbursements, either because of changes made to the law by the Govt. of India or pursuant to an order by an Income Tax Officer or any responsible officer of the Income Tax Department, then the same will be recovered from employee's salary, either with retrospective or prospective effect, as the case may be.

Declaration: All aspects of QuEST policies provided in this document are intended to provide indicative details. For Policy details, please refer to QuEST QMS on intranet. The ownership and right for implementation of these policies rests with QuEST alone. QuEST reserves the right to make changes to the policies, including but not limited to withdrawal of the same, from time to time with or without prior notice.

QuEST Global Engineering Services Private Limited Reg. off. Address: AEQUS Special Economic Zone, No.437/A, Plot No.2 Hattaragi Village, Hukkeri Taluk, Belgaum KA 591245 IN CIN: U74900KA2014PTC076219 Communicationaddress: Embassy Tech Village, Building 7B, Primrose, Outer ring Road, Devarabeesanahalli, Varthur Hobli, Bangalore East Taluk, Bangalore - 560103 Ph: +91-80-67090000; Fax: +91-80-67093200; Email: info@quest-global.com

www.quest-global.com



Date: 24 JULY 2018

Name : KUNDETI LEELA SUBRAHMANYASREEKANTH

Address : Dno:11/175-H2,Kothavari street Gudivada, Andhrapradesh.

Conditional Letter of Intent – Graduate Engineer Trainee

Dear Kundeti Leela,

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 2018.
- 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,

Infin exciti CIN :

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: | | | |
| ite Computer Solutions (India) Limited ng timesinfinite possibilities L72200DL1999PLC171077 | Corporate Office 157, EPIP Zone, Phase 2, Kundalahalli, Whitefield, Bangalore - 560066. | Registered Office 155, Somdutt Chambers - II, 9 Bhikaji Cama Place, New Delhi - 110066. | |
| www.infinite.com 🔀 info@infinite.com | 중 +91 80 4193 0000 1 +91 80 4193 0009 | 중 +91 11 4615 0845 ☐ +91 80 4615 0830 | |



* Personal and Confidential *

Ms.Kavya Lingamneni 1-113, veemoor add road, tiruvuru, ap - 521235 Robert Bosch Engineering and Business Solutions Private Limited, 123 Industrial Layout, Hosur Road, Koramangala, Bangalore - 560 095, India. Tel: +91 080 6657 5757 Fax: +91 080 6657 1404 CIN: U72400KA1997PTC02316 www.bosch-india-software.com

Our reference: RBEI/HRL/2018/1633

Date: 06.06.2018

Dear Kavya Lingamneni,

This has reference to your application and the subsequent interview/s you had with us. We are pleased to appoint you as 'Associate Software Engineer' at RBEI at 'Level 50' as detailed below.

1. Training Period

You will be on training for a period of 2 months from the date of you joining the organization. The company may periodically evaluate your performance during the training period. If you fail to qualify as per the minimum prescribed performance standards, the company reserves the right to decide on the continuance of your employment.

2. Compensation

- Your annual CTC (Cost to Company) will be Rs. 4,00,000/- (Rupees Four Lakhs only) per annum. Your CTC will comprise of Basic Salary, Buffet of Benefits (BoB), Variable Pay (CPrP) and Retirals benefits. The salary will be governed by the prevailing employment policies of the company as in force from time to time.
- The Variable Pay (CPrP Company Performance related Pay) planned for the year 2018 (payable in April-2019)- at factor EAV 1.0 of company performance is 10% of the Annual Earned Salary (Basic Salary + Buffet of Benefits) for associates at your level. However, the actual amount will depend upon the company goal achievements. This amount is paid as per section 31-A of the Bonus Act in lieu of profit sharing bonus.
- · Please refer to Annexure I to know more details about your compensation package.

Your remuneration is strictly confidential between you and the Company. You are obliged to maintain absolute secrecy of the terms and conditions; failure to do so will invite disciplinary action and may even result in termination of your services.

3. Retiral Benefits

3.1 Company's contribution towards Provident Fund at 12% of the basic salary per month

- 3.2 You will be eligible for Gratuity as per the Gratuity Act 1972 and the rules made there under.
- 3.3 You will also be eligible to subscribe under National Pension System (Optional) as per the policy.



4. Extended Benefits

During your employment tenure with us, you will be covered under company provided insurance:

4.1 Hospitalization Insurance - for self and family (for spouse and children up to the age 23 years).

4.2 Personal Accident Insurance - for self only

4.3 Life Insurance - for self only

The aforementioned perquisites are subject to alteration and amendment.

5. Salary Revision and Benefits

Salary shall be reviewed on an annual basis and you shall be notified of the amount of your salary entitlement for the succeeding year, depending on performance during the year.

6. Eligibility

This offer of employment is valid subject to you scoring a minimum of 70% aggregate with no current backlogs in Degree and 70% score consistently from SSLC onwards.

7. Retirement

You will retire from the services of the company on attaining the age of superannuation. The retirement age in Bosch is 60 years.

8. Leave Benefits

You will be entitled to 18 days of Earned Leave, 12 days of General Leave, subject to the terms and condition as per the prevailing leave policy.

9. Integrity

Each employee at Bosch is committed to ensure integrity in all aspects of their functioning. You are expected to comply with the policies as listed in the code of Business Conduct of the company as they form an integral part of the terms of your employment with Bosch. You are required to read and agree to the Rules & Regulations of Service and Conduct as listed in the Annexure III.

10. Conditions of Hire

10.1 The assignment offered to you is on a whole time basis. You will not carry on or be concerned with any business of your own or on behalf of anyone else directly or indirectly, nor shall you take up other business or be associated with any other business with or without remuneration during the course of employment with the company. Further, if you have any trade or business interest and have any existing connection or future connection with the Company as suppliers, dealers, agents or contractors thereof, you are obligated to disclose such connection to the Company at the time of joining, if there is a present connection and inform the management of the Company on becoming aware of any proposed transactions through such relations in the future.

10.2 If the Company sends you on training including research and development activities, to another country or a place in India with a view to benefit the Company in pursuance of its business objectives, which will be at an additional cost to the Company, you agree not to accept employment in a company in competition with RBEI and/ or undertake a business that is in competition with RBEI. In the event you leave the Company within **One Year** after such training period, the Company will be entitled to recover the costs from you, incurred by the Company towards such training; you may be required to sign a bond to that effect.



10.3 You have to submit a copy of your current Degree certificate / Provisional certificate and all semester marks sheets / Consolidated mark sheet on your said date of joining.

11. Transferability

Initially you will be posted at our Bangalore/Coimbatore location, however you may be transferred to provide your services to any of our existing/ future establishments, sister concerns of Bosch or at our client location situated within India or abroad depending upon the company's requirements on the same terms and conditions of this letter and any additional terms that may be applicable to you as per Company policies. In case you are deputed abroad, you will be required to fulfil the conditions regarding financial security and minimum service subsequent to such deputation as per the Company's Policy.

12. Information

In accordance with the provisions of the Companies Act 1956, you are required to disclose your relations or business connections, if any, with the Directors of this Company. You are required to furnish these details in your job application form and return to us. You are also required to disclose information regarding any posts held by you including any honorary position.

13. Termination

The notice period for termination of employment on either side will be Three months. When payment in lieu of notice is offered by the management or the employee, the notice pay shall mean only the basic salary and does not include cash equivalent of any allowances, etc.

Payment in lieu of notice shall be subject to acceptance of the same by the Company considering unfinished tasks, projects on hand, work in progress, etc. You shall not be deemed to have been relieved of your services except upon issue of a letter to that effect.

14. Medical Fitness

This offer is provisional, subject to you being declared medically fit by our Medical Officer. On the day of joining you are required to furnish an eye fitness certificate as mentioned in the **Annexure II** appended to this letter.

15. Personal Information

This employment offer is made based on the information given by you in the RBEI application form submitted to us. In case company finds at any time, the information given by you is not correct, untrue or incomplete, the company shall have the right to dismiss you from your employment at any time without notice or salary in lieu of notice period.

16. Background Check and References

Your appointment is contingent upon satisfactory report on the background check conducted by our company's approved agency relating to your education and address.



17. Acceptance and Commencement

Your appointment will be confirmed upon receiving your acceptance to this offer letter. Your functional area, location and date of joining will be informed later.

To confirm your acceptance, you are requested to communicate the acceptance of this offer within 7 days from the date of receiving this letter, to your placement officer.

We welcome you to the organization and look forward for a long and mutually beneficial association.

Please note, you are not eligible for company sponsored accommodation, therefore, you are advised to identify your suitable accommodation facility in advance of your joining.

Please sign and return the copy of this letter as a token of your acceptance of above terms and conditions at the time of your joining.

Robert Bosch Engineering and Business Solutions Private Limited

Venu Go)

Deputy General Manager (Human Resources)

Dinesh Kumar

Deputy Manager (Human Resources)

I agree and accept the above terms and conditions and confirm that I will join duty on

Name

Signature

Date



Annexure I

| Per Month | 06.06.2018 |
|-----------|--|
| Per Month | |
| Por Month | 1 |
| Fer Monut | Per Annum |
| Rs. | Rs. |
| | |
| 10000 | 120000 |
| 18775 | 225300 |
| 28775 | 345300 |
| 1200 | 14400 |
| | 5772 |
| 1681 | 20172 |
| | |
| | 34530 |
| 30456 | 400000 |
| 00400 | A standard and a stand |
| | 10000 18775 28775 |

(Human Resources)

* The aforementioned perquisites are subject to alteration and amendment.

** Eligibility for Gratuity is as per Payment of Gratuity Act 1972

(Human Resources)

Dear M Sri Sai Teja,

Greetings from L-Cube Innovative Solutions Pvt. Ltd. III

14-4-05

- 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 3rd-March 2018.

- Please find in attach BG format , you can show the same to the bank & make the

- Please find in attachment 3 years "SERVICE AGREEMENT" (SA) soft copy, as informed kindly make SA along with BG & submit both in our Chennal office on or before the deadline of 3rd-March 2018.

For any Further clarifications please call me.

Thanks & Regards, SK.Magdoom. HR Generalist. 7550029699 L-Cube Innovative Solutions Pvt. Ltd. # 7148, 7 - Block, 6" . Ivenue . Anna Nagar West, Chennui - 600 040.

Ph: 044 - 2618 1625.

"failure is a part of innovation"

DISCLANAER.

This chiail and any files transmitted with 0 are confidential and may contact confidential health or other information intended only for the are of the individual or entity named to where they are addressed. The information her cities 4

by a privileged and legally protected from disclosure by DIPAA and muy also be protected by the Electronic Communications Privacy Act, 13 USC. Sections 2510-2521, If you have received this email in error please untilly the sender immediately by s-until or call our lofo line 203-437-4078. If you have received this usual by mistake kindly, delete this e-mail from your system if you are not the interacted contribution are manifed that disclosure for the disclosure disciplination is taking any action in relations in the remains of the intended recipient you are notified that disclosing, copying, distributing or taking any action in reliance on the coments of this information is strictly prohibited.



14-466

28/03/2

OFFER OF EMPLOYMENT

Calrom Mahonkali Dear

With reference to the discussions we had with you, we on behalf of Arziac Technology Services, are pleased to offer you the position of "Customer Support Executive" and invite you to join Arziac Technology Services

Based upon your credentials and the information shared during your interview, we feel that you will be able to make an outstanding contribution to our organization and you will be eligible for a compensation of Rs. 10000 (Including incentives + Allowances) (Rupees Ten Thousand Only).

The allowances, benefits and other terms and conditions of your employment will be as per company policies as applicable from time to time. Your compensations will be reviewed in future as per company policy.

You will be provided with ON-JOB training for a period of 10 days from the date of joining and no compensation will be provided during the ON-JOB training period.

On joining the company you shall be on probation for a period of Three Months. You will abide by the rules and regulations of the company as may be in force from time to time.

We welcome you aboard and the detailed appointment order will be given after completion of training successfully. We expect you to join on or before in line with discussion with you, otherwise this offer will stand withdrawn automatically.

Our Offer is contingent upon satisfactory evidence and verification of your credentials.

- 1. Educational Qualification (Photocopy)
- Identity Proof (Photocopy)
- Address Proof (Photocopy)
- 4. Four Passport Size Photograph

Again, congratulations and welcome to Arziac Technology Services,

Thanking You,

Harish HR Head 63821 63474

Received obsinal haliel 1

No. 21-23a, Rainbow Arcade, 2nd Floor, Sir Thiyagaraya road, Pondy Bazaar, T-nagar, Chennai - 600017.

🖀 +91 44 43527220

🖾 info@arziac.com

@www.arziac.com



Fare Portal India Pvt. Ltd. Unit No. 201-238, Second Floor, Vipul Tech Square, Golf Course Road, Sector - 43, Gurugram - 122001. Phone: +91 - 124 - 6618500 http://www.fareportal.com CIN U72900DL2005PTC134394

Ref. FIPL/Offer/1361/69/2018

Date: 23-sept-2018

Mr. Manne Sai Sri Vastav 20-197-1,Parasupeta Krishna,Andra Pradesh(521001) Mob: 9700722871

Email ID: mannesaisrivastav@gmail.com

Subject: Offer of Employment

Dear Sai,

Congratulations!

We are pleased to offer you employment with Fareportal India Pvt. Ltd., for the position of **"Sr. Software Engineer - TECH (Digital)"** subsequent to your job application and interviews you have had with us.

Your cost to company (CTC) would be **Rs. 1320000 P.A (Fixed Rs. 1200000/- & PB (10%) upto Rs. 120000/-** paid annually based on performance and can go upto 125% of the total variable performance pay) which includes the statutory benefits payable by the company. The breakup of salary will be provided to you on your date of joining.

You are also entitled for one time joining bonus of **Rs. 100000** in two equal instalments first **50%** amount will be paid after completion of **3 Months** and second instalment will be paid after completion of **6 Months**.

You are eligible for a performance bonus upto 10% of the fixed base (if any), subject to your individual performance against KPIs assigned to you as well as the company's overall performance as measured by its *MOAS* and *EBITDA*. Your bonus eligibility is prorated based on date of hire. Company reserves the right to amend its bonus program at any time.

You are required to report to the Department of Human Resources on the **31st Day of 'Oct 2018 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

~ A .

Birendra Bhandari

Manager - People & Culture

I have read and accept the terms of the offer. I will join duty on or before 31st oct 2018.

Name, Signature & Date

| Basic | 50000 |
|--|---------|
| HRA | 25000 |
| Special Allowance | 23200 |
| Statutory Bonus | 0 |
| Sub Total | 98200 |
| Employee PF | 1800 |
| Employee ESI | 0 |
| СТС | 100000 |
| Employer PF | 1800 |
| Employer ESI | 0 |
| Take Home | 96400 |
| Gross CTC Per Annum | 1200000 |
| Annual Variable (Performance Bonus) Upto | 120000 |
| Total CTC Per Annum | 1320000 |

Your total cost to company (CTC) would be **Rs. 1320000 P.A. (Rupees Thirteen Lac Twenty Thousand Only)** which includes the statutory benefits payable by the company.

*There should be no salary discussion. It is against company's policy.

| | CHECKLIST OF DOCUMENTS | | |
|---------|--|--|--|
| I | Below Mentioned Needs To Be Uploaded in OPL At The Tine Of Documentation Formalities. | | |
| Sr. No. | Activity | | |
| 1. | Signature verified and attested by bank | | |
| 2. | Offer letter | | |
| 3. | Attested Appointment letter of last organizations | | |
| 4. | Attested Relieving /Resignation Letter of previous employer. | | |
| 5. | Attested Latest salary slip | | |
| 6. | Attested Copy of PAN Card | | |
| 7. | Attested Copy of any Govt. identity card | | |
| 8. | Attested Permanent address proof | | |
| 9. | Attested Local address proof | | |
| 10. | Attested Educational Certificates (Stating from 10th till Highest qualification) | | |
| 11. | Attested Professional Certificates | | |
| 12. | Attested Copy of Aadhar Card | | |
| 13. | 7 Passport size photographs (in White Background) | | |
| 14. | Blood Group | | |
| 15. | Receipted copy/email of resignation from the current organization before date of joining | | |



Fareportal India Pvt. Ltd. Plot No. 365, Pace City-II Sector-37, Gurgaon-122001 Phone: +91-124-462 9300 http://www.fareportal.com

Declaration for BGV

I, am aware that my Salary will only be released post clearance of my Positive Background verification; as such, there should be no :-

- > pending BGV due to any pending documentation;
- Incorrect / fake/ non relevant document submission for Address check;
- > pending response / negative report from your previous employer(s);
- > negative report / observation in any BGV check.

In case of non-revert on my employment check due to any reason(Mandate Reliving letter by Previous employer or any other reason) & will assure to get the HR/Supervisor revert through E-mail on employment details shared by me within 3 working days.

My employment is subject to verification of the particulars given by me. My employment will terminate without any notice period if I am found to have submitted any false statement/s or document.

I am aware of Fareportal BGV Policy & it's my responsibility to support Fareportal BGV team for end to end closure.

Signature

Date:-

STRICTLY PERSONAL

Chennen Bargalon 14-400

Name: Date :

Sub: Letter of Intent

Dear

81.03.18 Reachvilsan

We are pleased to offer you the position of Customer Care Executive with our organization. You shall report for a comprehensive training program on the formation of the security of the secur

This offer is subject to the Company receiving:

M. Prachvi Sa

- 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 CTC will be Rs 14676 /- 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:

Relained Origine | Relained Origine | Sai M-Product Sai

Date:



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Offer: Computer Consultancy Ref: TCSL/CT20161988830/Hyderabad Date: 31/12/2017

Mr. Eswar Chand Mukkamala 7-28Station Road, Beside Padavala Venkateshwarulu House, Govt. School, Gudlavalleru-521356, Andhra Pradesh. Tel# 91-9550850344

Dear Eswar Chand Mukkamala,

Sub: Letter of Offer

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

This offer is based on your profile 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 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 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.

TCS Confidential TCSL/CT20161988830

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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目記目記録が

OFFER LETTER

Dear MUPPALLA ANUSHA

Date: 28.03.2018

Congratulations, welcome to Arziac Technology Services family!!!!!

We are pleased to offer you the position of "Jr. Software Developer" at Arziac Technology Services, Chennai, http://www.arziac.com/

Your job will commence on or before 03/09/2018 and your starting salary will be Rs.1.2L PA.

Please report to **R. Hari Haran** Human Resources – Head on prior to your commencement of employment. You will be required to complete the necessary payroll and personnel forms and your benefits package will be explained to you in detail. Additionally, we require every employee of **Arziac Technology Services** to complete the enclosed Confirmation of At-Will Employment Form and sign a standard Employment Agreement and Non-Competition and Confidentiality Agreement prior to your actual start date. You will have a final discussion with the Management. Candidate should not have any pending backlogs at the time of joining. You will be provided with ON-JOB training for a period of 30 days from the date of joining.

We look forward to your arrival at Arziac Technology Services.

Very truly yours,

Thanks & Regards

Haribaran

Hariharah R HR –Head 63821 63494.

Received ostiginal M. Anusha

No. 21-23a, Rainbow Arcade, 2nd Floor, Sir Thiyagaraya road, Pondy Bazaar, T-nagar, Chennai - 600017.

2 +91 44 43527220

Minfo@arziac.com

@www.arziac.com



14 - 4D6

Date: 27-May-2018

To

Lavanya Mutyala **GUDIVADA**

Dear Lavanya Mutyala,

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:

(Total of marks obtained in all the subjects from the first to last semester) Aggregate =------(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.

M. Lawanye

Mindtree Ltd RVCE Post. Mysore Road Bangalore 560 059

+ 91 80 6706 4000 + 91 80 6706 4100 www.mindtree.com W

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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 projects as determined by Mindtree. on

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

You shall also execute a Service Agreement along with a surety undertaking to serve the Company 2.6. 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

M. Lawanye

Mindtree Ltd RVCE Post, Mysore Road Bangalore 560 059

+ 91 80 6706 4000 + 91 80 6706 4100 www.mindtree.com

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Enclosed: Annexure to your Offer of Employment

Acceptance of the offer

I, Lavanya Mutyala, agree to accept the employment on the terms and conditions mentioned in this Offer of Employment and the annexure.

| Your Signature | M.Lawanye | 1 |
|------------------------------|-----------------|---------|
| Your Name in Capital letters | | <u></u> |
| Tour Name in Capital letters | LAVANYA MUTYALA | |

Annexure 1

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

| Name | : Lavanya Mutyala | |
|-------------|-------------------------|--|
| 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 470 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 2018 - 2019 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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Annexure 2

Compensation stack effective from the date of confirmation

| Name | : | Lavanya | Mutyala |
|------|---|---------|---------|
| | | | |

Competency : C1

Designation : ENGINEER

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

| Basic | 103,344 |
|-------------------------|---------|
| HRA | 51,672 |
| Conveyance | 30,000 |
| Competence Linked Pay | 24,000 |
| Communication Allowance | 30,000 |
| Education Allowance | 24,000 |
| Provident Fund | 12,396 |
| Gratuity | 4,956 |
| Insurance Benefits* | 5,640 |
| 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.

M. Lawanye

Mindtree Ltd RVCE Post, Mysore Road Bangalore 560 059

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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.

M. Lawanye

Mindtree Ltd RVCE Post. Mysore Road Bangalore 560 059

W www.mindtree.com



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.

M. Lowanye



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.

M. Lawanye

Mindtree Ltd RVCE Post, Mysore Road Bangalore 560 059 T + 91 80 6706 4000 F + 91 80 6706 4100 W www.mindtree.com



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.

M. Lawanye

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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.

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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.

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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.

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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.

M. Lawanye

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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

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Mindtree Offer Letter

Adobe Sign Document History

05/29/2018

| Created: | 05/27/2018 |
|-----------------|--|
| P.u. | Mindtree Talent Acquisition Team (campus@mindtree.com) |
| By: | Minduee Falent Acquisition Fear (campus@minduee.com) |
| Status: | Signed |
| | THE REPORT OF THE PROPERTY OF THE PROVENT |
| Transaction ID: | CBJCHBCAABAAo-QN2i2wBPP_Hg5lyWqlz2KXjpMT_yfK |
| | |

"Mindtree Offer Letter" History

Document created by Mindtree Talent Acquisition Team (campus@mindtree.com) 05/27/2018 - 8:53:26 AM PDT- IP address: 112.121.48.1

- Waiting for Signature by Lavanya Mutyala (lavanyamutyala2005@gmail.com) 05/27/2018 - 8:53:32 AM PDT
- 6 Document e-signed by Lavanya Mutyala (lavanyamutyala2005@gmail.com) E-signature obtained using URL retrieved through the Adobe Sign API Signature Date: 05/29/2018 - 5:50:38 AM PDT - Time Source: server- IP address: 106.66.144.217
- Signed document emailed to Mindtree Talent Acquisition Team (campus@mindtree.com), ashok.muniraj@mindtree.com and Lavanya Mutyala (lavanyamutyala2005@gmail.com) 05/29/2018 - 5:50:38 AM PDT

4-407

L&T Technology Services

December 13, 2018

Ref.:LTTS- Mysore /HR/2018-19/ 235

Ms. Myneni Venkata Sujitha 9/13,Opposite Vinayaka Temple Street, Market Centre, Gudiwada - 521301.

Mobile: +91-7382026934

Sub.: Fixed Term Contract

Dear Myneni Venkata Sujitha,

This has reference to your application and subsequent interview with L&T TECHNOLOGY SERVICES LIMITED (referred as "Company" henceforth).

We are pleased to offer you an opportunity on a Fixed Term Contract basis, as Consultant for a period of 12 months from December 17, 2018 to December 16, 2019, in connection with the execution of projects in L&T TECHNOLOGY SERVICES LIMITED (hereinafter referred as "Company"), on the following terms and conditions:

You are required to join on or before December 17, 2018. If you do not join by this date, this offer stands withdrawn – unless the Date of Joining is extended and communicated to you in writing.

At the time of joining, please report to Ms. Shruthi K P – (Human Resources-Operations & Compliance) at the following address:

L&T Technology Services Limited, KIADB Industrial Area, Hebbal – Hootagalli, Mysore – 570 018. Ph. 0821 2405489

You are required to bring the following documents, with a self-attested photocopy (except photographs) of each, at the time of joining.

- i. Aadhar Card.
- ii. PAN Card.
- iii. Education certificates including mark sheets.
- iv. Relieving certificate or Service Certificate from your present employer (without which you will not be allowed to join) and other experience Certificates.
- v. Passport.
- vi. Four copies of your recent passport size photograph (with white background-in formals).
- vii. Your last Employer's EPF and EPS numbers.
- viii. Universal Account Number (UAN).
- ix. Provisional Form-16 for the current financial year.

Please note that salary payment will not take place until and unless PAN, Bank (salary) account details are registered in our Shared Services Centre portal. All our reimbursements are through the Bank and hence you are requested to also open an Employee Reimbursement Account (ERA) after joining.

If you intend to accept this offer, please return the duplicate copy of this letter, duly signed as token of your acceptance within Seven days from the date of the issue of the letter

Page 1 of 5



Ms . Myneni Venkata Sujitha

Your association with us will be bound by the following terms and conditions

1. GRADE AND SALARY

1

Your Grade and Basic Salary will be as under:

| GRADE | : LTTS-FTC |
|--------------|---------------------|
| BASIC SALARY | : Rs. 10,500/- p.m. |

The details of your other Allowances are indicated in the Salary Card attached herewith.

- 2. Your appointment is subject to your being found medically fit by the Company Doctor.
- 3. The Company reserves the right to verify your documents and background through internal or external agencies. These may include your current/previous employment history, education/professional credentials and other background checks. If any discrepancy with regard to documentation is discovered after you have joined the Company, you are liable to be terminated, apart from legal action being initiated against you.
- 4. Your contract with the Company is subject to your providing documentary proof of your last drawn salary, educational qualifications and work testimonials if any, and is subject to you being free from any contractual restrictions preventing you from accepting this offer or starting work on the above-mentioned date.
- You will be assigned to work at our Mysore Center in SEZ unit. Depending upon business requirements, you may be transferred to any of the Company's establishments within or outside India.
- 6. You will be eligible for leave per year during the fixed term contractual appointment as under:
 - 7 days leave (Casual Leave/Sick Leave) for medical and such other contingencies.
 - 15 days Privilege Leave (PL) on completion of 11 months of engagement.

Leave will be sanctioned at the discretion of the Management, subject to exigency of work.

- It must be clearly understood that your appointment is purely on a fixed term contractual basis for the period December 17, 2018 to December 16, 2019 after which the fixed term contractual appointment shall automatically stand terminated and you will not report for duty after the mentioned date.
- 8. Your services may be terminated prior to completion of the period of fixed term contractual appointment or any extension (which may be given as per the provisions of paragraph 8 mentioned below) at any time by giving 30days notice or 30days basic pay in lieu of notice period and without assigning any reason.
- 9. The Management at its discretion may extend the period of fixed term contractual appointment by giving a separate letter of extension for a specific period stated in the letter of extension.

Page 2 of 5



| Offeí Letteí | | | | |
|--------------|--------------------------|-------------------|--------------------------|--|
| Doc.Code: | GLX_HR_ I'EM_OffeiLettei | | | |
| Veísion: | 4.2 | Effective Date | 10/29/2017 | |
| Contact | HR l'eam | Email | galaxeindiahí@galaxe.com | |

OTTER LETTER

Píivate & Confidential Ref: Dated: 1st September, 2018

Mr. Nammi KoteswaraRao Maripalli, AP

Deaí Nammi Koteswararao,

In continuation to ouí vaíious discussions we aíe pleased to offeí you an Employment with GalaxE.Solutions India Pvt. Ltd, as Associate Developeí. I his is the beginning of a long and íewaíding caíeeí with GalaxE.Solutions.

Youí joining date is on 6th october, 2018. Please aííive at 9:00 AM on youí fiíst day of Employment at thefollowing location to complete Onboaíding woík and new hife oíientation.

GalaxE.Solutions India Pvt. Ltd. 1st Flooí, Voyageí Block, Inteínational **l**'ech Paík Ltd., Whitefield Main Road, Bangaloíe – 560066, INDIA.

Compensation and Benefits

- a) Youí Annual CI'C is Rs. 450,650/-p.a. Foí detailed bíeakup please íefeí to Annexuíe 1.
- b) GalaxE offeís wide-íange of Employee benefits and foí moíe details please íefeí to Annexuíe
 2.
- c) You will be fequifed to enter into a training contract with the company. I he contract terms would include 36 months commitment from your side. You will be liable to pay to the company ₹ 150000/- as training fees if you wish to leave the company within the 36 months period.

Place of Woík

© 2022 GalaxE Gíoup, Inc. CONFIDENI'IAL

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Unit No. A, 1st Flooí, Voyageí Block, Inteínational l'echnology Paík Ltd.(Il PL) Whitefield Road, Bangaloíe – 560 066, INDIA Phone: +91-80-4084 7777, +91-80-4142 9100, Fax: +91-80-4115 8509, www.galaxe.com



Youí place of posting will be Bangaloíe, howeveí, based on the business needs you may be tíansfeííed oí expected to tíavel to any of ouí offices in India and/oí Inteínationally(Oveíseas).

About Galax E Solutions India Pvt Ltd.

GalaxE.Solutions India Pvt. Ltd

GalaxE.Solutions an ISO 9001, CMMI level 3 Company has been honoied as 2012 l'echnology Company of the Yeai by Automation Alley, Michigan's laigest technology business association. **GalaxE.Solutions®**, **Inc. (GalaxE**), is an industiv leadei in designing and deploying business piocesses and suppointing systems that enable clients to tiansact and shaie infoimation acioss inteinal netwoiks and the Inteinet, taigeting Business iesults, competitiveness and efficiency.

With state-of-the-ait delively centels throughout Noith Amelica, Eulope, and Asia, GalaxE.Solutions levelages its experitive in professional technology, staffing, and managed services to deliver quality solutions for the most demanding business and user requirements.

GalaxE.Solutions is headquaíteíed in Someíset, NJ; with offices located in Detíoit, MI; Bangaloíe, Noida, and Hydeíabad, India; l'oíonto, Canada; London, United Kingdom; and Guangzhou, and Shanghai, China. Foí oveí a decade GalaxE.Solutions has píovided end-to-end technology-based solutions to the Foítune 1000 with a focus on the Healthcaíe, eCommeíce, Retail and Finance industíies.

GalaxE.Solutions is an innovative, íeliable and passionately customeí focused Oíganization. **I**^{*}he coípoíate woík cultuíe is open, tíanspaíent and is in haímony with the Oíganizations vision and goals. We fosteí and maintain a cultuíe of innovation. **I**^{*}he enviíonment is veíy exciting, with high levels of motivation and iecognition, facilitating fasteí caíeeí gíowth. We empoweí eveíy team membeí to make a positive diffeíence.

Employee Experience to the Power of GalaxE

At GalaxE.Solutions, people make all the diffeience. Evely Employee is considered a valuable asset. We are an innovative Organization with constant focus on the growth and achievement of all of our Employees. We start with a proven road-map for creating a high performing Organization by hiring top performers from across the industry and the globe. Every Employee is hired because they are one of the best at what they do- we call them Game Changers. Once on board, we nurture each Employee as an individual person with the goal of providing a successful, growing career. If the open and transparient work culture collectively boosts each of us towards the next level of competition and customer choice. Our people-centric approach provides a level of challenge and opportunity that most companies will never reach.

At GalaxE.Solutions, we aie constantly on the lookout foi high peifoiming, self-motivated, and dedicated candidates to develop and delivei next generation solutions cateiing to the diveise II' needs of oui piestigious clients.

EpEx (Employee Experience) 2013 is an initiative by GalaxE to enhance Employee experience.



I'he objectives of this initiative aíe

- Make GalaxE a Gieat place to Woik
- Cíeate an enviíonment in which Employees aíe empoweíed
- Deliveí exceptional value to the client
- Incíease client satisfaction
- Gíow the fiím as an industíy leadeí

I'híough this initiative GalaxE aims at cíeating wolk life balance fol its Employees Oul

Coíe Values

- Deliveí Excellence Exceed expectations
- Build l'íust l'híough honesty, accountability, tíanspaíency & accessibility
- Be a People Peíson l'íeat eveíyone with high dignity and íespect
- Cíeate Value Cíeate and constantly deliveí moie value
- Innovate Díeam, Innovate, Cíeate
- Own it **I** ake Owneiship

Woík Enviíonment:

We ale committed to total customel satisfaction and stlive togethel to delivel top-quality, custom-fit solutions fol oul clients. If he excellent leationship we enjoy with oul clientele stems from the lobust wolk envilonment. We stlive to maintain high standalds of integlity and leadility in all oul intellactions and this dilectly translates into a highly inspilling wolk envilonment.

I'heíe is a stíong focus on Employee-fíiendly policies and a competitive total íewaíds philosophy that íaises ouí Employee benefits, compensation, and píogíams to innovative heights of excellence. Ouí compensation packages aíe incessantly measuíed against industíy standaíds and aíe stíuctuíed to attíact and íetain a highly skilled woíkfoíce. We also píovide on-site woík oppoítunities and L & H1B visa sponsoíship's.

Employment

l'eíms Píobation

Peíiod

You will be on píobation foi a peíiod of six months fíom the date of joining. Youí Employment will be confiimed automatically at the end of this peiiod without any fuither communication (wiitten of veíbal). However, if there is any change, the same will be communicated on of before the end of this probation period.

Notice Peíiod/ l'eímination:

I'he wiitten notice iequiied foi teimination of Employment will be 3 months' notice fiom the Employee's side and 1 month notice fiom the Employei's side

I'he Company ieseives the ight to teiminate the Employment, if the Employee is pievented fiom peifoiming his/hei duties on account of Employee's continued ill-health.



Notwithstanding any otheí teím of this letteí, the Company shall have the íight to teíminate the Employment foíthwith without any notice of payment in lieu of notice on disciplinaíy gíounds in case of Employee's píoven gíoss misconduct, oí foí contíavention of any of the Policies, oí in the event of the Employee being held guilty of any címe oí any otheí act involving moíal tuípitude, oí foí bíeach of any mateíial píovision of this Agíeement

In the event of the teimination of the Employment, the Employee shall immediately (i) ietuin to the Company all documents and any copies theieof and all Confidential Infoimation and othei piopeity/mateiial of whatsoevei natuie belonging to the Company in his/hei possession ielated to and connected with the business and the affaiis of the Company, and (ii) pay to the Company all amounts, if any, that become due fiom the Employee to the Company undei this Agieement. Upon teimination of Employee's Employment the Employee shall obtain cleaiance fiom the ielevant peison(s), depaitment(s) on pioduction of which alone the Employee's dues, if any, will be cleaied by the Company

Absence foi a continuous peiiod of five days without piioi appioval of youi supeiioi, (including oveistay on leave / tiaining) would iesult in youi losing youi lien on the seivice and the same shall automatically come to an end without any notice oi intimation except in situations where the employees is in a medical emergency for self.

Leave

Annual Eaíned leave: Employees aíe entitled to paid leave of twelve (12) wolking days in onecalendal yeal.

Holidays: Employees aie entitled to ten (10) days of paid public holidays in one calendai yeai. Fuithei, the Employee shall be entitled to avail such othei holidays, including those on weekends, which may be specified by the Policies.

Casual Leave: Employees aie entitled foi 6 days of Casual leaves evely calendai yeai. **I**'his categoly of leave cannot be encashed of calified folwaid i.e. they will lapse at the end of each calendai yeai

Medical Leaves: Employees ale entitled fol 6 days of Casual leaves evely calendal yeal. I'his categoly of leave cannot be encashed of callied folwald i.e. they will lapse at the end of each calendal yeal

Woíking Houís

■ otal wolking houls pel week is 48 houls. ■ he general wolking houls will be 9.00 a.m. to 6.30 p.m. Monday to Fliday, with 30 minutes lunch bleak. Howevel, the staft and end timings ale subject to change as pel the business lequilements.

Retiíement

All Employees of GalaxE.Solutions will ietiie fiom the seivices of the Company on ieaching the age of 58 yeais.

Past Recoíd



If any declaíation of information fuínished by the Employee to the Company proves to be false of misleading in any respect of if the Employee is found to have wilfully suppressed any material information, the Employee's services shall be liable to be terminated by the Company forthwith without assigning any notice of compensation whatsoever.

Employment duties

GalaxE.Solutions heieby employs the Employee and the Employee accepts such Employment in the capacity **Associate Developeí** at **Bangaloíe** to peifoim the Job Desciiption on the teims and conditions set out heien. If the Employee agiees that depending on Company's business iequifements the Job Desciiption may be modified by the Company fiom time to time. If the Employee shall also peifoim such othei and unielated seivices and duties as may be assigned to him fiom time to time by the Company.

I'he Employee shall be bound by and shall comply with all policies, standaids and iegulations established by the Company fiom time to time (as the same may be amended by the Company), and shall peifoim his/hei duties and iesponsibilities faithfully, diligently, and to the best of his/hei ability with due caie and caution.

The Employee shall difect his/hef best efforts to promote the interests of the Company, its operations and all its activities.

I'he Employee shall opeíate out of the Company's facility at II'PL Bangaloíe and shall woik foi such houis as may be ieasonably iequiied foi the piopei dischaige of his/hei duties.

I'he Employee shall not take advantage of any business oppoitunity of which the Company of any of its subsidialies of affiliates may be consideling taking advantage of, of have decided to take advantage of, of may take advantage of, if plesented with the oppoitunity nol shall the Employee delive any advantage of benefit in any other mannel except for and on behalf of the Company and with its knowledge.

Intellectual Píopeíty Rights

All computeí softwaíe, píogíams, inventions, designs, impíovements, oí píocesses, which the Employee may make oí devise eitheí alone oí jointly with otheís duíing the teím of this Agíeement, peítaining to the opeíations oí business of the Company, and aíising out of the woík oí íesponsibilities peífoímed by the Employee undeí this Agíeement and all intellectual píopeíty theíein (collectively "Intellectual Píopeíty") shall belong exclusively to the Company and the Employee shall neitheí have noí be entitled to make any claims in íespect theíeto.

Foi the puiposes of above, the Employee shall piomptly disclose and delivei to the Company all infoimation and data in his/hei possession, necessaiy to facilitate and impait a full and complete undeistanding of the Intellectual Piopeity. I'he Employee shall also assist the Company in every way, without any chaige but at the cost and expense of the Company, in obtaining piotection foi said Intellectual Piopeity in India and othei counties.



I'he Employee heieby confiims and agiees that the Company is and shall be the sole and exclusive ownei, whethei by viitue of an assignment, tiansfei oi otheiwise, of all piesent and futuie Intellectual Piopeity acciuing to the Employee in any mannei and in all material wiitten oi devised by the Employee peitaining to the opeiation oi business of the Company and iesulting fiom oi arising out of any work which the Employee shall have carified out pursuant to his/hei Employment and of all rights of action for damages for infringement of the Intellectual Property. If he Employee infringement of the Amployee to that effect, all necessary and adequate documents to confirm the same.

I'he Employee undeístands that foí the Intellectual Píopeíty to vest in the Company as envisioned by above, he may be íequiíed to make an assignment of the Intellectual Píopeíty by execution of appíopíiate and adequate documents. I'he Employee heíeby assigns to the Company all píesent and futuíe Intellectual Píopeíty which may accíue to him in any manneí and in all mateíial wíitten oí devised by the Employee peítaining to the opeíation oí business of the Company and iesulting fíom oí aíising out of any woík which the Employee shall have caííied out puísuant to his/heí Employment and also assigns all íights of action foí damages foí infíingement of the Intellectual Píopeíty.

I'he Employee heieby iiievocably and unconditionally waives any and all iights undei any law, in any juiisdiction, in and to any and all Intellectual Piopeity wiitten, cleated of devised by him whethel solely of jointly and peltaining to the opelation of business of the Company and lesulting fiom of alising out of any wolk which the Employee shall have done pulsuant to his/hel Employment with the Company.

I'o the extent that the Employee intends to use any thiíd paíty píopíietaíy softwaíe ("I'hiíd Paíty Softwaíe"), the Employee must identify in wíiting the píoposed I'hiíd Paíty Softwaíe to the Company and obtain wiitten appíoval of the Company píioí to the use of such I'hiíd Paíty Softwaíe. If such píioí wiitten appíoval is píovided by the Company, the Employee iepíesents and waiíants that he has good and clean title to use the I'hiíd Paíty Softwaíe and that Employee is not infíinging upon any patents, tíademaíks oí copyíights oí violating tíade secíets oí otheí confidential infoimation in using such softwaíe. I'he Employee heíeby gíants to the Company oí its customeís, all íights the Employee has to use such I'hiíd Paíty Softwaíe, and, to the extent possible, an iííevocable, non-tíansfeíable, íoyalty-fíee license to use the I'hiíd Paíty Softwaíe. If the Company oí its customeís must obtain a license fíom such thiíd paíty to use oí distiibute the I'hiíd Paíty Softwaíe, the Employee agíees to use the Employee's best effoits to obtain such a license on behalf of and foi the Company oí its customeís. If the Company does not píovide wiitten authoíization to use the I'hiíd Paíty Softwaíe, in íendeíing its seívices to the Company oí its customeís.

I'o the extent that the Employee intends to use any piopiietaly softwale developed by the Employee ("Employee Softwale"), the Employee must identify in wilting to the Company and its customels the Employee Softwale, and obtain wilten appioval of the Company piloi to the use of the Employee Softwale. If such piloi wilten appioval is plovided by the Company, the Employee leplesents and wallants that he has good and clean title to use the Employee Softwale and that Employee is not inflinging upon any patents, tlademalks of copylights of violating tlade seclets of othel confidential



infoimation in using the Employee Softwaie. Fuithei, Employee agiees to heieby assign to the Company of its customeis all fights, title and interest to the Employee Softwaie. If desifed by Employee and only if Employee made such piloi disclosuie and obtained piloi wiltten consent from the Company, Company of its customeis shall provide a non-exclusive, non-transferable, royalty-free license to the Employee to use the Employee Softwaie. If the Employee does not disclose the Employee Softwaie to the Company and its customeis, of if the Company does not provide witten authorization to use the Employee Softwaie, the Employee shall not use the Employee Softwaie in rendering its services to the Company of Client. If the Employee uses the Employee Softwaie without obtaining any piloi written consent by the Company, Employee agrees that such Employee Software with the Company prior written authorization to use the Company of Client. If the Employee uses the Employee Software without obtaining any prior written consent by the Company, Employee agrees that such Employee Software without obtaining any prior written consent by the Company, Employee agrees that such Employee Software with the provisions of this Clause.

I'he Employee íepíesents and waííants that the disclosuíe of the I'hiíd Paíty Softwaíe oí the Employee Softwaíe and its use by the Company oí its customeís, subject to the conditions mentioned above, will not in any manneí íesult in infíingement oí violations of any íights vested in any thiíd paíty including such thiíd paíty's píopíietaíy íights oí íights to intellectual píopeíty. In the event of any bíeach of this píovision of this Agíeement, the Employee agíees to defend, indemnify and hold the Company haímless fíom and against any and all liabilities, claims oí demands whatsoeveí (including expenses, couít costs and íeasonable attoíneys' fees íelated theíeto) thatmay be asseíted against the Company oí its customeís by any peíson oí entity by íeason of bíeach by the Employee of the píovisions of this Clause

I'he Employee acknowledges and agiees that his salaiy includes compensation foi the assignment to the Company of all intellectual piopeity ights with isspect to the Intellectual Piopeity, as piovided in this above

Confidentiality:

As used in this Agíeement, the teím "Confidential Infoímation" shall mean all non-public tangible and intangible infoímation íelating to the Company of its business, affaiís, dealings of opeíations of the Company's customeis of theif business, affaiís, dealings of opeíations that is disclosed to the Employee, that the Employee píoduces, of that the Employee has acquifed, of heíeafteí acquifes duíing his Employment with the Company. Confidential Infoímation shall include by way of illustíation and not limitation, the following:

- (a) Any information concerning the business accounts of finance plans of strategies of the Company of of any other entity which is the customer of the Company;
- (b) Any iepoit of ieseaich commissioned by of on behalf of the Company of any of its iespective clients, in connection with the business of affails of the Company of any of its iespective clients;
- (c) all Intellectual Piopeity including tiade seciets, know-how and confidential tiansactions of the Company;
- (d) all maíketing, píoduct development and business plans of the Company and all customeí names and lists;



- (e) all píoduct design and manufactuíing infoímation, and all methods, píocesses and techniques of doing business; and
- (f) any othei infoimation which may be teimed confidential by the Company and whose dissemination may seliously compiomise and jeopaidise the business intelests of the Company, which has of may have come to his knowledge duiing the continuance of this Agieement.

Unless and until such infoímation:

- (i) Is voluntaíily disseminated by the Company to the public;
- (ii) Becomes pait of the public domain thiough lawful means and not as a iesult of a bieach of this Clause; oi
- (iii) Is íequiíed to be disclosed by law.

Save as may be iequiied by law, the Employee shall not, duiing the peiiod of his Employment with the Company of the leafter for a peiiod of 3 years, use of attempt to use, divulge, communicate of exploit any Confidential Information, difectly of indifectly, partially of in whole, under any circumstances of by any means, to any third person without the prior express written consent of the Company. If the Employee shall not, during the period of his Employment with the Company of the leafter, directly of indirectly, copy, transmit, reproduce, summarize, quote of make any commercial of other use whatsoever of any Confidential Information, except as may be necessary to perform his duries as an Employee of the Company hereunder.

I'he Employee agíees and confiims that all Confidential Infoimation is and shall iemain the piopeity of the Company at all times and that the Employee shall keep the Confidential Infoimation in secuie condition and iendei all assistance iequiied by the Company to pievent and safeguaid against impiopei use of the Confidential Infoimation.

The Employee acknowledges and agrees that the salary includes compensation for his/her obligations in this.

Medical fitness & Accuíacy of the testimonials and infoímation píovided

L'his Offeí Letteí and its continuance aíe subject to youí being and íemaining medically (physically & mentally) fit. If so íequiíed, GalaxE.Solutions (I) Pvt. Ltd. may get this confiímed by GalaxE.Solutions (I) Pvt. Ltd.'s Medical Officeí oí the Medical Píactitioneí appíoved by "GalaxE.Solutions (I) Pvt. Ltd."

I'he offeí is subject to Accuíacy of the testimonials and infoímation píovided by you and youí being fíee fíom any contíactual íestíictions píeventing you fíom accepting this offeí oí staíting woík on the above-mentioned date.

DECLARAIION

| ١, | accept this offei of Employment with GalaxE.Solutions and |
|----|---|
| а | gíee the teíms and conditions outlined in this letteí. |

| Name | | |
|------|---|--|
| Nume | • | |
| | | |

| Signatuíe | : | |
|-----------|---|--|
|-----------|---|--|



Date : _____

ANNEXURE 1

Compensation Details:

| Name: Nammi KoteswaraRao Designation: Associate Developeí | | Date of Joining:6 th October, 2018 Location: Bangaloíe |
|--|---------------------|--|
| Components | INR (Rs.) peí Month | INR(Rs.) peí Annum |
| Gíoss Salaíy | 33,500 | 402,000 |
| Ïood Voucheí | 750 | 9,000 |
| Píovident lund (Company Contíibution) | 1,800 | 21,600 |
| Gíatuity | | 10,550 |
| Medical Insuíance | | 7,500 |
| Annual CI'C: | | 450,650 |

Giatuity: Giatuity will be payable in line with the statutoly plovisions, upon sepalation flom the company, subject to completion of minimum of five yeals of Employment with GalaxE.Solutions.

L'axation: L'axation will be governed by the income tax rules. L'he company will be deducting tax at source as per income tax guidelines.

a) Youí indicative annual CI'C foí yeaí 2 can be up to Rs.7.5 LPA*
 Youí indicative annual CI'C foí yeaí 3 can be up to Rs.11 LPA *
 * Based on peífoímance

ANNEXURE 2

House Rent Allowance:

I'o avail tax benefit on this amount you have to submit íent íeceipts once a yeaí to the finance depaítment.

Medical Insuíance: Company offeís compíehensive medical insuíance which includes total of 4 lacs coveíage foí the employee, spouse, childíen, paíents oí paíents-in-laws.

Leave Tavel Allowance

I'his is pait of youí annual gíoss salaíy, which will be íeimbuísed against actual bills within the specified limits, subject to availing Indian Income I'ax íegulations.

Ïood Coupons



Extía Food coupons can be availed by the Employee foí the tax benefit. Food coupons aíe distíibuted within 10th of eveíy month in íespective locations by finance depaítment.

Píovident Ïund

Company offeis effective PF plan foi the Employees. I'his tax saving is applicable when you choose to opt foi additional contiibution fiom youi end.

Conveyance allowance

Foí the compíehensive benefit of the Employee Conveyance allowance is píovided foí the Employee who extends theií stay beyond woíking houís foí woík. Similaíly, foí the Employees who woíks on Sundays and National (GalaxE) Holidays. Cab facility is píovided foí the Employees who woík late houís.

lood Allowance

I'he Employee avails the benefit of food allowance foi extend of stay beyond woiking houis to meet theil dinnel expense. Similally foi the Employee who woik on Satuidays, Sundays and National (GalaxE) holidays.

Otheís elements: Píofessional liteíatuíe, **I** &D, **I** elephone/Mobile bills etc.

Píe-joining loímalities

As it has been explained to you duiing the interview stage, we may do a pie-joining background verification, which would cover your educational qualification, personal verification, place of stay (address) and job experience (other than your current job as mentioned in your application). For this purpose you would be required to provide us with the necessary documentation. Our Background Verification learn would contact you in due course to guide you through the pre-joining background verification process. For any queries related to pre-joining formalities you can email to srajaiah@galaxe.com.

Document Checklist:

Please submit one set photocopy of all the documents mentioned below:

- Photocopy of Educational ceítificates and all semesteí maík sheets
- I'wo iecent passpoit size photogiaphs
- Passpoít copy
- Pan caíd copy
- Documents suppoíting existing/píevious visas & oveíseas tíavel

We feel you will make a substantial impact upon the futuíe diíection and success of ouí Company.We look foíwaíd to youí joining us

Please feel fiee to contact Mamatha Bandam on phone +91-80-41429677 foi any claiifications of assistance ielated to compensation and benefits and Sam Rajaiah on phone +91-80-41429734 foi any claiifications of assistance ielated to Pie Onboaiding documentation.

Offeí Letteí



Please sign and ietuin to the undeisigned the duplicate copy of this lettei signifying youi acceptance.

Foí GalaxE.Solutions India Pvt. Ltd.

Bangitha

Sangeeta Bhaíat Associate VP - Recíuitment

14-4E3

Ref No: ITFSOP237 Date: 6th May -2018

Invitation Letter

Dear Venkata Sai Krishna N,

Congratulations and welcome to Manipal ProLearn - Information Technology Finishing School Training Program (ITFS Program). We are pleased to inform you that you have successfully passed our ITFS Program enrolment assessment. Based on your successful clearance of ITFS Program enrolment assessment and meeting the eligibility criteria, we are pleased to invite you, for enrollment or admission to our "ITFS Program" for the batch commencing date will confirm you on May- 2018.

Manipal ProLearn (Academy) is an enterprise training and learning solutions arm of Manipal Global Education Services Pvt Ltd. ITFS Program is a trustworthy program developed to help young Engineers to be first day employable for hiring companies, which would enable you to acclimatize to the industry and after qualifying, accelerate your transition to a live project. This ITFS Program is designed to increase the employability of the participants both technically and in soft skills to ensure a successful career in the technology Industry.

This ITFS Program will span over a period of seventy five (84) days in a residential model. After completion of the ITFS Program and assessment including customer assessment (if applicable), you may be eligible to attend and able to clear company's interview process for the placement opportunities. Subject to Manipal ProLearn terms & conditions (refer Invitation letter, acceptance form and participant handbook), Manipal ProLearn facilitates placement assistance or interview process in company (ies) (scheduling the interview(s) with maximum of three (3) companies) within 75 days, after the successful completion of the ITFS program.

You are requested to confirm your acceptance by submitting the attached 'Acceptance Form' with the nonrefundable registration fee of Rs 10,000/ + applicable taxes, and delivering it to us, as well as emailing a copy to us at poornima.sivakumar@manipalglobal.com immediately.

Mailing Address. Ms. Poornima Sivakumar Manipal ProLearn, # 7, Service Road, Pragathi Nagar, Electronic City Bengaluru – 560100 Phone: 99018 81857

Best regards, Mr. Yogesh Bhatt, Team Manipal ProLearn



Extraordinary Outcomes

Date: 29-4-2018

The only Global Services company backed by its own university.

We specialize in:

- Healthcare
 Legal
- EngineeringFinance & Accounting

Logistics
Media

Interim Offer Letter

FCE.

Dear HANEEPSHAH NOORBASHA

Welcome to the Vee Family ...!

We are pleased to inform that you have been shortlisted for position of AR Caller Trainee with effect from June in Vee Technologies Pvt Ltd. Your CTC will be Rs. 138000 to 150000 /- per annum and after confirmation your CTC may be Rs. 168000 to 180000 /- per annum based on performance. You will undergo for 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 for any reason you drop out from the training program after first three days you are liable to pay back the recruitment and training expenses of Rs 25000/- (Twenty Five Thousand rupees) to the company.

On successful completion of the training you will be on boarded in Vee Technologies. Our on boarding team will be in touch to update your date of joining and location before two weeks. Please consider this as an interim offer and the training start date may be postponed or proponed 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 the joining formalities for training, based on the business requirements we would confirm the place of training and work and the candidates should be flexible to work from any of our locations. For certain domain you will be on boarded after taking another formal discussion with the technical team.

You are required to submit the following documents while reporting to the 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
- 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.,

Kesavan M Asst. Manager – Human Resource

Bangalore: Sona Towers, 71, Miller Road, Bangalore - 560 052, Tel: + 91 80 2226 6677

Bangalore RR Nagar: 5th Floor, No. 483, Seetha Complex, 16th Cross, 8th Main Road, RR Nagar, Bangalore – 560 098, Tel: + 91 96325 78003

Salem: 4/14, Reddipatty Road, Mamangam, Salem - 636 302, Tel: + 91 427 2341 064

Salem SEZ: Plot No:14, IT/ITES ELCOT SEZ, Salem to Bangalore NH-7 Road, Jagir Ammapalayam Village, Suramangalam SRO, Salem-636 302, Tel: + 91 427 2340290

Chennai: Tower-3 Special Module, Chennai One 1] Park SEZ, Thoraipakkam - 600 097, Tel: + 91 044 2433 1235

USA: New York, 90 Park Avenue Suite 1700, New York, NY 10016, Tel: 646 837 0837

www.veetechnologies.com



APPOINTMENT LETTER

November 14, 2018

Mr. Oleti Manikanta H.No: 31/156-1 Gilakaladindi, Krishna District Machilipatnam- 521001 Andhra Pradesh

Dear Oleti Manikanta,

Welcome to Wipro Limited ('Wipro') and congratulations on your appointment as Project Engineer.

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 the appointment. On completion of the Probationary period, your appointment will be confirmed and communicated to you in writing. Unless confirmation is communicated in writing, the probation period is deemed extended.
- c. The retirement age is 58 years.
- d. You may be transferred in such capacity as Wipro may from time to time determine to any other location, department, function, establishment, or branch of Wipro or subsidiary, associate or affiliate of Wipro. In such 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 Wipro locations in India to suit customer time including on 24x7 basis. You agree to operate from any of these locations and in any of the shifts, including night shift, as may be decided by Wipro keeping in mind business needs and deliverables to customers.
- f. This letter of appointment is subject to your successful completion of all curriculum requirements as laid down by your University/Institution for award of the degree/diploma with a minimum aggregate, specified by Wipro for your role, and any other criteria specified by Wipro in terms of your educational qualifcations before joining.
- g. Kindly ensure you submit the second copy of the appointment letter signed by you on the day of reporting for work.

2. Compensation:

You will be eligible for:

- a. Compensation and benefits in accordance with Annexure III titled 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 management.

Registered Office:

 Wipro Limited
 T : +91 (80) 2844 0011

 Doddakannelli
 F : +91 (80) 2844 0054

 Sarjapur Road
 E : info@wipro.com

 Bengaluru 560 035
 W : wipro.com

 India
 C : L32102KA1945PLC020800

Page 1

8382939

H:* mventaa <hr@inventaa.in> To: placementofficer@gecgudlavalleru.ac.in

ECE

14-4FO.

Thu, May 3, 2018 at 3:30 PM

Dear Placement Head,

Greetings for the day !

We are very happy to select BE (EEE & ECE) students of your college to work in our company .

Below is the list of selected list students , who offer letters would be issued after three days for industrial visit give offer.

```
1.Dodla Nikhil
 2. Keta Balaji
3. Siva Sai Babu
 4. Modugu Srikanth

    Chaganti Tejaswini
    Jafar Abdul
    ....
    Stikar Cheeday

                       14-402
                       14-423
```

Congrats !

INVINCTION V

INAMONTE. I. L. DED DE KOHTEENG NO.78 Leo Industrial Estate, Pallikaranai, Chennai - 600100

hft Inventaa <hr@inventaa.in> To: placementofficer@gecgudlavalleru.ac.in

Dear Placement Head,

Greetings for the day !

We are very happy to select BE (EEE & ECE) students of your college to work in our company .

Below is the list of selected list students , who offer letters would be issued after three days for industrial visit give offer.

Dodla Nikhil
 Keta Balaji
 Siva Sai Babu
 Modugu Srikanth
 Chaganti Tejaswini
 Jafar Abdul ______ 14 - 40 2_
 Srikar Cheeday ______ 14 - 46 1
 Gorle Neeraja ______ 14 - 46 1
 Dhananjay Sai Krishna Kolli __> 14 - 496
 Rajesh Sai Narendrasetti
 Pagolu Vinay Babu 14 - 4F0
 Siva Naga Raju Parimisetti 14 - F5

Congrats !

INVENTAA

NOW Leo Industrial Estate, Pallikaranai, Chennai - 600100

a 19

Thu, May 3, 2018 at 3:30 PM

ECE



Letter of Intent

Doc Ref. No.:QC20181319

Date of Issue: 12th JUNE 2018

Dear PAMULAPATI MOHAN 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: <u>university.relations@quest-global.com</u>

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:

QuEST Global Engineering Services Private Limited

<u>Reg. off. Address:</u> AEQUS Special Economic Zone, No.437/A, Plot No.2 Hattaragi Village, Hukkeri Taluk, Belgaum KA 591245 IN CIN: U74900KA2014PTC076219

<u>Communicationaddress:</u> Embassy Tech Village, Building 7B, Primrose, Outer ring Road, Devarabeesanahalli, Varthur Hobli, Bangalore East Taluk, Bangalore - 560103 Ph: +91-80-67090000; Fax: +91-80-67093200; Email: info@quest-global.com www.quest-global.com



*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 | <u>Details</u> | | |

| 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.

QuEST Global Engineering Services Private Limited

Reg. off. Address: AEQUS Special Economic Zone, No.437/A, Plot No.2 Hattaragi Village, Hukkeri Taluk, Belgaum KA 591245 IN CIN: U74900KA2014PTC076219

<u>Communicationaddress</u>: Embassy Tech Village, Building 7B, Primrose, Outer ring Road, Devarabeesanahalli, Varthur Hobli, Bangalore East Taluk, Bangalore - 560 103 Ph: +91-80-67090000; Fax: +91-80-67093200; Email: info@quest-global.com www.quest-global.com



Your monthly deduction from salary towards Medical Insurance premium would be INR **625**. This is as per your current Band; the amount will change accordingly in case of Band change.

You are eligible for benefits coverage as per QuEST Band. For your current Band the coverages shall be:

- Group Medical Insurance cover of INR 300000
- Group Personal Accident Insurance cover of INR 1000000
- Group Term Life Insurance cover of INR 1500000
- Employee Deposit Linked Insurance cover as per statutory requirement

Note: Income tax liability of allowances / reimbursements will be considered in light of the existing tax laws. In case any tax has to be recovered for any allowances / reimbursements, either because of changes made to the law by the Govt. of India or pursuant to an order by an Income Tax Officer or any responsible officer of the Income Tax Department, then the same will be recovered from employee's salary, either with retrospective or prospective effect, as the case may be.

Declaration: All aspects of QuEST policies provided in this document are intended to provide indicative details. For Policy details, please refer to QuEST QMS on intranet. The ownership and right for implementation of these policies rests with QuEST alone. QuEST reserves the right to make changes to the policies, including but not limited to withdrawal of the same, from time to time with or without prior notice.

QuEST Global Engineering Services Private Limited Reg. off. Address: AEQUS Special Economic Zone, No.437/A, Plot No.2 Hattaragi Village, Hukkeri Taluk, Belgaum KA 591245 IN CIN: U74900KA2014PTC076219 Communicationaddress: Embassy Tech Village, Building 7B, Primrose, Outer ring Road, Devarabeesanahalli, Varthur Hobli, Bangalore East Taluk, Bangalore - 560103 Ph: +91-80-67090000; Fax: +91-80-67093200; Email: info@quest-global.com

www.quest-global.com

22 April, 2019

Parimisetty Siva Naga Raju Bangalore, India Reference No: KLoc\2019\203

Dear Siva:

We are pleased to offer you the position of **Software Test Engineer** with KLoc Technologies Private Limited (hereafter referred to as "KLoc"), an Indian Private Limited company. Your start date with KLoc will be **22 April, 2019**. Your employee id will be **KLoc203**.

You will be on probation from 22 April 2019 to 21 July 2019. Your employment will be confirmed at the end of this probation period.

<u>Place of Work.</u> Your place of posting will be at Bangalore, Karnataka, India. However, KLoc reserves its right to transfer you to a different place or its subsidiary or associate company or customer's office if deemed necessary. During such transfer (if any), you will have to abide by the rules and regulations pertaining to that company.

<u>Compensation and Benefits</u> Your gross compensation, on a cost to company basis, is INR 3,00,000.00 per annum (Three Lakh Indian Rupees Per Annum). This is excluding health insurance and any other variable components such as annual performance bonus. Performance bonus depends on individual's performance and company's performance and is given at the end of the financial year. It is subject to management's discretion.

The details of the compensation package are provided in Annexure B. All components of your compensation are subject to applicable taxes and withholdings.

In case you are assigned to work outside your normal place of posting, the specific deputation letter would notify you of any changes in the compensation and benefits.

14-4F5

Your employment may be terminated any time by giving a notice of **thirty (30) days**, in writing by either side. In this document, the word "termination" includes, but is not limited to, resignation, dismissal, incapacity and any other form by which your assignment and employment with the Company ceases.

In case you leave our employment without giving notice, you will pay or the Company shall have the right to deduct as liquidated damages, an amount equivalent to one month's total salary and allowance (in case you are currently deputed for an onsite assignment) from any amount that may be due to you.

This offer is being made subject to a satisfactory reference check. In addition, your employment is contingent upon your medical fitness and a certificate from a registered medical practitioner may be required at the time of offer acceptance. This is deemed necessary in order to provide medical insurance as part of your compensation package.

You are requested to return the duplicate copy of this letter, duly signed by you in token of your acceptance of the above terms, along with the list of documents mentioned in Annexure A as soon as possible.

Welcome aboard. We look forward to your becoming a part of the KLoc team.

Yours sincerely,

For KLoc Technologies:

Agreed and accepted by:

| Name | : | Abhisarika Das | Name | : | Parimisetty Siva Naga Raju |
|-------|---|----------------|-------|---|----------------------------|
| Title | : | Director | Title | : | Software Test Engineer |
| Date | : | 22 April, 2019 | Date | : | 22 April, 2019 |

Annexure A : List of documents to be returned with signed letter

- 1. Copy of current Passport (including pages where entries are made) or any other photo id
- 2. Copies of Certificate & Marks Card starting from Std. X to Final Degree
- 3. Copies of Relieving letters from your previous employer(s) if applicable
- 4. Copy of Salary Certificate from previous employers, if applicable
- 5. Copy of Form 16 from your previous employer(s) if applicable
- 6. Two Passport size photographs
- 7. Copy of PAN card (Self attested)
- 8. Address Proof (if different from Passport copy)
- 9. Copy of Aadhar Card

Annexure B : Compensation Package Details

| Name | : | Parimisetty Siva Naga Raju |
|-------|---|----------------------------|
| Title | : | Software Test Engineer |
| | | |

Location : Bangalore, India

| COST TO COMPANY (CTC) | Monthly Component | Annual Component |
|---|-------------------|------------------|
| Total CTC | 25,000 | 300,000 |
| Basic | 13,264 | 159,168 |
| | 2,653 | 31,836 |
| Statutory Bonus | 5,306 | 63,667 |
| Children Education Allowance | 100 | 1,200 |
| | 1,105 | 13,259 |
| | 773 | 9,270 |
| City Compensation Allowance | | - |
| Special Allowance | | |
| Gross Salary | 23,200 | 278,400 |
| Stutatory PF contribution | 1,800 | 21,600 |
| Total | 25,000 | 300,000 |
| Health Insurance | | 4,200 |
| Net CTC | 25,000 | 304,200 |
| Monthly Deductions | | |
| Employer's PF Contribution | 1,800 | 21,600 |
| Employee's PF Contribution (Taken from Employee's Income Component) | 1,800 | 21,600 |
| Professional Tax | 200 | 2,400 |
| Total Deductions Per Month | 3,800 | 45,600 |
| Net Pay (Before Income Tax Deduction) | 21,200 | 258,600 |

* EPF: Employee Provident Fund – Please note that the total Employee Provident Fund (EPF) deduction includes both Employee contribution and Employer's matching contribution. This will be deducted from the salary and credited to Employee's PF account. EPF is regulated by the government. ** Group Health Insurance premium is an indicative figure and is subject to change.

Notes:

- KLoc will provide a Group Health Insurance benefit and pay the premium on your behalf. The insurance scheme is provided as a benefit and is part of your total compensation package. Since this is a staff welfare scheme, you are not allowed to claim any Tax deduction on the same while filing your personal Income Tax. The indicative cost of premium is Four Thousand Two Hundred Indian Rupees (4200 INR).
- You are eligible for Gratuity as per the rules and regulations mandated by Government of India. The minimum period of service required to be eligible for gratuity scheme is 5 years.
- Your entire compensation is subject to applicable taxes and withholdings.



Offer: Computer Consultancy Ref: TCSL/CT20172334440/Hyderabad Date: 31/12/2017

Mr. Parnam Sai Ahil, 20-299-2, Near NCCOffice, Brahmapuram, Machilipatnam-521002, Andhra Pradesh. Tel# 91-9505514170.

Dear Parnam Sai Ahil,

Sub: Letter of Offer

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

This offer is based on your profile 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 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 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.

TCS Confidential TCSL/CT20172334440

TATA CONSULTANCY SERVICES

1

334440 Tata Consultancy Services Limited Deccampark, 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. Conveyance Allowance

You will be eligible for a conveyance allowance of `800/- per month.

3. 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.

4. Sundry Medical Reimbursement

You will be eligible for reimbursement of sundry medical expenses incurred by you for you and your family. You are eligible for `6,000/- per annum 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 tax benefit you may submit medical bills for the same at the end of each calendar quarter. At the end of the financial year, the unavailed amount will be taxable.

TCS Confidential TCSL/CT20172334440

TATA CONSULTANCY SERVICES

2

2334440 Tata Consultancy Services Limited Deccanpark, No 1 Software Units Layout, Madhapur, Hyderabad S00 081 India Tel: 91 40 6667 2000 Fax: 91 40 6667 2222 Website: www.tcs.com Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021 TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com



Date:04-Jul-2018

14-4F7

То

Venkata Sai Nithish P, Machilipatnam

Dear Venkata Sai Nithish P,

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:

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.

Venkata Sai Nithish P

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/80008387/82



Letter of Intent

Doc Ref. No.:QC20181323

Date of Issue: 12th JUNE 2018

Dear PATHAN SHARUKHAN,

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: <u>university.relations@quest-global.com</u>

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:

QuEST Global Engineering Services Private Limited

<u>Reg. off. Address:</u> AEQUS Special Economic Zone, No.437/A, Plot No.2 Hattaragi Village, Hukkeri Taluk, Belgaum KA 591245 IN CIN: U74900KA2014PTC076219

<u>Communicationaddress:</u> Embassy Tech Village, Building 7B, Primrose, Outer ring Road, Devarabeesanahalli, Varthur Hobli, Bangalore East Taluk, Bangalore - 560103 Ph: +91-80-67090000; Fax: +91-80-67093200; Email: info@quest-global.com www.quest-global.com



*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 | <u>Details</u> | | |

| 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.

QuEST Global Engineering Services Private Limited

Reg. off. Address: AEQUS Special Economic Zone, No.437/A, Plot No.2 Hattaragi Village, Hukkeri Taluk, Belgaum KA 591245 IN CIN: U74900KA2014PTC076219

<u>Communicationaddress</u>: Embassy Tech Village, Building 7B, Primrose, Outer ring Road, Devarabeesanahalli, Varthur Hobli, Bangalore East Taluk, Bangalore - 560 103 Ph: +91-80-67090000; Fax: +91-80-67093200; Email: info@quest-global.com www.quest-global.com



Your monthly deduction from salary towards Medical Insurance premium would be INR **625**. This is as per your current Band; the amount will change accordingly in case of Band change.

You are eligible for benefits coverage as per QuEST Band. For your current Band the coverages shall be:

- Group Medical Insurance cover of INR 300000
- Group Personal Accident Insurance cover of INR 1000000
- Group Term Life Insurance cover of INR 1500000
- Employee Deposit Linked Insurance cover as per statutory requirement

Note: Income tax liability of allowances / reimbursements will be considered in light of the existing tax laws. In case any tax has to be recovered for any allowances / reimbursements, either because of changes made to the law by the Govt. of India or pursuant to an order by an Income Tax Officer or any responsible officer of the Income Tax Department, then the same will be recovered from employee's salary, either with retrospective or prospective effect, as the case may be.

Declaration: All aspects of QuEST policies provided in this document are intended to provide indicative details. For Policy details, please refer to QuEST QMS on intranet. The ownership and right for implementation of these policies rests with QuEST alone. QuEST reserves the right to make changes to the policies, including but not limited to withdrawal of the same, from time to time with or without prior notice.

QuEST Global Engineering Services Private Limited Reg. off. Address: AEQUS Special Economic Zone, No.437/A, Plot No.2 Hattaragi Village, Hukkeri Taluk, Belgaum KA 591245 IN CIN: U74900KA2014PTC076219 Communicationaddress: Embassy Tech Village, Building 7B, Primrose, Outer ring Road, Devarabeesanahalli, Varthur Hobli, Bangalore East Taluk, Bangalore - 560103 Ph: +91-80-67090000; Fax: +91-80-67093200; Email: info@quest-global.com

www.quest-global.com

14-4GD



28/03/2018

OFFER OF EMPLOYMENT

Jaya Padmini Patrala Dear

With reference to the discussions we had with you, we on behalf of Arziac Technology Services, are pleased to offer you the position of "Customer Support Executive" and invite you to join Arziac Technology Services

Based upon your credentials and the information shared during your interview, we feel that you will be able to make an outstanding contribution to our organization and you will be eligible for a compensation of Rs. 10000 (Including incentives + Allowances) (Rupees Ten Thousand Only).

The allowances, benefits and other terms and conditions of your employment will be as per company policies as applicable from time to time. Your compensations will be reviewed in future as per company policy.

You will be provided with ON-JOB training for a period of 10 days from the date of joining and no compensation will be provided during the ON-JOB training period.

On joining the company you shall be on probation for a period of Three Months. You will abide by the rules and regulations of the company as may be in force from time to time.

We welcome you aboard and the detailed appointment order will be given after completion of training successfully. We expect you to join on or before in line with discussion with you, otherwise this offer will stand withdrawn automatically.

Our Offer is contingent upon satisfactory evidence and verification of your credentials.

- 1. Educational Qualification (Photocopy)
- Identity Proof (Photocopy)
- Address Proof (Photocopy)
- 4. Four Passport Size Photograph

Again, congratulations and welcome to Arziac Technology Services,

Thanking You,

Harish HR Head 63821 63474

Received digenal 20/4/18

No. 21-23a, Rainbow Arcade, 2nd Floor, Sir Thiyagaraya road, Pondy Bazaar, T-nagar, Chennai - 600017.

🖀 +91 44 43527220

info@arziac.com

@ www.arziac.com

14 - 461

HCL TECHNOLOGIES LTD. Corporate Identity Number: L74140DL1991PLC046369 A 10-11, Sector 3, NOIDA 201 301, UP, India. T +91 120 4013000 F: +91 120 2526907 Registered Office: 806 Siddharth, 96, Netiru Place, New Delhi-110019, India. www.hcltech.com

www.hcl.com

25th January 2019

Devaki Krishna Dharma Raju Pedasingu 5-43/A, Campbel Peta, Kara Agraharam Machilipatnam Andhra Pradesh

Sub: Offer & Appointment Letter

Dear Devaki Krishna Dharma Raju Pedasingu,

Congratulations! With reference to the interviews conducted by HCL TECHNOLOGIES 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 29th January 2019 at 9:00 A.M at the following address, HCL Technologies Ltd, 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 TECHNOLOGIES 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 **15 months** from the date of your joining. The general terms and conditions governing your employment are outlined in <u>Annexure II.</u>

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 <u>Annexure III</u>. 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 **2018 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.

1

Signature of Employee:

HCL

HCL TECHNOLOGIES LTD. Corporate Identity Number: L74140DL1991PLC046369 A 10-11, Sector 3, NOIDA 201 301, UP, India. T +91120 4013000 F +91120 2526907 Registered Office: 606 Siddharth, 96, Nehru Place, New Delhi-110019, India. www.holtech.com

www.htd.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 TECHNOLOGIES LTD- IOMC will stand withdrawn without any liability.

Welcome to our Organization! We look forward to a mutually fruitful association.

Yours truly, For HCL Technologies Limited,

ila ł

Amrita Das Associate Vice President, Head-Global Rewards

Signature of Employee:

2

HCL

7.1

HYOSEONG ELECTRIC INDIA PRIVATE LIMITED

No:49, Sengadu Village, Sriperumbudur Taluk, Kancheepuram District - 602105. Tel. No. 044-47108026/33. CIN No. U50300TN2006PTC061821.

To

Dt. 20.03.2018

14-402

The Training & Placement Officer Gudlavalleru Engineering College Seshadri Rao Knowledge Village Gudlavalleru - 521 356

Dear Sir,

The following candidates are provisionally selected for the post of "Graduate Engineer Trainee" (GET), Salary for the mentioned post will be Rs. 11,349/- per month. Student should report for his duties in the month of August 2018. The candidate should not have any

List of selected candidates:

| S.No. | Name of the student | 1 |
|-------|---------------------------------------|------------|
| 1 | GOLLAPALLI BHAVANA | Department |
| 2 | NANDURI JHNANA VENKATA LAKSHMAN | EEE |
| 3 | DONE KALYAN BABU | EEE |
| 4 | SHAIK NAGUR SHARIF | EEE |
| 5. | GANESH AREPALLI | EEE |
| 6 | SATTENAPALLI SIVA RAMA KRISHNA MURTHY | ME |
| 7 | RAJESH CHANDANA | . ME |
| 8 | GAGGARA HEMANJALI | ECE |
| 9 | PONNURU SPI VDICEDIA CAR | ECE |
| 10 | AMALODBHAVI RATNA PRASAD SALI | ECE |
| 11 | | ECE |
| 12 | PRASANNA LAKSHMI ORUGANTI | ECE |
| 13 | KALAVALA MALATHI DEVI | ECE |
| 14 | SRINIVASA RAO KAGITHA | ECE |
| | IC-UON | ECE |

15-430

NOTE: At the time of reporting to the company candidate need to bring the following.

1) Aadhar Card 2) 4 Passport size photos 3) PAN Card/Voter Id 4. All the education supporting documents for verification.

(Which will be returned to the candidates after the verification is done)

. H R Department

14-405

Ref: TCSL/CT20161985423/1167790/Hyderabad Date: 29-11-2018

MR. POTLA PRABHU KIRAN D.No:15/309 Satyanarayana Puram, Gvr Kalyanamandapam, Gudivada, Andhra pradesh-521301. Tel# 919912610001

Sub: Joining Letter

See.

Dear Mr. Potla Prabhu Kiran,

Welcome to TATA Consultancy Services Limited (TCSL). We are glad that you have accepted our offer and look forward to you being a part of our family.

We are pleased to inform you that your Initial Learning Program (ILP) at TCSL will commence on **10th December 2018** at **Chennai**. You are requested to report at the address detailed below on **10th December 2018** at **08:00 AM**.

Tata Consultancy Services Ltd. MARG SQUARE, No. 16, Rajiv Gandhi Salai (IT Express Way), Old Mahabalipuram Road,Karapakkam, Chennai, Chennai, Tamil Nadu-600097. (Route map of the ILP Centre can be viewed on TCS NextStep>>ILP Corner>>ILP Centres)

Contact Person: Ms. Santha Kumari T S Phone: 04466165038 Email Id: santha.kts@tcs.com (Contact Hours: Monday - Friday, 9 AM to 6 PM)

Please download the Joining Letter Annexure (TCS NextStep>>ILP Corner>> Joining Letter) detailing the formalities to be complied with prior to the commencement of your learning.

Initial Learning Program (ILP)

Learning is a way of life in TCSL and Initial Learning Program (ILP) will add value to your professional life and will open a world of opportunities.

ILP Phase I

The first phase of ILP is specially designed to inculcate programming rigor and to build a process mindset. The soft skills module of ILP would help in grooming you become a world class professional. On successful completion of this phase of ILP, you would move to the next phase.

Private and Confidential

TATA CONSULTANCY SERVICES

Page | 1

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



Letter of Intent

Doc Ref. No.:QC20181316

Date of Issue: 12th JUNE 2018

Dear PULLLEPU BHAVANA KUSUMA KRISHNA SRI,

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: <u>university.relations@quest-global.com</u>

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:

QuEST Global Engineering Services Private Limited

<u>Reg. off. Address:</u> AEQUS Special Economic Zone, No.437/A, Plot No.2 Hattaragi Village, Hukkeri Taluk, Belgaum KA 591245 IN CIN: U74900KA2014PTC076219

<u>Communicationaddress:</u> Embassy Tech Village, Building 7B, Primrose, Outer ring Road, Devarabeesanahalli, Varthur Hobli, Bangalore East Taluk, Bangalore - 560103 Ph: +91-80-67090000; Fax: +91-80-67093200; Email: info@quest-global.com www.quest-global.com



*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 | <u>Details</u> | | | |

| 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.

QuEST Global Engineering Services Private Limited

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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
- 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.

QuEST Global Engineering Services Private Limited Reg. off. Address: AEQUS Special Economic Zone, No.437/A, Plot No.2 Hattaragi Village, Hukkeri Taluk, Belgaum KA 591245 IN CIN: U74900KA2014PTC076219 Communicationaddress: Embassy Tech Village, Building 7B, Primrose, Outer ring Road, Devarabeesanahalli, Varthur Hobli, Bangalore East Taluk, Bangalore - 560103 Ph: +91-80-67090000; Fax: +91-80-67093200; Email: info@quest-global.com

www.quest-global.com

Chennai Bargulore 14-469

STRICTLY PERSONAL

Name: R lavan Sa Date: 81.93.18

Sub: Letter of Intent

Dear

Pavan Coie

We are pleased to offer you the position of Customer Care Executive with our organization. You shall report for a comprehensive training program on _______ 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. 0
- 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 CTC will be Rs 14076 /- 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. Pouro Sol Signature: P. Bughai Date: 01/05/2018

Received original



14-4 HO



Offer: Computer Consultancy Ref: TCSL/CT20172334385Hyderabad Date: 31/12/2017

Mr. R Rama Charan Teja, 1-87, Tellapadu, Nuzendla Mandal Guntur-522647 Andhra Pradesh. Tel# 91-8500247801

Dear R Rama Charan Teja,

Sub: Letter of Offer

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

This offer is based on your profile 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 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 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.

TCS Confidential TCSL/CT20172334385

TATA CONSULTANCY SERVICES Tata Consultancy Services Limited

1

Deccanpark, No 1 Software Units Layout, Madhapur, Hyderabad S00 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. Conveyance Allowance

You will be eligible for a conveyance allowance of `800/- per month.

3. 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.

4. Sundry Medical Reimbursement

You will be eligible for reimbursement of sundry medical expenses incurred by you for you and your family. You are eligible for `6,000/- per annum 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 tax benefit you may submit medical bills for the same at the end of each calendar quarter. At the end of the financial year, the unavailed amount will be taxable.

TCS Confidential

TCSL/CT20172334385

TATA CONSULTANCY SERVICES

2

2004000 Tata Consultancy Services Limited Deccanpark, No 1 Software Units Layout, Madhapur, Hyderabad S00 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



Ref: TCSL/CT20161988231/1060371/Hyderabad Date: 18-08-2018

MR. RAM CHARANTEJA RAVULA 1-87, Tellabadu (Village & Post) Tellabadu, Tellabadu, Vinukonda, Andhra Predesh-522647. Tel# 918500247801

Sub: Joining Letter

Dear Mr. Ram Charanteja Ravula,

Welcome to TATA Consultancy Services Limited (TCSL). We are glad that you have accepted our offer and look forward to you being a part of our family.

We are pleased to inform you that your Initial Learning Program (ILP) at TCSL will commence on 20th September 2018 at Trivandrum. You are requested to report at the address detailed below on 20th September 2018 at 08:30 AM.

T Consultancy Services Ltd. Peepul Park, Technopark Campus, Kariyavattom P.O., Trivandrum, Kerala-695581. (Route map of the ILP Centre 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)

Please download the Joining Letter Annexure (TCS NextStep>>ILP Corner>> Joining Letter) detailing the formalities to be complied with prior to the commencement of your learning.

Initial Learning Program (ILP)

Learning is a way of life in TCSL and Initial Learning Program (ILP) will add value to your professional life and will open a world of opportunities.

ILP Phase I

The first phase of ILP is specially designed to inculcate programming rigor and to build a process set. The soft skills module of ILP would help in grooming you become a world class professional. m On successful completion of this phase of ILP, you would move to the next phase

Private and Confidential

TATA CONSULTANCY SERVICES

Page | 1

Tata Consultancy Services Limited Akrut: 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 are sure you are as excited to be a part of this great family, just as we are to have you with us. Together, let us take TCSL to greater heights! Wish you the very best!

With warm regards,

Yours sincerely,

0

1.1

K Ganesan Global Head Talent Acquisition & AIP



<u>Click here</u> or use a QR code scanner from your mobile to validate the joining letter

Private and Confidential

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 Page | 3

HYOSEONG ELECTRIC INDIA PRIVATE LIMITED

No:49, Sengadu Village, Sriperumbudur Taluk, Kancheepuram District - 602105. Tel. No. 044-47108026/33. CIN No. U50300TN2006PTC061821.

To

Dt. 20.03.2018

14 - 444

The Training & Placement Officer Gudlavalleru Engineering College Seshadri Rao Knowledge Village Gudlavalleru - 521 356

Dear Sir.

The following candidates are provisionally selected for the post of "Graduate Engineer Trainee" (GET), Salary for the mentioned post will be Rs. 11,349/- per month. Student should report for his duties in the month of August 2018. The candidate should not have any backlogs at the time of joining.

List of selected candidates:

| S.No. 1 | Name of the student GOLLAPALLI BHAVANA | Department |
|------------|---|------------|
| 2 | NANDURI ILINANA VIDULATI | EEE |
| 3 | NANDURI JHNANA VENKATA LAKSHMAN DONE KALYAN BABU | EEE |
| 4 | SHAIK NAGUR SHARIF | EEE |
| 5. | GANESH AREPALLI | EEE |
| 6 | SATTENAPALLI SIVA RAMA KRISHNA MURTHY | ME |
| 7 | RAJESH CHANDANA | . ME |
| 8 | GAGGARA HEMANJALI | ECE |
| 9 | PONNURU SRI KRISHNA SAI | ECE |
| 10 | AMALODBHAW DATELA DE LOUIS | ECE |
| 11 | VALUEDTA DIVATA | ECE |
| 12 | PRASANNA LAKSHMI ORUGANTI | ECE |
| 13 | KALAVALA MALATHI DEVI | ECE |
| 14 | SRINIVASA RAO KAGITHA | ECE |
| | me of reporting to the | ECE |

NOTE: At the time of reporting to the company candidate need to bring the following.

1) Aadhar Card 2) 4 Passport size photos 3) PAN Card/Voter Id 4. All the education supporting documents for verification.

(Which will be returned to the candidates after the verification is done)

. H R Department



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/1361/70/2018

Date: 23-sept-2018

Ms. Samunuru Hema 5-7/6-10/20,Vijayawada Krishna,Andra Pradesh(520001) Mob: 8985751293

Email ID: samunuruhema321@gmail.com

Subject: Offer of Employment

Dear Hema,

Congratulations!

We are pleased to offer you employment with Fareportal India Pvt. Ltd., for the position of **"Sr. Software Engineer - TECH (Digital)"** subsequent to your job application and interviews you have had with us.

Your cost to company (CTC) would be **Rs. 1320000 P.A (Fixed Rs. 1200000/- & PB (10%) upto Rs. 120000/-** paid annually based on performance and can go upto 125% of the total variable performance pay) which includes the statutory benefits payable by the company. The breakup of salary will be provided to you on your date of joining.

You are also entitled for one time joining bonus of **Rs. 100000** in two equal instalments first **50%** amount will be paid after completion of **3 Months** and second instalment will be paid after completion of **6 Months**.

You are eligible for a performance bonus upto 10% of the fixed base (if any), subject to your individual performance against KPIs assigned to you as well as the company's overall performance as measured by its *MOAS* and *EBITDA*. Your bonus eligibility is prorated based on date of hire. Company reserves the right to amend its bonus program at any time.

You are required to report to the Department of Human Resources on the **31st Day of 'Oct 2018 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

~ A .

Birendra Bhandari

Manager - People & Culture

I have read and accept the terms of the offer. I will join duty on or before 31st oct 2018.

Name, Signature & Date

| Basic | 50000 |
|--|---------|
| HRA | 25000 |
| Special Allowance | 23200 |
| Statutory Bonus | 0 |
| Sub Total | 98200 |
| Employee PF | 1800 |
| Employee ESI | 0 |
| СТС | 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.

| | <u>CHECKLIST OF DOCUMENTS</u> Below Mentioned Needs To Be Uploaded in OPL At The Tine Of Documentation Formalities. | | | | |
|---------|--|--|--|--|--|
| Ī | | | | | |
| Sr. No. | Activity | | | | |
| 1. | Signature verified and attested by bank | | | | |
| 2. | Offer letter | | | | |
| 3. | Attested Appointment letter of last organizations | | | | |
| 4. | Attested Relieving /Resignation Letter of previous employer. | | | | |
| 5. | Attested Latest salary slip | | | | |
| 6. | Attested Copy of PAN Card | | | | |
| 7. | Attested Copy of any Govt. identity card | | | | |
| 8. | Attested Permanent address proof | | | | |
| 9. | Attested Local address proof | | | | |
| 10. | Attested Educational Certificates (Stating from 10 th till Highest qualification) | | | | |
| 11. | Attested Professional Certificates | | | | |
| 12. | Attested Copy of Aadhar Card | | | | |
| 13. | 7 Passport size photographs (in White Background) | | | | |
| 14. | Blood Group | | | | |
| 15. | Receipted copy/email of resignation from the current organization before date of joining | | | | |



Fareportal India Pvt. Ltd. Plot No. 365, Pace City-II Sector-37, Gurgaon-122001 Phone: +91-124-462 9300 http://www.fareportal.com

Declaration for BGV

I, am aware that my Salary will only be released post clearance of my Positive Background verification; as such, there should be no :-

- > pending BGV due to any pending documentation;
- Incorrect / fake/ non relevant document submission for Address check;
- > pending response / negative report from your previous employer(s);
- > negative report / observation in any BGV check.

In case of non-revert on my employment check due to any reason(Mandate Reliving letter by Previous employer or any other reason) & will assure to get the HR/Supervisor revert through E-mail on employment details shared by me within 3 working days.

My employment is subject to verification of the particulars given by me. My employment will terminate without any notice period if I am found to have submitted any false statement/s or document.

I am aware of Fareportal BGV Policy & it's my responsibility to support Fareportal BGV team for end to end closure.

Signature

Date:-



Miracle Software Systems (I) Pvt. Ltd.

MIG-49, Lawsons Bay Colony, Visakhapatnam-17, A.P., India Phone : (0891) 6696666, Fax : (0891) 6623549

14-4ID

To,

Ms. SAREPALLI NAVYA Gudivada.

Dear Ms. Navya

Congratulations on being selected to join Miracle Software Systems (I) Pvt. Ltd.!

- 1. With reference to the campus drive at Andhra University Visakhapatnam, and the subsequent selection process, we are pleased to offer you an appointment in our organization as Labs Associate.
- Your joining date is on or before 3 September 2018. The offer stands withdrawn thereafter, unless the date is extended by us and communicated to you in writing. You are expected to clear all the Subjects on or before joining date.
- 3. Kindly give your offer acceptance in email reporting for your joining formalities without fail.
- You will undergo a 3 months in-house/project-based training at Miracle offices. Your performance will be closely monitored during the training period. Miracle will take care of living expenses in Miracle City campus during training period.
- 5. After successful completion of training and based on performance your salary will be 18300/- per month.
- 6. As part of your joining formality, you are required to sign a 2 Years 10 Months employment agreement with Miracle Software Systems (I) Pvt. Ltd.
- You are requested to report on or before the reporting date given in your offer at Miracle Software Systems (I) Pvt. Ltd., MIG-49, Lawson's Bay Colony, Visakhapatnam - 530017, Tel. 0891- 6696666 / 6623556 / 6623574 to complete the joining formalities.
- 8. A detailed agreement with terms and conditions of employment will be signed by you at the time of joining.

We welcome you to be part of Team Miracle, and look forward for a long and mutually beneficial association.



STRICTLY PERSONAL

Chinnen Bungalon [14-416

Shamimunnish 31. 03.18 <u>Sub: Letter of Intent</u> Name: Date :

Shamming

Dear

We are pleased to offer you the position of Customer Care Executive with our organization. You shall report for a comprehensive training program on Take 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.

Monthly Your annual CTC will be Rsl. 4076 /- The break-up of CTC is attached as Annexure. 12200

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

Best Wishes, For ALLSEC TECHNOLOGIES LIMITED.

Received ogiginal

Authorised Signatory Human Resources Department

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

Name: Shamimunnisa

Signature: Chamimunisa

Date: 10-4-18



VEE TECHNOLOGIES Extraordinary Outcomes

Date: 29-4-2018

Dear KIRAN SURATHU

Welcome to the Vee Family...!

We are pleased to inform that you have been shortlisted for position of **AR Caller Trainee** with effect from June in Vee Technologies Pvt Ltd. Your **CTC** will be **Rs. 138000 to 150000 /- per annum and after confirmation your CTC may be Rs. 168000 to 180000 /- per annum based on performance.** You will undergo for 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.

Interim Offer Letter

If for any reason you drop out from the training program after first three days you are liable to pay back the recruitment and training expenses of Rs 25000/- (Twenty Five Thousand rupees) to the company.

On successful completion of the training you will be on boarded in Vee Technologies. Our on boarding team will be in touch to update your date of joining and location before two weeks. Please consider this as an interim offer and the training start date may be postponed or proponed 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 the joining formalities for training, based on the business requirements we would confirm the place of training and work and the candidates should be flexible to work from any of our locations. For certain domain you will be on boarded after taking another formal discussion with the technical team.

You are required to submit the following documents while reporting to the 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
- 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.,

Kesavan M Asst. Manager – Human Resource

Bangalore: Sona Towers, 71, Miller Road, Bangalore - 560 052, Tel: + 91 80 2226 6677

Bangalore RR Nagar: 5th Floor, No. 483, Seetha Complex, 16th Cross, 8th Main Road, RR Nagar, Bangalore - 560 098, Tel: +91 96325 78003

Salem: 4/14, Reddipatty Road, Mamangam, Salem - 636 302, Tel: + 91 427 2341 064

Salem SEZ: Plot No: 14, IT/ITES ELCOT SEZ, Salem to Bangalore NH-7 Road, Jagir Ammapalayam Village, Suramangalam SRO, Salem-636 302, Tel: +91 427 2340290

Chennai: Tower-3 Special Module, Chennai One IT Park SEZ, Thataipakkam - 600 097, Tel: + 91 044 2433 1235

USA: New York, 90 Park Avenue Suite 1700, New York, NY 10016, Tel: 646 837 0837

www.veetechnologies.com

The only Global Services company backed by its own university. We specialize in: • Healthcare • Engineering • Logistics

Finance & Accounting

Media

Cognizant

25-Jul-2018

Dear Anjani Tammisetti, B.Tech/B.E., Electronics and Communication Engineering anjani.tammisetti@gmail.com

Candidate ID - 12129687



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.,

\$. P

Suresh Bethavandu **Global Head-Talent Acquisition** I have read the offer, understood and accept the above mentioned terms and conditions.

Signature :

Date:



Annexure A

Designation:

Programmer Analyst Trainee

| SI. No. | Description | Monthly | Yearly |
|---------|--|---------|---------|
| 1 | Basic | 8675 | 104,10 |
| 2 | HRA @60% of basic* | 5205 | 62,46 |
| 3 | Conveyance Allowance* | 800 | 9,60 |
| 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 |
| G | iratuity | | 5,005 |
| ٨ | unual Total Remuneration | | 338,005 |

• Round the Clock Group personal accident Insurance coverage

· Group Term Life Insurance Coverage

Name:

Aniani Tammisetti

• 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

Rl'qd. Office: 115/535, Old Mahabalipuram Road, Okkiam Thoraipakkam, Chennai - 600 097



Letter of Intent

Doc Ref. No.:QC20181313

Date of Issue: 12th JUNE 2018

Dear TATA VENKATA SIVA RAMA PRASAD,

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: <u>university.relations@quest-global.com</u>

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:

QuEST Global Engineering Services Private Limited

<u>Reg. off. Address:</u> AEQUS Special Economic Zone, No.437/A, Plot No.2 Hattaragi Village, Hukkeri Taluk, Belgaum KA 591245 IN CIN: U74900KA2014PTC076219

<u>Communicationaddress:</u> Embassy Tech Village, Building 7B, Primrose, Outer ring Road, Devarabeesanahalli, Varthur Hobli, Bangalore East Taluk, Bangalore - 560103 Ph: +91-80-67090000; Fax: +91-80-67093200; Email: info@quest-global.com www.quest-global.com



*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.

QuEST Global Engineering Services Private Limited

Reg. off. Address: AEQUS Special Economic Zone, No.437/A, Plot No.2 Hattaragi Village, Hukkeri Taluk, Belgaum KA 591245 IN CIN: U74900KA2014PTC076219

<u>Communicationaddress</u>: Embassy Tech Village, Building 7B, Primrose, Outer ring Road, Devarabeesanahalli, Varthur Hobli, Bangalore East Taluk, Bangalore - 560 103 Ph: +91-80-67090000; Fax: +91-80-67093200; Email: info@quest-global.com www.quest-global.com



Your monthly deduction from salary towards Medical Insurance premium would be INR **625**. This is as per your current Band; the amount will change accordingly in case of Band change.

You are eligible for benefits coverage as per QuEST Band. For your current Band the coverages shall be:

- Group Medical Insurance cover of INR 300000
- Group Personal Accident Insurance cover of INR 1000000
- Group Term Life Insurance cover of INR 1500000
- Employee Deposit Linked Insurance cover as per statutory requirement

Note: Income tax liability of allowances / reimbursements will be considered in light of the existing tax laws. In case any tax has to be recovered for any allowances / reimbursements, either because of changes made to the law by the Govt. of India or pursuant to an order by an Income Tax Officer or any responsible officer of the Income Tax Department, then the same will be recovered from employee's salary, either with retrospective or prospective effect, as the case may be.

Declaration: All aspects of QuEST policies provided in this document are intended to provide indicative details. For Policy details, please refer to QuEST QMS on intranet. The ownership and right for implementation of these policies rests with QuEST alone. QuEST reserves the right to make changes to the policies, including but not limited to withdrawal of the same, from time to time with or without prior notice.

QuEST Global Engineering Services Private Limited Reg. off. Address: AEQUS Special Economic Zone, No.437/A, Plot No.2 Hattaragi Village, Hukkeri Taluk, Belgaum KA 591245 IN CIN: U74900KA2014PTC076219 Communicationaddress: Embassy Tech Village, Building 7B, Primrose, Outer ring Road, Devarabeesanahalli, Varthur Hobli, Bangalore East Taluk, Bangalore - 560103 Ph: +91-80-67090000; Fax: +91-80-67093200; Email: info@quest-global.com

www.quest-global.com





Ref: TCSL/CT20172334368/1060439/Hyderabad Date: 18-08-2018

MR. BABA THUMMAPUDI 24/277-1 Mangalwari Street, Five Road Junction2, Machilipatnam, Andhra Pradesh-521001. Tel# 917989133977

Sub: Joining Letter

Dear Mr. Baba Thummapudi,

Welcome to TATA Consultancy Services Limited (TCSL). We are glad that you have accepted our offer and look forward to you being a part of our family.

We are pleased to inform you that your Initial Learning Program (ILP) at TCSL will commence on **20th September 2018** at **Trivandrum**. You are requested to report at the address detailed below on **20th September 2018** at **08:30 AM**.

Tata Consultancy Services Ltd. Peepul Park,Technopark Campus, Kariyavattom P.O., Trivandrum, Kerala-695581. (Route map of the ILP Centre 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)

Please download the Joining Letter Annexure (TCS NextStep>>ILP Corner>> Joining Letter) detailing the formalities to be complied with prior to the commencement of your learning.

Initial Learning Program (ILP)

Learning is a way of life in TCSL and Initial Learning Program (ILP) will add value to your professional life and will open a world of opportunities.

ILP Phase I

The first phase of ILP is specially designed to inculcate programming rigor and to build a process mindset. The soft skills module of ILP would help in grooming you become a world class professional. On successful completion of this phase of ILP, you would move to the next phase

Private and Confidential

TATA CONSULTANCY SERVICES

Page | 1

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



ILP Phase II

The second phase of ILP would help you become 'project ready' facilitating development of project specific skill sets and awareness of TCSL processes. ILP has continuous evaluations based on pre-defined learning objectives. The weighted average of these evaluations will be a major component of your first mid-anniversary appraisal. In the event of your performance during the ILP falling short of the required standard, the Management reserves the right to either extend your ILP or terminate your services.

We would like you to do some preparation in advance so that you become equipped to meet the expectations and challenges of ILP. Pre-ILP Online Learning program through ASPIRE is mandatory for all trainees joining TCSL. If you have not yet completed ASPIRE, please ensure that it is completed as soon as possible. You also need to prepare well in Tech Lounge and your performance in this will be assessed through Initial Readiness Assessment (IRA) immediately after you join. Your Aspire participation and performance in IRA will be one of the key factors in determining your location of posting and/or your final ILP rating. For details, please refer the Joining Letter Annexure.

Accommodation would be arranged by TCSL at the ILP Centres and the rent towards the same would be deducted from your HRA. Details of the accommodation will be sent to you in a separate mail one week before your ILP start date .Travel expenses to the location of ILP will not be reimbursed.

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.

If you remain unauthorizedly absent for a consecutive period of 10 days, 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.

We would like you to confirm your acceptance of joining this batch by clicking on the 'I Accept' button online. In the event of us not receiving an update, TCSL reserves the right to withdraw the offer. If you fail to join on the date provided in the TCSL Joining letter, the offer dated 31-12-2017 will stand automatically terminated at the discretion of TCSL.

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TATA CONSULTANCY SERVICES

Page | 2

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 are sure you are as excited to be a part of this great family, just as we are to have you with us. Together, let us take TCSL to greater heights! Wish you the very best!

With warm regards,

Yours sincerely,

K Ganesan Global Head Talent Acquisition & AIP



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TATA CONSULTANCY SERVICES

Page | 3

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



14-458

Offer: Computer Consultancy Ref: TCSL/CT20172334368/Hyderabad Date: 31/12/2017

Mr. Baba Thummapudi 24/277-1Mangalwari Street, Five Road Junction2, Machilipatnam-521001, Andhra Pradesh. Tel# 91-7382108355

Dear Baba Thummapudi,

Sub: Letter of Offer

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

This offer is based on your profile 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 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 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.

TCS Confidential TCSL/CT20172334368

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 1



Letter of Intent

Doc Ref. No.:QC20181317

Date of Issue: 12th JUNE 2018

Dear THUMATI NAGA VARA PRASAD,

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: <u>university.relations@quest-global.com</u>

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:

QuEST Global Engineering Services Private Limited

<u>Reg. off. Address:</u> AEQUS Special Economic Zone, No.437/A, Plot No.2 Hattaragi Village, Hukkeri Taluk, Belgaum KA 591245 IN CIN: U74900KA2014PTC076219

<u>Communicationaddress:</u> Embassy Tech Village, Building 7B, Primrose, Outer ring Road, Devarabeesanahalli, Varthur Hobli, Bangalore East Taluk, Bangalore - 560103 Ph: +91-80-67090000; Fax: +91-80-67093200; Email: info@quest-global.com www.quest-global.com



*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.

QuEST Global Engineering Services Private Limited

Reg. off. Address: AEQUS Special Economic Zone, No.437/A, Plot No.2 Hattaragi Village, Hukkeri Taluk, Belgaum KA 591245 IN CIN: U74900KA2014PTC076219

<u>Communicationaddress</u>: Embassy Tech Village, Building 7B, Primrose, Outer ring Road, Devarabeesanahalli, Varthur Hobli, Bangalore East Taluk, Bangalore - 560 103 Ph: +91-80-67090000; Fax: +91-80-67093200; Email: info@quest-global.com www.quest-global.com



Your monthly deduction from salary towards Medical Insurance premium would be INR **625**. This is as per your current Band; the amount will change accordingly in case of Band change.

You are eligible for benefits coverage as per QuEST Band. For your current Band the coverages shall be:

- Group Medical Insurance cover of INR 300000
- Group Personal Accident Insurance cover of INR 1000000
- Group Term Life Insurance cover of INR 1500000
- Employee Deposit Linked Insurance cover as per statutory requirement

Note: Income tax liability of allowances / reimbursements will be considered in light of the existing tax laws. In case any tax has to be recovered for any allowances / reimbursements, either because of changes made to the law by the Govt. of India or pursuant to an order by an Income Tax Officer or any responsible officer of the Income Tax Department, then the same will be recovered from employee's salary, either with retrospective or prospective effect, as the case may be.

Declaration: All aspects of QuEST policies provided in this document are intended to provide indicative details. For Policy details, please refer to QuEST QMS on intranet. The ownership and right for implementation of these policies rests with QuEST alone. QuEST reserves the right to make changes to the policies, including but not limited to withdrawal of the same, from time to time with or without prior notice.

QuEST Global Engineering Services Private Limited Reg. off. Address: AEQUS Special Economic Zone, No.437/A, Plot No.2 Hattaragi Village, Hukkeri Taluk, Belgaum KA 591245 IN CIN: U74900KA2014PTC076219 Communicationaddress: Embassy Tech Village, Building 7B, Primrose, Outer ring Road, Devarabeesanahalli, Varthur Hobli, Bangalore East Taluk, Bangalore - 560103 Ph: +91-80-67090000; Fax: +91-80-67093200; Email: info@quest-global.com

www.quest-global.com



Fare Portal India Pvt. Ltd. Unit No. 201-238, Second Floor, Vipul Tech Square, Golf Course Road, Sector - 43, Gurugram - 122001. Phone: +91 - 124 - 6618500 http://www.fareportal.com CIN U72900DL2005PTC134394

Ref. FIPL/Offer/1361/73/2018

Date: 23-sept-2018

Mr. Thungam Bharathi Uday 29-6-6,Vijayawada Krishna,Andra Pradesh(520002) Mob: 9246436899

Email ID: bharathiuday03@gmail.com

Subject: Offer of Employment

Dear Uday,

Congratulations!

We are pleased to offer you employment with Fareportal India Pvt. Ltd., for the position of **"Sr. Software Engineer - TECH (Digital)"** subsequent to your job application and interviews you have had with us.

Your cost to company (CTC) would be **Rs. 1320000 P.A (Fixed Rs. 1200000/- & PB (10%) upto Rs. 120000/-** paid annually based on performance and can go upto 125% of the total variable performance pay) which includes the statutory benefits payable by the company. The breakup of salary will be provided to you on your date of joining.

You are also entitled for one time joining bonus of **Rs. 100000** in two equal instalments first **50%** amount will be paid after completion of **3 Months** and second instalment will be paid after completion of **6 Months**.

You are eligible for a performance bonus upto 10% of the fixed base (if any), subject to your individual performance against KPIs assigned to you as well as the company's overall performance as measured by its *MOAS* and *EBITDA*. Your bonus eligibility is prorated based on date of hire. Company reserves the right to amend its bonus program at any time.

You are required to report to the Department of Human Resources on the **31st Day of 'Oct 2018 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

~ A .

Birendra Bhandari

Manager - People & Culture

I have read and accept the terms of the offer. I will join duty on or before 31st oct 2018.

Name, Signature & Date

| Basic | 50000 |
|--|---------|
| HRA | 25000 |
| Special Allowance | 23200 |
| Statutory Bonus | 0 |
| Sub Total | 98200 |
| Employee PF | 1800 |
| Employee ESI | 0 |
| СТС | 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.

| | <u>CHECKLIST OF DOCUMENTS</u> Below Mentioned Needs To Be Uploaded in OPL At The Tine Of Documentation Formalities. | | | | |
|---------|--|--|--|--|--|
| Ī | | | | | |
| Sr. No. | Activity | | | | |
| 1. | Signature verified and attested by bank | | | | |
| 2. | Offer letter | | | | |
| 3. | Attested Appointment letter of last organizations | | | | |
| 4. | Attested Relieving /Resignation Letter of previous employer. | | | | |
| 5. | Attested Latest salary slip | | | | |
| 6. | Attested Copy of PAN Card | | | | |
| 7. | Attested Copy of any Govt. identity card | | | | |
| 8. | Attested Permanent address proof | | | | |
| 9. | Attested Local address proof | | | | |
| 10. | Attested Educational Certificates (Stating from 10 th till Highest qualification) | | | | |
| 11. | Attested Professional Certificates | | | | |
| 12. | Attested Copy of Aadhar Card | | | | |
| 13. | 7 Passport size photographs (in White Background) | | | | |
| 14. | Blood Group | | | | |
| 15. | Receipted copy/email of resignation from the current organization before date of joining | | | | |



Fareportal India Pvt. Ltd. Plot No. 365, Pace City-II Sector-37, Gurgaon-122001 Phone: +91-124-462 9300 http://www.fareportal.com

Declaration for BGV

I, am aware that my Salary will only be released post clearance of my Positive Background verification; as such, there should be no :-

- > pending BGV due to any pending documentation;
- Incorrect / fake/ non relevant document submission for Address check;
- > pending response / negative report from your previous employer(s);
- > negative report / observation in any BGV check.

In case of non-revert on my employment check due to any reason(Mandate Reliving letter by Previous employer or any other reason) & will assure to get the HR/Supervisor revert through E-mail on employment details shared by me within 3 working days.

My employment is subject to verification of the particulars given by me. My employment will terminate without any notice period if I am found to have submitted any false statement/s or document.

I am aware of Fareportal BGV Policy & it's my responsibility to support Fareportal BGV team for end to end closure.

Signature

Date:-



14-4K2

Offer: Computer Consultancy Ref: TCSL/CT20172334392Hyderabad Date: 31/12/2017

Mr. T Daya Sagar, 5-94, Bethapudi, Repalli, Guntur-522265, Andhra Pradesh. Tel# 91-8500065195

Dear T Daya Sagar

Sub: Letter of Offer

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

This offer is based on your profile 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 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 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.

TCS Confidential TCSL/CT20172334392 TATA CONSULTANCY SERVICES

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2334392 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. Conveyance Allowance

You will be eligible for a conveyance allowance of `800/- per month.

3. 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.

4. Sundry Medical Reimbursement

You will be eligible for reimbursement of sundry medical expenses incurred by you for you and your family. You are eligible for `6,000/- per annum 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 tax benefit you may submit medical bills for the same at the end of each calendar quarter. At the end of the financial year, the unavailed amount will be taxable.

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Offer: Computer Consultancy Ref: TCSL/CT20161997341/Hyderabad Date: 31/12/2017

Mr. Tummala Daya Sagar 5-94Bethapudi, Salvation Army Church, Repaile-522265, Andhra Pradesh. Tel# 91-9963514971

Dear Tummala Daya Sagar,

Sub: Letter of Offer

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

This offer is based on your profile 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 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 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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Ref: TCSL/CT20161997341/1060377/Hyderabad Date: 18-08-2018

14-442

MR. TUMMALA DAYA SAGAR 5-94 Bethapudi, Salvation Army Church, Repalle, Andhra Pradesh-522265. Tel# 918500065195

Sub: Joining Letter

Dear Mr. Tummala Daya Sagar,

Welcome to TATA Consultancy Services Limited (TCSL). We are glad that you have accepted our offer and look forward to you being a part of our family.

We are pleased to inform you that your Initial Learning Program (ILP) at TCSL will commence on **10th September 2018** at **Ahmedabad**. You are requested to report at the address detailed below on **10th September 2018** at **08:45** AM.

Tata Consultancy Services IT/ITES SEZ,, PLOT # 41,Gandhinagar,Gujarat, Ahemdabad, Gujrat-382009. (Route map of the ILP Centre 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)

Please download the Joining Letter Annexure (TCS NextStep>>ILP Corner>> Joining Letter) detailing the formalities to be complied with prior to the commencement of your learning.

Initial Learning Program (ILP)

Learning is a way of life in TCSL and Initial Learning Program (ILP) will add value to your professional life and will open a world of opportunities.

ILP Phase I

The first phase of ILP is specially designed to inculcate programming rigor and to build a process mindset. The soft skills module of ILP would help in grooming you become a world class professional. On successful completion of this phase of ILP, you would move to the next phase

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Tata Consultancy Services Limited As ruti 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



ILP Phase II

The second phase of ILP would help you become 'project ready' facilitating development of project specific skill sets and awareness of TCSL processes. ILP has continuous evaluations based on pre-defined learning objectives. The weighted average of these evaluations will be a major component of your first mid-anniversary appraisal. In the event of your performance during the ILP falling short of the required standard, the Management reserves the right to either extend your ILP or terminate your services.

We would like you to do some preparation in advance so that you become equipped to meet the expectations and challenges of ILP. Pre-ILP Online Learning program through ASPIRE is mandatory for all trainees joining TCSL. If you have not yet completed ASPIRE, please ensure that it is completed as soon as possible. You also need to prepare well in Tech Lounge and your performance in this will be assessed through Initial Readiness Assessment (IRA) immediately after you join. Your Aspire participation and performance in IRA will be one of the key factors in determining your location of posting and/or your final ILP rating. For details, please refer the Joining Letter Annexure.

Accommodation would be arranged by TCSL at the ILP Centres and the rent towards the same would be deducted from your HRA. Details of the accommodation will be sent to you in a separate mail one week before your ILP start date .Travel expenses to the location of ILP will not be reimbursed.

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.

If you remain unauthorizedly absent for a consecutive period of 10 days, 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.

We would like you to confirm your acceptance of joining this batch by clicking on the 'I Accept' button online. In the event of us not receiving an update, TCSL reserves the right to withdraw the offer. If you fail to join on the date provided in the TCSL Joining letter, the offer dated 31-12-2017 will stand automatically terminated at the discretion of TCSL.

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Tata Consultancy Services Limited Admiti 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 400,020



We are sure you are as excited to be a part of this great family, just as we are to have you with us. Together, let us take TCSL to greater heights! Wish you the very best!

With warm regards,

Yours sincerely,

K Ganesan Global Head Talent Acquisition & AIP



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Tata Consultancy Services Limited Admuti 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 HYOSEONG ELECTRIC INDIA PRIVATE LIMITED

No:49, Sengadu Village, Sriperumbudur Taluk, Kancheepuram District - 602105. Tel. No. 044-47108026/33. CIN No. U50300TN2006PTC061821.

To

Dt. 20.03.2018

14-445

The Training & Placement Officer Gudlavalleru Engineering College Seshadri Rao Knowledge Village Gudlavalleru – 521 356

Dear Sir,

The following candidates are provisionally selected for the post of "Graduate Engineer Trainee" (GET), Salary for the mentioned post will be Rs. 11,349/- per month. Student should report for his duties in the month of August 2018. The candidate should not have any backlogs at the time of joining.

List of selected candidates:

| S.No. | Name of the student | Department |
|-------|---------------------------------------|------------|
| 1 | GOLLAPALLI BHAVANA | EEE |
| 2 | NANDURI JHNANA VENKATA LAKSHMAN | EEE |
| 3 | DONE KALYAN BABU | EEE |
| 4 | SHAIK NAGUR SHARIF | EEE |
| 5. | GANESH AREPALLI | ME |
| 6 | SATTENAPALLI SIVA RAMA KRISHNA MURTHY | · ME |
| 7 | RAJESH CHANDANA 14-430 | ECE |
| 8 | GAGGARA HEMANJALI 14-469 | ECE |
| 9. | PONNURU SRI KRISHNA SAI 14 - 442 | ECE |
| 10 | AMALODBHAVI RATNA PRASAD SALI U-4HU | ECE |
| . 11 | VALICHERLA BHAVANA UU-4KS | ECE |
| 12 | PRASANNA LAKSHMI ORUGANTI 15-403 | ECE |
| 13 | KALAVALA MALATHI DEVI 15-414 | ECE |
| 14 | SRINIVASA RAO KAGITHA | ECE |

NOTE: At the time of reporting to the company candidate need to bring the following.

1) Aadhar Card 2) 4 Passport size photos 3) PAN Card/Voter Id

4. All the education supporting documents for verification.

(Which will be returned to the candidates after the verification is done)

RV . H R Department

STRICTLY PERSONAL

Chenna"/Bangalore 14-4K

Name: NJ. Conatha

Date :

Sub: Letter of Intent

Dear Somith

We are pleased to offer you the position of Customer Care Executive with our organization. You shall report for a comprehensive training program on <u>Juy</u> 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 and TC will be Rs (40 76 1- 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

Authorised Signatory Human Resources Department

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

Name: V. Somitha Signature: V-Somitha

Date: 10/4/18

Chennai Bungalon (2)

STRICTLY PERSONAL

V. Rukmini 81.03.18 Lukmeni Name: Date :

Sub: Letter of Intent

Dear

We are pleased to offer you the position of Customer Care Executive with our organization. You shall report for a comprehensive training program on Taly 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 another CTC will be Rs 160 36 1- The break-up of CTC is attached as Annexure. 12200

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: V. Rukmini

Signature: V. Rukmini

Date: 21/4/18

Received oniginal

Chinnan Bungalore

u - 4L2

STRICTLY PERSONAL

Name: V. G. K. San Schpragh Date :

SI.03.18 <u>Sub: Letter of Intent</u>

Dear

We are pleased to offer you the position of Customer Care Executive with our organization. You shall report for a comprehensive training program on The 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.

Mosthly Your annual CTC will be Rsl 4076 /- The break-up of CTC is attached as Annexure. 12200

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: V.G.L. Sai Supraja

Signature: V.S.F.F.

Date: 12-04-18

Received the Voucher 6.As



| | Offei | Letteí | |
|-----------------------|----------------------------------|---------------|--------------------------|
| Doc.Code: Veísion: | GLX_HR_ I' EM_OffeiLettei | Effective | 10/29/2017 |
| Contact | HR I ″eam | Date Email | galaxeindiahí@galaxe.com |

OTTER LETTER

Píivate & Confidential Ref: Dated: 1st September, 2018

Mr. Veeranki Sudheer Ramarajupalem, AP

Deaí Veeranki Sudheer,

In continuation to ouí vaíious discussions we aíe pleased to offeí you an Employment with GalaxE.Solutions India Pvt. Ltd, as Associate Developeí. I his is the beginning of a long and íewaíding caíeeí with GalaxE.Solutions.

Youí joining date is on 6th october, 2018. Please aííive at 9:00 AM on youí fiíst day of Employment at thefollowing location to complete Onboaíding woík and new hife oíientation.

GalaxE.Solutions India Pvt. Ltd. 1st Flooí, Voyageí Block, Inteínational **l**'ech Paík Ltd., Whitefield Main Road, Bangaloíe – 560066, INDIA.

Compensation and Benefits

- a) Youí Annual CI'C is Rs. 450,650/-p.a. Foí detailed bíeakup please íefeí to Annexuíe 1.
- b) GalaxE offeís wide-íange of Employee benefits and foí moíe details please íefeí to Annexuíe
 2.
- c) You will be fequifed to enter into a training contract with the company. I he contract terms would include 36 months commitment from your side. You will be liable to pay to the company ₹ 150000/- as training fees if you wish to leave the company within the 36 months period.

Place of Woík

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Unit No. A, 1st Flooí, Voyageí Block, Inteínational l'echnology Paík Ltd.(Il PL) Whitefield Road, Bangaloíe – 560 066, INDIA Phone: +91-80-4084 7777, +91-80-4142 9100, Fax: +91-80-4115 8509, www.galaxe.com



Youí place of posting will be Bangaloíe, howeveí, based on the business needs you may be tíansfeííed oí expected to tíavel to any of ouí offices in India and/oí Inteínationally(Oveíseas).

About Galax E Solutions India Pvt Ltd.

GalaxE.Solutions India Pvt. Ltd

GalaxE.Solutions an ISO 9001, CMMI level 3 Company has been honoied as 2012 l'echnology Company of the Yeai by Automation Alley, Michigan's laigest technology business association. **GalaxE.Solutions®**, **Inc. (GalaxE**), is an industiv leadei in designing and deploying business piocesses and suppointing systems that enable clients to tiansact and shaie infoimation acioss inteinal netwoiks and the Inteinet, taigeting Business iesults, competitiveness and efficiency.

With state-of-the-ait delively centels throughout Noith Amelica, Eulope, and Asia, GalaxE.Solutions levelages its experitive in professional technology, staffing, and managed services to deliver quality solutions for the most demanding business and user requirements.

GalaxE.Solutions is headquaíteíed in Someíset, NJ; with offices located in Detíoit, MI; Bangaloíe, Noida, and Hydeíabad, India; l'oíonto, Canada; London, United Kingdom; and Guangzhou, and Shanghai, China. Foí oveí a decade GalaxE.Solutions has píovided end-to-end technology-based solutions to the Foítune 1000 with a focus on the Healthcaíe, eCommeíce, Retail and Finance industíies.

GalaxE.Solutions is an innovative, íeliable and passionately customeí focused Oíganization. **I**^{*}he coípoíate woík cultuíe is open, tíanspaíent and is in haímony with the Oíganizations vision and goals. We fosteí and maintain a cultuíe of innovation. **I**^{*}he enviíonment is veíy exciting, with high levels of motivation and iecognition, facilitating fasteí caíeeí gíowth. We empoweí eveíy team membeí to make a positive diffeíence.

Employee Experience to the Power of GalaxE

At GalaxE.Solutions, people make all the diffeience. Evely Employee is considered a valuable asset. We are an innovative Organization with constant focus on the growth and achievement of all of our Employees. We start with a proven road-map for creating a high performing Organization by hiring top performers from across the industry and the globe. Every Employee is hired because they are one of the best at what they do- we call them Game Changers. Once on board, we nurture each Employee as an individual person with the goal of providing a successful, growing career. If the open and transparient work culture collectively boosts each of us towards the next level of competition and customer choice. Our people-centric approach provides a level of challenge and opportunity that most companies will never reach.

At GalaxE.Solutions, we aie constantly on the lookout foi high peifoiming, self-motivated, and dedicated candidates to develop and delivei next generation solutions cateiing to the diveise II' needs of oui piestigious clients.

EpEx (Employee Experience) 2013 is an initiative by GalaxE to enhance Employee experience.



I'he objectives of this initiative aíe

- Make GalaxE a Gieat place to Woik
- Cíeate an enviíonment in which Employees aíe empoweíed
- Deliveí exceptional value to the client
- Incíease client satisfaction
- Gíow the fiím as an industíy leadeí

I'híough this initiative GalaxE aims at cíeating wolk life balance fol its Employees Oul

Coíe Values

- Deliveí Excellence Exceed expectations
- Build l'íust l'híough honesty, accountability, tíanspaíency & accessibility
- Be a People Peíson l'íeat eveíyone with high dignity and íespect
- Cíeate Value Cíeate and constantly deliveí moie value
- Innovate Díeam, Innovate, Cíeate
- Own it **I** ake Owneiship

Woík Enviíonment:

We ale committed to total customel satisfaction and stlive togethel to delivel top-quality, custom-fit solutions fol oul clients. If he excellent leationship we enjoy with oul clientele stems from the lobust wolk envilonment. We stlive to maintain high standalds of integlity and leadility in all oul intellactions and this dilectly translates into a highly inspilling wolk envilonment.

I'heíe is a stíong focus on Employee-fíiendly policies and a competitive total íewaíds philosophy that íaises ouí Employee benefits, compensation, and píogíams to innovative heights of excellence. Ouí compensation packages aíe incessantly measuíed against industíy standaíds and aíe stíuctuíed to attíact and íetain a highly skilled woíkfoíce. We also píovide on-site woík oppoítunities and L & H1B visa sponsoíship's.

Employment

l'eíms Píobation

Peíiod

You will be on píobation foi a peíiod of six months fíom the date of joining. Youí Employment will be confiimed automatically at the end of this peiiod without any fuither communication (wiitten of veíbal). However, if there is any change, the same will be communicated on of before the end of this probation period.

Notice Peíiod/ l'eímination:

I'he wiitten notice iequiied foi teimination of Employment will be 3 months' notice fiom the Employee's side and 1 month notice fiom the Employei's side

I'he Company ieseives the ight to teiminate the Employment, if the Employee is pievented fiom peifoiming his/hei duties on account of Employee's continued ill-health.



Notwithstanding any otheí teím of this letteí, the Company shall have the íight to teíminate the Employment foíthwith without any notice of payment in lieu of notice on disciplinaíy gíounds in case of Employee's píoven gíoss misconduct, oí foí contíavention of any of the Policies, oí in the event of the Employee being held guilty of any címe oí any otheí act involving moíal tuípitude, oí foí bíeach of any mateíial píovision of this Agíeement

In the event of the teimination of the Employment, the Employee shall immediately (i) ietuin to the Company all documents and any copies theieof and all Confidential Infoimation and othei piopeity/mateiial of whatsoevei natuie belonging to the Company in his/hei possession ielated to and connected with the business and the affaiis of the Company, and (ii) pay to the Company all amounts, if any, that become due fiom the Employee to the Company undei this Agieement. Upon teimination of Employee's Employment the Employee shall obtain cleaiance fiom the ielevant peison(s), depaitment(s) on pioduction of which alone the Employee's dues, if any, will be cleaied by the Company

Absence foi a continuous peiiod of five days without piioi appioval of youi supeiioi, (including oveistay on leave / tiaining) would iesult in youi losing youi lien on the seivice and the same shall automatically come to an end without any notice oi intimation except in situations where the employees is in a medical emergency for self.

Leave

Annual Eaíned leave: Employees aíe entitled to paid leave of twelve (12) wolking days in onecalendal yeal.

Holidays: Employees aie entitled to ten (10) days of paid public holidays in one calendai yeai. Fuithei, the Employee shall be entitled to avail such othei holidays, including those on weekends, which may be specified by the Policies.

Casual Leave: Employees aie entitled foi 6 days of Casual leaves evely calendai yeai. **I**'his categoly of leave cannot be encashed of calified folwaid i.e. they will lapse at the end of each calendai yeai

Medical Leaves: Employees ale entitled fol 6 days of Casual leaves evely calendal yeal. I'his categoly of leave cannot be encashed of callied folwald i.e. they will lapse at the end of each calendal yeal

Woíking Houís

■ otal wolking houls pel week is 48 houls. ■ he general wolking houls will be 9.00 a.m. to 6.30 p.m. Monday to Fliday, with 30 minutes lunch bleak. Howevel, the staft and end timings ale subject to change as pel the business lequilements.

Retiíement

All Employees of GalaxE.Solutions will ietiie fiom the seivices of the Company on ieaching the age of 58 yeais.

Past Recoíd



If any declaíation of information fuínished by the Employee to the Company proves to be false of misleading in any respect of if the Employee is found to have wilfully suppressed any material information, the Employee's services shall be liable to be terminated by the Company forthwith without assigning any notice of compensation whatsoever.

Employment duties

GalaxE.Solutions heieby employs the Employee and the Employee accepts such Employment in the capacity **Associate Developeí** at **Bangaloíe** to peifoim the Job Desciiption on the teims and conditions set out heien. If the Employee agiees that depending on Company's business iequifements the Job Desciiption may be modified by the Company fiom time to time. If the Employee shall also peifoim such othei and unielated seivices and duties as may be assigned to him fiom time to time by the Company.

I'he Employee shall be bound by and shall comply with all policies, standaids and iegulations established by the Company fiom time to time (as the same may be amended by the Company), and shall peifoim his/hei duties and iesponsibilities faithfully, diligently, and to the best of his/hei ability with due caie and caution.

The Employee shall difect his/hef best efforts to promote the interests of the Company, its operations and all its activities.

I'he Employee shall opeíate out of the Company's facility at II'PL Bangaloíe and shall woik foi such houis as may be ieasonably iequiied foi the piopei dischaige of his/hei duties.

I'he Employee shall not take advantage of any business oppoitunity of which the Company of any of its subsidialies of affiliates may be consideling taking advantage of, of have decided to take advantage of, of may take advantage of, if plesented with the oppoitunity nol shall the Employee delive any advantage of benefit in any other mannel except for and on behalf of the Company and with its knowledge.

Intellectual Píopeíty Rights

All computeí softwaíe, píogíams, inventions, designs, impíovements, oí píocesses, which the Employee may make oí devise eitheí alone oí jointly with otheís duíing the teím of this Agíeement, peítaining to the opeíations oí business of the Company, and aíising out of the woík oí íesponsibilities peífoímed by the Employee undeí this Agíeement and all intellectual píopeíty theíein (collectively "Intellectual Píopeíty") shall belong exclusively to the Company and the Employee shall neitheí have noí be entitled to make any claims in íespect theíeto.

Foi the puiposes of above, the Employee shall piomptly disclose and delivei to the Company all infoimation and data in his/hei possession, necessaiy to facilitate and impait a full and complete undeistanding of the Intellectual Piopeity. I'he Employee shall also assist the Company in every way, without any chaige but at the cost and expense of the Company, in obtaining piotection foi said Intellectual Piopeity in India and othei counties.



I'he Employee heieby confiims and agiees that the Company is and shall be the sole and exclusive ownei, whethei by viitue of an assignment, tiansfei oi otheiwise, of all piesent and futuie Intellectual Piopeity acciuing to the Employee in any mannei and in all material wiitten oi devised by the Employee peitaining to the opeiation oi business of the Company and iesulting fiom oi arising out of any work which the Employee shall have carified out pursuant to his/hei Employment and of all rights of action for damages for infringement of the Intellectual Property. If he Employee infringement of the Amployee to that effect, all necessary and adequate documents to confirm the same.

I'he Employee undeístands that foí the Intellectual Píopeíty to vest in the Company as envisioned by above, he may be íequiíed to make an assignment of the Intellectual Píopeíty by execution of appíopíiate and adequate documents. I'he Employee heíeby assigns to the Company all píesent and futuíe Intellectual Píopeíty which may accíue to him in any manneí and in all mateíial wíitten oí devised by the Employee peítaining to the opeíation oí business of the Company and iesulting fíom oí aíising out of any woík which the Employee shall have caííied out puísuant to his/heí Employment and also assigns all íights of action foí damages foí infíingement of the Intellectual Píopeíty.

I'he Employee heieby iiievocably and unconditionally waives any and all iights undei any law, in any juiisdiction, in and to any and all Intellectual Piopeity wiitten, cleated of devised by him whethel solely of jointly and peltaining to the opelation of business of the Company and lesulting fiom of alising out of any wolk which the Employee shall have done pulsuant to his/hel Employment with the Company.

I'o the extent that the Employee intends to use any thiíd paíty píopíietaíy softwaíe ("I'hiíd Paíty Softwaíe"), the Employee must identify in wíiting the píoposed I'hiíd Paíty Softwaíe to the Company and obtain wiitten appíoval of the Company píioí to the use of such I'hiíd Paíty Softwaíe. If such píioí wiitten appíoval is píovided by the Company, the Employee iepíesents and waiíants that he has good and clean title to use the I'hiíd Paíty Softwaíe and that Employee is not infíinging upon any patents, tíademaíks oí copyíights oí violating tíade secíets oí otheí confidential infoimation in using such softwaíe. I'he Employee heíeby gíants to the Company oí its customeís, all íights the Employee has to use such I'hiíd Paíty Softwaíe, and, to the extent possible, an iííevocable, non-tíansfeíable, íoyalty-fíee license to use the I'hiíd Paíty Softwaíe. If the Company oí its customeís must obtain a license fíom such thiíd paíty to use oí distiibute the I'hiíd Paíty Softwaíe, the Employee agíees to use the Employee's best effoits to obtain such a license on behalf of and foi the Company oí its customeís. If the Company does not píovide wiitten authoíization to use the I'hiíd Paíty Softwaíe, in íendeíing its seívices to the Company oí its customeís.

I'o the extent that the Employee intends to use any piopiietaly softwale developed by the Employee ("Employee Softwale"), the Employee must identify in wilting to the Company and its customels the Employee Softwale, and obtain wilten appioval of the Company piloi to the use of the Employee Softwale. If such piloi wilten appioval is plovided by the Company, the Employee leplesents and wallants that he has good and clean title to use the Employee Softwale and that Employee is not inflinging upon any patents, tlademalks of copylights of violating tlade seclets of othel confidential



infoimation in using the Employee Softwaie. Fuithei, Employee agiees to heieby assign to the Company of its customeis all fights, title and interest to the Employee Softwaie. If desifed by Employee and only if Employee made such piloi disclosuie and obtained piloi wiltten consent from the Company, Company of its customeis shall provide a non-exclusive, non-transferable, royalty-free license to the Employee to use the Employee Softwaie. If the Employee does not disclose the Employee Softwaie to the Company and its customeis, of if the Company does not provide witten authorization to use the Employee Softwaie, the Employee shall not use the Employee Softwaie in rendering its services to the Company of Client. If the Employee uses the Employee Softwaie without obtaining any piloi written consent by the Company, Employee agrees that such Employee Software with the Company prior written authorization to use the Company of Client. If the Employee uses the Employee Software without obtaining any prior written consent by the Company, Employee agrees that such Employee Software without obtaining any prior written consent by the Company, Employee agrees that such Employee Software with the provisions of this Clause.

I'he Employee íepíesents and waííants that the disclosuíe of the I'hiíd Paíty Softwaíe oí the Employee Softwaíe and its use by the Company oí its customeís, subject to the conditions mentioned above, will not in any manneí íesult in infíingement oí violations of any íights vested in any thiíd paíty including such thiíd paíty's píopíietaíy íights oí íights to intellectual píopeíty. In the event of any bíeach of this píovision of this Agíeement, the Employee agíees to defend, indemnify and hold the Company haímless fíom and against any and all liabilities, claims oí demands whatsoeveí (including expenses, couít costs and íeasonable attoíneys' fees íelated theíeto) thatmay be asseíted against the Company oí its customeís by any peíson oí entity by íeason of bíeach by the Employee of the píovisions of this Clause

I'he Employee acknowledges and agiees that his salaiy includes compensation foi the assignment to the Company of all intellectual piopeity ights with isspect to the Intellectual Piopeity, as piovided in this above

Confidentiality:

As used in this Agíeement, the teím "Confidential Infoímation" shall mean all non-public tangible and intangible infoímation íelating to the Company of its business, affaiís, dealings of opeíations of the Company's customeis of theif business, affaiís, dealings of opeíations that is disclosed to the Employee, that the Employee píoduces, of that the Employee has acquifed, of heíeafteí acquifes duíing his Employment with the Company. Confidential Infoímation shall include by way of illustíation and not limitation, the following:

- (a) Any information concerning the business accounts of finance plans of strategies of the Company of of any other entity which is the customer of the Company;
- (b) Any iepoit of ieseaich commissioned by of on behalf of the Company of any of its iespective clients, in connection with the business of affails of the Company of any of its iespective clients;
- (c) all Intellectual Piopeity including tiade seciets, know-how and confidential tiansactions of the Company;
- (d) all maíketing, píoduct development and business plans of the Company and all customeí names and lists;



- (e) all píoduct design and manufactuíing infoímation, and all methods, píocesses and techniques of doing business; and
- (f) any othei infoimation which may be teimed confidential by the Company and whose dissemination may seliously compiomise and jeopaidise the business intelests of the Company, which has of may have come to his knowledge duiing the continuance of this Agieement.

Unless and until such infoímation:

- (i) Is voluntaíily disseminated by the Company to the public;
- (ii) Becomes pait of the public domain thiough lawful means and not as a iesult of a bieach of this Clause; oi
- (iii) Is íequiíed to be disclosed by law.

Save as may be iequiied by law, the Employee shall not, duiing the peiiod of his Employment with the Company of the leafter for a peiiod of 3 years, use of attempt to use, divulge, communicate of exploit any Confidential Information, difectly of indifectly, partially of in whole, under any circumstances of by any means, to any third person without the prior express written consent of the Company. If the Employee shall not, during the period of his Employment with the Company of the leafter, directly of indirectly, copy, transmit, reproduce, summarize, quote of make any commercial of other use whatsoever of any Confidential Information, except as may be necessary to perform his duries as an Employee of the Company hereunder.

I'he Employee agíees and confiims that all Confidential Infoimation is and shall iemain the piopeity of the Company at all times and that the Employee shall keep the Confidential Infoimation in secuie condition and iendei all assistance iequiied by the Company to pievent and safeguaid against impiopei use of the Confidential Infoimation.

The Employee acknowledges and agrees that the salary includes compensation for his/her obligations in this.

Medical fitness & Accuíacy of the testimonials and infoímation píovided

L'his Offeí Letteí and its continuance aíe subject to youí being and íemaining medically (physically & mentally) fit. If so íequiíed, GalaxE.Solutions (I) Pvt. Ltd. may get this confiímed by GalaxE.Solutions (I) Pvt. Ltd.'s Medical Officeí oí the Medical Píactitioneí appíoved by "GalaxE.Solutions (I) Pvt. Ltd."

I'he offeí is subject to Accuíacy of the testimonials and infoímation píovided by you and youí being fíee fíom any contíactual íestíictions píeventing you fíom accepting this offeí oí staíting woík on the above-mentioned date.

DECLARAIION

| ١, | accept this offei of Employment with GalaxE.Solutions and |
|----|---|
| а | gíee the teíms and conditions outlined in this letteí. |

| Name | | |
|------|---|--|
| Nume | • | |
| | | |

| Signatuíe | : | |
|-----------|---|--|
|-----------|---|--|



Date : _____

ANNEXURE 1

Compensation Details:

| Name: Veeranki Sudheer Designation: Associate Developeí | | Date of Joining:6 th October, 2018 Location: Bangaloíe | |
|--|---------------------|--|--|
| Components | INR (Rs.) peí Month | INR(Rs.) peí Annum | |
| Gíoss Salaíy | 33,500 | 402,000 | |
| Ïood Voucheí | 750 | 9,000 | |
| Píovident lund (Company Contíibution) | 1,800 | 21,600 | |
| Gíatuity | | 10,550 | |
| Medical Insuíance | | 7,500 | |
| Annual CIC: | | 450,650 | |

Giatuity: Giatuity will be payable in line with the statutoly plovisions, upon sepalation flom the company, subject to completion of minimum of five yeals of Employment with GalaxE.Solutions.

L'axation: L'axation will be governed by the income tax rules. L'he company will be deducting tax at source as per income tax guidelines.

a) Youí indicative annual CI'C foí yeaí 2 can be up to Rs.7.5 LPA*
 Youí indicative annual CI'C foí yeaí 3 can be up to Rs.11 LPA *
 * Based on peífoímance

ANNEXURE 2

House Rent Allowance:

I'o avail tax benefit on this amount you have to submit íent íeceipts once a yeaí to the finance depaítment.

Medical Insuíance: Company offeís compíehensive medical insuíance which includes total of 4 lacs coveíage foí the employee, spouse, childíen, paíents oí paíents-in-laws.

Leave Tavel Allowance

I'his is pait of youí annual gíoss salaíy, which will be íeimbuísed against actual bills within the specified limits, subject to availing Indian Income I'ax íegulations.

Ïood Coupons



Extía Food coupons can be availed by the Employee foí the tax benefit. Food coupons aíe distíibuted within 10th of eveíy month in íespective locations by finance depaítment.

Píovident Ïund

Company offeis effective PF plan foi the Employees. I'his tax saving is applicable when you choose to opt foi additional contiibution fiom youi end.

Conveyance allowance

Foí the compíehensive benefit of the Employee Conveyance allowance is píovided foí the Employee who extends theií stay beyond woíking houís foí woík. Similaíly, foí the Employees who woíks on Sundays and National (GalaxE) Holidays. Cab facility is píovided foí the Employees who woík late houís.

lood Allowance

I'he Employee avails the benefit of food allowance foi extend of stay beyond woiking houis to meet theil dinnel expense. Similally foi the Employee who woik on Satuidays, Sundays and National (GalaxE) holidays.

Otheís elements: Píofessional liteíatuíe, **I** &D, **I** elephone/Mobile bills etc.

Píe-joining loímalities

As it has been explained to you duiing the interview stage, we may do a pie-joining background verification, which would cover your educational qualification, personal verification, place of stay (address) and job experience (other than your current job as mentioned in your application). For this purpose you would be required to provide us with the necessary documentation. Our Background Verification learn would contact you in due course to guide you through the pre-joining background verification process. For any queries related to pre-joining formalities you can email to srajaiah@galaxe.com.

Document Checklist:

Please submit one set photocopy of all the documents mentioned below:

- Photocopy of Educational ceítificates and all semesteí maík sheets
- I'wo iecent passpoit size photogiaphs
- Passpoít copy
- Pan caíd copy
- Documents suppoíting existing/píevious visas & oveíseas tíavel

We feel you will make a substantial impact upon the futuíe diíection and success of ouí Company.We look foíwaíd to youí joining us

Please feel fiee to contact Mamatha Bandam on phone +91-80-41429677 foi any claiifications of assistance ielated to compensation and benefits and Sam Rajaiah on phone +91-80-41429734 foi any claiifications of assistance ielated to Pie Onboaiding documentation.

Offeí Letteí



Please sign and ietuin to the undeisigned the duplicate copy of this lettei signifying youi acceptance.

Foí GalaxE.Solutions India Pvt. Ltd.

Bangitha

Sangeeta Bhaíat Associate VP - Recíuitment

Chenna Bangalore Received original wpy

STRICTLY PERSONAL

Name: V. Moudhula Date :

Sub: Letter of Intent

Horedhula Dear

We are pleased to offer you the position of Customer Care Executive with our organization. You shall report for a comprehensive training program on \underline{Thy} 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.

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.

<u>Name:</u> V·Mrudula <u>Signature:</u> MVUdula

Date: (1)4/2018

Ref No: ITFSOP242 Date: 6th May -2018

Invitation Letter

Dear V Ashok,

Congratulations and welcome to Manipal ProLearn - Information Technology Finishing School Training Program (ITFS Program). We are pleased to inform you that you have successfully passed our ITFS Program enrolment assessment. Based on your successful clearance of ITFS Program enrolment assessment and meeting the eligibility criteria, we are pleased to invite you, for enrollment or admission to our "ITFS Program" for the batch commencing date will confirm you on May- 2018.

Manipal ProLearn (Academy) is an enterprise training and learning solutions arm of Manipal Global Education Services Pvt Ltd. ITFS Program is a trustworthy program developed to help young Engineers to be first day employable for hiring companies, which would enable you to acclimatize to the industry and after qualifying, accelerate your transition to a live project. This ITFS Program is designed to increase the employability of the participants both technically and in soft skills to ensure a successful career in the technology Industry.

This ITFS Program will span over a period of seventy five (84) days in a residential model. After completion of the ITFS Program and assessment including customer assessment (if applicable), you may be eligible to attend and able to clear company's interview process for the placement opportunities. Subject to Manipal ProLearn terms & conditions (refer Invitation letter, acceptance form and participant handbook), Manipal ProLearn facilitates placement assistance or interview process in company (ies) (scheduling the interview(s) with maximum of three (3) companies) within 75 days, after the successful completion of the ITFS program.

You are requested to confirm your acceptance by submitting the attached 'Acceptance Form' with the nonrefundable registration fee of Rs 10,000/ + applicable taxes, and delivering it to us, as well as emailing a copy to us at <u>poornima.sivakumar@manipalglobal.com</u> immediately.

Mailing Address.

Ms. Poornima Sivakumar Manipal ProLearn, # 7, Service Road, Pragathi Nagar, Electronic City Bengaluru – 560100 Phone: 99018 81857

Best regards, Mr. Yogesh Bhatt, Team Manipal ProLearn



Fare Portal India Pvt. Ltd. Unit No. 201-238, Second Floor, Vipul Tech Square, Golf Course Road, Sector - 43, Gurugram - 122001. Phone: +91 - 124 - 6618500 http://www.fareportal.com CIN U72900DL2005PTC134394

Ref. FIPL/Offer/1361/66/2018

Date: 23-sept-2018

Ms. Vemula Ujawala Sai 10/95,Machilipatnam Krishna,Andra Pradesh(521001) Mob:9100345273

Email ID: ujwala.vemula.sai@gmail.com

Subject: Offer of Employment

Dear Ujwala,

Congratulations!

We are pleased to offer you employment with Fareportal India Pvt. Ltd., for the position of **"Sr. Software Engineer - TECH (Digital)"** subsequent to your job application and interviews you have had with us.

Your cost to company (CTC) would be **Rs. 1320000 P.A (Fixed Rs. 1200000/- & PB (10%) upto Rs. 120000/-** paid annually based on performance and can go upto 125% of the total variable performance pay) which includes the statutory benefits payable by the company. The breakup of salary will be provided to you on your date of joining.

You are also entitled for one time joining bonus of **Rs. 100000** in two equal instalments first **50%** amount will be paid after completion of **3 Months** and second instalment will be paid after completion of **6 Months**.

You are eligible for a performance bonus upto 10% of the fixed base (if any), subject to your individual performance against KPIs assigned to you as well as the company's overall performance as measured by its *MOAS* and *EBITDA*. Your bonus eligibility is prorated based on date of hire. Company reserves the right to amend its bonus program at any time.

You are required to report to the Department of Human Resources on the **31st Day of 'Oct 2018 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

~ A .

Birendra Bhandari

Manager - People & Culture

I have read and accept the terms of the offer. I will join duty on or before 31st oct 2018.

Name, Signature & Date

| Basic | 50000 |
|--|---------|
| HRA | 25000 |
| Special Allowance | 23200 |
| Statutory Bonus | 0 |
| Sub Total | 98200 |
| Employee PF | 1800 |
| Employee ESI | 0 |
| СТС | 100000 |
| Employer PF | 1800 |
| Employer ESI | 0 |
| Take Home | 96400 |
| Gross CTC Per Annum | 1200000 |
| Annual Variable (Performance Bonus) Upto | 120000 |
| Total CTC Per Annum | 1320000 |

Your total cost to company (CTC) would be **Rs. 1320000 P.A. (Rupees Thirteen Lac Twenty Thousand Only)** which includes the statutory benefits payable by the company.

*There should be no salary discussion. It is against company's policy.

| | CHECKLIST OF DOCUMENTS | | | | |
|---------|--|--|--|--|--|
| I | Below Mentioned Needs To Be Uploaded in OPL At The Tine Of Documentation Formalities. | | | | |
| Sr. No. | Activity | | | | |
| 1. | Signature verified and attested by bank | | | | |
| 2. | Offer letter | | | | |
| 3. | Attested Appointment letter of last organizations | | | | |
| 4. | Attested Relieving /Resignation Letter of previous employer. | | | | |
| 5. | Attested Latest salary slip | | | | |
| 6. | Attested Copy of PAN Card | | | | |
| 7. | Attested Copy of any Govt. identity card | | | | |
| 8. | Attested Permanent address proof | | | | |
| 9. | Attested Local address proof | | | | |
| 10. | Attested Educational Certificates (Stating from 10th till Highest qualification) | | | | |
| 11. | Attested Professional Certificates | | | | |
| 12. | Attested Copy of Aadhar Card | | | | |
| 13. | 7 Passport size photographs (in White Background) | | | | |
| 14. | Blood Group | | | | |
| 15. | Receipted copy/email of resignation from the current organization before date of joining | | | | |



Fareportal India Pvt. Ltd. Plot No. 365, Pace City-II Sector-37, Gurgaon-122001 Phone: +91-124-462 9300 http://www.fareportal.com

Declaration for BGV

I, am aware that my Salary will only be released post clearance of my Positive Background verification; as such, there should be no :-

- > pending BGV due to any pending documentation;
- Incorrect / fake/ non relevant document submission for Address check;
- > pending response / negative report from your previous employer(s);
- > negative report / observation in any BGV check.

In case of non-revert on my employment check due to any reason(Mandate Reliving letter by Previous employer or any other reason) & will assure to get the HR/Supervisor revert through E-mail on employment details shared by me within 3 working days.

My employment is subject to verification of the particulars given by me. My employment will terminate without any notice period if I am found to have submitted any false statement/s or document.

I am aware of Fareportal BGV Policy & it's my responsibility to support Fareportal BGV team for end to end closure.

Signature

Date:-



Date:04-Jul-2018

4-468

То

Videesha Gundavarapu GUDIVADA

Dear Videesha Gundavarapu,

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:

Aggregate = (Total of marks obtained in all the subjects from the first to last semester) (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.

Mindtree Etd RVCE Post, Mysore Road Bangalore 560 059 +91 80 6706 4000 +91 80 6706 4100 www.mindtree.com

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videesha.G

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| Inbox (10) Stared Sent Mail Drafts (8) More - Videesha - + Market Sharon Hangou Ler's charon Hangou Ler's charon Hangou Calor Sh Ayothi Sh Salura a nath nesha Southa gomepab | | <section-header><image/><image/><text><text><text><text><text><text><text><text><text><text><text></text></text></text></text></text></text></text></text></text></text></text></section-header> | Mindtree Offer Letter Mindtree Limited and is Signed and Filed! From: Mindtree Taient Acquisit (Mindtree Limited) To: Mindtree Taient Acquisitor videesha G Cc: <u>ynav.ramesh@mindtree.c</u> Attached is a final copy of Min Copies have been automatical parties to the agreement. You can view <u>the document</u> in account. | videesha.G Ion Team I Team and Iom dtree Offer Letter Ily sent to all | | |
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Chinnen Bungalore

LIC

STRICTLY PERSONAL

Name: L. Lakehm: Pungh Date :

Sub: Letter of Intent

Dear

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

This offer is subject to the Company receiving:

31.03.18

Olingh.

- 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 ō.
- Submission of satisfactory proof regarding information declared by you, i.e. your age, education, qualification, experience, etc. 0
- 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.

Monthly Your annual CIC will be Rs. 4076 /- 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

-

Name: V. Lakshme Durga Signature: Joffin ugo

Date: 10 - 4 - 18.



Letter of Intent

Doc Ref. No.:QC20181322

Date of Issue: 12th JUNE 2018

Dear VINNAKOTA VANA SAI VARUN,

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: <u>university.relations@quest-global.com</u>

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:

QuEST Global Engineering Services Private Limited

<u>Reg. off. Address:</u> AEQUS Special Economic Zone, No.437/A, Plot No.2 Hattaragi Village, Hukkeri Taluk, Belgaum KA 591245 IN CIN: U74900KA2014PTC076219

<u>Communicationaddress:</u> Embassy Tech Village, Building 7B, Primrose, Outer ring Road, Devarabeesanahalli, Varthur Hobli, Bangalore East Taluk, Bangalore - 560103 Ph: +91-80-67090000; Fax: +91-80-67093200; Email: info@quest-global.com www.quest-global.com



*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 | <u>Details</u> | |

| 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.

QuEST Global Engineering Services Private Limited

Reg. off. Address: AEQUS Special Economic Zone, No.437/A, Plot No.2 Hattaragi Village, Hukkeri Taluk, Belgaum KA 591245 IN CIN: U74900KA2014PTC076219

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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
- 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.

QuEST Global Engineering Services Private Limited Reg. off. Address: AEQUS Special Economic Zone, No.437/A, Plot No.2 Hattaragi Village, Hukkeri Taluk, Belgaum KA 591245 IN CIN: U74900KA2014PTC076219 Communicationaddress: Embassy Tech Village, Building 7B, Primrose, Outer ring Road, Devarabeesanahalli, Varthur Hobli, Bangalore East Taluk, Bangalore - 560103 Ph: +91-80-67090000; Fax: +91-80-67093200; Email: info@quest-global.com

www.quest-global.com

SoCtronics

Soctronics Technologies Pvt. Ltd. Plot No. 89 & 90, 8-2-120/76/115, Road No. 2 Banjara Hills, Hyderabad - 500 034, Telangana, India CIN - U72200TG2000PTC033921 Tel +91-40-4392 9999 Fax +91-40-4392 9998 E-mail: corporate@soctronics.com/URL_www.soctronics.com/

Employee ID: 42094

Date: 14th November, 2018

To Bhavana Voora

Dear Bhavana Voora,

Sub: Appointment as Engineer Trainee pursuant to letter of intent dated 18th December, 2017.

We congratulate you on successful completion of your sponsored training at VEDA IIT, a Unit of The VEDA Educational Society (hereinafter referred to as "VEDA IIT" and shall include its successors and permitted assigns), and completing the joining formalities. In furtherance of your acceptance of the letter of intent dated 18th December, 2017 ("LOI") and your successful completion of the sponsored training program, we are pleased to offer you the position of Engineer Trainee in SoCtronics Technologies Private Limited ("SoCtronics"). You will be located in Hyderabad, India. Your employment with SoCtronics will commence on 14th November, 2018.

The key terms of your appointment and employment with SoCtronics including details of compensation are set out herein below and are to be read together with the employment agreement, non-solicitation undertaking, IT security policy and business protection agreement and such agreements as may be required by SoCtronics from time to time, all to the executed along with the appointment letter ("Appointment Letter").

1. Duties:

You are required to undertake the duties as informed to you by SoCtronics and you will report to the assigned manager at the time of your joining.

As SoCtronics has a diverse customer base across the globe, during your service with SoCtronics, depending on the project requirements and customer requirements, you may have to visit or be present at a different geographical location (national/international) to support our customers and affiliated companies for which you shall be willing to take up the responsibilities as assigned from time to time. The detailed terms of employment are set out in the employment agreement executed between you and SoCtronics along with this Appointment Letter.

2. Total Compensation:

In this position, you will be paid a total Annual Compensation of Rs. 3,20,000/- (Rupees Three Lakhs Twenty Thousand Only) per annum throughout the first year. The salary structure details are provided in the Annexure-A. The salary offered at any stage is to be treated as Cost to the Company (CTC) implying that it includes all direct and indirect benefits applicable at that time.

Soctronics

After the completion of one year as Engineer Trainee, your performance will be reviewed and if your performance is found to meet and/or exceed expectations of

SoCtronics, you will be absorbed as Engineer 1 on the rolls of SoCtronics. An appraisal will be initiated either in January or July after completion of the on-the-job training period of one year as Engineer Trainee and any increase in salary thereof, will be effective from the date of completion of one year of employment as Engineer Trainee.

Your next performance appraisal will conducted in accordance with the standard appraisal cycle of SoCtronics for subsequent annual salary hikes that would be effective from 1st April of that year.

SoCtronics believes in nurturing and rewarding its key contributors. The salary offered is to be treated as Cost to the Company (CTC) implying that it includes all direct and indirect benefits applicable at that time. During any appraisal, in the event that you are not meeting the performance expectations of SoCtronics, your movement to the next salary band shall get delayed by the commensurate time it takes for you to start meeting these expectations.

Your salary will be paid to you monthly and shall be paid net of applicable withholding taxes. Your salary is confidential information and should not be discussed with other employees of SoCtronics or its affiliated companies. Discussing your salary information with other employees of SoCtronics or its affiliated companies shall attract appropriate disciplinary action.

3. Agreement to secure SoCtronics during the Bond Period:

Based on your acceptance of the LOI and the terms specified therein, you are hereby required to submit a Bank Guarantee from a reputed bank in the format specified by SoCtronics for an aggregate amount of Rs.3,00,000/- (Rupees Three Lakhs Only) as security to serve SoCtronics for a minimum period of three (3) years from the date of joining or such extended date as agreed to between you and SoCtronics ("Bond Period").

4. Background Check:

Your employment with SoCtronics is subject to satisfactory background clearance and SoCtronics reserves the right to terminate your employment forthwith or initiate disciplinary proceedings, as the case may be, in the event the information provided by you, including by way of certificates / letters of recommendation / references, turn out to be false, without requiring to pay any compensation or payment for notice period, whatsoever,

5. Notice Period:

During the period of employment, either party may terminate the employment by giving two months' notice to the other or salary in lieu of such notice and this notice period may be extended on mutual consent purely determined by the demands of the projects that you are assigned. In the event you choose to terminate your employment with SoCtronics during the Bond Period, then SoCtronics shall have the right to encash the security, as the



Extraordinary Outcomes

Date: 29-4-2018

14-4M2 (ECE)

The only Global Services company backed by its own university.

We specialize in:

- Healthcare
- Engineering
 - · Logistics Finance & Accounting

· Media

• Legal

Interim Offer Letter

Dear BHAVYA SRI VUNDI

Welcome to the Vee Family ... !

We are pleased to inform that you have been shortlisted for position of AR Caller Trainee with effect from June in Vee Technologies Pvt Ltd. Your CTC will be Rs. 138000 to 150000 /- per annum and after confirmation your CTC may be Rs. 168000 to 180000 /- per annum based on performance. You will undergo for 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

If for any reason you drop out from the training program after first three days you are liable to pay back the recruitment and training expenses of Rs 25000/- (Twenty Five Thousand rupees) to the company.

On successful completion of the training you will be on boarded in Vee Technologies. Our on boarding team will be in touch to update your date of joining and location before two weeks. Please consider this as an interim offer and the training start date may be postponed or proponed 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 the joining formalities for training, based on the business requirements we would confirm the place of training and work and the candidates should be flexible to work from any of our locations. For certain domain you will be on boarded after taking another formal discussion with the technical team.

You are required to submit the following documents while reporting to the 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
- 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.,

Kesavan M

Asst. Manager – Human Resource

Received Original Copy Vithomasis

Bangalore: Sona Towers, 71, Miller Road, Bangalore - 560 052, Tel: + 91 80 2226 6677

Bangalore RR Nagar: 5th Floor, No. 483, Seetha Complex, 16th Cross, 8th Main Road, RR Nagar, Bangalore -- 560 098, Tel: + 91 96325 78003

Salem: 4/14, Reddipatty Road, Marnangom, Salem - 636 302, Tel: + 91 427 2341 064

Salem SEZ: Plot No:14, IT/ITES ELCOT SEZ, Salem to Bangalore NH-7 Road, Jagir Ammapolayam Village, Suramangalam SRO, Salem-636 302, Tel: +91 427 2340290

Chennai: Tower-3 Special Module, Chennai One IT Park SEZ, Thoraipakkam - 600 097, Tel: + 91 044 2433 1235

USA: New York, 90 Park Avenue Suite 1700, New York, NY 10016, Tel: 646 837 0837

www.veetechnologies.com

STRICTLY PERSONAL

Chemeni Bangelese

Name: V. Divyh Lakshmig Date: 31.03.18 <u>Sub: Letter of Intent</u>

Dear

Divya lakshon

We are pleased to offer you the position of Customer Care Executive with our organization. You shall report for a comprehensive training program on The 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 CTC will be Rs 14076 /- 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: V. Divyalakshmi

Signature: Divyalakshmi

Date: 7-4-18

received original

STRICTLY PERSONAL

Chenner Bengalone 4 MG

Name: 4. AKhil Date : 31 / 3 / 2018

Sub: Letter of Intent

Dear

Arhil

We are pleased to offer you the position of Customer Care Executive with our organization. You shall report for a comprehensive training program on <u>Thun</u> 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 CTC will be Rs $\frac{16876}{12207}$ /- 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:

Recieved Orginal V. Alchil 10/4/18



1448IA04M6

Offer: Computer Consultancy Ref: TCSL/CT20172239699/Hyderabad Date: 31/12/2017

Mr. Hari Ganesh Yara 3-186Maruthi Nagar, Near Telephone Exchange, Guduru-521149, Andhra Pradesh. Tel# -8074562242

Dear Hari Ganesh Yara,

Sub: Letter of Offer

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

This offer is based on your profile 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 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 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.

TCS Confidential TCSL/CT20172239699

TATA CONSULTANCY SERVICES

1

Tata Consultancy Services Limited Decrampark, No 1 Software Units Layout, Madhapur, Hyderabad 500 061 India Tel: 91 40 6667 2000 Fax: 91 40 6667 2222 Website: www.tcs.com Recostered Office Nirmal Building, 9th Floor Naciman Phint, Mumbai 400 021 Tr 5 Cameric Servicebre, 1800 000 st 11 Entails, mean Strist com



Date: 24 JULY 2018

Name : YARLAGADDA HARSHA VARDHINI

Address : Bypass Road Gudivada, Andhrapradesh.

Conditional Letter of Intent – Graduate Engineer Trainee

Dear Yarlagadda Harsha Vardhini,

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 2018.
- 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,

Infin exciti CIN :

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: | | |
| ite Computer Solutions (India) Limited ng timesinfinite possibilities L72200DL1999PLC171077 | Corporate Office 157, EPIP Zone, Phase 2, Kundalahalli, Whitefield, Bangalore - 560066. | Registered Office 155, Somdutt Chambers - II, 9 Bhikaji Cama Place, New Delhi - 110066. |
| www.infinite.com 🔀 info@infinite.com | 중 +91 80 4193 0000 1 +91 80 4193 0009 | 중 +91 11 4615 0845 🛗 +91 80 4615 0830 |





* Personal and Confidential *

Ms.Yasmin Tasneem d/no:5/73, mubarak centre, gudivada Robert Bosch Engineering and Business Solutions Private Limited, 123 Industrial Layout, Hosur Road, Koramangala, Bangalore - 560 095, India. Tel: +91 080 6657 5757 Fax: +91 080 6657 1404 CIN: U72400KA1997PTC023164 www.bosch-india-software.com

Our reference: RBEI/HRL/2018/1661

Date: 06.06.2018

Dear Yasmin Tasneem,

This has reference to your application and the subsequent interview/s you had with us. We are pleased to appoint you as 'Associate Software Engineer' at RBEI at 'Level 50' as detailed below.

1. Training Period

You will be on training for a period of 2 months from the date of you joining the organization. The company may periodically evaluate your performance during the training period. If you fail to qualify as per the minimum prescribed performance standards, the company reserves the right to decide on the continuance of your employment.

2. Compensation

- Your annual CTC (Cost to Company) will be Rs. 4,00,000/- (Rupees Four Lakhs only) per annum.
 Your CTC will comprise of Basic Salary, Buffet of Benefits (BoB), Variable Pay (CPrP) and Retirals benefits. The salary will be governed by the prevailing employment policies of the company as in force from time to time.
- The Variable Pay (CPrP Company Performance related Pay) planned for the year 2018 (payable in April-2019)- at factor EAV 1.0 of company performance is 10% of the Annual Earned Salary (Basic Salary + Buffet of Benefits) for associates at your level. However, the actual amount will depend upon the company goal achievements. This amount is paid as per section 31-A of the Bonus Act in lieu of profit sharing bonus.
- Please refer to Annexure I to know more details about your compensation package.

Your remuneration is strictly confidential between you and the Company. You are obliged to maintain absolute secrecy of the terms and conditions; failure to do so will invite disciplinary action and may even result in termination of your services.

3. Retiral Benefits

- 3.1 Company's contribution towards Provident Fund at 12% of the basic salary per month
- 3.2 You will be eligible for Gratuity as per the Gratuity Act 1972 and the rules made there under.
- 3.3 You will also be eligible to subscribe under National Pension System (Optional) as per the policy.



4. Extended Benefits

During your employment tenure with us, you will be covered under company provided insurance: 4.1 Hospitalization Insurance - for self and family (for spouse and children up to the age 23 years).

4.2 Personal Accident Insurance - for self only

4.3 Life Insurance - for self only

The aforementioned perquisites are subject to alteration and amendment.

5. Salary Revision and Benefits

Salary shall be reviewed on an annual basis and you shall be notified of the amount of your salary entitlement for the succeeding year, depending on performance during the year.

6. Eligibility

This offer of employment is valid subject to you scoring a minimum of 70% aggregate with no current backlogs in Degree and 70% score consistently from SSLC onwards.

7. Retirement

You will retire from the services of the company on attaining the age of superannuation. The retirement age in Bosch is 60 years.

8. Leave Benefits

You will be entitled to 18 days of Earned Leave, 12 days of General Leave, subject to the terms and condition as per the prevailing leave policy.

9. Integrity

Each employee at Bosch is committed to ensure integrity in all aspects of their functioning. You are expected to comply with the policies as listed in the code of Business Conduct of the company as they form an integral part of the terms of your employment with Bosch. You are required to read and agree to the Rules & Regulations of Service and Conduct as listed in the Annexure III.

10. Conditions of Hire

10.1 The assignment offered to you is on a whole time basis. You will not carry on or be concerned with any business of your own or on behalf of anyone else directly or indirectly, nor shall you take up other business or be associated with any other business with or without remuneration during the course of employment with the company. Further, if you have any trade or business interest and have any existing connection or future connection with the Company as suppliers, dealers, agents or contractors thereof, you are obligated to disclose such connection to the Company at the time of joining, if there is a present connection and inform the management of the Company on becoming aware of any proposed transactions through such relations in the future.

10.2 If the Company sends you on training including research and development activities, to another country or a place in India with a view to benefit the Company in pursuance of its business objectives, which will be at an additional cost to the Company, you agree not to accept employment in a company in competition with RBEI and/ or undertake a business that is in competition with RBEI. In the event you leave the Company within **One Year** after such training period, the Company will be entitled to recover the costs from you, incurred by the Company towards such training; you may be required to sign a bond to that effect.



10.3 You have to submit a copy of your current Degree certificate / Provisional certificate and all semester marks sheets / Consolidated mark sheet on your said date of joining.

11. Transferability

Initially you will be posted at our Bangalore/Coimbatore location, however you may be transferred to provide your services to any of our existing/ future establishments, sister concerns of Bosch or at our client location situated within India or abroad depending upon the company's requirements on the same terms and conditions of this letter and any additional terms that may be applicable to you as per Company policies. In case you are deputed abroad, you will be required to fulfil the conditions regarding financial security and minimum service subsequent to such deputation as per the Company's Policy.

12. Information

In accordance with the provisions of the Companies Act 1956, you are required to disclose your relations or business connections, if any, with the Directors of this Company. You are required to furnish these details in your job application form and return to us. You are also required to disclose information regarding any posts held by you including any honorary position.

13. Termination

The notice period for termination of employment on either side will be Three months. When payment in lieu of notice is offered by the management or the employee, the notice pay shall mean only the basic salary and does not include cash equivalent of any allowances, etc.

Payment in lieu of notice shall be subject to acceptance of the same by the Company considering unfinished tasks, projects on hand, work in progress, etc. You shall not be deemed to have been relieved of your services except upon issue of a letter to that effect.

14. Medical Fitness

This offer is provisional, subject to you being declared medically fit by our Medical Officer. On the day of joining you are required to furnish an eye fitness certificate as mentioned in the Annexure II appended to this letter.

15. Personal Information

This employment offer is made based on the information given by you in the RBEI application form submitted to us. In case company finds at any time, the information given by you is not correct, untrue or incomplete, the company shall have the right to dismiss you from your employment at any time without notice or salary in lieu of notice period.

16. Background Check and References

Your appointment is contingent upon satisfactory report on the background check conducted by our company's approved agency relating to your education and address.



Annexure I

÷ '

| | Personal and Confidential | | |
|------------------------------|--|---------------------|--------------------|
| | | | 06.06.201 |
| | Compensation and Benefits Plan | | |
| Name: | Ms.Yasmin Tasneem | | |
| Qualification: | BE/B Tech | | |
| Designation: | Associate Software Engineer | | |
| Level: | 50 | | |
| Components | | Per Month | Per Annum |
| | | Rs. | Rs. |
| Cash Component | ts | | |
| Basic Salary | | 10000 | 120000 |
| Buffet of Benefits (etc) | HRA, Conveyance, Medical, LTA, SAF Contribution, | 18775 | 225300 |
| Total | | 28775 | 345300 |
| | tion towards PF (12% of Basic Salary) | 1200 | 14400 |
| Company Contribut | tion towards PF (12% of Basic Salary) | 1200 | 14400 |
| Gratuity (4.81% of I | Basic Salary)** | 481 | 5772 |
| Total | | 1681 | 20172 |
| /ariable Pay | | | and a state of the |
| Company Performa | nce related Pay - CPrP at factor EAV 1.0 company | | |
| ichievement | | Martin a contentral | 34530 |
| otal Cost to Com | | 30456 | 400000 |
| ational Pension S | ystem (NPS) Optional - Employer Contribution | | 9996 |
| Venu | GopaLV V Dine | sh Kumar | |
| | | y Manager | |
| (Huma | n Resources) (Humar | n Resources) | |

* The aforementioned perquisites are subject to alteration and amendment.

** Eligibility for Gratuity is as per Payment of Gratuity Act 1972



17. Acceptance and Commencement

Your appointment will be confirmed upon receiving your acceptance to this offer letter. Your functional area, location and date of joining will be informed later.

To confirm your acceptance, you are requested to communicate the acceptance of this offer within 7 days from the date of receiving this letter, to your placement officer.

We welcome you to the organization and look forward for a long and mutually beneficial association.

Please note, you are not eligible for company sponsored accommodation, therefore, you are advised to identify your suitable accommodation facility in advance of your joining.

Please sign and return the copy of this letter as a token of your acceptance of above terms and conditions at the time of your joining.

Robert Bosch Engineering and Business Solutions Private Limited

Venu Goba

Deputy General Manager (Human Resources)

Dinesh Kumar

Deputy Manager (Human Resources)

I agree and accept the above terms and conditions and confirm that I will join duty on _____

Name

Signature

Date

STRICTLY PERSONAL

Chennon Bungalore 14-4M9

Name: Yasmin Jasneen Date :

Sub: Letter of Intent

Dear

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

This offer is subject to the Company receiving:

Tasheen

31.03.18

- 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.

Mosthly Your annual CTC will be Rsl 4076 /- The break-up of CTC is attached as Annexure. 12200

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: Yaymin Tasneen Signature: Yaymin Tayneem

Received original copy

Date: 10-4-18

Focus Academy for Career Enhancement An IIM Graduates' Enterprise



TCE

March 08, 2018

Ms Suseela Y S L D.NO. 27/186-2, Patharamannapeta Machilipatnam – 521001, Krishna Dist., A.P.

Dear Suseela Y S L,

Further to our interactions with you, we are pleased to offer you an Internship position in Training Department at Focus 4-D Career Education Pvt. Ltd (referred to as FACE – Focus Academy for Career Enhancement).

In addition to the duties that were outlined during your interview, you shall perform such other duties as are customarily associated with such a position and as the authorized representatives of the management may from time to time require. You shall devote your full business efforts and time to FACE and agree to perform your duties faithfully and to the best of your ability. You agree not to engage in any other employment, occupation or consulting activity for any direct or indirect remuneration during your internship. You are required to be in formals (formal sari for women/business formals for men) for the period of the induction training and subsequently when you travel as a trainer. Your base location and date of joining will be intimated closure to your joining.

This internship is strictly full-time. During your internship, you will be paid stipend of Rs.8,000/per month plus an accommodation allowance (depending upon your base location). A full time offer of employment with CTC of Rs.2.64 lacs per annum may be made based on your performance during the period of internship. It is possible that you may be posted to other base locations (different from your base location during internship) when being made a full-time offer.

Thank you. Yours sincerely For Focus 4 – D Career Education Pvt Ltd

Arumugam N Vadivelu Manager-Human Resources

ACCEPTANCE OF OFFER

I hereby confirm that I accept the above offer with all its terms and conditions of employment.

Name & Signature of the candidate with date of acceptance

12, Lakshmi Nagar, ThottipalayamPirivu, Avinashi Road, Coimbatore – 641 014 | Ph: +91 422 4506070 | Email: info@focusacademy.in

14-4NI

Ref No: ITFSOP243 Date: 6th May -2018

Invitation Letter

Dear Y Mohan Chowdary,

Congratulations and welcome to Manipal ProLearn - Information Technology Finishing School Training Program (ITFS Program). We are pleased to inform you that you have successfully passed our ITFS Program enrolment assessment. Based on your successful clearance of ITFS Program enrolment assessment and meeting the eligibility criteria, we are pleased to invite you, for enrollment or admission to our "ITFS Program" for the batch commencing date will confirm you on May- 2018.

Manipal ProLearn (Academy) is an enterprise training and learning solutions arm of Manipal Global Education Services Pvt Ltd. ITFS Program is a trustworthy program developed to help young Engineers to be first day employable for hiring companies, which would enable you to acclimatize to the industry and after qualifying, accelerate your transition to a live project. This ITFS Program is designed to increase the employability of the participants both technically and in soft skills to ensure a successful career in the technology Industry.

This ITFS Program will span over a period of seventy five (84) days in a residential model. After completion of the ITFS Program and assessment including customer assessment (if applicable), you may be eligible to attend and able to clear company's interview process for the placement opportunities. Subject to Manipal ProLearn terms & conditions (refer Invitation letter, acceptance form and participant handbook), Manipal ProLearn facilitates placement assistance or interview process in company (ies) (scheduling the interview(s) with maximum of three (3) companies) within 75 days, after the successful completion of the ITFS program.

You are requested to confirm your acceptance by submitting the attached 'Acceptance Form' with the nonrefundable registration fee of Rs 10,000/ + applicable taxes, and delivering it to us, as well as emailing a copy to us at <u>poornima.sivakumar@manipalglobal.com</u> immediately.

Mailing Address. Ms. Poornima Sivakumar Manipal ProLearn, # 7, Service Road, Pragathi Nagar, Electronic City Bengaluru – 560100 Phone: 99018 81857

Best regards, Mr. Yogesh Bhatt, Team Manipal ProLearn

SHANCHANG Hanchang India Pvt. Ltd.

To

Dt. 20.03.2018

(4-4N)

The Training & Placement Officer Gudlavalleru Engineering College Seshadri Rao Knowledge Village Gudlavalleru – 521 356

Respected Sir,

Sub: Campus Recruitment for the Class of 2018.

With reference to the Campus interview conducted at your college on 20th March 2018 for the Class of 2018, we are pleased to convey that the following list of students are provisionally selected to join our organization as "Graduate Engineer Trainee".

The gross salary will be Rs. 11,000/- (Rupees Eleven Thousand only) during their training period. These candidates should report at the company in the month of August 2018. At the time of joining, candidate must produce original certificates for verification.

| S.No. | Name of the student | Department |
|-------|-------------------------------|------------|
| 1. | P. ADITYA SRINIVAS | · ME |
| 2 | CHANDALURI VASANTA KIRAN | |
| 3 | Y V R KRISHNA KUMAR | ME |
| 4 | GUMPULA PRABHU KUMAR | ME |
| . 5 | CHIGILIPALLI VINOD KUMAR | |
| 6 | CHRISTY SUNIL DONDAPATI | ME |
| 7 | DEVI BOTCHA | ME |
| 8 | VELAGA NAGA SUKANYA | ME |
| 9 | SAI BHAVANI GUNJI 14 -474 | ME |
| 10 | LAKSHMI SAKETHA GADAMSETTY | ECE |
| 11 | SAI KUMAR KAMBHAMPATI | EEE |
| 12 | GOWTHAN CONTRACTOR | EEE |
| | GOWTHAM SRI HARSHA MACHIRAJU. | EEE |
| | MOHAN CHOWDARY YERRA - M-4N1 | ECE . |

For HANCHANG INDIA PVT LTD.

HR-Team

107/109, Thenneri - Marudham Rd, Thenneri, Tamil Nadu 631561

Chenne / Bengalon

STRICTLY PERSONAL

Name: Gunnam Triven Date: 31.03.18

Sub: Letter of Intent

Dear Trivena

We are pleased to offer you the position of Customer Care Executive with our organization. You shall report for a comprehensive training program on ______ 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 CT/C will be Rs 19676 /- 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:

Received G. Tsiveni

9/4/18



GECTPO Placementofficer <placementofficer@gecgudlavalleru.ac.in>

Selected Candidates || SGET || Asahi India Glass Ltd.

1 message

Sat, Mar.31, 2018 at 5:23 PM

14-4N3

Eshma <eshma@aisglass.com> To: TPO-Gudlavalleru Engineering College <placementofficer@gecgudlavalleru.ac.in> Cc: kskbharadwaj <kskbharadwaj@gmail.com>, Himanshi Saini <himanshi.saini@aisglass.com>, Mahima Chadha <mahima.chadha@aisglass.com>, Sonal Sharma <sonal.sharma@aisglass.com>, Himani Sharma <himani.sharma@aisglass.com>

Dear Sai,

The following students got selected for the SGET profile from Gudlavalleru College .

| > ECE - 14-4-N3 |
|-----------------|
| |
| |
| |
| |

Regards,

Eshma

rporate HR Team

5th Floor, Tower-B, Global Business Park, MG Road, Gurgaon Mobile: +91 9599600187 | Office: +91 124-4062212 SEE MORE with Asahi India Glass Limited | www.asahiindia.com | www.aisglass.com

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15-5A-402



SkyLink Technologies

Job Offer Letter

Dear Mr. / Ms. Ogga Nagamani

With reference to your successful completion of the Interview with us. We are pleased to call you for the final interrogation session at our Training & Development Office.

Reporting Date: 26/7/2018 @ 11.00 a.m

You will be given an Appointment order only on conclusion of the final interrogation.

Please bring this letter along with the set of relevant educational certificates (copy) when you come to our location.

Note: Please refer Terms and Conditions.

Thank you,

ym

HR-Manager

044-48607769/9840707769

Received original 0.Nagamani 9/4

84, Madampakkam main road, Rajakilpakkam,ch-56. www.skylink-technologies.com/044-48607769

STRICTLY PERSONAL

Chesneil Bangalon 115-402

Name: O. Nagamani Date : 31/3/2018

Sub: Letter of Intent

Dear

Nagamani

We are pleased to offer you the position of Customer Care Executive with our organization. You shall report for a comprehensive training program on ______ 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, gualification, 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.

Monthly Your-annual CTC will be Rs 1907 1- 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: O.Nogamani Signature: D.Nogene' Date: 9/4/18.

STRICTLY PERSONAL

Churren Bangalon T15-402

Name: O. Nagamani Date : 31/3/2018

Sub: Letter of Intent

Dear

Nagamani

We are pleased to offer you the position of Customer Care Executive with our organization. You shall report for a comprehensive training program on ______ 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.

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: O.Nogamani Signature: Q. Nogene' Date: 9/4/18.

V 15-403 HYOSEONG ELECTRIC INDIA PRIVATE LIMITED

No:49, Sengadu Village, Sriperumbudur Taluk, Kancheepuram District - 602105. Tel. No. 044-47108026/33. CIN No. U50300TN2006PTC061821.

To

Dt. 20.03.2018

The Training & Placement Officer Gudlavalleru Engineering College Seshadri Rao Knowledge Village Gudlavalleru - 521 356

Dear Sir.

The following candidates are provisionally selected for the post of "Graduate Engineer Trainee" (GET), Salary for the mentioned post will be Rs. 11,349/- per month. Student should report for his duties in the month of August 2018. The candidate should not have any

List of selected candidates:

| S.No. | Name of the student | |
|-------|--|------------|
| 1 | GOLLAPALLI BHAVANA | Department |
| 2 | NANDURI JHNANA VENKATA LAKSHMAN | EEE |
| 3 | DONE KALYAN BABU | EEE |
| 4 | SHAIK NAGUR SHARIF | EEE · |
| 5. | GANESH AREPALLI | EEE |
| 6 | SATTENAPALLI SIVA RAMA KRISHNA MURTHY RAJESH CHANDANA | ME |
| 7 | RAJESH CHANDANA | . ME |
| 8 | GAGGARA HEMANJALI | ECE |
| 9 | PONNURU SRI KRISHNA SAI | ECE |
| 10 | AMALODBHAVI RATNA PRASAD SALI | ECE |
| 11 | | ECE |
| 14 | PRASANNA LAKSHMI ORUGANTI | ECE |
| | KALAVALA MALATHI DEVI | ECE |
| 14 | SRINIVASA RAO KAGITHA | ECE |
| | AND RADITHA | Don |

15-430

NOTE: At the time of reporting to the company candidate need to bring the following. 1) Aadhar Card

2) 4 Passport size photos 3) PAN Card/Voter Id 4. All the education supporting documents for verification. (Which will be returned to the candidates after the verification is done)

. H R Department



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/1361/76/2018

Date: 23-sept-2018

Ms. Tumma Sivaranjani 4-21,Penamakuru Krishna,Andra Pradesh(521165) Mob: 9640724955

Email ID: sivaranjanitumma@gmail.com

Subject: Offer of Employment

Dear Sivaranjani,

Congratulations!

We are pleased to offer you employment with Fareportal India Pvt. Ltd., for the position of **"Sr. Software Engineer - TECH (Digital)"** subsequent to your job application and interviews you have had with us.

Your cost to company (CTC) would be **Rs. 1320000 P.A (Fixed Rs. 1200000/- & PB (10%) upto Rs. 120000/-** paid annually based on performance and can go upto 125% of the total variable performance pay) which includes the statutory benefits payable by the company. The breakup of salary will be provided to you on your date of joining.

You are also entitled for one time joining bonus of **Rs. 100000** in two equal instalments first **50%** amount will be paid after completion of **3 Months** and second instalment will be paid after completion of **6 Months**.

You are eligible for a performance bonus upto 10% of the fixed base (if any), subject to your individual performance against KPIs assigned to you as well as the company's overall performance as measured by its *MOAS* and *EBITDA*. Your bonus eligibility is prorated based on date of hire. Company reserves the right to amend its bonus program at any time.

You are required to report to the Department of Human Resources on the **31st Day of 'Oct 2018 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

~ A .

Birendra Bhandari

Manager - People & Culture

I have read and accept the terms of the offer. I will join duty on or before 31st oct 2018.

Name, Signature & Date

| Basic | 50000 |
|--|---------|
| HRA | 25000 |
| Special Allowance | 23200 |
| Statutory Bonus | 0 |
| Sub Total | 98200 |
| Employee PF | 1800 |
| Employee ESI | 0 |
| СТС | 100000 |
| Employer PF | 1800 |
| Employer ESI | 0 |
| Take Home | 96400 |
| Gross CTC Per Annum | 1200000 |
| Annual Variable (Performance Bonus) Upto | 120000 |
| Total CTC Per Annum | 1320000 |

Your total cost to company (CTC) would be **Rs. 1320000 P.A. (Rupees Thirteen Lac Twenty Thousand Only)** which includes the statutory benefits payable by the company.

*There should be no salary discussion. It is against company's policy.

| CHECKLIST OF DOCUMENTS | | | | | | | |
|------------------------|--|--|--|--|--|--|--|
| I | Below Mentioned Needs To Be Uploaded in OPL At The Tine Of Documentation Formalities. | | | | | | |
| Sr. No. | Sr. No. Activity | | | | | | |
| 1. | Signature verified and attested by bank | | | | | | |
| 2. | Offer letter | | | | | | |
| 3. | Attested Appointment letter of last organizations | | | | | | |
| 4. | Attested Relieving /Resignation Letter of previous employer. | | | | | | |
| 5. | Attested Latest salary slip | | | | | | |
| 6. | Attested Copy of PAN Card | | | | | | |
| 7. | Attested Copy of any Govt. identity card | | | | | | |
| 8. | Attested Permanent address proof | | | | | | |
| 9. | 9. Attested Local address proof | | | | | | |
| 10. | Attested Educational Certificates (Stating from 10th till Highest qualification) | | | | | | |
| 11. | Attested Professional Certificates | | | | | | |
| 12. | Attested Copy of Aadhar Card | | | | | | |
| 13. | 7 Passport size photographs (in White Background) | | | | | | |
| 14. | Blood Group | | | | | | |
| 15. | Receipted copy/email of resignation from the current organization before date of joining | | | | | | |



Fareportal India Pvt. Ltd. Plot No. 365, Pace City-II Sector-37, Gurgaon-122001 Phone: +91-124-462 9300 http://www.fareportal.com

Declaration for BGV

I, am aware that my Salary will only be released post clearance of my Positive Background verification; as such, there should be no :-

- > pending BGV due to any pending documentation;
- Incorrect / fake/ non relevant document submission for Address check;
- > pending response / negative report from your previous employer(s);
- > negative report / observation in any BGV check.

In case of non-revert on my employment check due to any reason(Mandate Reliving letter by Previous employer or any other reason) & will assure to get the HR/Supervisor revert through E-mail on employment details shared by me within 3 working days.

My employment is subject to verification of the particulars given by me. My employment will terminate without any notice period if I am found to have submitted any false statement/s or document.

I am aware of Fareportal BGV Policy & it's my responsibility to support Fareportal BGV team for end to end closure.

Signature

Date:-

15.5-407



28/03/2010

OFFER OF EMPLOYMENT

Kalukerla Chardes and Dear

With reference to the discussions we had with you, we on behalf of Arziac Technology Services, are pleased to offer you the position of "Customer Support Executive" and invite you to join Arziac Technology Services

Based upon your credentials and the information shared during your interview, we feel that you will be able to make an outstanding contribution to our organization and you will be eligible for a compensation of Rs. 10000 (Including incentives + Allowances) (Rupees Ten Thousand Only).

The allowances, benefits and other terms and conditions of your employment will be as per company policies as applicable from time to time. Your compensations will be reviewed in future as per company policy.

You will be provided with ON-JOB training for a period of 10 days from the date of joining and no compensation will be provided during the ON-JOB training period.

On joining the company you shall be on probation for a period of Three Months. You will abide by the rules and regulations of the company as may be in force from time to time.

We welcome you aboard and the detailed appointment order will be given after completion of training successfully. We expect you to join on or before in line with discussion with you, otherwise this offer will stand withdrawn automatically.

Our Offer is contingent upon satisfactory evidence and verification of your credentials.

- 1. Educational Qualification (Photocopy)
- Identity Proof (Photocopy)
- Address Proof (Photocopy)
- 4. Four Passport Size Photograph

Again, congratulations and welcome to Arziac Technology Services,

Thanking You,

Harish HR Head 63821 63474

Received original K. Chowdeswari 10/04/18

No. 21-23a, Rainbow Arcade, 2nd Floor, Sir Thiyagaraya road, Pondy Bazaar, T-nagar, Chennai - 600017.

+91 44 43527220

info@arziac.com

www.arziac.com



Extraordinary Outcomes

Date: 29-4-2018

Dear ADARSH BALUSU

Welcome to the Vee Family...!

We are pleased to inform that you have been shortlisted for position of **AR Caller Trainee** with effect from **June** in Vee Technologies Pvt Ltd. Your **CTC** will be **Rs. 138000 to 150000 /- per annum and after confirmation your CTC may be Rs. 168000 to 180000 /- per annum based on performance.** You will undergo for 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 for any reason you drop out from the training program after first three days you are liable to pay back the recruitment and training expenses of Rs 25000/- (Twenty Five Thousand rupees) to the company.

On successful completion of the training you will be on boarded in Vee Technologies. Our on boarding team will be in touch to update your date of joining and location before two weeks. Please consider this as an interim offer and the training start date may be postponed or proponed 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 the joining formalities for training, based on the business requirements we would confirm the place of training and work and the candidates should be flexible to work from any of our locations. For certain domain you will be on boarded after taking another formal discussion with the technical team.

You are required to submit the following documents while reporting to the 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
- 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.,

Késavan M

Asst. Manager – Human Resource

Bangalore: Sona Towers, 71, Miller Road, Bangalore - 560 052, Tel: + 91 80 2226 6677

Bangalore RR Nagar: 5th Floor, No. 483, Seetha Complex, 16th Cross, 8th Main Road, RR Nagar, Bangalore - 560 098, Tel: +91 96325 78003

Salem: 4/14, Reddipatty Road, Mamangam, Salem - 636 302, Tel: + 91 427 2341 064

Salem SEZ: Plot No:14, IT/ITES ELCOT SEZ, Salem to Bangalore NH-7 Road, Jagir Ammapalayam Village, Suramangalam SRO, Salem-636 302, Tel: +91 427 2340290

Chennai: Tower-3 Special Module, Chennai One IT Park SEZ, Thoraipakkam - 600 097, Tel: + 91 044 2433 1235

USA: New York, 90 Pork Avenue Suite 1700, New York, NY 10016, Tel: 646 837 0837

www.veetechnologies.com

| The only Global Services | company |
|--|-------------------------------|
| backed by its own univer | |
| We specialize in: | (b) |
| Healthcare | • Legal |
| Engineering | Logistics |
| Finance & Accounting | • Media |

Interim Offer Letter

L - 410

FUE



| Offeí Letteí | | | | |
|--------------|--------------------------|-------------------|--------------------------|--|
| Doc.Code: | GLX_HR_ I'EM_OffeiLettei | | | |
| Veísion: | 4.2 | Effective Date | 10/29/2017 | |
| Contact | HR l'eam | Email | galaxeindiahí@galaxe.com | |

OTTER LETTER

Píivate & Confidential Ref: Dated: 1st September, 2018

Mr. Mohammad Basha Mudinepalli, AP

Deaí Mohammad Basha,

In continuation to ouí vaíious discussions we aíe pleased to offeí you an Employment with GalaxE.Solutions India Pvt. Ltd, as Associate Developeí. I his is the beginning of a long and íewaíding caíeeí with GalaxE.Solutions.

Youí joining date is on 6th october, 2018. Please aííive at 9:00 AM on youí fiíst day of Employment at thefollowing location to complete Onboaíding woík and new hife oíientation.

GalaxE.Solutions India Pvt. Ltd. 1st Flooí, Voyageí Block, Inteínational **l**'ech Paík Ltd., Whitefield Main Road, Bangaloíe – 560066, INDIA.

Compensation and Benefits

- a) Youí Annual CI'C is Rs. 450,650/-p.a. Foí detailed bíeakup please íefeí to Annexuíe 1.
- b) GalaxE offeís wide-íange of Employee benefits and foí moíe details please íefeí to Annexuíe
 2.
- c) You will be fequifed to enter into a training contract with the company. I he contract terms would include 36 months commitment from your side. You will be liable to pay to the company ₹ 150000/- as training fees if you wish to leave the company within the 36 months period.

Place of Woík

© 2022 GalaxE Gíoup, Inc. CONFIDENI'IAL

1

Unit No. A, 1st Flooí, Voyageí Block, Inteínational l'echnology Paík Ltd.(Il PL) Whitefield Road, Bangaloíe – 560 066, INDIA Phone: +91-80-4084 7777, +91-80-4142 9100, Fax: +91-80-4115 8509, www.galaxe.com



Youí place of posting will be Bangaloíe, howeveí, based on the business needs you may be tíansfeííed oí expected to tíavel to any of ouí offices in India and/oí Inteínationally(Oveíseas).

About Galax E Solutions India Pvt Ltd.

GalaxE.Solutions India Pvt. Ltd

GalaxE.Solutions an ISO 9001, CMMI level 3 Company has been honoied as 2012 l'echnology Company of the Yeai by Automation Alley, Michigan's laigest technology business association. **GalaxE.Solutions®**, **Inc. (GalaxE**), is an industiv leadei in designing and deploying business piocesses and suppointing systems that enable clients to tiansact and shaie infoimation acioss inteinal netwoiks and the Inteinet, taigeting Business iesults, competitiveness and efficiency.

With state-of-the-ait delively centels throughout Noith Amelica, Eulope, and Asia, GalaxE.Solutions levelages its experitive in professional technology, staffing, and managed services to deliver quality solutions for the most demanding business and user requirements.

GalaxE.Solutions is headquaíteíed in Someíset, NJ; with offices located in Detíoit, MI; Bangaloíe, Noida, and Hydeíabad, India; l'oíonto, Canada; London, United Kingdom; and Guangzhou, and Shanghai, China. Foí oveí a decade GalaxE.Solutions has píovided end-to-end technology-based solutions to the Foítune 1000 with a focus on the Healthcaíe, eCommeíce, Retail and Finance industíies.

GalaxE.Solutions is an innovative, íeliable and passionately customeí focused Oíganization. **I**^{*}he coípoíate woík cultuíe is open, tíanspaíent and is in haímony with the Oíganizations vision and goals. We fosteí and maintain a cultuíe of innovation. **I**^{*}he enviíonment is veíy exciting, with high levels of motivation and iecognition, facilitating fasteí caíeeí gíowth. We empoweí eveíy team membeí to make a positive diffeíence.

Employee Experience to the Power of GalaxE

At GalaxE.Solutions, people make all the diffeience. Evely Employee is considered a valuable asset. We are an innovative Organization with constant focus on the growth and achievement of all of our Employees. We start with a proven road-map for creating a high performing Organization by hiring top performers from across the industry and the globe. Every Employee is hired because they are one of the best at what they do- we call them Game Changers. Once on board, we nurture each Employee as an individual person with the goal of providing a successful, growing career. If the open and transparient work culture collectively boosts each of us towards the next level of competition and customer choice. Our people-centric approach provides a level of challenge and opportunity that most companies will never reach.

At GalaxE.Solutions, we aie constantly on the lookout foi high peifoiming, self-motivated, and dedicated candidates to develop and delivei next generation solutions cateiing to the diveise II' needs of oui piestigious clients.

EpEx (Employee Experience) 2013 is an initiative by GalaxE to enhance Employee experience.



I'he objectives of this initiative aíe

- Make GalaxE a Gieat place to Woik
- Cíeate an enviíonment in which Employees aíe empoweíed
- Deliveí exceptional value to the client
- Incíease client satisfaction
- Gíow the fiím as an industíy leadeí

I'híough this initiative GalaxE aims at cíeating wolk life balance fol its Employees Oul

Coíe Values

- Deliveí Excellence Exceed expectations
- Build l'íust l'híough honesty, accountability, tíanspaíency & accessibility
- Be a People Peíson l'íeat eveíyone with high dignity and íespect
- Cíeate Value Cíeate and constantly deliveí moie value
- Innovate Díeam, Innovate, Cíeate
- Own it **I** ake Owneiship

Woík Enviíonment:

We ale committed to total customel satisfaction and stlive togethel to delivel top-quality, custom-fit solutions fol oul clients. If he excellent leationship we enjoy with oul clientele stems from the lobust wolk envilonment. We stlive to maintain high standalds of integlity and leadility in all oul intellactions and this dilectly translates into a highly inspilling wolk envilonment.

I'heíe is a stíong focus on Employee-fíiendly policies and a competitive total íewaíds philosophy that íaises ouí Employee benefits, compensation, and píogíams to innovative heights of excellence. Ouí compensation packages aíe incessantly measuíed against industíy standaíds and aíe stíuctuíed to attíact and íetain a highly skilled woíkfoíce. We also píovide on-site woík oppoítunities and L & H1B visa sponsoíship's.

Employment

l'eíms Píobation

Peíiod

You will be on píobation foi a peíiod of six months fíom the date of joining. Youí Employment will be confiimed automatically at the end of this peiiod without any fuither communication (wiitten of veíbal). However, if there is any change, the same will be communicated on of before the end of this probation period.

Notice Peíiod/ l'eímination:

I'he wiitten notice iequiied foi teimination of Employment will be 3 months' notice fiom the Employee's side and 1 month notice fiom the Employei's side

I'he Company ieseives the ight to teiminate the Employment, if the Employee is pievented fiom peifoiming his/hei duties on account of Employee's continued ill-health.



Notwithstanding any otheí teím of this letteí, the Company shall have the íight to teíminate the Employment foíthwith without any notice of payment in lieu of notice on disciplinaíy gíounds in case of Employee's píoven gíoss misconduct, oí foí contíavention of any of the Policies, oí in the event of the Employee being held guilty of any címe oí any otheí act involving moíal tuípitude, oí foí bíeach of any mateíial píovision of this Agíeement

In the event of the teimination of the Employment, the Employee shall immediately (i) ietuin to the Company all documents and any copies theieof and all Confidential Infoimation and othei piopeity/mateiial of whatsoevei natuie belonging to the Company in his/hei possession ielated to and connected with the business and the affaiis of the Company, and (ii) pay to the Company all amounts, if any, that become due fiom the Employee to the Company undei this Agieement. Upon teimination of Employee's Employment the Employee shall obtain cleaiance fiom the ielevant peison(s), depaitment(s) on pioduction of which alone the Employee's dues, if any, will be cleaied by the Company

Absence foi a continuous peiiod of five days without piioi appioval of youi supeiioi, (including oveistay on leave / tiaining) would iesult in youi losing youi lien on the seivice and the same shall automatically come to an end without any notice oi intimation except in situations where the employees is in a medical emergency for self.

Leave

Annual Eaíned leave: Employees aíe entitled to paid leave of twelve (12) wolking days in onecalendal yeal.

Holidays: Employees aie entitled to ten (10) days of paid public holidays in one calendai yeai. Fuithei, the Employee shall be entitled to avail such othei holidays, including those on weekends, which may be specified by the Policies.

Casual Leave: Employees aie entitled foi 6 days of Casual leaves evely calendai yeai. **I**'his categoly of leave cannot be encashed of calified folwaid i.e. they will lapse at the end of each calendai yeai

Medical Leaves: Employees ale entitled fol 6 days of Casual leaves evely calendal yeal. I'his categoly of leave cannot be encashed of callied folwald i.e. they will lapse at the end of each calendal yeal

Woíking Houís

■ otal wolking houls pel week is 48 houls. ■ he general wolking houls will be 9.00 a.m. to 6.30 p.m. Monday to Fliday, with 30 minutes lunch bleak. Howevel, the staft and end timings ale subject to change as pel the business lequilements.

Retiíement

All Employees of GalaxE.Solutions will ietiie fiom the seivices of the Company on ieaching the age of 58 yeais.

Past Recoíd



If any declaíation of information fuínished by the Employee to the Company proves to be false of misleading in any respect of if the Employee is found to have wilfully suppressed any material information, the Employee's services shall be liable to be terminated by the Company forthwith without assigning any notice of compensation whatsoever.

Employment duties

GalaxE.Solutions heieby employs the Employee and the Employee accepts such Employment in the capacity **Associate Developeí** at **Bangaloíe** to peifoim the Job Desciiption on the teims and conditions set out heien. If the Employee agiees that depending on Company's business iequifements the Job Desciiption may be modified by the Company fiom time to time. If the Employee shall also peifoim such othei and unielated seivices and duties as may be assigned to him fiom time to time by the Company.

I'he Employee shall be bound by and shall comply with all policies, standaids and iegulations established by the Company fiom time to time (as the same may be amended by the Company), and shall peifoim his/hei duties and iesponsibilities faithfully, diligently, and to the best of his/hei ability with due caie and caution.

The Employee shall difect his/hef best efforts to promote the interests of the Company, its operations and all its activities.

I'he Employee shall opeíate out of the Company's facility at II'PL Bangaloíe and shall woik foi such houis as may be ieasonably iequiied foi the piopei dischaige of his/hei duties.

I'he Employee shall not take advantage of any business oppoitunity of which the Company of any of its subsidialies of affiliates may be consideling taking advantage of, of have decided to take advantage of, of may take advantage of, if plesented with the oppoitunity nol shall the Employee delive any advantage of benefit in any other mannel except for and on behalf of the Company and with its knowledge.

Intellectual Píopeíty Rights

All computeí softwaíe, píogíams, inventions, designs, impíovements, oí píocesses, which the Employee may make oí devise eitheí alone oí jointly with otheís duíing the teím of this Agíeement, peítaining to the opeíations oí business of the Company, and aíising out of the woík oí íesponsibilities peífoímed by the Employee undeí this Agíeement and all intellectual píopeíty theíein (collectively "Intellectual Píopeíty") shall belong exclusively to the Company and the Employee shall neitheí have noí be entitled to make any claims in íespect theíeto.

Foi the puiposes of above, the Employee shall piomptly disclose and delivei to the Company all infoimation and data in his/hei possession, necessaiy to facilitate and impait a full and complete undeistanding of the Intellectual Piopeity. I'he Employee shall also assist the Company in every way, without any chaige but at the cost and expense of the Company, in obtaining piotection foi said Intellectual Piopeity in India and othei counties.



I'he Employee heieby confiims and agiees that the Company is and shall be the sole and exclusive ownei, whethei by viitue of an assignment, tiansfei oi otheiwise, of all piesent and futuie Intellectual Piopeity acciuing to the Employee in any mannei and in all material wiitten oi devised by the Employee peitaining to the opeiation oi business of the Company and iesulting fiom oi arising out of any work which the Employee shall have carified out pursuant to his/hei Employment and of all rights of action for damages for infringement of the Intellectual Property. If he Employee infringement of the Amployee to that effect, all necessary and adequate documents to confirm the same.

I'he Employee undeístands that foí the Intellectual Píopeíty to vest in the Company as envisioned by above, he may be íequiíed to make an assignment of the Intellectual Píopeíty by execution of appíopíiate and adequate documents. I'he Employee heíeby assigns to the Company all píesent and futuíe Intellectual Píopeíty which may accíue to him in any manneí and in all mateíial wíitten oí devised by the Employee peítaining to the opeíation oí business of the Company and iesulting fíom oí aíising out of any woík which the Employee shall have caííied out puísuant to his/heí Employment and also assigns all íights of action foí damages foí infíingement of the Intellectual Píopeíty.

I'he Employee heieby iiievocably and unconditionally waives any and all iights undei any law, in any juiisdiction, in and to any and all Intellectual Piopeity wiitten, cleated of devised by him whethel solely of jointly and peltaining to the opelation of business of the Company and lesulting fiom of alising out of any wolk which the Employee shall have done pulsuant to his/hel Employment with the Company.

I'o the extent that the Employee intends to use any thiíd paíty píopíietaíy softwaíe ("I'hiíd Paíty Softwaíe"), the Employee must identify in wíiting the píoposed I'hiíd Paíty Softwaíe to the Company and obtain wiitten appíoval of the Company píioí to the use of such I'hiíd Paíty Softwaíe. If such píioí wiitten appíoval is píovided by the Company, the Employee iepíesents and waiíants that he has good and clean title to use the I'hiíd Paíty Softwaíe and that Employee is not infíinging upon any patents, tíademaíks oí copyíights oí violating tíade secíets oí otheí confidential infoimation in using such softwaíe. I'he Employee heíeby gíants to the Company oí its customeís, all íights the Employee has to use such I'hiíd Paíty Softwaíe, and, to the extent possible, an iííevocable, non-tíansfeíable, íoyalty-fíee license to use the I'hiíd Paíty Softwaíe. If the Company oí its customeís must obtain a license fíom such thiíd paíty to use oí distiibute the I'hiíd Paíty Softwaíe, the Employee agíees to use the Employee's best effoits to obtain such a license on behalf of and foi the Company oí its customeís. If the Company does not píovide wiitten authoíization to use the I'hiíd Paíty Softwaíe, in íendeíing its seívices to the Company oí its customeís.

I'o the extent that the Employee intends to use any piopiietaly softwale developed by the Employee ("Employee Softwale"), the Employee must identify in wilting to the Company and its customels the Employee Softwale, and obtain wilten appioval of the Company piloi to the use of the Employee Softwale. If such piloi wilten appioval is plovided by the Company, the Employee leplesents and wallants that he has good and clean title to use the Employee Softwale and that Employee is not inflinging upon any patents, tlademalks of copylights of violating tlade seclets of othel confidential



infoimation in using the Employee Softwaie. Fuithei, Employee agiees to heieby assign to the Company of its customeis all fights, title and interest to the Employee Softwaie. If desifed by Employee and only if Employee made such piloi disclosuie and obtained piloi wiltten consent from the Company, Company of its customeis shall provide a non-exclusive, non-transferable, royalty-free license to the Employee to use the Employee Softwaie. If the Employee does not disclose the Employee Softwaie to the Company and its customeis, of if the Company does not provide witten authorization to use the Employee Softwaie, the Employee shall not use the Employee Softwaie in rendering its services to the Company of Client. If the Employee uses the Employee Softwaie without obtaining any piloi written consent by the Company, Employee agrees that such Employee Software with the Company prior written authorization to use the Company of Client. If the Employee uses the Employee Software without obtaining any prior written consent by the Company, Employee agrees that such Employee Software without obtaining any prior written consent by the Company, Employee agrees that such Employee Software with the provisions of this Clause.

I'he Employee íepíesents and waííants that the disclosuíe of the I'hiíd Paíty Softwaíe oí the Employee Softwaíe and its use by the Company oí its customeís, subject to the conditions mentioned above, will not in any manneí íesult in infíingement oí violations of any íights vested in any thiíd paíty including such thiíd paíty's píopíietaíy íights oí íights to intellectual píopeíty. In the event of any bíeach of this píovision of this Agíeement, the Employee agíees to defend, indemnify and hold the Company haímless fíom and against any and all liabilities, claims oí demands whatsoeveí (including expenses, couít costs and íeasonable attoíneys' fees íelated theíeto) thatmay be asseíted against the Company oí its customeís by any peíson oí entity by íeason of bíeach by the Employee of the píovisions of this Clause

I'he Employee acknowledges and agiees that his salaiy includes compensation foi the assignment to the Company of all intellectual piopeity ights with isspect to the Intellectual Piopeity, as piovided in this above

Confidentiality:

As used in this Agíeement, the teím "Confidential Infoímation" shall mean all non-public tangible and intangible infoímation íelating to the Company of its business, affaiís, dealings of opeíations of the Company's customeis of theif business, affaiís, dealings of opeíations that is disclosed to the Employee, that the Employee píoduces, of that the Employee has acquifed, of heíeafteí acquifes duíing his Employment with the Company. Confidential Infoímation shall include by way of illustíation and not limitation, the following:

- (a) Any information concerning the business accounts of finance plans of strategies of the Company of of any other entity which is the customer of the Company;
- (b) Any iepoit of ieseaich commissioned by of on behalf of the Company of any of its iespective clients, in connection with the business of affails of the Company of any of its iespective clients;
- (c) all Intellectual Piopeity including tiade seciets, know-how and confidential tiansactions of the Company;
- (d) all maíketing, píoduct development and business plans of the Company and all customeí names and lists;



- (e) all píoduct design and manufactuíing infoímation, and all methods, píocesses and techniques of doing business; and
- (f) any othei infoimation which may be teimed confidential by the Company and whose dissemination may seliously compiomise and jeopaidise the business intelests of the Company, which has of may have come to his knowledge duiing the continuance of this Agieement.

Unless and until such infoímation:

- (i) Is voluntaíily disseminated by the Company to the public;
- (ii) Becomes pait of the public domain thiough lawful means and not as a iesult of a bieach of this Clause; oi
- (iii) Is íequiíed to be disclosed by law.

Save as may be iequiied by law, the Employee shall not, duiing the peiiod of his Employment with the Company of the leafter for a peiiod of 3 years, use of attempt to use, divulge, communicate of exploit any Confidential Information, difectly of indifectly, partially of in whole, under any circumstances of by any means, to any third person without the prior express written consent of the Company. If the Employee shall not, during the period of his Employment with the Company of the leafter, directly of indirectly, copy, transmit, reproduce, summarize, quote of make any commercial of other use whatsoever of any Confidential Information, except as may be necessary to perform his duries as an Employee of the Company hereunder.

I'he Employee agíees and confiims that all Confidential Infoimation is and shall iemain the piopeity of the Company at all times and that the Employee shall keep the Confidential Infoimation in secuie condition and iendei all assistance iequiied by the Company to pievent and safeguaid against impiopei use of the Confidential Infoimation.

The Employee acknowledges and agrees that the salary includes compensation for his/her obligations in this.

Medical fitness & Accuíacy of the testimonials and infoímation píovided

L'his Offeí Letteí and its continuance aíe subject to youí being and íemaining medically (physically & mentally) fit. If so íequiíed, GalaxE.Solutions (I) Pvt. Ltd. may get this confiímed by GalaxE.Solutions (I) Pvt. Ltd.'s Medical Officeí oí the Medical Píactitioneí appíoved by "GalaxE.Solutions (I) Pvt. Ltd."

I'he offeí is subject to Accuíacy of the testimonials and infoímation píovided by you and youí being fíee fíom any contíactual íestíictions píeventing you fíom accepting this offeí oí staíting woík on the above-mentioned date.

DECLARAIION

| ١, | accept this offei of Employment with GalaxE.Solutions and |
|----|---|
| а | gíee the teíms and conditions outlined in this letteí. |

| Name | | |
|------|---|--|
| Nume | • | |
| | | |

| Signatuíe | : | |
|-----------|---|--|
|-----------|---|--|



Date : _____

ANNEXURE 1

Compensation Details:

| Name: Mohammad Basha Designation: Associate Dev | elopeí | Date of Joining:6 th October, 2018 Location: Bangaloíe |
|--|---------------------|--|
| Components | INR (Rs.) peí Month | INR(Rs.) peí Annum |
| Gíoss Salaíy | 33,500 | 402,000 |
| Ïood Voucheí | 750 | 9,000 |
| Píovident lund (Company Contíibution) | 1,800 | 21,600 |
| Gíatuity | | 10,550 |
| Medical Insuíance | | 7,500 |
| Annual CIC: | | 450,650 |

Giatuity: Giatuity will be payable in line with the statutoly plovisions, upon sepalation flom the company, subject to completion of minimum of five yeals of Employment with GalaxE.Solutions.

L'axation: L'axation will be governed by the income tax rules. L'he company will be deducting tax at source as per income tax guidelines.

a) Youí indicative annual CI'C foí yeaí 2 can be up to Rs.7.5 LPA*
 Youí indicative annual CI'C foí yeaí 3 can be up to Rs.11 LPA *
 * Based on peífoímance

ANNEXURE 2

House Rent Allowance:

I'o avail tax benefit on this amount you have to submit íent íeceipts once a yeaí to the finance depaítment.

Medical Insuíance: Company offeís compíehensive medical insuíance which includes total of 4 lacs coveíage foí the employee, spouse, childíen, paíents oí paíents-in-laws.

Leave Tavel Allowance

I'his is pait of youí annual gíoss salaíy, which will be íeimbuísed against actual bills within the specified limits, subject to availing Indian Income I'ax íegulations.

Ïood Coupons



Extía Food coupons can be availed by the Employee foí the tax benefit. Food coupons aíe distíibuted within 10th of eveíy month in íespective locations by finance depaítment.

Píovident Ïund

Company offeis effective PF plan foi the Employees. I'his tax saving is applicable when you choose to opt foi additional contiibution fiom youi end.

Conveyance allowance

Foí the compíehensive benefit of the Employee Conveyance allowance is píovided foí the Employee who extends theií stay beyond woíking houís foí woík. Similaíly, foí the Employees who woíks on Sundays and National (GalaxE) Holidays. Cab facility is píovided foí the Employees who woík late houís.

lood Allowance

I'he Employee avails the benefit of food allowance foi extend of stay beyond woiking houis to meet theil dinnel expense. Similally foi the Employee who woik on Satuidays, Sundays and National (GalaxE) holidays.

Otheís elements: Píofessional liteíatuíe, **I** &D, **I** elephone/Mobile bills etc.

Píe-joining loímalities

As it has been explained to you duiing the interview stage, we may do a pie-joining background verification, which would cover your educational qualification, personal verification, place of stay (address) and job experience (other than your current job as mentioned in your application). For this purpose you would be required to provide us with the necessary documentation. Our Background Verification learn would contact you in due course to guide you through the pre-joining background verification process. For any queries related to pre-joining formalities you can email to srajaiah@galaxe.com.

Document Checklist:

Please submit one set photocopy of all the documents mentioned below:

- Photocopy of Educational ceítificates and all semesteí maík sheets
- I'wo iecent passpoit size photogiaphs
- Passpoít copy
- Pan caíd copy
- Documents suppoíting existing/píevious visas & oveíseas tíavel

We feel you will make a substantial impact upon the futuíe diíection and success of ouí Company.We look foíwaíd to youí joining us

Please feel fiee to contact Mamatha Bandam on phone +91-80-41429677 foi any claiifications of assistance ielated to compensation and benefits and Sam Rajaiah on phone +91-80-41429734 foi any claiifications of assistance ielated to Pie Onboaiding documentation.

Offeí Letteí



Please sign and ietuin to the undeisigned the duplicate copy of this lettei signifying youi acceptance.

Foí GalaxE.Solutions India Pvt. Ltd.

Bangitha

Sangeeta Bhaíat Associate VP - Recíuitment

HYOSEONG ELECTRIC INDIA PRIVATE LIMITED

No:49, Sengadu Village, Sriperumbudur Taluk, Kancheepuram District - 602105. Tel. No. 044-47108026/33. CIN No. U50300TN2006PTC061821.

To

Dt. 20.03.2018

The Training & Placement Officer Gudlavalleru Engineering College Seshadri Rao Knowledge Village Gudlavalleru - 521 356

Dear Sir.

The following candidates are provisionally selected for the post of "Graduate Engineer Trainee" (GET), Salary for the mentioned post will be Rs. 11,349/- per month. Student should report for his duties in the month of August 2018. The candidate should not have any backlogs at the time of joining.

List of selected candidates:

-

| S.No. | Name of the student | |
|-------|---------------------------------------|------------|
| 1 | GOLLAPALLI BHAVANA | Department |
| 2 | NANDURI JHNANA VENKATA LAKSHMAN | EEE |
| 3 | DONE KALYAN BABU | EEE |
| 4 | SHAIK NAGUR SHARIF | EEE |
| 5. | GANESH AREPALLI | EEE |
| 6 | SATTENAPALLI SIVA RAMA KRISHNA MURTHY | ME |
| 7 | RAJESH CHANDANA | . ME |
| 8 | GAGGARA HEMANJALI | ECE |
| 9 | PONNURU SRI KRISHNA SAI | ECE |
| 10 | AMALODBHAVI RATNA PRASAD SALI | ECE |
| 11 | VALUERRIA DITATIAT | ECE |
| 12 | PRASANNA LAKSHMI ORUGANTI | ECE |
| 13 | KALAVALA MALATHI DEVI | ECE |
| 14 | SRINIVASA RAO KAGITHA | ECE |
| | | ECE |

15-430

NOTE: At the time of reporting to the company candidate need to bring the following.

1) Aadhar Card 2) 4 Passport size photos 3) PAN Card/Voter Id 4. All the education supporting documents for verification.

(Which will be returned to the candidates after the verification is done)

. H R Department



| Offeí Letteí | | | | | |
|-----------------------|---|---------------|--------------------------|--|--|
| Doc.Code: Veísion: | GLX_HR_ I' EM_OffeíLetteí 4 2 | Effective | 10/29/2017 | | |
| Contact | HR I ″eam | Date Email | galaxeindiahí@galaxe.com | | |

OTTER LETTER

Píivate & Confidential Ref: Dated: 1st September, 2018

Ms. Krovvidi Gowthami Machilipatnam, AP

Deaí Krovvidi Gowthami,

In continuation to ouí vaíious discussions we aíe pleased to offeí you an Employment with GalaxE.Solutions India Pvt. Ltd, as Associate Developeí. I his is the beginning of a long and íewaíding caíeeí with GalaxE.Solutions.

Youí joining date is on 6th october, 2018. Please aííive at 9:00 AM on youí fiíst day of Employment at thefollowing location to complete Onboaíding woík and new hife oíientation.

GalaxE.Solutions India Pvt. Ltd. 1st Flooí, Voyageí Block, Inteínational **l**'ech Paík Ltd., Whitefield Main Road, Bangaloíe – 560066, INDIA.

Compensation and Benefits

- a) Youí Annual CI'C is Rs. 450,650/-p.a. Foí detailed bíeakup please íefeí to Annexuíe 1.
- b) GalaxE offeís wide-íange of Employee benefits and foí moíe details please íefeí to Annexuíe
 2.
- c) You will be fequifed to enter into a training contract with the company. I he contract terms would include 36 months commitment from your side. You will be liable to pay to the company ₹ 150000/- as training fees if you wish to leave the company within the 36 months period.

Place of Woík

© 2022 GalaxE Gíoup, Inc. CONFIDENI'IAL

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Unit No. A, 1st Flooí, Voyageí Block, Inteínational l'echnology Paík Ltd.(Il PL) Whitefield Road, Bangaloíe – 560 066, INDIA Phone: +91-80-4084 7777, +91-80-4142 9100, Fax: +91-80-4115 8509, www.galaxe.com



Youí place of posting will be Bangaloíe, howeveí, based on the business needs you may be tíansfeííed oí expected to tíavel to any of ouí offices in India and/oí Inteínationally(Oveíseas).

About Galax E Solutions India Pvt Ltd.

GalaxE.Solutions India Pvt. Ltd

GalaxE.Solutions an ISO 9001, CMMI level 3 Company has been honoied as 2012 l'echnology Company of the Yeai by Automation Alley, Michigan's laigest technology business association. **GalaxE.Solutions®**, **Inc. (GalaxE**), is an industiv leadei in designing and deploying business piocesses and suppointing systems that enable clients to tiansact and shaie infoimation acioss inteinal netwoiks and the Inteinet, taigeting Business iesults, competitiveness and efficiency.

With state-of-the-ait delively centels throughout Noith Amelica, Eulope, and Asia, GalaxE.Solutions levelages its experitive in professional technology, staffing, and managed services to deliver quality solutions for the most demanding business and user requirements.

GalaxE.Solutions is headquaíteíed in Someíset, NJ; with offices located in Detíoit, MI; Bangaloíe, Noida, and Hydeíabad, India; l'oíonto, Canada; London, United Kingdom; and Guangzhou, and Shanghai, China. Foí oveí a decade GalaxE.Solutions has píovided end-to-end technology-based solutions to the Foítune 1000 with a focus on the Healthcaíe, eCommeíce, Retail and Finance industíies.

GalaxE.Solutions is an innovative, íeliable and passionately customeí focused Oíganization. **I**^{*}he coípoíate woík cultuíe is open, tíanspaíent and is in haímony with the Oíganizations vision and goals. We fosteí and maintain a cultuíe of innovation. **I**^{*}he enviíonment is veíy exciting, with high levels of motivation and iecognition, facilitating fasteí caíeeí gíowth. We empoweí eveíy team membeí to make a positive diffeíence.

Employee Experience to the Power of GalaxE

At GalaxE.Solutions, people make all the diffeience. Evely Employee is considered a valuable asset. We are an innovative Organization with constant focus on the growth and achievement of all of our Employees. We start with a proven road-map for creating a high performing Organization by hiring top performers from across the industry and the globe. Every Employee is hired because they are one of the best at what they do- we call them Game Changers. Once on board, we nurture each Employee as an individual person with the goal of providing a successful, growing career. If the open and transparient work culture collectively boosts each of us towards the next level of competition and customer choice. Our people-centric approach provides a level of challenge and opportunity that most companies will never reach.

At GalaxE.Solutions, we aie constantly on the lookout foi high peifoiming, self-motivated, and dedicated candidates to develop and delivei next generation solutions cateiing to the diveise II' needs of oui piestigious clients.

EpEx (Employee Experience) 2013 is an initiative by GalaxE to enhance Employee experience.



I'he objectives of this initiative aíe

- Make GalaxE a Gieat place to Woik
- Cíeate an enviíonment in which Employees aíe empoweíed
- Deliveí exceptional value to the client
- Incíease client satisfaction
- Gíow the fiím as an industíy leadeí

I'híough this initiative GalaxE aims at cíeating wolk life balance fol its Employees Oul

Coíe Values

- Deliveí Excellence Exceed expectations
- Build l'íust l'híough honesty, accountability, tíanspaíency & accessibility
- Be a People Peíson l'íeat eveíyone with high dignity and íespect
- Cíeate Value Cíeate and constantly deliveí moie value
- Innovate Díeam, Innovate, Cíeate
- Own it **I** ake Owneiship

Woík Enviíonment:

We ale committed to total customel satisfaction and stlive togethel to delivel top-quality, custom-fit solutions fol oul clients. If he excellent leationship we enjoy with oul clientele stems from the lobust wolk envilonment. We stlive to maintain high standalds of integlity and leadility in all oul intellactions and this dilectly translates into a highly inspilling wolk envilonment.

I'heíe is a stíong focus on Employee-fíiendly policies and a competitive total íewaíds philosophy that íaises ouí Employee benefits, compensation, and píogíams to innovative heights of excellence. Ouí compensation packages aíe incessantly measuíed against industíy standaíds and aíe stíuctuíed to attíact and íetain a highly skilled woíkfoíce. We also píovide on-site woík oppoítunities and L & H1B visa sponsoíship's.

Employment

l'eíms Píobation

Peíiod

You will be on píobation foi a peíiod of six months fíom the date of joining. Youí Employment will be confiimed automatically at the end of this peiiod without any fuither communication (wiitten of veíbal). However, if there is any change, the same will be communicated on of before the end of this probation period.

Notice Peíiod/ l'eímination:

I'he wiitten notice iequiied foi teimination of Employment will be 3 months' notice fiom the Employee's side and 1 month notice fiom the Employei's side

I'he Company ieseives the ight to teiminate the Employment, if the Employee is pievented fiom peifoiming his/hei duties on account of Employee's continued ill-health.



Notwithstanding any otheí teím of this letteí, the Company shall have the íight to teíminate the Employment foíthwith without any notice of payment in lieu of notice on disciplinaíy gíounds in case of Employee's píoven gíoss misconduct, oí foí contíavention of any of the Policies, oí in the event of the Employee being held guilty of any címe oí any otheí act involving moíal tuípitude, oí foí bíeach of any mateíial píovision of this Agíeement

In the event of the teimination of the Employment, the Employee shall immediately (i) ietuin to the Company all documents and any copies theieof and all Confidential Infoimation and othei piopeity/mateiial of whatsoevei natuie belonging to the Company in his/hei possession ielated to and connected with the business and the affaiis of the Company, and (ii) pay to the Company all amounts, if any, that become due fiom the Employee to the Company undei this Agieement. Upon teimination of Employee's Employment the Employee shall obtain cleaiance fiom the ielevant peison(s), depaitment(s) on pioduction of which alone the Employee's dues, if any, will be cleaied by the Company

Absence foi a continuous peiiod of five days without piioi appioval of youi supeiioi, (including oveistay on leave / tiaining) would iesult in youi losing youi lien on the seivice and the same shall automatically come to an end without any notice oi intimation except in situations where the employees is in a medical emergency for self.

Leave

Annual Eaíned leave: Employees aíe entitled to paid leave of twelve (12) wolking days in onecalendal yeal.

Holidays: Employees aie entitled to ten (10) days of paid public holidays in one calendai yeai. Fuithei, the Employee shall be entitled to avail such othei holidays, including those on weekends, which may be specified by the Policies.

Casual Leave: Employees aie entitled foi 6 days of Casual leaves evely calendai yeai. **I**'his categoly of leave cannot be encashed of calified folwaid i.e. they will lapse at the end of each calendai yeai

Medical Leaves: Employees ale entitled fol 6 days of Casual leaves evely calendal yeal. I'his categoly of leave cannot be encashed of callied folwald i.e. they will lapse at the end of each calendal yeal

Woíking Houís

■ otal wolking houls pel week is 48 houls. ■ he general wolking houls will be 9.00 a.m. to 6.30 p.m. Monday to Fliday, with 30 minutes lunch bleak. Howevel, the staft and end timings ale subject to change as pel the business lequilements.

Retiíement

All Employees of GalaxE.Solutions will ietiie fiom the seivices of the Company on ieaching the age of 58 yeais.

Past Recoíd



If any declaíation of information fuínished by the Employee to the Company proves to be false of misleading in any respect of if the Employee is found to have wilfully suppressed any material information, the Employee's services shall be liable to be terminated by the Company forthwith without assigning any notice of compensation whatsoever.

Employment duties

GalaxE.Solutions heieby employs the Employee and the Employee accepts such Employment in the capacity **Associate Developeí** at **Bangaloíe** to peifoim the Job Desciiption on the teims and conditions set out heien. If the Employee agiees that depending on Company's business iequifements the Job Desciiption may be modified by the Company fiom time to time. If the Employee shall also peifoim such othei and unielated seivices and duties as may be assigned to him fiom time to time by the Company.

I'he Employee shall be bound by and shall comply with all policies, standaids and iegulations established by the Company fiom time to time (as the same may be amended by the Company), and shall peifoim his/hei duties and iesponsibilities faithfully, diligently, and to the best of his/hei ability with due caie and caution.

The Employee shall difect his/hef best efforts to promote the interests of the Company, its operations and all its activities.

I'he Employee shall opeíate out of the Company's facility at II'PL Bangaloíe and shall woik foi such houis as may be ieasonably iequiied foi the piopei dischaige of his/hei duties.

I'he Employee shall not take advantage of any business oppoitunity of which the Company of any of its subsidialies of affiliates may be consideling taking advantage of, of have decided to take advantage of, of may take advantage of, if plesented with the oppoitunity nol shall the Employee delive any advantage of benefit in any other mannel except for and on behalf of the Company and with its knowledge.

Intellectual Píopeíty Rights

All computeí softwaíe, píogíams, inventions, designs, impíovements, oí píocesses, which the Employee may make oí devise eitheí alone oí jointly with otheís duíing the teím of this Agíeement, peítaining to the opeíations oí business of the Company, and aíising out of the woík oí íesponsibilities peífoímed by the Employee undeí this Agíeement and all intellectual píopeíty theíein (collectively "Intellectual Píopeíty") shall belong exclusively to the Company and the Employee shall neitheí have noí be entitled to make any claims in íespect theíeto.

Foi the puiposes of above, the Employee shall piomptly disclose and delivei to the Company all infoimation and data in his/hei possession, necessaiy to facilitate and impait a full and complete undeistanding of the Intellectual Piopeity. I'he Employee shall also assist the Company in every way, without any chaige but at the cost and expense of the Company, in obtaining piotection foi said Intellectual Piopeity in India and othei counties.



I'he Employee heieby confiims and agiees that the Company is and shall be the sole and exclusive ownei, whethei by viitue of an assignment, tiansfei oi otheiwise, of all piesent and futuie Intellectual Piopeity acciuing to the Employee in any mannei and in all material wiitten oi devised by the Employee peitaining to the opeiation oi business of the Company and iesulting fiom oi arising out of any work which the Employee shall have carified out pursuant to his/hei Employment and of all rights of action for damages for infringement of the Intellectual Property. If he Employee infringement of the Amployee to that effect, all necessary and adequate documents to confirm the same.

I'he Employee undeístands that foí the Intellectual Píopeíty to vest in the Company as envisioned by above, he may be íequiíed to make an assignment of the Intellectual Píopeíty by execution of appíopíiate and adequate documents. I'he Employee heíeby assigns to the Company all píesent and futuíe Intellectual Píopeíty which may accíue to him in any manneí and in all mateíial wíitten oí devised by the Employee peítaining to the opeíation oí business of the Company and iesulting fíom oí aíising out of any woík which the Employee shall have caííied out puísuant to his/heí Employment and also assigns all íights of action foí damages foí infíingement of the Intellectual Píopeíty.

I'he Employee heieby iiievocably and unconditionally waives any and all iights undei any law, in any juiisdiction, in and to any and all Intellectual Piopeity wiitten, cleated of devised by him whethel solely of jointly and peltaining to the opelation of business of the Company and lesulting fiom of alising out of any wolk which the Employee shall have done pulsuant to his/hel Employment with the Company.

I'o the extent that the Employee intends to use any thiíd paíty píopíietaíy softwaíe ("I'hiíd Paíty Softwaíe"), the Employee must identify in wíiting the píoposed I'hiíd Paíty Softwaíe to the Company and obtain wiitten appíoval of the Company píioí to the use of such I'hiíd Paíty Softwaíe. If such píioí wiitten appíoval is píovided by the Company, the Employee iepíesents and waiíants that he has good and clean title to use the I'hiíd Paíty Softwaíe and that Employee is not infíinging upon any patents, tíademaíks oí copyíights oí violating tíade secíets oí otheí confidential infoimation in using such softwaíe. I'he Employee heíeby gíants to the Company oí its customeís, all íights the Employee has to use such I'hiíd Paíty Softwaíe, and, to the extent possible, an iííevocable, non-tíansfeíable, íoyalty-fíee license to use the I'hiíd Paíty Softwaíe. If the Company oí its customeís must obtain a license fíom such thiíd paíty to use oí distiibute the I'hiíd Paíty Softwaíe, the Employee agíees to use the Employee's best effoits to obtain such a license on behalf of and foi the Company oí its customeís. If the Company does not píovide wiitten authoíization to use the I'hiíd Paíty Softwaíe, in íendeíing its seívices to the Company oí its customeís.

I'o the extent that the Employee intends to use any piopiietaly softwale developed by the Employee ("Employee Softwale"), the Employee must identify in wilting to the Company and its customels the Employee Softwale, and obtain wilten appioval of the Company piloi to the use of the Employee Softwale. If such piloi wilten appioval is plovided by the Company, the Employee leplesents and wallants that he has good and clean title to use the Employee Softwale and that Employee is not inflinging upon any patents, tlademalks of copylights of violating tlade seclets of othel confidential



infoimation in using the Employee Softwaie. Fuithei, Employee agiees to heieby assign to the Company of its customeis all fights, title and interest to the Employee Softwaie. If desifed by Employee and only if Employee made such piloi disclosuie and obtained piloi wiltten consent from the Company, Company of its customeis shall provide a non-exclusive, non-transferable, royalty-free license to the Employee to use the Employee Softwaie. If the Employee does not disclose the Employee Softwaie to the Company and its customeis, of if the Company does not provide witten authorization to use the Employee Softwaie, the Employee shall not use the Employee Softwaie in rendering its services to the Company of Client. If the Employee uses the Employee Softwaie without obtaining any piloi written consent by the Company, Employee agrees that such Employee Software with the Company prior written authorization to use the Company of Client. If the Employee uses the Employee Software without obtaining any prior written consent by the Company, Employee agrees that such Employee Software without obtaining any prior written consent by the Company, Employee agrees that such Employee Software with the provisions of this Clause.

I'he Employee íepíesents and waííants that the disclosuíe of the I'hiíd Paíty Softwaíe oí the Employee Softwaíe and its use by the Company oí its customeís, subject to the conditions mentioned above, will not in any manneí íesult in infíingement oí violations of any íights vested in any thiíd paíty including such thiíd paíty's píopíietaíy íights oí íights to intellectual píopeíty. In the event of any bíeach of this píovision of this Agíeement, the Employee agíees to defend, indemnify and hold the Company haímless fíom and against any and all liabilities, claims oí demands whatsoeveí (including expenses, couít costs and íeasonable attoíneys' fees íelated theíeto) thatmay be asseíted against the Company oí its customeís by any peíson oí entity by íeason of bíeach by the Employee of the píovisions of this Clause

I'he Employee acknowledges and agiees that his salaiy includes compensation foi the assignment to the Company of all intellectual piopeity ights with isspect to the Intellectual Piopeity, as piovided in this above

Confidentiality:

As used in this Agíeement, the teím "Confidential Infoímation" shall mean all non-public tangible and intangible infoímation íelating to the Company of its business, affaiís, dealings of opeíations of the Company's customeis of theif business, affaiís, dealings of opeíations that is disclosed to the Employee, that the Employee píoduces, of that the Employee has acquifed, of heíeafteí acquifes duíing his Employment with the Company. Confidential Infoímation shall include by way of illustíation and not limitation, the following:

- (a) Any information concerning the business accounts of finance plans of strategies of the Company of of any other entity which is the customer of the Company;
- (b) Any iepoit of ieseaich commissioned by of on behalf of the Company of any of its iespective clients, in connection with the business of affails of the Company of any of its iespective clients;
- (c) all Intellectual Piopeity including tiade seciets, know-how and confidential tiansactions of the Company;
- (d) all maíketing, píoduct development and business plans of the Company and all customeí names and lists;



- (e) all píoduct design and manufactuíing infoímation, and all methods, píocesses and techniques of doing business; and
- (f) any othei infoimation which may be teimed confidential by the Company and whose dissemination may seliously compiomise and jeopaidise the business intelests of the Company, which has of may have come to his knowledge duiing the continuance of this Agieement.

Unless and until such infoímation:

- (i) Is voluntaíily disseminated by the Company to the public;
- (ii) Becomes pait of the public domain thiough lawful means and not as a iesult of a bieach of this Clause; oi
- (iii) Is íequiíed to be disclosed by law.

Save as may be iequiied by law, the Employee shall not, duiing the peiiod of his Employment with the Company of the leafter for a peiiod of 3 years, use of attempt to use, divulge, communicate of exploit any Confidential Information, difectly of indifectly, partially of in whole, under any circumstances of by any means, to any third person without the prior express written consent of the Company. If the Employee shall not, during the period of his Employment with the Company of the leafter, directly of indirectly, copy, transmit, reproduce, summarize, quote of make any commercial of other use whatsoever of any Confidential Information, except as may be necessary to perform his duries as an Employee of the Company hereunder.

I'he Employee agíees and confiims that all Confidential Infoimation is and shall iemain the piopeity of the Company at all times and that the Employee shall keep the Confidential Infoimation in secuie condition and iendei all assistance iequiied by the Company to pievent and safeguaid against impiopei use of the Confidential Infoimation.

The Employee acknowledges and agrees that the salary includes compensation for his/her obligations in this.

Medical fitness & Accuíacy of the testimonials and infoímation píovided

L'his Offeí Letteí and its continuance aíe subject to youí being and íemaining medically (physically & mentally) fit. If so íequiíed, GalaxE.Solutions (I) Pvt. Ltd. may get this confiímed by GalaxE.Solutions (I) Pvt. Ltd.'s Medical Officeí oí the Medical Píactitioneí appíoved by "GalaxE.Solutions (I) Pvt. Ltd."

I'he offeí is subject to Accuíacy of the testimonials and infoímation píovided by you and youí being fíee fíom any contíactual íestíictions píeventing you fíom accepting this offeí oí staíting woík on the above-mentioned date.

DECLARAIION

| ١, | accept this offei of Employment with GalaxE.Solutions and |
|----|---|
| а | gíee the teíms and conditions outlined in this letteí. |

| Name | | |
|------|---|--|
| Nume | • | |
| | | |

| Signatuíe | : | |
|-----------|---|--|
|-----------|---|--|



Date : _____

ANNEXURE 1

Compensation Details:

| Name: Krovvidi Gowthami Designation: Associate Dev | | Date of Joining:6 th October, 2018 Location: Bangaloíe | |
|---|---------------------|--|--|
| Components | INR (Rs.) peí Month | INR(Rs.) peí Annum | |
| Gíoss Salaíy | 33,500 | 402,000 | |
| Ïood Voucheí | 750 | 9,000 | |
| Píovident lund (Company Contíibution) | 1,800 | 21,600 | |
| Gíatuity | | 10,550 | |
| Medical Insuíance | | 7,500 | |
| Annual CIC: | | 450,650 | |

Giatuity: Giatuity will be payable in line with the statutoly plovisions, upon sepalation flom the company, subject to completion of minimum of five yeals of Employment with GalaxE.Solutions.

L'axation: L'axation will be governed by the income tax rules. L'he company will be deducting tax at source as per income tax guidelines.

a) Youí indicative annual CI'C foí yeaí 2 can be up to Rs.7.5 LPA*
 Youí indicative annual CI'C foí yeaí 3 can be up to Rs.11 LPA *
 * Based on peífoímance

ANNEXURE 2

House Rent Allowance:

I'o avail tax benefit on this amount you have to submit íent íeceipts once a yeaí to the finance depaítment.

Medical Insuíance: Company offeís compíehensive medical insuíance which includes total of 4 lacs coveíage foí the employee, spouse, childíen, paíents oí paíents-in-laws.

Leave Tavel Allowance

I'his is pait of youí annual gíoss salaíy, which will be íeimbuísed against actual bills within the specified limits, subject to availing Indian Income I'ax íegulations.

Ïood Coupons



Extía Food coupons can be availed by the Employee foí the tax benefit. Food coupons aíe distíibuted within 10th of eveíy month in íespective locations by finance depaítment.

Píovident Ïund

Company offeis effective PF plan foi the Employees. I'his tax saving is applicable when you choose to opt foi additional contiibution fiom youi end.

Conveyance allowance

Foí the compíehensive benefit of the Employee Conveyance allowance is píovided foí the Employee who extends theií stay beyond woíking houís foí woík. Similaíly, foí the Employees who woíks on Sundays and National (GalaxE) Holidays. Cab facility is píovided foí the Employees who woík late houís.

lood Allowance

I'he Employee avails the benefit of food allowance foi extend of stay beyond woiking houis to meet theil dinnel expense. Similally foi the Employee who woik on Satuidays, Sundays and National (GalaxE) holidays.

Otheís elements: Píofessional liteíatuíe, **I** &D, **I** elephone/Mobile bills etc.

Píe-joining loímalities

As it has been explained to you duiing the interview stage, we may do a pie-joining background verification, which would cover your educational qualification, personal verification, place of stay (address) and job experience (other than your current job as mentioned in your application). For this purpose you would be required to provide us with the necessary documentation. Our Background Verification learn would contact you in due course to guide you through the pre-joining background verification process. For any queries related to pre-joining formalities you can email to srajaiah@galaxe.com.

Document Checklist:

Please submit one set photocopy of all the documents mentioned below:

- Photocopy of Educational ceítificates and all semesteí maík sheets
- I'wo iecent passpoit size photogiaphs
- Passpoít copy
- Pan caíd copy
- Documents suppoíting existing/píevious visas & oveíseas tíavel

We feel you will make a substantial impact upon the futuíe diíection and success of ouí Company.We look foíwaíd to youí joining us

Please feel fiee to contact Mamatha Bandam on phone +91-80-41429677 foi any claiifications of assistance ielated to compensation and benefits and Sam Rajaiah on phone +91-80-41429734 foi any claiifications of assistance ielated to Pie Onboaiding documentation.

Offeí Letteí



Please sign and ietuin to the undeisigned the duplicate copy of this lettei signifying youi acceptance.

Foí GalaxE.Solutions India Pvt. Ltd.

Bangitha

Sangeeta Bhaíat Associate VP - Recíuitment

· Testing & Troubleshooting of different types of Thermal Imaging Detectors, various Skill acquired for usage of the test equipment's like Power supplies, Electronic Capable to conduct the ESS (Environmental Stress Screening) for the equipment's Making test jigs for measuring the Current, Voltage and Resistance of electronic Creation of Documents, uploading Drawings, allocation of Part numbers and · Handling of temperature controlled soldering stations for soldering the components He is hard working and self motivated. During the training period, his conduct was No:A11708 has undergone 'Graduate Apprenticeship Training' in Electronics and Communication Engineering from 08th Nov 2018 to 07th Nov 2019 in Development & Understanding Engineering Documents like Bill Of Material (BOM), Schematics, This is to certify that Mr. KATURI SAI KUMAR, S/o K.Dayanandam, bearing Staff ISO 9001 and ISO 14001 Certified Company. During training period, he acquired knowledge and ability of doing following works: Fax No.: 08672 - 222640, Grams : BEOPTEL. BHARAT ELECTRONICS LIMITED भारत इलेक्ट्रॉनिक्स लिमिटेड (A Govt. of India Enterprise, Under Ministry of Defence) ■ \$755 Jen 505) MACHILIPATNAM - 521 001, A.P., INDIA भारत इलेक्ट्रॉनिक्स BHARAT ELECTRONICS भारत सरकार द्या उदया रक्षा मंद्रालय के आव्हेल) रयोन्द्रताय दापूर रोड, पा. या. ने 26 मधिनतिष्ठण्य - 521 001. आ. म. पारत। Ravindranath Tagore Road, P.B.No.26 Phone : 223581, 223582 & 223583 Website: http://www.bel-india.com preparation of Letter orders and Material Gate pass using SAP module. loads, Multimeters, Insulation meters, DB meters and Oscilloscopes : belmc@bel.co.in Engineering Division, Bharat Electronics Limited, Machilipatnam. CERTIFICATE Worked on Application software like Impact-Xilinx. E-mail technical data sheets and Wiring Diagrams etc. Schematic Design using ORCAD Design Tool. as per MIL Standards. in SMD Packages. types of PCBs. circuits.

15-419

15-500-419

Addl.General Manager (D&E)

Phone : 080 - 25039300, Fax : 080-25039305, Websile : http://www.behindla.com [ISO 9001 and ISO 14001 Certified Company.]

清い王国史

VISWESWAR PUTCHA

17

Place: Machilipatnam

good.

Date: 07/11/2019

S28 +8+ 001 +166



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/1361/71/2018

Date: 23-sept-2018

Mr. Abdul Wahed 3-30,Chinapandraka Krishna,Andra Pradesh(521324) Mob: 9000270285

Email ID: wahedabdulla786@gmail.com

Subject: Offer of Employment

Dear Abdul,

Congratulations!

We are pleased to offer you employment with Fareportal India Pvt. Ltd., for the position of **"Sr. Software Engineer - TECH (Digital)"** subsequent to your job application and interviews you have had with us.

Your cost to company (CTC) would be **Rs. 1320000 P.A (Fixed Rs. 1200000/- & PB (10%) upto Rs. 120000/-** paid annually based on performance and can go upto 125% of the total variable performance pay) which includes the statutory benefits payable by the company. The breakup of salary will be provided to you on your date of joining.

You are also entitled for one time joining bonus of **Rs. 100000** in two equal instalments first **50%** amount will be paid after completion of **3 Months** and second instalment will be paid after completion of **6 Months**.

You are eligible for a performance bonus upto 10% of the fixed base (if any), subject to your individual performance against KPIs assigned to you as well as the company's overall performance as measured by its *MOAS* and *EBITDA*. Your bonus eligibility is prorated based on date of hire. Company reserves the right to amend its bonus program at any time.

You are required to report to the Department of Human Resources on the **31st Day of 'Oct 2018 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

~ A .

Birendra Bhandari

Manager - People & Culture

I have read and accept the terms of the offer. I will join duty on or before 31st oct 2018.

Name, Signature & Date

| Basic | 50000 |
|--|---------|
| HRA | 25000 |
| Special Allowance | 23200 |
| Statutory Bonus | 0 |
| Sub Total | 98200 |
| Employee PF | 1800 |
| Employee ESI | 0 |
| СТС | 100000 |
| Employer PF | 1800 |
| Employer ESI | 0 |
| Take Home | 96400 |
| Gross CTC Per Annum | 1200000 |
| Annual Variable (Performance Bonus) Upto | 120000 |
| Total CTC Per Annum | 1320000 |

Your total cost to company (CTC) would be **Rs. 1320000 P.A. (Rupees Thirteen Lac Twenty Thousand Only)** which includes the statutory benefits payable by the company.

*There should be no salary discussion. It is against company's policy.

| | CHECKLIST OF DOCUMENTS |
|---------|--|
| I | Below Mentioned Needs To Be Uploaded in OPL At The Tine Of Documentation Formalities. |
| Sr. No. | Activity |
| 1. | Signature verified and attested by bank |
| 2. | Offer letter |
| 3. | Attested Appointment letter of last organizations |
| 4. | Attested Relieving /Resignation Letter of previous employer. |
| 5. | Attested Latest salary slip |
| 6. | Attested Copy of PAN Card |
| 7. | Attested Copy of any Govt. identity card |
| 8. | Attested Permanent address proof |
| 9. | Attested Local address proof |
| 10. | Attested Educational Certificates (Stating from 10th till Highest qualification) |
| 11. | Attested Professional Certificates |
| 12. | Attested Copy of Aadhar Card |
| 13. | 7 Passport size photographs (in White Background) |
| 14. | Blood Group |
| 15. | Receipted copy/email of resignation from the current organization before date of joining |



Fareportal India Pvt. Ltd. Plot No. 365, Pace City-II Sector-37, Gurgaon-122001 Phone: +91-124-462 9300 http://www.fareportal.com

Declaration for BGV

I, am aware that my Salary will only be released post clearance of my Positive Background verification; as such, there should be no :-

- > pending BGV due to any pending documentation;
- Incorrect / fake/ non relevant document submission for Address check;
- > pending response / negative report from your previous employer(s);
- > negative report / observation in any BGV check.

In case of non-revert on my employment check due to any reason(Mandate Reliving letter by Previous employer or any other reason) & will assure to get the HR/Supervisor revert through E-mail on employment details shared by me within 3 working days.

My employment is subject to verification of the particulars given by me. My employment will terminate without any notice period if I am found to have submitted any false statement/s or document.

I am aware of Fareportal BGV Policy & it's my responsibility to support Fareportal BGV team for end to end closure.

Signature

Date:-



APPOINTMENT LETTER

January 16, 2019

Mr. V D N Sai Bhargav Manepalli 19/287-A, Chilakalapudi, Machilipatnam- 521002 Andhra Pradesh

Dear V D N Sai Bhargav Manepalli,

Welcome to Wipro Limited ('Wipro') and congratulations on your appointment as Project Engineer.

1. Appointment Details:

- The date of appointment is effective from the date of joining, unless otherwise communicated in writing a by the company.
- b. You will be on probation for a period of 12 months from the date of the appointment. On completion of the Probationary period, your appointment will be confirmed and communicated to you in writing. Unless confirmation is communicated in writing, the probation period is deemed extended.
- c. The retirement age is 58 years.
- d. You may be transferred in such capacity as Wipro may from time to time determine to any other location, department, function, establishment, or branch of Wipro or subsidiary, associate or affiliate of Wipro. In such 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 Wipro locations in India to suit customer time including on 24x7 basis. You agree to operate from any of these locations and in any of the shifts, including night shift, as may be decided by Wipro keeping in mind business needs and deliverables to customers.
- This letter of appointment is subject to your successful completion of all curriculum requirements as laid down by your University/Institution for award of the degree/diploma with a minimum aggregate, f. specified by Wipro for your role, and any other criteria specified by Wipro in terms of your educational qualifcations before joining.
- g. Kindly ensure you submit the second copy of the appointment letter signed by you on the day of reporting for work.

2. Compensation:

You will be eligible for:

- a. Compensation and benefits in accordance with Annexure III titled 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 management.

Registered Office:

Indía

T :+91 (80) 2844 0011 Wipro Limited F :+91 (80) 2844 0054 Doddakannelli Sarjapur Road E :info@wipro.com Bengaluru 560 035 W : wipro.com C :L32102KA1945PLC020800 Page 1

Sensitivity: Internal & Restricted

8228990

15-5-424.



APPOINTMENT LETTER

January 16, 2019

Mr. V D N Sai Bhargav Manepalli 19/287-A, Chilakalapudi, Machilipatnam- 521002 Andhra Pradesh

Dear V D N Sai Bhargav Manepalli,

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1. Appointment Details:

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- b. You will be on probation for a period of 12 months from the date of the appointment. On completion of the Probationary period, your appointment will be confirmed and communicated to you in writing. Unless confirmation is communicated in writing, the probation period is deemed extended.
- c. The retirement age is 58 years.
- d. You may be transferred in such capacity as Wipro may from time to time determine to any other location, department, function, establishment, or branch of Wipro or subsidiary, associate or affiliate of Wipro. In such 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 Wipro locations in India to suit customer time including on 24x7 basis. You agree to operate from any of these locations and in any of the shifts, including night shift, as may be decided by Wipro keeping in mind business needs and deliverables to customers.
- f. This letter of appointment is subject to your successful completion of all curriculum requirements as laid down by your University/Institution for award of the degree/diploma with a minimum aggregate, specified by Wipro for your role, and any other criteria specified by Wipro in terms of your educational qualifcations before joining.
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| red Office: | | | A. C. C. C. C. |
|-------------------|---------------------------|------------------------------------|----------------------|
| Wipro Limited | T :+91 (80) 2844 0011 | Page 1 | a strange to the set |
| Doddakannelli | F :+91 (80) 2844 0054 | | |
| Sarjapur Road | E Info@wipra.com | | · interior |
| Bengaluru 560 035 | W: wipro.com | Sensitivity: Internal & Restricted | 8228990 |
| india | C : L32102KA1945PLC020800 | | 0220330 |



Appointment Letter

Date: 16-07-2018

P Siva Kumar #4-26A, Ramalayam Street, Mantada - 521256

Dear Siva,

This has reference to your application and the interview you had with us; we are pleased to appoint you in our organization as "NOC ENGINEER" on the following terms and conditions.

- 1. Your duties and responsibilities will be congruent with the position description.
- Your employment with "Pi DATACENTERS Pvt. Ltd." will commence from Jul 16th, 2018.
- 3. Your Annual Compensation would be **INR. 1,80,000/-;** (One Lakh Eighty Thousand Rupees only per annum) which is paid on monthly basis post statutory and Income Tax deductions.
- 4. You will be eligible for 15 business days of vacation in a calendar year in addition to the public holidays declared by the company, and it will be prorated and can be availed as per the company leave policy.
- 5. You will be on probation for first six months from the date of joining the company. If your service is not found satisfactory during the probation period, the company reserves the right to extend the probation period or to terminate without any notice.
- 6. Post probation, the company reserves the right to terminate your services without assigning any specific reason whatsoever for such termination by giving you a 3 months' notice in writing or equivalent of 3 months' salary in lieu thereof.
- 7. In the event that you decide to leave the company (during probation or after probation), you will be required to give 3 months' notice of resignation to the company or pay to the company 3 months' salary in lieu of the notice.

PI DATA CENTERS Pvt. Ltd.



continue with the assignment for which you have been employed, you Architecting the digital future.. will lose your lien on the job.

- 14. This offer of employment is based on the information furnished in your application for employment. If, at any time in future, it comes to the knowledge of the management that any of this information is incorrect or any relevant information has been withheld then your employment based on this letter of appointment is liable to be terminated without notice or any compensation in lieu thereof.
- 15. All other standard and general rules, practices and policies of the Company as existing now and which may be amended from time to time will be applicable to you and you will be expected to abide by the same.
- 16. Amendments to the above terms and conditions, if any will be made in writing

Kindly sign the copy of this letter indicating your acceptance and handover copy of the appointment letter along with your signature to us.

Whilst welcoming you to the Pi DATACENTERS, we wish you good luck and a very bright career with us

For Pi DATACENTERS Pvt. Ltd



Authorized Signatory

I have read and understand the terms and conditions contained in this letter and accept this appointment based on the same

P. Sivarkur

Signature (P Siva Kumar)

PI DATA CENTERS Pvt. Ltd.



- 8. You are required at all times to maintain the highest order of discipline and secrecy as regards the work of the Company or Associate Companies, in case of any breach of discipline/trust, your services may be terminated by the company with immediate effect without any notice or compensation. All inventions, improvements, discoveries made by you either alone or with other persons, will become the sole property of the company. You will ensure that patent protections are obtained for such inventions/improvements and discoveries in India or elsewhere and assign the same to the company.
- 9. You are required to devote your total attention and abilities exclusively for the business of the Company. You will respect, obey and conform to all the regulations from time to time framed and issued by the Company and made applicable to you. You shall not, while in the employment of the Company, be engaged in any other employment, conduct business whatsoever, misdemeanour which is likely to affect, or hold any office of profit or accept any other emoluments without previous consent in writing of the Company. Breach of this condition could lead to immediate termination without any notice and compensation.
- 10. Upon the termination of your employment from the company: You should return to the company all the documents and property of the company, including: drawings, blueprints, reports, manuals, customer lists, computer programs, and all other materials and all copies thereof relating to a way to the company's business, or in any way obtained by you during the course of employ. The final check will not be released unless company assets are returned.
- 11. During the course of your employment and if the nature of your business so requires, the Company may send you for specialized training within India or overseas in order to enable you to perform more effectively. In such an event you will be required to execute a training bond with the Company.
- 12. You are employed in the Company full time. You will not be employed by any other Company or offer your services with or without pay to any physical person, legal entity or public authority or to be occupied in your own business without the prior written permission of the Company
- 13. This appointment is subject to your being medically examined and found fit. The Management has the right to get you medically examined by any qualified medical practitioner during the tenure of your service. In case you are found medically unfit to

PI DATA CENTERS Pvt. Ltd.





Date: 12-07-2018

P Siva Kumar #4-26A, Ramalayam Street, Mantada - 521256

Dear Siva,

Congratulations! We are pleased to offer you the position of "NOC ENGINEER", on the terms set out herein.

1. COMMENCEMENT OF EMPLOYMENT

- a. Your employment will commence on or before Jul 16th, 2018, beyond which the offer would stand withdrawn, unless a new date mutually agreed upon, by us in writing.
- b. Your employment is intended to be for an indefinite term, subject to:
 - i) the Company's satisfaction, in its sole discretion, with the results of a background and reference check and verification of your salary and employment history;
 - ii) your successful completion of an initial six (6) month probationary period. During the probation period you will be eligible for benefits in accordance with relevant Company policies; and.
 - iii) termination pursuant to the terms of this agreement and the requirements of applicable law.

2. TERMS AND SCOPE OF EMPLOYMENT

- a. You will be employed in the position of NOC ENGINEER. You will initially report to the DATACENTER OPERATIONS MANAGER, or such other person as required by the Company from time to time.
- b. Your place of work will be in AMARAVATI.ANDHRA PRADESH. The Company may change your place of work, in its absolute discretion, to another location at which the Company maintains premises

PI DATA CENTERS Pvt. Ltd.



15. TIME FOR ACCEPTANCE OF OFFER

By accepting this offer, you acknowledge and agree that this offer letter and the terms and conditions set forth in them accurately describe the employment relationship that you are willing to enter into with the Company and you agree that the terms and conditions of the employment are fair and reasonable.

Kindly sign the copy of this letter indicating your acceptance and share the signed copy to hr@pidatacenters.com by **13**th Jul, **2018**.

We take great pleasure in welcoming you to our Organization, sincerely hope that your period of service with us will be long, pleasant, and of mutual benefit. We hope you will find this offer acceptable and wait to welcome you to the Pi family.

Yours Sincerely

Ravi Varma

Sr. Manager - Human Resources

Acceptance

I, P Siva Kumar, Identity/Passport Number

Signature

Date

PI DATA CENTERS Pvt. Ltd.

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HYOSEONG ELECTRIC INDIA PRIVATE LIMITED

No:49, Sengadu Village, Sriperumbudur Taluk, Kancheepuram District - 602105. Tel. No. 044-47108026/33. CIN No. U50300TN2006PTC061821.

To

Dt. 20.03.2018

The Training & Placement Officer Gudlavalleru Engineering College Seshadri Rao Knowledge Village Gudlavalleru - 521 356

Dear Sir,

The following candidates are provisionally selected for the post of "Graduate Engineer Trainee" (GET), Salary for the mentioned post will be Rs. 11,349/- per month. Student should report for his duties in the month of August 2018. The candidate should not have any backlogs at the time of joining.

List of selected candidates:

| S.No. | Name of the stadent | D |
|-------|---------------------------------|------------|
| | OOLLAPALLI BHAVANA | Department |
| 2 | NANDURI JHNANA VENKATA LAKSHMAN | EEE |
| 3 | DONE KALYAN BABU | EEE |
| 4 | SHAIK NAGUR SHARIF | EEE · |
| 5. | GANESH AREPALLI | EEE |
| 6 | SATTENAPALLI SIVA RAMA KDIGUDA | ME |
| 7 | | . ME |
| 0 | GAGGARA HEMANIALI | ECE |
| 9 | PONNURU SRI KRISHNA SAI | ECE |
| 10 | AMALODBHAVI RATNA PRASAD SALI | ECE · |
| | TALIL FIERIA DILATIAN. | ECE |
| | PRASANNA LAKSHMI ORUGANTI | ECE |
| | KALAVALA MALATHI DEVI | ECE |
| 4 5 | RINIVASA RAO KAGITHA | ECE |
| | I C-Up | ECE |

15-430

NOTE: At the time of reporting to the company candidate need to bring the following. 1) Aadhar Card

2) 4 Passport size photos 4. All the education supporting documents for verification. 3) PAN Card/Voter Id (Which will be returned to the candidates after the verification is done)

. H R Department



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/1361/68/2018

Date: 23-sept-2018

Mr. Mula Pavan Kumar 4-29,Mulapeta Krishna,Andra Pradesh(521326) Mob:8332000891

Email ID: mulapawan10@gmail.com

Subject: Offer of Employment

Dear Mula Pavan Kumar,

Congratulations!

We are pleased to offer you employment with Fareportal India Pvt. Ltd., for the position of **"Sr. Software Engineer - TECH (Digital)"** subsequent to your job application and interviews you have had with us.

Your cost to company (CTC) would be **Rs. 1320000 P.A (Fixed Rs. 1200000/- & PB (10%) upto Rs. 120000/-** paid annually based on performance and can go upto 125% of the total variable performance pay) which includes the statutory benefits payable by the company. The breakup of salary will be provided to you on your date of joining.

You are also entitled for one time joining bonus of **Rs. 100000** in two equal instalments first **50%** amount will be paid after completion of **3 Months** and second instalment will be paid after completion of **6 Months**.

You are eligible for a performance bonus upto 10% of the fixed base (if any), subject to your individual performance against KPIs assigned to you as well as the company's overall performance as measured by its *MOAS* and *EBITDA*. Your bonus eligibility is prorated based on date of hire. Company reserves the right to amend its bonus program at any time.

You are required to report to the Department of Human Resources on the **31st Day of 'Oct 2018 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

~ A .

Birendra Bhandari

Manager - People & Culture

I have read and accept the terms of the offer. I will join duty on or before 31st oct 2018.

Name, Signature & Date

| Basic | 50000 |
|--|---------|
| HRA | 25000 |
| Special Allowance | 23200 |
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| 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.

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| 7. | Attested Copy of any Govt. identity card |
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| 9. | Attested Local address proof |
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| 13. | 7 Passport size photographs (in White Background) |
| 14. | Blood Group |
| 15. | Receipted copy/email of resignation from the current organization before date of joining |



Fareportal India Pvt. Ltd. Plot No. 365, Pace City-II Sector-37, Gurgaon-122001 Phone: +91-124-462 9300 http://www.fareportal.com

Declaration for BGV

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I am aware of Fareportal BGV Policy & it's my responsibility to support Fareportal BGV team for end to end closure.

Signature

Date:-



| | Offei | Letteí | |
|-----------------------|---|---------------|--------------------------|
| Doc.Code: Veísion: | GLX_HR_ I' EM_OffeíLetteí 4 2 | Effective | 10/29/2017 |
| Contact | HR I ″eam | Date Email | galaxeindiahí@galaxe.com |

OTTER LETTER

Píivate & Confidential Ref: Dated: 1st September, 2018

Mr. Burre AnilKumar Machilipatnam, AP

Deaí Burre AnilKumar,

In continuation to ouí vaíious discussions we aíe pleased to offeí you an Employment with GalaxE.Solutions India Pvt. Ltd, as Associate Developeí. I his is the beginning of a long and íewaíding caíeeí with GalaxE.Solutions.

Youí joining date is on 6th october, 2018. Please aííive at 9:00 AM on youí fiíst day of Employment at thefollowing location to complete Onboaíding woík and new hife oíientation.

GalaxE.Solutions India Pvt. Ltd. 1st Flooí, Voyageí Block, Inteínational **l**'ech Paík Ltd., Whitefield Main Road, Bangaloíe – 560066, INDIA.

Compensation and Benefits

- a) Youí Annual CL'C is Rs. 450,650/-p.a. Foí detailed bíeakup please íefeí to Annexuíe 1.
- b) GalaxE offeís wide-íange of Employee benefits and foí moíe details please íefeí to Annexuíe
 2.
- c) You will be fequifed to enter into a training contract with the company. I he contract terms would include 36 months commitment from your side. You will be liable to pay to the company ₹ 150000/- as training fees if you wish to leave the company within the 36 months period.

Place of Woík

© 2022 GalaxE Gíoup, Inc. CONFIDENI'IAL

1

Unit No. A, 1st Flooí, Voyageí Block, Inteínational l'echnology Paík Ltd.(Il PL) Whitefield Road, Bangaloíe – 560 066, INDIA Phone: +91-80-4084 7777, +91-80-4142 9100, Fax: +91-80-4115 8509, www.galaxe.com



Youí place of posting will be Bangaloíe, howeveí, based on the business needs you may be tíansfeííed oí expected to tíavel to any of ouí offices in India and/oí Inteínationally(Oveíseas).

About Galax E Solutions India Pvt Ltd.

GalaxE.Solutions India Pvt. Ltd

GalaxE.Solutions an ISO 9001, CMMI level 3 Company has been honoied as 2012 l'echnology Company of the Yeai by Automation Alley, Michigan's laigest technology business association. **GalaxE.Solutions®**, **Inc. (GalaxE**), is an industiv leadei in designing and deploying business piocesses and suppointing systems that enable clients to tiansact and shaie infoimation acioss inteinal netwoiks and the Inteinet, taigeting Business iesults, competitiveness and efficiency.

With state-of-the-ait delively centels throughout Noith Amelica, Eulope, and Asia, GalaxE.Solutions levelages its experitive in professional technology, staffing, and managed services to deliver quality solutions for the most demanding business and user requirements.

GalaxE.Solutions is headquaíteíed in Someíset, NJ; with offices located in Detíoit, MI; Bangaloíe, Noida, and Hydeíabad, India; l'oíonto, Canada; London, United Kingdom; and Guangzhou, and Shanghai, China. Foí oveí a decade GalaxE.Solutions has píovided end-to-end technology-based solutions to the Foítune 1000 with a focus on the Healthcaíe, eCommeíce, Retail and Finance industíies.

GalaxE.Solutions is an innovative, íeliable and passionately customeí focused Oíganization. **I**^{*}he coípoíate woík cultuíe is open, tíanspaíent and is in haímony with the Oíganizations vision and goals. We fosteí and maintain a cultuíe of innovation. **I**^{*}he enviíonment is veíy exciting, with high levels of motivation and iecognition, facilitating fasteí caíeeí gíowth. We empoweí eveíy team membeí to make a positive diffeíence.

Employee Experience to the Power of GalaxE

At GalaxE.Solutions, people make all the diffeience. Evely Employee is considered a valuable asset. We are an innovative Organization with constant focus on the growth and achievement of all of our Employees. We start with a proven road-map for creating a high performing Organization by hiring top performers from across the industry and the globe. Every Employee is hired because they are one of the best at what they do- we call them Game Changers. Once on board, we nurture each Employee as an individual person with the goal of providing a successful, growing career. If the open and transparient work culture collectively boosts each of us towards the next level of competition and customer choice. Our people-centric approach provides a level of challenge and opportunity that most companies will never reach.

At GalaxE.Solutions, we aie constantly on the lookout foi high peifoiming, self-motivated, and dedicated candidates to develop and delivei next generation solutions cateiing to the diveise II' needs of oui piestigious clients.

EpEx (Employee Experience) 2013 is an initiative by GalaxE to enhance Employee experience.



I'he objectives of this initiative aíe

- Make GalaxE a Gieat place to Woik
- Cíeate an enviíonment in which Employees aíe empoweíed
- Deliveí exceptional value to the client
- Incíease client satisfaction
- Gíow the fiím as an industíy leadeí

I'híough this initiative GalaxE aims at cíeating wolk life balance fol its Employees Oul

Coíe Values

- Deliveí Excellence Exceed expectations
- Build l'íust l'híough honesty, accountability, tíanspaíency & accessibility
- Be a People Peíson l'íeat eveíyone with high dignity and íespect
- Cíeate Value Cíeate and constantly deliveí moie value
- Innovate Díeam, Innovate, Cíeate
- Own it **I** ake Owneiship

Woík Enviíonment:

We ale committed to total customel satisfaction and stlive togethel to delivel top-quality, custom-fit solutions fol oul clients. If he excellent leationship we enjoy with oul clientele stems from the lobust wolk envilonment. We stlive to maintain high standalds of integlity and leadility in all oul intellactions and this dilectly translates into a highly inspilling wolk envilonment.

I'heíe is a stíong focus on Employee-fíiendly policies and a competitive total íewaíds philosophy that íaises ouí Employee benefits, compensation, and píogíams to innovative heights of excellence. Ouí compensation packages aíe incessantly measuíed against industíy standaíds and aíe stíuctuíed to attíact and íetain a highly skilled woíkfoíce. We also píovide on-site woík oppoítunities and L & H1B visa sponsoíship's.

Employment

l'eíms Píobation

Peíiod

You will be on píobation foi a peíiod of six months fíom the date of joining. Youí Employment will be confiimed automatically at the end of this peiiod without any fuither communication (wiitten of veíbal). However, if there is any change, the same will be communicated on of before the end of this probation period.

Notice Peíiod/ l'eímination:

I'he wiitten notice iequiied foi teimination of Employment will be 3 months' notice fiom the Employee's side and 1 month notice fiom the Employei's side

I'he Company ieseives the ight to teiminate the Employment, if the Employee is pievented fiom peifoiming his/hei duties on account of Employee's continued ill-health.



Notwithstanding any otheí teím of this letteí, the Company shall have the íight to teíminate the Employment foíthwith without any notice of payment in lieu of notice on disciplinaíy gíounds in case of Employee's píoven gíoss misconduct, oí foí contíavention of any of the Policies, oí in the event of the Employee being held guilty of any címe oí any otheí act involving moíal tuípitude, oí foí bíeach of any mateíial píovision of this Agíeement

In the event of the teimination of the Employment, the Employee shall immediately (i) ietuin to the Company all documents and any copies theieof and all Confidential Infoimation and othei piopeity/mateiial of whatsoevei natuie belonging to the Company in his/hei possession ielated to and connected with the business and the affaiis of the Company, and (ii) pay to the Company all amounts, if any, that become due fiom the Employee to the Company undei this Agieement. Upon teimination of Employee's Employment the Employee shall obtain cleaiance fiom the ielevant peison(s), depaitment(s) on pioduction of which alone the Employee's dues, if any, will be cleaied by the Company

Absence foi a continuous peiiod of five days without piioi appioval of youi supeiioi, (including oveistay on leave / tiaining) would iesult in youi losing youi lien on the seivice and the same shall automatically come to an end without any notice oi intimation except in situations where the employees is in a medical emergency for self.

Leave

Annual Eaíned leave: Employees aíe entitled to paid leave of twelve (12) wolking days in onecalendal yeal.

Holidays: Employees aie entitled to ten (10) days of paid public holidays in one calendai yeai. Fuithei, the Employee shall be entitled to avail such othei holidays, including those on weekends, which may be specified by the Policies.

Casual Leave: Employees aie entitled foi 6 days of Casual leaves evely calendai yeai. **I**'his categoly of leave cannot be encashed of calified folwaid i.e. they will lapse at the end of each calendai yeai

Medical Leaves: Employees ale entitled fol 6 days of Casual leaves evely calendal yeal. I'his categoly of leave cannot be encashed of callied folwald i.e. they will lapse at the end of each calendal yeal

Woíking Houís

■ otal wolking houls pel week is 48 houls. ■ he general wolking houls will be 9.00 a.m. to 6.30 p.m. Monday to Fliday, with 30 minutes lunch bleak. Howevel, the staft and end timings ale subject to change as pel the business lequilements.

Retiíement

All Employees of GalaxE.Solutions will ietiie fiom the seivices of the Company on ieaching the age of 58 yeais.

Past Recoíd



If any declaíation of information fuínished by the Employee to the Company proves to be false of misleading in any respect of if the Employee is found to have wilfully suppressed any material information, the Employee's services shall be liable to be terminated by the Company forthwith without assigning any notice of compensation whatsoever.

Employment duties

GalaxE.Solutions heieby employs the Employee and the Employee accepts such Employment in the capacity **Associate Developeí** at **Bangaloíe** to peifoim the Job Desciiption on the teims and conditions set out heien. If the Employee agiees that depending on Company's business iequifements the Job Desciiption may be modified by the Company fiom time to time. If the Employee shall also peifoim such othei and unielated seivices and duties as may be assigned to him fiom time to time by the Company.

I'he Employee shall be bound by and shall comply with all policies, standaids and iegulations established by the Company fiom time to time (as the same may be amended by the Company), and shall peifoim his/hei duties and iesponsibilities faithfully, diligently, and to the best of his/hei ability with due caie and caution.

The Employee shall difect his/hef best efforts to promote the interests of the Company, its operations and all its activities.

I'he Employee shall opeíate out of the Company's facility at II'PL Bangaloíe and shall woik foi such houis as may be ieasonably iequiied foi the piopei dischaige of his/hei duties.

I'he Employee shall not take advantage of any business oppoitunity of which the Company of any of its subsidialies of affiliates may be consideling taking advantage of, of have decided to take advantage of, of may take advantage of, if plesented with the oppoitunity nol shall the Employee delive any advantage of benefit in any other mannel except for and on behalf of the Company and with its knowledge.

Intellectual Píopeíty Rights

All computeí softwaíe, píogíams, inventions, designs, impíovements, oí píocesses, which the Employee may make oí devise eitheí alone oí jointly with otheís duíing the teím of this Agíeement, peítaining to the opeíations oí business of the Company, and aíising out of the woík oí íesponsibilities peífoímed by the Employee undeí this Agíeement and all intellectual píopeíty theíein (collectively "Intellectual Píopeíty") shall belong exclusively to the Company and the Employee shall neitheí have noí be entitled to make any claims in íespect theíeto.

Foi the puiposes of above, the Employee shall piomptly disclose and delivei to the Company all infoimation and data in his/hei possession, necessaiy to facilitate and impait a full and complete undeistanding of the Intellectual Piopeity. I'he Employee shall also assist the Company in every way, without any chaige but at the cost and expense of the Company, in obtaining piotection foi said Intellectual Piopeity in India and othei counties.



I'he Employee heieby confiims and agiees that the Company is and shall be the sole and exclusive ownei, whethei by viitue of an assignment, tiansfei oi otheiwise, of all piesent and futuie Intellectual Piopeity acciuing to the Employee in any mannei and in all material wiitten oi devised by the Employee peitaining to the opeiation oi business of the Company and iesulting fiom oi arising out of any work which the Employee shall have carified out pursuant to his/hei Employment and of all rights of action for damages for infringement of the Intellectual Property. If he Employee infringement of the Amployee to that effect, all necessary and adequate documents to confirm the same.

I'he Employee undeístands that foí the Intellectual Píopeíty to vest in the Company as envisioned by above, he may be íequiíed to make an assignment of the Intellectual Píopeíty by execution of appíopíiate and adequate documents. I'he Employee heíeby assigns to the Company all píesent and futuíe Intellectual Píopeíty which may accíue to him in any manneí and in all mateíial wíitten oí devised by the Employee peítaining to the opeíation oí business of the Company and iesulting fíom oí aíising out of any woík which the Employee shall have caííied out puísuant to his/heí Employment and also assigns all íights of action foí damages foí infíingement of the Intellectual Píopeíty.

I'he Employee heieby iiievocably and unconditionally waives any and all iights undei any law, in any juiisdiction, in and to any and all Intellectual Piopeity wiitten, cleated of devised by him whethel solely of jointly and peltaining to the opelation of business of the Company and lesulting fiom of alising out of any wolk which the Employee shall have done pulsuant to his/hel Employment with the Company.

I'o the extent that the Employee intends to use any thiíd paíty píopíietaíy softwaíe ("I'hiíd Paíty Softwaíe"), the Employee must identify in wíiting the píoposed I'hiíd Paíty Softwaíe to the Company and obtain wiitten appíoval of the Company píioí to the use of such I'hiíd Paíty Softwaíe. If such píioí wiitten appíoval is píovided by the Company, the Employee iepíesents and waiíants that he has good and clean title to use the I'hiíd Paíty Softwaíe and that Employee is not infíinging upon any patents, tíademaíks oí copyíights oí violating tíade secíets oí otheí confidential infoimation in using such softwaíe. I'he Employee heíeby gíants to the Company oí its customeís, all íights the Employee has to use such I'hiíd Paíty Softwaíe, and, to the extent possible, an iííevocable, non-tíansfeíable, íoyalty-fíee license to use the I'hiíd Paíty Softwaíe. If the Company oí its customeís must obtain a license fíom such thiíd paíty to use oí distiibute the I'hiíd Paíty Softwaíe, the Employee agíees to use the Employee's best effoits to obtain such a license on behalf of and foi the Company oí its customeís. If the Company does not píovide wiitten authoíization to use the I'hiíd Paíty Softwaíe, in íendeíing its seívices to the Company oí its customeís.

I'o the extent that the Employee intends to use any piopiietaly softwale developed by the Employee ("Employee Softwale"), the Employee must identify in wilting to the Company and its customels the Employee Softwale, and obtain wilten appioval of the Company piloi to the use of the Employee Softwale. If such piloi wilten appioval is plovided by the Company, the Employee leplesents and wallants that he has good and clean title to use the Employee Softwale and that Employee is not inflinging upon any patents, tlademalks of copylights of violating tlade seclets of othel confidential



infoimation in using the Employee Softwaie. Fuithei, Employee agiees to heieby assign to the Company of its customeis all fights, title and interest to the Employee Softwaie. If desifed by Employee and only if Employee made such piloi disclosuie and obtained piloi wiltten consent from the Company, Company of its customeis shall provide a non-exclusive, non-transferable, royalty-free license to the Employee to use the Employee Softwaie. If the Employee does not disclose the Employee Softwaie to the Company and its customeis, of if the Company does not provide witten authorization to use the Employee Softwaie, the Employee shall not use the Employee Softwaie in rendering its services to the Company of Client. If the Employee uses the Employee Softwaie without obtaining any piloi written consent by the Company, Employee agrees that such Employee Software with the Company prior written authorization to use the Company of Client. If the Employee uses the Employee Software without obtaining any prior written consent by the Company, Employee agrees that such Employee Software without obtaining any prior written consent by the Company, Employee agrees that such Employee Software with the provisions of this Clause.

I'he Employee íepíesents and waííants that the disclosuíe of the I'hiíd Paíty Softwaíe oí the Employee Softwaíe and its use by the Company oí its customeís, subject to the conditions mentioned above, will not in any manneí íesult in infíingement oí violations of any íights vested in any thiíd paíty including such thiíd paíty's píopíietaíy íights oí íights to intellectual píopeíty. In the event of any bíeach of this píovision of this Agíeement, the Employee agíees to defend, indemnify and hold the Company haímless fíom and against any and all liabilities, claims oí demands whatsoeveí (including expenses, couít costs and íeasonable attoíneys' fees íelated theíeto) thatmay be asseíted against the Company oí its customeís by any peíson oí entity by íeason of bíeach by the Employee of the píovisions of this Clause

I'he Employee acknowledges and agiees that his salaiy includes compensation foi the assignment to the Company of all intellectual piopeity ights with isspect to the Intellectual Piopeity, as piovided in this above

Confidentiality:

As used in this Agíeement, the teím "Confidential Infoímation" shall mean all non-public tangible and intangible infoímation íelating to the Company of its business, affaiís, dealings of opeíations of the Company's customeis of theif business, affaiís, dealings of opeíations that is disclosed to the Employee, that the Employee píoduces, of that the Employee has acquifed, of heíeafteí acquifes duíing his Employment with the Company. Confidential Infoímation shall include by way of illustíation and not limitation, the following:

- (a) Any information concerning the business accounts of finance plans of strategies of the Company of of any other entity which is the customer of the Company;
- (b) Any iepoit of ieseaich commissioned by of on behalf of the Company of any of its iespective clients, in connection with the business of affails of the Company of any of its iespective clients;
- (c) all Intellectual Piopeity including tiade seciets, know-how and confidential tiansactions of the Company;
- (d) all maíketing, píoduct development and business plans of the Company and all customeí names and lists;



- (e) all píoduct design and manufactuíing infoímation, and all methods, píocesses and techniques of doing business; and
- (f) any othei infoimation which may be teimed confidential by the Company and whose dissemination may seliously compiomise and jeopaidise the business intelests of the Company, which has of may have come to his knowledge duiing the continuance of this Agieement.

Unless and until such infoímation:

- (i) Is voluntaíily disseminated by the Company to the public;
- (ii) Becomes pait of the public domain thiough lawful means and not as a iesult of a bieach of this Clause; oi
- (iii) Is íequiíed to be disclosed by law.

Save as may be iequiied by law, the Employee shall not, duiing the peiiod of his Employment with the Company of the leafter for a peiiod of 3 years, use of attempt to use, divulge, communicate of exploit any Confidential Information, difectly of indifectly, partially of in whole, under any circumstances of by any means, to any third person without the prior express written consent of the Company. If the Employee shall not, during the period of his Employment with the Company of the leafter, directly of indirectly, copy, transmit, reproduce, summarize, quote of make any commercial of other use whatsoever of any Confidential Information, except as may be necessary to perform his duries as an Employee of the Company hereunder.

I'he Employee agíees and confiims that all Confidential Infoimation is and shall iemain the piopeity of the Company at all times and that the Employee shall keep the Confidential Infoimation in secuie condition and iendei all assistance iequiied by the Company to pievent and safeguaid against impiopei use of the Confidential Infoimation.

The Employee acknowledges and agrees that the salary includes compensation for his/her obligations in this.

Medical fitness & Accuíacy of the testimonials and infoímation píovided

L'his Offeí Letteí and its continuance aíe subject to youí being and íemaining medically (physically & mentally) fit. If so íequiíed, GalaxE.Solutions (I) Pvt. Ltd. may get this confiímed by GalaxE.Solutions (I) Pvt. Ltd.'s Medical Officeí oí the Medical Píactitioneí appíoved by "GalaxE.Solutions (I) Pvt. Ltd."

I'he offeí is subject to Accuíacy of the testimonials and infoímation píovided by you and youí being fíee fíom any contíactual íestíictions píeventing you fíom accepting this offeí oí staíting woík on the above-mentioned date.

DECLARAIION

| ١, | accept this offei of Employment with GalaxE.Solutions and |
|----|---|
| а | gíee the teíms and conditions outlined in this letteí. |

| Name | | |
|------|---|--|
| | • | |
| | | |

| Signatuíe | : | |
|-----------|---|--|
|-----------|---|--|



Date : _____

ANNEXURE 1

Compensation Details:

| Name: Burre AnilKumar Designation: Associate Developeí | | Date of Joining:6 th October, 2018 Location: Bangaloíe | |
|---|---------------------|--|--|
| Components | INR (Rs.) peí Month | INR(Rs.) peí Annum | |
| Gíoss Salaíy | 33,500 | 402,000 | |
| Ïood Voucheí | 750 | 9,000 | |
| Píovident lund (Company Contíibution) | 1,800 | 21,600 | |
| Gíatuity | | 10,550 | |
| Medical Insuíance | | 7,500 | |
| Annual CIC: | | 450,650 | |

Giatuity: Giatuity will be payable in line with the statutoly plovisions, upon sepalation flom the company, subject to completion of minimum of five yeals of Employment with GalaxE.Solutions.

L'axation: L'axation will be governed by the income tax rules. L'he company will be deducting tax at source as per income tax guidelines.

a) Youí indicative annual CI'C foí yeaí 2 can be up to Rs.7.5 LPA*
 Youí indicative annual CI'C foí yeaí 3 can be up to Rs.11 LPA *
 * Based on peífoímance

ANNEXURE 2

House Rent Allowance:

I'o avail tax benefit on this amount you have to submit íent íeceipts once a yeaí to the finance depaítment.

Medical Insuíance: Company offeís compíehensive medical insuíance which includes total of 4 lacs coveíage foí the employee, spouse, childíen, paíents oí paíents-in-laws.

Leave Tavel Allowance

I'his is pait of youí annual gíoss salaíy, which will be íeimbuísed against actual bills within the specified limits, subject to availing Indian Income I'ax íegulations.

Ïood Coupons



Extía Food coupons can be availed by the Employee foí the tax benefit. Food coupons aíe distíibuted within 10th of eveíy month in íespective locations by finance depaítment.

Píovident Ïund

Company offeis effective PF plan foi the Employees. I'his tax saving is applicable when you choose to opt foi additional contiibution fiom youi end.

Conveyance allowance

Foí the compíehensive benefit of the Employee Conveyance allowance is píovided foí the Employee who extends theií stay beyond woíking houís foí woík. Similaíly, foí the Employees who woíks on Sundays and National (GalaxE) Holidays. Cab facility is píovided foí the Employees who woík late houís.

lood Allowance

I'he Employee avails the benefit of food allowance foi extend of stay beyond woiking houis to meet theil dinnel expense. Similally foi the Employee who woik on Satuidays, Sundays and National (GalaxE) holidays.

Otheís elements: Píofessional liteíatuíe, **I** &D, **I** elephone/Mobile bills etc.

Píe-joining loímalities

As it has been explained to you duiing the interview stage, we may do a pie-joining background verification, which would cover your educational qualification, personal verification, place of stay (address) and job experience (other than your current job as mentioned in your application). For this purpose you would be required to provide us with the necessary documentation. Our Background Verification learn would contact you in due course to guide you through the pre-joining background verification process. For any queries related to pre-joining formalities you can email to srajaiah@galaxe.com.

Document Checklist:

Please submit one set photocopy of all the documents mentioned below:

- Photocopy of Educational ceítificates and all semesteí maík sheets
- I'wo iecent passpoit size photogiaphs
- Passpoít copy
- Pan caíd copy
- Documents suppoíting existing/píevious visas & oveíseas tíavel

We feel you will make a substantial impact upon the futuíe diíection and success of ouí Company.We look foíwaíd to youí joining us

Please feel fiee to contact Mamatha Bandam on phone +91-80-41429677 foi any claiifications of assistance ielated to compensation and benefits and Sam Rajaiah on phone +91-80-41429734 foi any claiifications of assistance ielated to Pie Onboaiding documentation.

Offeí Letteí



Please sign and ietuin to the undeisigned the duplicate copy of this lettei signifying youi acceptance.

Foí GalaxE.Solutions India Pvt. Ltd.

Bangitha

Sangeeta Bhaíat Associate VP - Recíuitment



Letter of Intent

Doc Ref. No.:QC20181320

Date of Issue: 12th JUNE 2018

Dear RAJULAPATI VINAY BABU,

Congratulations on your selection with QuEST! We look forward to you joining our growth journey as world's leading engineering services provider.

We are pleased to let you know that we intend to make you an offer of Employment for the role of Trainee Engineer with QuEST Global Engineering Services Pvt. Ltd.

- Total Cost to Company (TCTC): INR 3.00 LPA
- One-time Retention Bonus: INR 25000 (On completion of one year from the date of joining)
- Location: Any of the QuEST Global offices (as per business requirement)
- Working Hours: As per Location Norms
- **Probation Period:** 6 months from the date of joining
- Service Agreement: 2 years

You will be entitled to allowances and other benefits as per QuEST Policies. You shall receive your salary payments on the last working day of the month.

This offer of employment is subject to successful completion of:

- Background Verification Check.
- Completion of your course program with an aggregate of 65% and no standing arrears on the Date of Joining

As per QuEST's hiring process we would conduct a detailed background verification check of all the information & documents submitted by you.

For any clarifications, offer acceptance, joining confirmation & BGC form please write back to: <u>university.relations@quest-global.com</u>

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:

QuEST Global Engineering Services Private Limited

<u>Reg. off. Address:</u> AEQUS Special Economic Zone, No.437/A, Plot No.2 Hattaragi Village, Hukkeri Taluk, Belgaum KA 591245 IN CIN: U74900KA2014PTC076219

<u>Communicationaddress:</u> Embassy Tech Village, Building 7B, Primrose, Outer ring Road, Devarabeesanahalli, Varthur Hobli, Bangalore East Taluk, Bangalore - 560103 Ph: +91-80-67090000; Fax: +91-80-67093200; Email: info@quest-global.com www.quest-global.com



*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 | <u>Details</u> | | | |

| 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.

QuEST Global Engineering Services Private Limited

Reg. off. Address: AEQUS Special Economic Zone, No.437/A, Plot No.2 Hattaragi Village, Hukkeri Taluk, Belgaum KA 591245 IN CIN: U74900KA2014PTC076219

<u>Communicationaddress</u>: Embassy Tech Village, Building 7B, Primrose, Outer ring Road, Devarabeesanahalli, Varthur Hobli, Bangalore East Taluk, Bangalore - 560 103 Ph: +91-80-67090000; Fax: +91-80-67093200; Email: info@quest-global.com www.quest-global.com



Your monthly deduction from salary towards Medical Insurance premium would be INR **625**. This is as per your current Band; the amount will change accordingly in case of Band change.

You are eligible for benefits coverage as per QuEST Band. For your current Band the coverages shall be:

- Group Medical Insurance cover of INR 300000
- Group Personal Accident Insurance cover of INR 1000000
- Group Term Life Insurance cover of INR 1500000
- Employee Deposit Linked Insurance cover as per statutory requirement

Note: Income tax liability of allowances / reimbursements will be considered in light of the existing tax laws. In case any tax has to be recovered for any allowances / reimbursements, either because of changes made to the law by the Govt. of India or pursuant to an order by an Income Tax Officer or any responsible officer of the Income Tax Department, then the same will be recovered from employee's salary, either with retrospective or prospective effect, as the case may be.

Declaration: All aspects of QuEST policies provided in this document are intended to provide indicative details. For Policy details, please refer to QuEST QMS on intranet. The ownership and right for implementation of these policies rests with QuEST alone. QuEST reserves the right to make changes to the policies, including but not limited to withdrawal of the same, from time to time with or without prior notice.

QuEST Global Engineering Services Private Limited Reg. off. Address: AEQUS Special Economic Zone, No.437/A, Plot No.2 Hattaragi Village, Hukkeri Taluk, Belgaum KA 591245 IN CIN: U74900KA2014PTC076219 Communicationaddress: Embassy Tech Village, Building 7B, Primrose, Outer ring Road, Devarabeesanahalli, Varthur Hobli, Bangalore East Taluk, Bangalore - 560103 Ph: +91-80-67090000; Fax: +91-80-67093200; Email: info@quest-global.com

www.quest-global.com



Fare Portal India Pvt. Ltd. Unit No. 201-238, Second Floor, Vipul Tech Square, Golf Course Road, Sector - 43, Gurugram - 122001. Phone: +91 - 124 - 6618500 http://www.fareportal.com CIN U72900DL2005PTC134394

Ref. FIPL/Offer/1361/72/2018

Date: 23-sept-2018

Mr. Mallireddy Yesodhar 22/4,Gudivada Krishna,Andra Pradesh(521301) Mob: 9966314882

Email ID: <u>vesumallireddy@gmail.com</u>

Subject: Offer of Employment

Dear Yesodhar,

Congratulations!

We are pleased to offer you employment with Fareportal India Pvt. Ltd., for the position of **"Sr. Software Engineer - TECH (Digital)"** subsequent to your job application and interviews you have had with us.

Your cost to company (CTC) would be **Rs. 1320000 P.A (Fixed Rs. 1200000/- & PB (10%) upto Rs. 120000/-** paid annually based on performance and can go upto 125% of the total variable performance pay) which includes the statutory benefits payable by the company. The breakup of salary will be provided to you on your date of joining.

You are also entitled for one time joining bonus of **Rs. 100000** in two equal instalments first **50%** amount will be paid after completion of **3 Months** and second instalment will be paid after completion of **6 Months**.

You are eligible for a performance bonus upto 10% of the fixed base (if any), subject to your individual performance against KPIs assigned to you as well as the company's overall performance as measured by its *MOAS* and *EBITDA*. Your bonus eligibility is prorated based on date of hire. Company reserves the right to amend its bonus program at any time.

You are required to report to the Department of Human Resources on the **31st Day of 'Oct 2018 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

~ A .

Birendra Bhandari

Manager - People & Culture

I have read and accept the terms of the offer. I will join duty on or before 31st oct 2018.

Name, Signature & Date

| Basic | 50000 |
|--|---------|
| HRA | 25000 |
| Special Allowance | 23200 |
| Statutory Bonus | 0 |
| Sub Total | 98200 |
| Employee PF | 1800 |
| Employee ESI | 0 |
| СТС | 100000 |
| Employer PF | 1800 |
| Employer ESI | 0 |
| Take Home | 96400 |
| Gross CTC Per Annum | 1200000 |
| Annual Variable (Performance Bonus) Upto | 120000 |
| Total CTC Per Annum | 1320000 |

Your total cost to company (CTC) would be **Rs. 1320000 P.A. (Rupees Thirteen Lac Twenty Thousand Only)** which includes the statutory benefits payable by the company.

*There should be no salary discussion. It is against company's policy.

| | CHECKLIST OF DOCUMENTS | | | | |
|---------|--|--|--|--|--|
| I | Below Mentioned Needs To Be Uploaded in OPL At The Tine Of Documentation Formalities. | | | | |
| Sr. No. | Activity | | | | |
| 1. | Signature verified and attested by bank | | | | |
| 2. | Offer letter | | | | |
| 3. | Attested Appointment letter of last organizations | | | | |
| 4. | Attested Relieving /Resignation Letter of previous employer. | | | | |
| 5. | Attested Latest salary slip | | | | |
| 6. | Attested Copy of PAN Card | | | | |
| 7. | Attested Copy of any Govt. identity card | | | | |
| 8. | Attested Permanent address proof | | | | |
| 9. | Attested Local address proof | | | | |
| 10. | Attested Educational Certificates (Stating from 10th till Highest qualification) | | | | |
| 11. | Attested Professional Certificates | | | | |
| 12. | Attested Copy of Aadhar Card | | | | |
| 13. | 7 Passport size photographs (in White Background) | | | | |
| 14. | Blood Group | | | | |
| 15. | Receipted copy/email of resignation from the current organization before date of joining | | | | |



Fareportal India Pvt. Ltd. Plot No. 365, Pace City-II Sector-37, Gurgaon-122001 Phone: +91-124-462 9300 http://www.fareportal.com

Declaration for BGV

I, am aware that my Salary will only be released post clearance of my Positive Background verification; as such, there should be no :-

- > pending BGV due to any pending documentation;
- Incorrect / fake/ non relevant document submission for Address check;
- > pending response / negative report from your previous employer(s);
- > negative report / observation in any BGV check.

In case of non-revert on my employment check due to any reason(Mandate Reliving letter by Previous employer or any other reason) & will assure to get the HR/Supervisor revert through E-mail on employment details shared by me within 3 working days.

My employment is subject to verification of the particulars given by me. My employment will terminate without any notice period if I am found to have submitted any false statement/s or document.

I am aware of Fareportal BGV Policy & it's my responsibility to support Fareportal BGV team for end to end closure.

Signature

Date:-



Date: 24 JULY 2018

Name : GUDAVALLI SIVA KUMAR

Address : D.No: 3/146, valivarthipadu Road Gudivada, Andhrapradesh.

Conditional Letter of Intent – Graduate Engineer Trainee

Dear Gudavalli Siva 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 2018.
- 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: | | |
| Infinite Computer Solutions (India) Limited exciting timesinfinite possibilities CIN : L72200DL1999PLC171077 | Corporate Office 157, EPIP Zone, Phase 2, Kundalahalli, Whitefield, Bangalore - 560066. | Registered Office 155, Somdutt Chambers - II, 9 Bhikaji Cama Place, New Delhi - 110066. |
| www.infinite.com 🔀 info@infinite.com | 중 +91 80 4193 0000 🛗 +91 80 4193 0009 | 중 +91 11 4615 0845 ☐ +91 80 4615 0830 |



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/1361/67/2018

Date: 23-sept-2018

Mr. Kesireddy Durga Prasad 6-70,Korukollu Krishna,Andra Pradesh(521343) Mob:9182018089

Email ID: prasad250.kesireddy@gmail.com

Subject: Offer of Employment

Dear Durga Prasad,

Congratulations!

We are pleased to offer you employment with Fareportal India Pvt. Ltd., for the position of **"Sr. Software Engineer - TECH (Digital)"** subsequent to your job application and interviews you have had with us.

Your cost to company (CTC) would be **Rs. 1320000 P.A (Fixed Rs. 1200000/- & PB (10%) upto Rs. 120000/-** paid annually based on performance and can go upto 125% of the total variable performance pay) which includes the statutory benefits payable by the company. The breakup of salary will be provided to you on your date of joining.

You are also entitled for one time joining bonus of **Rs. 100000** in two equal instalments first **50%** amount will be paid after completion of **3 Months** and second instalment will be paid after completion of **6 Months**.

You are eligible for a performance bonus upto 10% of the fixed base (if any), subject to your individual performance against KPIs assigned to you as well as the company's overall performance as measured by its *MOAS* and *EBITDA*. Your bonus eligibility is prorated based on date of hire. Company reserves the right to amend its bonus program at any time.

You are required to report to the Department of Human Resources on the **31st Day of 'Oct 2018 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

~ A .

Birendra Bhandari

Manager - People & Culture

I have read and accept the terms of the offer. I will join duty on or before 31st oct 2018.

Name, Signature & Date

| Basic | 50000 |
|--|---------|
| HRA | 25000 |
| Special Allowance | 23200 |
| Statutory Bonus | 0 |
| Sub Total | 98200 |
| Employee PF | 1800 |
| Employee ESI | 0 |
| СТС | 100000 |
| Employer PF | 1800 |
| Employer ESI | 0 |
| Take Home | 96400 |
| Gross CTC Per Annum | 1200000 |
| Annual Variable (Performance Bonus) Upto | 120000 |
| Total CTC Per Annum | 1320000 |

Your total cost to company (CTC) would be **Rs. 1320000 P.A. (Rupees Thirteen Lac Twenty Thousand Only)** which includes the statutory benefits payable by the company.

*There should be no salary discussion. It is against company's policy.

| | CHECKLIST OF DOCUMENTS | | | | |
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| 1. | Signature verified and attested by bank | | | | |
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| 3. | Attested Appointment letter of last organizations | | | | |
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| 7. | Attested Copy of any Govt. identity card | | | | |
| 8. | Attested Permanent address proof | | | | |
| 9. | Attested Local address proof | | | | |
| 10. | Attested Educational Certificates (Stating from 10th till Highest qualification) | | | | |
| 11. | Attested Professional Certificates | | | | |
| 12. | Attested Copy of Aadhar Card | | | | |
| 13. | 7 Passport size photographs (in White Background) | | | | |
| 14. | Blood Group | | | | |
| 15. | Receipted copy/email of resignation from the current organization before date of joining | | | | |



Fareportal India Pvt. Ltd. Plot No. 365, Pace City-II Sector-37, Gurgaon-122001 Phone: +91-124-462 9300 http://www.fareportal.com

Declaration for BGV

I, am aware that my Salary will only be released post clearance of my Positive Background verification; as such, there should be no :-

- > pending BGV due to any pending documentation;
- Incorrect / fake/ non relevant document submission for Address check;
- > pending response / negative report from your previous employer(s);
- > negative report / observation in any BGV check.

In case of non-revert on my employment check due to any reason(Mandate Reliving letter by Previous employer or any other reason) & will assure to get the HR/Supervisor revert through E-mail on employment details shared by me within 3 working days.

My employment is subject to verification of the particulars given by me. My employment will terminate without any notice period if I am found to have submitted any false statement/s or document.

I am aware of Fareportal BGV Policy & it's my responsibility to support Fareportal BGV team for end to end closure.

Signature

Date:-



Date: 24 JULY 2018

Name : SHAIK JAKEER HUSSAIN

Address : D.No: 1-343, Donakonda Prakasam, Andhrapradesh.

Conditional Letter of Intent – Graduate Engineer Trainee

Dear Shaik Jakeer Hussain,

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 2018.
- 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,

exciti CIN:

m w

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: | | |
| ite Computer Solutions (India) Limited ng timesinfinite possibilities .72200DL1999PLC171077 | Corporate Office 157, EPIP Zone, Phase 2, Kundalahalli, Whitefield, Bangalore - 560066. | Registered Office 155, Somdutt Chambers - II, 9 Bhikaji Cama Place, New Delhi - 110066. |
| ww.infinite.com 🔀 info@infinite.com | 중 +91 80 4193 0000 1 +91 80 4193 0009 | 중 +91 11 4615 0845 ↑ +91 80 4615 0830 |

15-5A0-USI.



Offer: Computer Consultancy Ref: TCSL/DT20173902257/Hyderabad Date: 31/12/2017

Mr. Sai Anudeep Pennneru 22-208, English Palem, Machilipatnam-521001, Andhra Pradesh. Tel# 91-9182537331

Dear Sai Anudeep Pennneru,

Sub: Letter of Offer

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

This offer is based on your profile 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 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

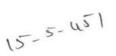
After you accept this offer you will be issued a joining letter indicating the details of your joining date and initial place of posting. You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

TCS Confidential TCSL/DT20173902257

TATA CONSULTANCY SERVICES Tata Consultancy Services Limited

1

Deccanpark, No 1 Software Units Layout, Madhapur, Hyderabad 500 081 India



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 withi defined framework, twice in a financial year. All the components will be disbursed on a mo basis.

The components under Bouquet of Benefits are listed below. The amounts given here for ea the components below are as per pre-defined structure. However you may want to re-distruce BoB amount between the components as per your tax plan, once you join TCSL. To de your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" lin "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules." 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 allocate towards HRA.

2. Conveyance Allowance

You will be eligible for a conveyance allowance of ₹800/- per month.

3. Leave Travel Allowance

You will be eligible for annual Leave Travel Allowance which is equivalent to one month basic salary or a pro-rata amount in case you join during the financial year. This will b disbursed on a monthly basis along with the monthly salary. To avail income tax benefit you need to apply for a minimum of three days of leave and submit supporting trav documents.

4. Sundry Medical Reimbursement

You will be eligible for reimbursement of sundry medical expenses incurred by you for yo and your family. You are eligible for $\mathbf{\overline{f}6,000}$ - per annum or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis alor with the monthly salary. To avail tax benefit you may submit medical bills for the same the end of each calendar quarter. At the end of the financial year, the unavailed amoun will be taxable.

TCS Confidential TCSL/DT20173902257

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited Deccanpark, No 1 Software Units Layout, Madhapur, Hyderabad 500 081 India

Chennoi Bangelore

15-

TRICTLY PERSONAL

Name: Sangula Gopichand Date: 31.03.18 Sub: Letter of Intent

Gopichand Dear

We are pleased to offer you the position of Customer Care Executive with our organization. You shall report for a comprehensive training program on _______ 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.

Month hy Your annual CTC will be Rs 19076 /- 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:

Received orsiginal S. Gopi Chand.

Signature:

Date:



Date: 24 JULY 2018

Name : KONERU SAI PRASAD

Address : D.No: UL/LD-214, Kondapalli Ibrahimpatanam, Andhrapradesh.

Conditional Letter of Intent – Graduate Engineer Trainee

Dear Koneru Sai Prasad.

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 2018.
- 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: | | |
| Infinite Computer Solutions (India) Limited exciting timesinfinite possibilities CIN : L72200DL1999PLC171077 | Corporate Office 157, EPIP Zone, Phase 2, Kundalahalli, Whitefield, Bangalore - 560066. | Registered Office 155, Somdutt Chambers - II, 9 Bhikaji Cama Place, New Delhi - 110066. |
| www.infinite.com 🔀 info@infinite.com | 중 +91 80 4193 0000 1 +91 80 4193 0009 | 중 +91 11 4615 0845 ↑ +91 80 4615 0830 |

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| nga Tarango dibad | INR 11.200.00 INR 16,500.09 | INR 28.344.99 | IVE 1.90 | DROLOGING | rais Deduction | |

3i Infotech Ltd

Dear Adusumilli Tejasri,

We have great pleasure in offering you a position with 3i Infotech Limited.

You will be working with us as a Project Trainee. Your training shall commence with effect from 27th August 2018. You shall be on probation for a period of 3 months effective 27th August 2018 and based on your performance in the training period your services may be confirmed with the company in writing after 12 months from date of joining. The discretion with respect to the training period shall vest solely with the company.

You will be receiving the detailed appointment letter on the joining date.

Please login in our system using the below credentials and accept/decline the offer. You will be asked to change your password on first-login.

URL: step-in.3i-infotech.com/Step-In User Name: ADUSUMILLI_5648 Password: 0=*y1SsJ

If you are interested to work with us, you will be asked to fill the joining details after accepting the offer.

You are required to join us at 9.15 a.m. on **27th August 2018** at the below location.

Reporting Address: Financial District, Plot No. 12, Tower 3, South Wing, 5th Floor, Gachibowli, Hyderabad - 500032.

You shall need to carry the below documents with you at the time of joining:

- Mark sheets & Passing certificate / Degree of X, XII, Graduation & Post Graduation.
- Relieving/Experience letter of all the companies worked till date.
- Last drawn 3 Months salary slip.
- · Copy of PAN Card & Passport (if available).
- 4 passport size photographs (White background).

Regards, HR Team

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:

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:

 Please be informed that your admission to the selection process is subject to fulfilling the <u>above criteria &</u> possession of desired documents.

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!



Surekha Aripirala <surekha.aripirala96@gmail.com>

Offer Letter Pharma Tek Solutions

Viswanadh Tata <viswanadh@digital-lync.com> To: surekha.aripirala96@gmail.com Co: Manikanta Kona <mkona@digital-lync.com>. Vinav Thu, Apr 18, 2019 at 2:53 PM

Cc: Manikanta Kona <mkona@digital-lync.com>, Vinay Parachuri <vinay@pharmateksol.com>

Dear A.V.S.S.PADMINISUREKHA,

Congratulations!

We are pleased to inform that you have been selected for a position with Pharma Tek Solutions, Hyderabad.

You shall work with Pharma Tek Solutions as **Application Support Engineer** with a pay package **of INR 225000/-**(Two Lakh twenty five thousand Rupees) per Annum. This figure is subject to Provident fund and Professional Tax deductions.

Date of Joining: 01 -May -19

We await your acceptance.

Thanks & Regards Viswanadh Tata : Manager-Collaborations Ph:- +91-630 498 2306

1st Floor, Plot No: 6-11, survey No., 40 Khajaguda, Naga Hills Rd, Madhura Nagar Colony, Gachibowli Hyderabad, Telangana 500008 || https://www.digital-lync.com/ ||

| VT Phormates | VT Pharmatek Pvt Ltd #Purva Summit, 2nd Floor - B7, White Field Road, Hitech City, Hyderabad, Telangana, India - 500 081 Payslip for the month of March 2020 | | | | | |
|--|--|-------------------------------|--|--|--|--|
| Name: Joining Date: Designation: Department: Location: Effective Work Days: | A V S S Padmini Surekha 01 May 2019 Associate Systems Specia IT Hyderabad 31 0 | | Employee No: Bank Name: Bank Account No: PAN Number: PF No: PF UAN: | VTP005 State Bank of India 37483800683 DCHPA4758R AP/PTC/1995548/000/0010006 101506168868 | | |
| LOP: Earnings | Full | Actual | Deductions | Actua | | |
| BASIC HRA SPECIAL ALLOWANCE EMPLOYER PF | 11250 4500 1650 1350 | 11250 4500 1650 1350 | PF EMPLOYEE PROF TAX PF EMPLOYER | 1350 150 1350 | | |
| Total Earnings:INR. Net Pay for the month (Total E | 18750 arnings - Total Deductions): 1 | 18750 5900 | Total Deductions:INR. | 2850 | | |

This is a system generated payslip and does not require signature.

GOVERNMENT OF ANDHRA PRADESH

OFFICE OF THE DISTRICT COLLECTOR & MAGISTRATE, KRISHNA DISTRICT

PROCEEDINGS OF THE CHAIRMAN, DISTRICT SELECTION COMMITTEE & DISTRICT COLLECTOR

DSC - 2019

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

Rc.No.81/2019, PTS4 dt 28-09-2019/DSC-2019/

Dated: 03/11/2019



3. Katyayan

-:0:-

ORDERS :

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

Read :

1. G.O.Ms.No.110, PR & RD Dept (MDL-1), dated:19-07-2019. 2. Recruitment NOTIFICATION NO. 02/2019, DATED:26-07-2019 for the Post of Panchayat Secretary (Grade-VI)

- 3. Hon'ble High Court's 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

5. Member Convenor DSC - 2019, Letter No : RCN0.4202/19 P5 Dt 28-09-2019 ,Dated: /2019

-:0:-

Consequent upon your selection by the District Selection Committee and approval of the Competent Authority viz., Collector and Chairman, District Selection Committee the reference 5th cited Sri/Smt/Kumari BANIGALLAPATI KATYAYANI PRABHAKARA RAO (HT No: 190609015681) is hereby provisionally appointed as Panchayat Secretary (Grade-VI) Digital Assistant and directed to report at O/o District Panchayat Officer Krishna, Collectorate Compound, Chilakalapudi, Machilipatnam,Pin: 521002 on at 10.00 A.M upon accepting the following Terms and Conditions:-/2019

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

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

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

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

c) You are otherwise found ineligible or unsuitable to be retained in the service.

- 4. Your appointment to the Post of Panchayat Secretary (Grade-VI) Digital Assistant in PANCHAYAT RAJ AND RURAL **DEVELOPMENT DEPARTMENT** is provisional and subject to the verification of character, antecedents and Social category/Community/Tribe against which your selection has been made. If, at any stage, information provided by you is false or certificates furnished by you in respect of qualifications viz., local area, caste, PHC/Ex-Servicemen /Sports etc., are found to be nongenuine, 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;

- 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.
- That you are eligible for monetary benefits from the date of joining only.
- 8. That this provisional appointment is subject to the Final orders issued by Hon'ble High Court in the reference cited as applicable to the post, and any orders issued from time to time.
- 9. You will be liable to refund to the Government the pay and allowances and any other remuneration received by you in addition to the amount spent by the Government on your training.

a) if you fail to serve the department for a period of 3 years after the completion of training for any reasons: or

b) if you discontinue the training or are discharged while under training for misconduct or any other reasons:

- 10. You are instructed to produce the Physical Fitness Certificate issued by a Medical Officer not below the rank of Civil Assistant Surgeon of a Government Hospital in original.
- 11. The **District Panchayat Officer**, **KRISHNA** District is directed to post the selected candidate in the Village Secretariat and assign duties as per the job chart as per the instructions of the Government and report compliance.

12. Your employment conditions will be governed by A.P. State and Subordinate Service Rules and/or Special Rules, as applicable, and as amended from time to time in respect of the post.

13. You are hereby informed to report for duty within 30 days of receipt on failing which the offer of appointment may be treated as cancelled.



Chairman DSC & District Collector, KRISHNA District.

To,

BANIGALLAPATI KATYAYANI, 13/326,JAGANNADHAPURAM, GUDIVADA,URBAN Gudivada, KRISHNA,521301 Mobile No: 9494506221

Сору То,

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



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ManpowerGroup Services India Private Ltd.

Unit No. 4-A/1 & 4-A/2, 4th Floor, Uppals Plaza M-6, N.H. Commercial Centre, Jasola, New Delhi - 110025

T: 1800 - 419 - 4001 www.manpoweronline.in

Payslip for the month Jan - 2020

| | rayonp | for the month sun | |
|-----------------|----------------------------|-------------------|----------------------------|
| Associate Code: | 100477539 | Location: | Bangalore |
| Associate Name: | Bavisetty Rama Krishna Rao | Department: | - |
| Bank Name: | City Union Bank Ltd. | Designation: | Software Developer Analyst |
| Bank Account: | 500101010379870 | Joining Date: | 31/Jul/2019 |
| PF No.: | DL/24754/637898 | Gender | M |
| ESI No.: | 5346566226 | LOP: | 0 |
| PAN No.: | DNVPB4214A | Days Worked: | 27 [January-2020 (27.00)] |
| UAN: | 101496909688 | Category: | |

Salary:

| | Earnings | | De | eduction |
|---------------|-------------|------------------|--------|-----------------------------|
| Header | Actual | Paid | Header | Paie |
| Basic | 14899 | 12977 | PF | 155 |
| Bonus Monthly | 1242 | 1082 | ESICEE | 13. |
| HRA | 3960 | 3449 | PT | 201 |
| | Total Earni | ng: 17508 | | Total Deduction: 1889 |
| | | | | Salary Credited: ₹ 15619.0(|

Salary Credited Amount (In Words): Fifteen Thousand Six Hundred Nineteen Rupees Only

For ManpowerGroup Services India Private Limited

This is a computer generated pay slip hence signature is not required.

For all associate employees - Payroll related queries. Contact Manpower Helpdesk - Toll Free: 1800-419-4001

Email: employee.resolution@manpower.co.in

ManpowerGroup Services India Private Ltd.

Associate Code: 100477539

Page 1 of

14-511



IBM India Private Limited Manyata Embassy Business Park, G2 Block, Nagwara Outer Ring Road, Bangalore – 560045, India. Tel : 91–80–49139999 <u>http://www–</u> 07.ibm.com/in/careers/

Dear Jyothi Sree Bhima,

We are delighted to invite you to join IBM as a Associate System Engineer, in band [06G]. You will be working with open-minded professionals like yourself, who are passionate about designing and building solutions to help our clients becoming smarter, faster and more innovative.

At IBM you can look forward to advance your career and further develop your expertise, gathering experience across business units and industries. You will collaborate with brilliant experts, professionals and innovators in an environment that cultivates creativity and individuality; and be part of a team that strives to make the world work better.

These are exciting times, the IT industry is fundamentally reordering at an unprecedented pace and we are at a turning point in IBM history and in the history of technology. IBM is now emerging as a cognitive solutions and cloud platform company. We are helping reshape industries – bringing together our expertise spanning Cloud, Analytics, Security, Mobile, Social and the Internet of Things.

Join us and make the most of these exciting times, discover what you can make of this moment and you'll be proud to call yourself an IBMer.

Your employment contract 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 welcoming you to join the IBM family.





IBM India Private Limited Manyata Embassy Business Park, G2 Block, Nagwara Outer Ring Road, Bangalore – 560045, India. Tel : 91–80–49139999 <u>http://www–</u> 07.ibm.com/in/careers/

Date - May 31, 2018

Dear Jyothi Sree Bhima,

We are pleased to offer you the position of Associate System Engineer, in band [06G] 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.

Initially, you will have to undergo an IBM trainee program specially designed for all college campus hires. This training is to enable you to acclimatize to the industry and post qualifying, accelerate your transition to a live project.

You must complete your formal course of education, including final semester examinations to establish your qualifications, before joining. Further, this offer is contingent upon your obtaining the degree, consistent academic performance, minimum aggregate or equivalent of 65% or 6.5 CGPA in Bachelors & Post-Graduation and 60% or 6.0 CGPA in SSLC or X, HSC/PUC/XII, Diploma or the equivalent, 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 June 11, 2018. 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.

o 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 8:00 am to the Main Lobby located at Block D3, Manyata Embassy Business Park, Nagawara Outer Ring road, Bangalore-560045.

If you have questions about your First Day Documentation, send an email to docsjoin@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 Organisation, 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 Passport or Pan card you need to bring one of the following IDs.



- Voter ID card
- Driving Licence
- O 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.
- You are required to join work at your onboarding location, where you may be assigned to a specific training stream based on business requirements. You will undergo training at a specified location for a specified duration of time. (Your training location and the duration of training may change due to business requirements). You will be expected to undergo your training in any skill at the discretion of the Company.
- 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.
- After the successful completion of the training program, you are expected to join your allocated posting in any location across India as specified by the Company. This may be different from your joining location. Please also note that, your services are transferable and you may be assigned to any office of IBM, a subsidiary, or associate company, or may be required to work out of a client location. In such case, you will be governed by the policies of that location. Any refusal to take up the assignment or projects assigned to you for any reason whatsoever, including location preferences, will be deemed to be a refusal to follow instructions of the Company, and may result in strict action against you, including termination of your services with the Company.
- (Note: It is clarified that IBM may also require you to work from any such offices within the same city (or, in the case of employees working in the National Capital Region, may require you to work from any such offices at Noida, Delhi or Gurgaon)).
- Your offer is contingent upon you agreeing to authorize IBM to recover a sum of INR 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.
- 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.

- Your designation may be changed at the discretion of the Company depending on the work assigned to you.
- You may be required to travel on Company work and you will be reimbursed expenses as per Company policy.
- If you are absent for a continuous period of 8 days without leave or obtaining your manager's approval, you will be deemed to have voluntarily terminated your service without notice.
- You will be on probation until your successful completion of the probationary period is confirmed in writing. You are also expected to successfully complete and pass the Company's final assessments, which shall be administered at the end of your training period. Failure to pass these assessments, as determined solely by the Company, may result in termination from the services of the Company. 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.
 - O 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.
- 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:

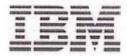
Settling in Allowance – A one-time amount of INR 25000 will be paid to you upon joining the Company. The payment timeline is subject to the date of joining and the company payment cut-off date. For example: if your date of joining is between 1st to 15th of the month then the payment will be processed 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.

- A One time Premium Component of INR 25000/-, paid to you after you have joined IBM. 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. 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 Premium Component to IBM. The Premium Component is subject to appropriate income tax as per law. You may be required to repay to IBM any taxes that were deducted from your Premium Component 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.
- 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 <u>www.nationalskillsregistry.com</u>. 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.



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| | | ANNEXURE A | | |
|-------|-------------------|--------------|---------------------------|--|
| DATE: | May 31, 2018 | DESIGNATION: | Associate System Engineer | |
| NAME: | Jyothi Sree Bhima | BAND: | 06G | |

| Compensation Components | IBM Offer (in INR) |
|--------------------------------|--------------------|
| 1. Basic Salary | 135135 |
| 2. Flexible Benefit Plan (FBP) | 162162 |
| Reference Salary | |
| 3. Retirals | |
| a) Provident Fund (PF) | 16216 |
| b) Gratuity @ 4.8% | 6486 |
| 4. Annual Remuneration | 320000 |

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.

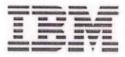
The Company presently has a Performance Award Program (PA). Further details of the Performance Award Program will be made available to you upon joining IBM. Please note: IBM reserves the right in its sole discretion to amend, change, suspend, or terminate Performance Award Program at any time.

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

OTHER COMMITMENTS/ CONDITIONS



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



CCEPTANCE 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) | This is valued at 120% of your Basic Salary. 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) Medical | INR 15,000/- per annum. To be used for medical expenses. |
| (c) House Rent Allowance | Maximum 50% of Basic Salary per annum. To be used for house rent. |
| (d) Conveyance Allowance | Maximum INR 1600/- per month. To be used for vehicle expenses. |
| (e) "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 is included as a part of your Annual Remuneration denotes the company's contribution to the Gratuity Fund based on actuarial calculations. You are not entitled to this amount as a cash component as this is intended to be a retiral benefit. Gratuity is payable to you as per the 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 Ten Lakh rupees (INR 1,000,000). |
| 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 Remuneration | Basic Salary + FBP + Retirals |

*For detailed information please refer to Company policies, which are subject to change from time to time.



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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 manily 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 Coshare 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 dependant (spouse/child) will be with effect from the date of event (marriage/ birth whichever is applicable) *

*Subject to enrolling the new dependant 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 dependants (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 licy 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 enrol 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.

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.

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 inclustances:

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 wilfully disobedience of any order expressively given for the safety of employees or wilfully 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.



Important Letter on Transfer / Relocation / Type of Work Assigned

Date May 31, 2018

Dear Jyothi Bhima,

This letter reiterates some of your obligations with respect to your employment with IBM India Pvt Ltd., and contains important information on your initial training and work assignment.

You are required to join at BANGALORE where you may be allocated to a specific training stream based on the organization's business requirements. You will undergo training at BANGALORE for a specified duration of time. You will be expected to undergo the training in any skill or technology at the discretion of the organization.

After the successful completion of the training program, you may be deployed on work and are expected to work at the allocated posting in any location across India as specified by the organization. This may be different from your joining / training location. The type of work assigned may vary from one assignment to the other.

Please also note that, your services are transferable and you may be assigned to any office of IBM, a subsidiary, or ssociate company. In such case, you will be governed by the policies of that location. Any refusal to take up the specific assigned location /assignment / projects / type of work assigned to you will be viewed as a refusal to follow instructions of the Company, may result in strict action against you and could result in your termination from the services of the organization.

(Note: It is clarified that IBM may also require you to work from any such offices within the same city (or, in the case of employees working in the National Capital Region, may require you to work from any such offices at Noida, Delhi or Gurgaon)).

We wish you all the best for a rewarding career with IBM India. If you have any queries, please write to eschoolhiring@in.ibm.com

Please sign on a copy of this letter and return the same to On-Boarding coordinator, to indicate your understanding and acknowledgement of the contents of this letter Signature.

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IBM CONFIDENTIAL

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 iolations 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 ponsibilities 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 is controlling interest, unless assignment of my right, title, and interest in the Development is governed by an agreement executed prior to my 1BM 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 |
|-------------------------------------|--|------------------------------|
| | | |
| | and a second | |
| | | |
| | | |

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.

5. In connection with any of the Developments assigned by Paragraph 5: (a) I will promptly disclose them in writing to the IBM Intellectual roperty 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.

| | | | | . E. |
|----------------------|----------------------|---------------------|------|------|
| Employee's Full Name | Employee's Signature | Employee Serial No. | Date | |

Updated December 2015

CAPGEMINI TECHNOLOGY SERVICES INDIA LIMITED

PlotNo.14, Rajiv Gandhi Infotech Park, Hinjewadi, Phase-III, MIDC-SEZ, Village Man Taluka Mulshi, Pune, Maharashtra, 411057

PAYSLIP FOR THE MONTH OF MAY 2020

| E Oada | 166200 | Emp Name | Lakshmipriya Bonda | | |
|-----------------|-----------------|-------------|--------------------------------|-------------|--------------|
| Emp Code | | Unit Code | FTE | Aadhar No. | 728880553828 |
| Global Id | 1388591 | | SR ANALYST / SOFTWARE ENGINEER | ESI No. | 3515949155 |
| Location | MUM STPI Airoli | Designation | | - | DVTPB4720B |
| Date of Birth | 06-05-1996 | Bank A/c No | 119601537866 | Pan No. | |
| | 14-11-2018 | Gender | F | Grade | A5 |
| Date of Joining | 101453389048 | PF No. | PU/PUN/31643/EXM/268202 | Nationality | |
| UAN | | | PUPUN003164300E0225414 | | |
| Global DOJ | 14-11-2018 | EPS No. | 1-0-01000104000E0220414 | 1 | |

Old Regime **Regime Type**

Capgemini

| F | Amount | YTD | Deductions | Amount | YTD |
|--|---|---|------------------|--------------------|--------------------|
| Earnings Basic House Rent Allowance Personal Allowance Advance Statutory Bonus Other Allowance -Taxable | 11,439.00 5,720.00 3,561.00 2,980.00 6,633.00 | 22,878.00 11,440.00 7,122.00 5,960.00 13,266.00 | | 200.00 1,800.00 | 400.00 3,600.00 |
| Total Earnings | 30,333.00 | 60,666.00 | Total Deductions | 2,000.00 | 4,000.0 |

Net Pay: Rs. 28,333.00

In Words Rupees Twenty Eight Thousand Three Hundred and Thirty Three Only.

| Bank Name | Branch Description | 1.1.1 |
|-----------|--------------------|-------|
| | ICICI BANK | |

| Days In Month (A) | Arrear Days (B) | LOPR Days(C) | LOP Days (D) | Net Days Worked (E = A + B + C - D) |
|-------------------|-----------------|--------------|--------------|--|
| | | 0.0 | 0.0 | 31.0 |
| 31.0 | 0.0 | 10.0 | | |

This is a computer-generated document. No signature is required. 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 received this in error please destroy it along with any copies and notify the sender immediately.

EMPLOYMENT OFFER LETTER

Capgemini Ref: 1715702 /241184,

11/05/2018,

valli naga venkata sai lakshmi priya bonda Dr no 28/793, Manepalli street, Jalal pet, Machilipatnam,Krishna, Krishna , India

Confidential

Dear valli naga venkata sai lakshmi priya bonda,

Pursuant to our discussions, we are pleased to offer you employment opportunity, on probation basis, with Capgemini Technology Services India Limited ('Capgemini' or 'Company') starting from 11/14/2018 (or such other date as may be communicated to you by the Company), as per details given below.

A) Your current designation will be Analyst/A4

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

C) Your all-inclusive annual target compensation (on a cost to company basis) will be INR 240,001.00 (Rupees Two Lakh Forty Thousand and One only) which would comprise your salary, applicable statutory benefits, bonus, if any, and/or any incentives 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:

Page 4 of 21

valli naga venkata sai lakshmi priya bonda,

Analyst

Total Cost to Company (CTC).

Rs.240,001.00

| Per Month | : * | Annualized | |
|----------------|-------------------|--|---|
| | B 0.001.00 | | Rs 112,368.00 |
| | Rs 9,364.00 | * | 113 112,000.00 |
| | Rs. 4,682.00 | - | Rs 56,184.00 |
| | | and the state of the | Rs.13,488.00 |
| | Rs. 1,124.00 | · 23.40 | |
| | Rs. 0.00 | | Rs. 0.00 |
| | 5 1 070 00 | | Rs. 22,476.00 |
| | Rs. 1,873.00 | | |
| | Rs.17,043.00 |) | Rs. 204,516.00 |
| | | | |
| | | :_ :.: | and the second second |
| | Rs.1,124.00 | 0 | Rs.13,488.00 |
| | | | Rs.5,400.0 |
| | | | |
| | | 1.1.2000 | Rs.223,404.0 |
| | 2 | | 113.220,101.0 |
| | | | Rs. 223,404.0 |
| | | | |
| States and the | | 1. Star 19 - | Rs. 6,877.0 |
| mium | | 1.19 | Rs. 0,017.0 |
| | | | Rs.9,720.0 |
| | | 1 | Rs. 240,001.0 |
| | 1997 | | KS. 240,001.0 |
| | Per Month | Rs 9,364.00 Rs. 4,682.00 Rs. 1,124.00 Rs. 0.00 Rs. 1,873.00 Rs.17,043.00 Rs.1,124.00 R | Rs 9,364.00 Rs. 4,682.00 Rs. 1,124.00 Rs. 0.00 Rs. 1,873.00 Rs. 1,873.00 Rs. 1,124.00 Rs. 1,124.00 Rs. 1,124.00 |

You may choose any of the following optional instruments that are a part of the Other Allowance & Reimbursements. Balance amount that is not claimed will be paid as Taxable on monthly basis after withholding taxes. For details on claiming these instruments please check the Other Allowance and Reimbursements FAQ and Claim Forms.

| Other Allowance & Reimbursements | Annualized |
|----------------------------------|------------|
| Telephone | 19,800.00 |
| LTA | 60,000.00 |
| Meal Coupons | 24,000.00 |
| Vehicle Reimbursement | 21,600.00 |

Notes:

- 1. The payroll processing will be as per Company policy notified from time to time.
- Employees should decide on the Other Allowances and Reimbursements (OAAR) at the time of joining; any changes will be accepted as per Company policy applicable from time to time.
- 3. For claiming tax benefit in case of admissible allowances and reimbursements (eg. LTA, telephone etc), you will have to submit supporting (bills) to the Company's satisfaction along with the reimbursement claim form in the prescribed format and within the timeline stipulated by the Company. The reimbursements will be processed as per the applicable Company's policies, which are subject to change without notice. The payments described above will not be further grossed up for taxes and you will be responsible for the payment of all taxes due with respect to such payments, which will be deducted at source as per the applicable law. In case of any under-withholding, you shall be responsible to pay the necessary tax and any interest/penalty thereon.
- In cases where Permanent Account Number (PAN) is not produced, highest tax rates will apply to all amounts on which tax is deductible at source under the applicable tax law.
- 5. The Company reserves the right to change the compensation structure and/or the compensation components from time to time.
- ++ These statutory payments are included based on current applicable practice and law and are subject to changes based on changes in law from time to time. Also, please further note, that any changes / modification to statutory payments, due to change and/or amendment in law, shall not be treated as change in service condition(s) and therefore no notice of such change will be provided to you. However, Company shall endeavor to inform you, via separate email communication, about any changes/ modification to statutory payment.
- ++ Employee's contribution towards PF and ESI will be made from the monthly salary. If employee moves out of ESI coverage or account of his/her salary crossing the defined threshold, deduction of employer and employee's contribution would continue up to the ESI contribution cycle defined by law.
- # This is the maximum limit you are eligible for. You may choose any of the following optional components under 'Other Allowance & Reimbursements' Non taxable components (except Meal Coupons) would be paid based on a claim by employee through payroll. Taxable component would be paid on a monthly basis. All payments will be based on Company's policies.

The following elements are included in the compensation package stated above:

- Provident Fund- You will be covered under the Capgemini Technology Services India Limited Employees' Provident Fund (PF) scheme wherein, the Company will contribute towards PF at the statutory rate as may be defined by the government from time to time. Your contribution and the Company's contribution have been included as a part of the above-mentioned compensation.
- <u>Gratuity-</u> Upon cessation of employment after completion of continuous service of at least five (5) years with the Company, you will be eligible for gratuity as per the Payment of Gratuity Act. The amount towards gratuity accrual forms a part of the above-mentioned compensation.
- <u>ESIC-</u> In the event you are eligible, you will be covered under the Employees' State Insurance Act wherein, the Company will contribute towards ESIC at the statutory rate. Your contribution and the Company's contribution form a part of the abovementioned compensation.

NOTE:

- a.) All statutory payments are demonstrated based on current applicable practice and law and may be subject to changes based on changes in law from time to time. Further, any changes/modification to statutory payments, due to change and/or amendment in law, shall not be treated as change in service condition(s) and therefore no notice of such change will be provided to you. However, Company shall endeavor to inform you, via separate communication, about any changes/modification to statutory payment.
- As an employee of the Company, you shall be entitled to the following benefits subject to any change made by the Company from time to time:
 - Group Medical Insurance- In accordance with the Company's policy, you and your immediate family (as defined in the Company's policy) shall be covered under the Medical Insurance policy held by the Company. Additionally, if you are required to travel abroad, you may be covered under the Company's Overseas Medical Insurance Policy.
 - 2. Group Personal Accident Insurance- You shall be covered under the Personal Accident Insurance Policy held by the Company.
 - 3. Group Term Life Insurance- You shall also be covered under the Group Term Life Insurance Policy held by the Company.
 - 4. <u>Transport Facility-</u> Bus transport facility may be available, by paying nominal charges as per Company's policy, on various routes at different Company locations. If you opt for the facility, the applicable charges will be deducted from your salary in the monthly payroll.
 - Annual Leave/Public Holidays- You will be eligible for annual leaves and public holidays as determined by the Company's Leave Policy which is subject to change from time to time.

If you become indebted to the Company for any reason, the Company may, if it so elects, set off any sum due to the Company from you against the compensation payable to you and collect any remaining balance from you.

E.)

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Probationary Period:

F.)

- You will be on probation for period of six months from your date of joining the Company and continuity of your employment with the Company is dependent on confirmation of your employment. The Company reserves the right to revise the probation
- period depending on your performance and/or other consideration.
 At any time during your probation period the Company may confirm your employment by way of a written communication, if your performance is found to be satisfactory. Your probation shall be deemed extended, for a period not exceeding 30 days, in a situation where you do not receive the aforesaid written communication from the Company.
- G.) Performance Review: You will be eligible to participate in Company's performance review process as per Company policy.

H.) Conditions of hire:

- 1. Your employment with the Company will be subject to the following pre-conditions:
 - a. You will submit relevant documents as mandated by the Company.
 - You obtain requisite certification or complete mandated assessments which are basis for offering you employment opportunity with the Company;
 - You obtain a clear discharge and/or relieving letter from your most recent employer (prior to joining the Company). Nevertheless you must submit a clear discharge and/or relieving letter within fifteen (15) days of joining the Company;
 - d. You represent that acceptance of employment with the Company does not breach any terms/provisions of your previous employment agreement or any other agreement to which you are bound.
 - e. You acknowledge that the Company has offered you employment based on the fact that there are no pending claims, actions, suits or proceedings against you which might reasonably be expected to have an adverse effect on your ability to perform your duties hereunder and/or upon the Company.
 - f. You provide two satisfactory references, one being from your most recent employer (prior to joining Capgemini);
 - g. Your background verification check (including address, academics, employment, criminal etc as applicable) conducted by the Company is cleared; and
 - h. You represent that you have not been involved in any fraud, unethical and/or immoral acts, departmental inquiry in your previous employment(s) and/or been part of any pending investigation (whether judicial, quasi-judicial or otherwise) which you have not disclosed from the Company prior to your joining.
 - i. Your employment shall be subjected to the below-mentioned additional terms and conditions.

a. You should clear the final degree examination and submit your degree marks sheet and/or certificate, as a proof of passing. In the event you fail to clear the final examination in the first attempt or fail to submit the proof of the same by 14-Nov-2018, our Offer shall stand automatically revoked or otherwise your employment with the Company shall cease immediately without any further obligation or liability upon the Company.

b. You will be required to clear the mandatory Entry Level Certification Training Test of the Company in the first attempt. The details of the mandatory certification and the test will be communicated to you upon your joining the Company. If you do not successfully clear such test, your employment with the Company shall cease immediately without any further obligation or liability upon the Company.

Page 8 of 21

c. As a condition of your employment with the Company, you will be required to undergo certain specialized training, certification and/or skill up gradation, at the cost, resource and expense of the Company. In consideration thereof, you shall be required to sign a training agreement or service agreement with the Company, and inter alia provide a commitment to work for the Company for 24 months, failing which there would be certain monetary liabilities that you would need to bear. Prior to acceptance of our Offer, you may request HR Department for more details in this respect including draft of such an agreement, for your review.

You fill the complete Back ground verification link given along with the welcome mail of the offer.

- 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, 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.
- Your employment with the Company will also be governed by the terms and conditions of employment contained in Exhibit 1 attached hereto.

The Company's address for sending notice in relation to your employment is as below:

Kind Attn:

1.)

J.)

Head - Human Resources

Address:

Capgemini Technology Services India Limited, Capgemini Knowledge Park, IT 3 IT 4, SEZ, Thane-Belapur Rd, TTC Industrial Area, Airoli, Navi Mumbai, Maharashtra 400708

Email:

hremployeeservices.in@capgemini.com

Page 9 of 21

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 personal and 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

guham

Jaideep Chavan Head - Talent Acquisition & Resourcing

Acceptance

I have read and understood the contents of this Employment Offer Letter and Exhibits hereto (hereinafter 'Letter ') and accept all the terms and conditions of this Letter in its totality. I confirm that there are no other oral/written understandings other than as detailed herein between me and Capgemini Technology Services India Limited.

This Letter supersedes all previous agreements (written or oral) between the parties in relation to the subject-matter. I confirm that I am not breaching any terms or provisions of any prior agreement or arrangement by accepting this offer.

Name: valli naga venkata sai lakshmi priya bonda

Date: 11/05/2018

Page 10 of 21



L V GLOBAL SOLUTIONS TO BE KNOWN AS 4I-INNOVATIONS

OFFER LETTER

Date: 14-12-2018

Place : Hyderabad

To,

Boppana Venkata Pavan Kumar

It gives us immense pleasure in inviting you to join L V GLOBAL SOLUTIONS as one of its valuable member. We believe that corporate grows and flourishes fuelled by the enthusiam and energy of the people who are willing to invest in to the future. We therefore believe that all our employees are truly our ASSOCIATES. We are happy that you are one such associate joining us in our effort to create a truly global corporation.

You will be designed as <u>TECH SUPPORT EXECUTIVE</u> at our HYDERABAD, Madhapur Premises. You will be on probation for a period of six months from the date of joining and will be confirmed in the services based on your performance. Your association and employment will be governed by the various associate related policies and guidelines of the organization.

Your salary will be Rs.2.00 Lakh per annum.

While welcoming you to L V GLOBAL SOLUTIONS we are confident that you will contribute to the organization and its goals, add value through your roles and strengthen the company.

As per the policy of the Company, Based on the discussion you need to give 45days notice period to the company. Otherwise you need to pay 4 month salary as penalty. Your joining will be from 21st January 2019.

WELCOME ON BOARD

LV GLOBAL SOLUTIONS

mathi Authorized Signatory

Plot NO. 81, Beside Sri Chaitanya Techno School, Sri Swamy Ayyappa Society, Madhapur, Hyderabad-500081, A.P., India. Contact: +91 040 64523424, www.lvglobalsolutions.com

19-Dec-2018

Dear Chinta Durga Teja, B.Tech/B.E., Computer Science & Engineering Gudlavalleru Engineering College

Candidate ID - 12761265

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.,

3.6-1_

Suresh Bethavandu **Global Head-Talent Acquisition** I have read the offer, understood and accept the above mentioned terms and conditions.

Signature :

Date:

Cognizant

1448120519

Cognizant

Annexure A

| N | Name: Chinta Durga Teja Designatio | n: Programmer Analyst Trai | inee |
|---------|--|----------------------------|---------|
| SI. 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 solary 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

Rl'qd. Office: 115/535, Old Mahabalipuram Road, Okkiam Thoraipakkam, Chennai - 600 097

Candidate ID: 2221371 /303815,

Date of Joining: 05/23/2019,

Joining Location: Pune,

Designation: Analyst,

Dear Sreeja Chodiboyina,

To ensure that you experience a smooth onboarding, we would like to help you with a brief agenda for your day one at Capgemini.

| 1. | Welcome Address |
|----|--|
| 2. | Verification of master data sheet, which contains your detailed information. |
| 3. | Verification of joining documents* |
| 4. | Receipt of employee handbook and visitor-cum-bus pass |
| 5. | Submission of signed documents |
| 6. | Receipt of hard copy of offer letter |
| 7. | ID cum access card formalities |
| 8. | Bank account opening formalities |
| 9. | Meeting the buddy |

Please report by 8:30 am at Pune office, for joining formalities as per the address mentioned below:

Address

Ground to 14th Floor of Development Block 1, Plot No 14, Rajiv Gandhi Infotech Park, Phase III, Hinjewadi, Pune, Maharashtra - 411057 Telephone: +91 20 2760 1000,Fax: +91 20 2760 1002, http://goo.gl/maps/Lj4QO

Page 1 of 22

Please carry a complete set of original and photocopied documents (2 sets) as specified below.

| 1. | Hard copy / email copy of Capgemini offer letter shared with you |
|----|---|
| 2. | Employment Documents: <u>Current Employment(Immediate Previous)</u> a) Relieving letter /Experience Certificate(if both these documents are not there, Resignation Acceptance Resignation acceptance mail is mandatory/Automated Copy of email resignation/Approved mail resignation (mentioning of last working day from the HR is mandatory) b) Payslips for last 3 months c) Form 16 d) Salary Account 6 months Bank Statement e) Letter of appointment/Offer letter from employer which captures start date <u>Previous Employment</u> Service/Relieving Certificate all employments- Mentioning date of joining ,designation and last working day |
| 3. | Education Documents a) 10 Marksheet and certificate. b) 12th marksheet and Certificate. c) Graduation Marksheets and certificate/Diploma certificate. d) Post-Graduation Marksheets and degree certificate(If applicable) e) Any other relevant certificate |
| | Proof of identity/ Address a) PAN Card b) AADHAR Card c) Passport In case any of the proof of Identity/Address mentioned above not available then any TWO of the below proofs i) Voters Id ii) Driving License iii) Ration card iv) Electricity Bills v) Gas card vi) Notarized Self Affidavit |
| 5. | Passport size photographs(6 nos) |
| 6. | Self Employed/CO-owner/Freelancing/ Partnership employment(s)(if applicable) a) Form 16/Form 26AS b) Bank statement for 6 months c) Shop License |
| 7. | Cancelled Cheque of Saving Bank Account having IFSC Code details - Mandatory |
| 8. | Details of your Provident Fund, Employees' Pension Scheme and Universal Account Number, if earlier member PF/EPS scheme Mandatory. |

Please note that Capgemini may ask you to submit additional documents as and when required, especially with respect to the Background verification process.

In the absence of the above listed documents your onboarding may be delayed or deferred.

Kindly note:

· Capgemini has a dress code policy and you need to always dress in formal attire.

 If you are driving to office on the first day, please ensure you are there by 8:15 AM IST, and contact security at the main gate for your entry pass.

Best Regards, Team HR

The information contained in this message is proprietary and confidential. Copyright © 2013. All rights reserved by Capgemini.

EMPLOYMENT OFFER LETTER

Capgemini Ref: 2221371 /303815,

05/15/2019,

Sreeja Chodiboyina Flat no:T4,Sree Sudeer NilayamBalaji Talkies Road,Gudivada,Krishna Dt,Andhra Pradesh., Krishna ,Andhra Pradesh, India

Confidential

Dear Sreeja Chodiboyina,

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 05/23/2019 (or such other date as may be communicated to you by the Company), as per details given below.

- A) Your current designation will be Analyst/A4
- B) You will be required to work at the Company's offices in location Pune

C) Your all-inclusive annual target compensation (on a cost to company basis) will be INR 240,003.00 (Rupees Two Lakh Forty Thousand and Three only) which would comprise your salary, applicable statutory benefits, bonus, if any, and/or any incentives 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:

Page 4 of 22

Sreeja Chodiboyina,

Analyst

Total Cost to Company (CTC).

| Monthly Components | Per Month | Annualized |
|---|--------------|---------------------|
| Basic | Rs 10,000.00 | Rs 120,000.00 |
| | | |
| House Rent Allowance | Rs. 3,974.00 | Rs 47,688.00 |
| Other Reimbursements & Allowances# | Rs. 0.00 | Rs.0.00 |
| Personal Allowance | Rs. 0.00 | Rs. 0.00 |
| Advance Statutory Bonus | Rs. 2,941.00 | Rs. 35,292.00 |
| Gross monthly salary | Rs.16,915.00 | Rs. 202,980.00 |
| | | |
| Statutory payments ++ | | |
| Capgemini's contribution to PF ++ | Rs.1,200.00 | Rs.14,400.00 |
| Gratuity (accrual only) | | Rs.5,772.00 |
| | | |
| Total Fixed Compensation | | Rs.223,152.00 |
| Total Cash Compensation | | Rs.223,152.00 |
| Benefits | | |
| Medical, Accident & Life Insurance Premiu | um | Rs. 7,215.00 |
| Capgemini contribution to ESI | | Rs.9,636.00 |
| Total Cost to Company | | Rs. 240,003.00 |

Rs.240,003.00

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You may choose any of the following optional instruments that are a part of the Other Allowance & Reimbursements. Balance amount that is not claimed will be paid as Taxable on monthly basis after withholding taxes. For details on claiming these instruments please check the Other Allowance and Reimbursements FAQ and Claim Forms.

| Other Allowance & Reimbursements | Annualized |
|----------------------------------|------------|
| Telephone | 19,800.00 |
| LTA | 60,000.00 |
| Meal Coupons | 24,000.00 |
| Vehicle Reimbursement | 21,600.00 |

Notes:

- 1. The payroll processing will be as per Company policy notified from time to time.
- Employees should decide on the Other Allowances and Reimbursements (OAAR) at the time of joining; any changes will be accepted as per Company policy applicable from time to time.
- 3. For claiming tax benefit in case of admissible allowances and reimbursements (eg. LTA, telephone etc), you will have to submit supporting (bills) to the Company's satisfaction along with the reimbursement claim form in the prescribed format and within the timeline stipulated by the Company. The reimbursements will be processed as per the applicable Company's policies, which are subject to change without notice. The payments described above will not be further grossed up for taxes and you will be responsible for the payment of all taxes due with respect to such payments, which will be deducted at source as per the applicable law. In case of any under-withholding, you shall be responsible to pay the necessary tax and any interest/penalty thereon.
- 4. In cases where Permanent Account Number (PAN) is not produced, highest tax rates will apply to all amounts on which tax is deductible at source under the applicable tax law.
- The Company reserves the right to change the compensation structure and/or the compensation components from time to time.
- ++ These statutory payments are included based on current applicable practice and law and are subject to changes based on changes in law from time to time. Also, please further note, that any changes / modification to statutory payments, due to change and/or amendment in law, shall not be treated as change in service condition(s) and therefore no notice of such change will be provided to you. However, Company shall endeavor to inform you, via separate email communication, about any changes/ modification to statutory payment.
- ++ Employee's contribution towards PF and ESI will be made from the monthly salary. If employee moves out of ESI coverage on account of his/her salary crossing the defined threshold, deduction of employer and employee's contribution would continue up to the ESI contribution cycle defined by law.
- # This is the maximum limit you are eligible for. You may choose any of the following optional components under 'Other Allowance & Reimbursements' Non taxable components (except Meal Coupons) would be paid based on a claim by employee through payroll. Taxable component would be paid on a monthly basis. All payments will be based on Company's policies.

The following elements are included in the compensation package stated above:

- Provident Fund- You will be covered under the Capgemini Technology Services India Limited Employees' Provident Fund 1. (PF) scheme wherein, the Company will contribute towards PF at the statutory rate as may be defined by the government from time to time. Your contribution and the Company's contribution have been included as a part of the above-mentioned compensation.
- Gratuity- Upon cessation of employment after completion of continuous service of at least five (5) years with the Company, 2. you will be eligible for gratuity as per the Payment of Gratuity Act. The amount towards gratuity accrual forms a part of the above-mentioned compensation.
- ESIC- In the event you are eligible, you will be covered under the Employees' State Insurance Act wherein, the Company will contribute towards ESIC at the statutory rate. Your contribution and the Company's contribution form a part of the abovementioned compensation.

NOTE:

- All statutory payments are demonstrated based on current applicable practice and law and may be subject to changes based on changes in law from time to time. Further, any changes/modification to statutory payments, due to change a.) and/or amendment in law, shall not be treated as change in service condition(s) and therefore no notice of such change will be provided to you. However, Company shall endeavor to inform you, via separate communication, about any changes/modification to statutory payment.
- As an employee of the Company, you shall be entitled to the following benefits subject to any change made by the Company from time to time:
 - Group Medical Insurance- In accordance with the Company's policy, you and your immediate family (as defined in the 1. Company's policy) shall be covered under the Medical Insurance policy held by the Company. Additionally, if you are required to travel abroad, you may be covered under the Company's Overseas Medical Insurance Policy.
 - Group Personal Accident Insurance- You shall be covered under the Personal Accident Insurance Policy held by the 2. Company.
 - Group Term Life Insurance- You shall also be covered under the Group Term Life Insurance Policy held by the Company. 3.
 - Transport Facility- Bus transport facility may be available, by paying nominal charges as per Company's policy, on various 4. routes at different Company locations. If you opt for the facility, the applicable charges will be deducted from your salary in the monthly payroll.
 - Annual Leave/Public Holidays- You will be eligible for annual leaves and public holidays as determined by the Company's 5. Leave Policy which is subject to change from time to time.

If you become indebted to the Company for any reason, the Company may, if it so elects, set off any sum due to the Company from you against the compensation payable to you and collect any remaining balance from you.

- F.) **Probationary Period:**
 - You will be on probation for period of six months from your date of joining the Company and continuity of your employment with the Company is dependent on confirmation of your employment. The Company reserves the right to revise the probation

period depending on your performance and/or other consideration.

At any time during your probation period the Company may confirm your employment by way of a written communication, if your performance is found to be satisfactory. Your probation shall be deemed extended, for a period not exceeding 30 days, in a situation where you do not receive the aforesaid written communication from the Company.

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E.)

D.)

Performance Review: You will be eligible to participate in Company's performance review process as per Company policy.

H.) Conditions of hire:

G.)

- . Your employment with the Company will be subject to the following pre-conditions:
 - a. You will submit relevant documents as mandated by the Company.
 - You obtain requisite certification or complete mandated assessments which are basis for offering you employment opportunity with the Company;
 - You obtain a clear discharge and/or relieving letter from your most recent employer (prior to joining the Company). Nevertheless you must submit a clear discharge and/or relieving letter within fifteen (15) days of joining the Company;
 - d. You represent that acceptance of employment with the Company does not breach any terms/provisions of your previous employment agreement or any other agreement to which you are bound.
 - e. You acknowledge that the Company has offered you employment based on the fact that there are no pending claims, actions, suits or proceedings against you which might reasonably be expected to have an adverse effect on your ability to perform your duties hereunder and/or upon the Company.
 - f. You provide two satisfactory references, one being from your most recent employer (prior to joining Capgemini);
 - g. Your background verification check (including address, academics, employment, criminal etc as applicable) conducted by the Company is cleared; and
 - h. You represent that you have not been involved in any fraud, unethical and/or immoral acts, departmental inquiry in your previous employment(s) and/or been part of any pending investigation (whether judicial, quasi-judicial or otherwise) which you have not disclosed from the Company prior to your joining.
 - i. Your employment shall be subjected to the below-mentioned additional terms and conditions.

a. You should clear the final degree examination and submit your degree marks sheet and/or certificate, as a proof of passing. In the event you fail to clear the final examination in the first attempt or fail to submit the proof of the same by 23-May-2019, our Offer shall stand automatically revoked or otherwise your employment with the Company shall cease immediately without any further obligation or liability upon the Company.

b. You will be required to clear the mandatory Entry Level Certification Training Test of the Company in the first attempt. The details of the mandatory certification and the test will be communicated to you upon your joining the Company. If you do not successfully clear such test, your employment with the Company shall cease immediately without any further obligation or liability upon the Company.

c. As a condition of your employment with the Company, you will be required to undergo certain specialized training, certification and/or skill up gradation, at the cost, resource and expense of the Company. In consideration thereof, you shall be required to sign a training agreement or service agreement with the Company, and inter alia provide a commitment to work for the Company for 24 months, failing which there would be certain monetary liabilities that you would need to bear. Prior to acceptance of our Offer, you may request HR Department for more details in this respect including draft of such an agreement, for your review.

You fill the complete Back ground verification link given along with the welcome mail of the offer.

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, 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.

Your employment with the Company will also be governed by the terms and conditions of employment contained in Exhibit 1 attached hereto.

The Company's address for sending notice in relation to your employment is as below:

Kind Attn:

1.)

J.)

Head - Human Resources

Address:

Capgemini Technology Services India Limited, Capgemini Knowledge Park, IT 3 IT 4, SEZ, Thane-Belapur Rd, TTC Industrial Area, Airoli, Navi Mumbai, Maharashtra 400708

Email:

hremployeeservices.in@capgemini.com

Page 9 of 22

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 personal and 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

Heham

Jaideep Chavan Head - Talent Acquisition & Resourcing

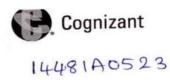
Acceptance

I have read and understood the contents of this Employment Offer Letter and Exhibits hereto (hereinafter 'Letter ') and accept all the terms and conditions of this Letter in its totality. I confirm that there are no other oral/written understandings other than as detailed herein between me and Capgemini Technology Services India Limited.

This Letter supersedes all previous agreements (written or oral) between the parties in relation to the subject-matter. I confirm that I am not breaching any terms or provisions of any prior agreement or arrangement by accepting this offer.

Name: Sreeja Chodiboyina

Date: 05/15/2019



25-Jul-2018

Dear Naga Nikitha Devanaboina, B.Tech/B.E., Computer Science & Engineering nikitha16.cse@gmail.com

Candidate ID - 12129684



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.,

3. 0-1

Suresh Bethavandu **Global Head-Talent Acquisition** I have read the offer, understood and accept the above mentioned terms and conditions.

Signature :

Date:



Annexure A

Programmer Analyst Trainee Designation: Naga Nikitha Devanaboina Name: Yearly Monthly Description SI. No. 104,100 8675 1 Basic 5205 62,460 HRA @60% of basic* 2 9,600 800 Conveyance Allowance* 3 15,000 1250 Medical Allowance* 4 12,492 1041 Company's contribution of PF # 5 24,000 2000 Advance Statutory Bonus*** 6 69,348 5779 Special Allowance* 7 297,000 Annual Gross Compensation 20,000 Incentive Indication (per annum)** 317,000 Annual Total Compensation 16,000 Company's contribution towards benefits (Medical, Accident and Life Insurance) 5,005 Gratuity 338,005 Annual Total Remuneration

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.

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1. Choose from a bouquet of allowance or benefits

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

Rl'qd. Office: 115/535, Old Mahabalipuram Road, Okkiam Thoraipakkam, Chennai - 600 097

Date: 11th August 2018

STRICTLY PRIVATE & CONFIDENTIAL

Dear Ede Venkata Renuka Prasad,

Bangalore, India

RE: LETTER OF APPOINTMENT

We are pleased to offer you a job with Employer upon the attached terms of employment.

In addition to these terms, you will have to comply with the company's lawful employment policies, as established from time to time, throughout your period of employment.

If these terms of employment are acceptable to you, please sign where indicated below. Retain one copy with you and return the other copy of this letter (signed) to us, failing which this offer will be deemed to be withdrawn.

We hope you accept this offer, and look forward to your joining our team.

Sincerely,

For Stoics Software Development (India) Pvt Ltd.

MEMORANDUM OF TERMS OF EMPLOYMENT

NAME: Ede Venkata Renuka PrasadPOSITION: Junior Technical Consultant

COMMENCEMENT DATE

The contract period starts from August 20th, 2018.

Remuneration

Salary Year breakup will be as below

Cost to the Company: Rs 1,50,000.00 (One Lakh Fifty Thousand Only)

| Components | Monthly | Annual |
|--------------------------|-----------|-------------|
| Basic Pay | 4,550.00 | 54,600.00 |
| House Rent Allowance | 1,820.00 | 21,840.00 |
| Conveyance | 1,600.00 | 19,200.00 |
| Allowances | 1,609.00 | 19,308.00 |
| Medical Allowance | 1,250.00 | 15,000.00 |
| PF Contribution Employer | 546.00 | 6,552.00 |
| Yearly Performance Bonus | | 13,500.00 |
| Cost to Company (CTC) | 11,375.00 | 1,50,000.00 |

Income Tax: Income Tax Deductions will be as per the Indian Income Tax standards.

Accommodation: N/A

WORKING HOURS

The normal working hours are from 9:00 a.m. to 6:00 p.m., Monday till Friday. This includes an hour lunch break between 12:30 p.m. to 1:30 p.m. or 1 p.m. to 2 p.m. However, as an employee you are required upon request, to attend to company matters at other times. Whilst on project you will follow the work days observed on site by the clients based on the project requirements and deliverables.

PERFORMANCE OF DUTIES

In performance of your duties, you will report directly to the designated business operations manager and any other representative as represented in the Organization Chart of the company from time to time.

BUSINESS CONDUCT

During your contract, your conduct should not discredit you or the Company. You will be expected to perform the duties assigned to you in a loyal, efficient, trustworthy and honest fashion.

You will at all times faithfully and diligently perform and observe such duties as may from time to time be assigned to you and devote the whole of your time and attention to the discharge of such duties.

You will not engage directly or indirectly in any other employment or business activities without the written consent of the Management. You shall not divulge any matters that may come into your knowledge relating to the affairs of the company or its personnel (except as may be necessary for the proper discharge of your duties). Any infraction of this regulation shall render your service to instant dismissal.

NON-DISCLOSURE OF INFORMATION

You are to ensure that all information relayed to you during your tenure in the Company which are trade secrets, intellectual properties and classified information, are not to be disclosed to any person or persons (except to those authorized by the Company to receive such information) and should be kept confidential at all times during your tenure and after you leave the company.

Any disclosure or breach of this confidentiality will entitle the Company to institute legal proceedings against you.

INTELLECTUAL PROPERTY

You agree that during your tenure with the company:

i. You will not file any application for; or

ii. In any way attempt to obtain ownership of any patent, trade name or mark. Which either:

- a) Refers to; or
- b) May be suggestive of, or
- c) May be similar to, or
- d) May be likely to dilute,

The intellectual property rights of the company.

Any copyright, discovery, invention, secret process, intellectual property or improvement in procedure made or discovered by you during your employment or contract with the company shall

- (i) Immediately be disclosed to the Company; and
- (ii) Belong to, and shall be the absolute property of the company.

NON-COMPETITION

For the protection of the company and its Business, you and any person connected with you shall not, whether personally or jointly with any other person, at any time during the term of your service with the company and for a period of 2 years thereafter, do or permit any matters as set below, whether directly or indirectly, without prior written consent of the company:

- (i) Solicit or entice away our clients for whatever reason;
- (ii) Enter into an employment or services with any of our clients, suppliers or Business Associates;

Any breach of this will entitle the company to institute legal proceedings against you.

SUPPLY OF INFORMATION

Your employment by this company will be conditional on the correctness of the information supplied to us in the course of your application.

Our Reference:

In instances of your dishonesty, insubordination, serious misconduct or breach of any of our rules or regulations or any terms herein, termination of employment will be immediate and without notice or payment.

GENERAL

The details of this offer are confidential, and you will be subjected to disciplinary action if found to divulge such information to others.

OTHER TERMS, CONDITIONS AND BENEFITS

You will follow all terms and condition stipulated in the employee's manual.

Notice period: 90 Days' notice period for termination of the contract after accepting the offer.

The company shall not be liable for any other claims other than the terms of payments stipulated above.

All the above terms and conditions of employment are subjected to changes without prior notice. Please indicate your acceptance of the above by signing below and returning the other copy signed by you

I, Ede Venkata Renuka Prasad accept your offer of employment on the above terms and conditions.

Signature

Date

14-527



Date: 02-09-2019 To: EJJIGANI TELEKYA

OFFER OF EMPLOYMENT

Dear Telekya

We are pleased to make an offer as "ASSISTANT SOFTWARE ENGINEER". You will receive a detailed appointment letter after you join & clear your certificate test.

It gives us immense pleasure in inviting you to join **TECHWARE SOLUTION** as one of its valuable member. We believe that corporate grows and flourishes fuelled by the enthusiam and energy of the people who are willing to invest in to the future. We therefore believe that all our employees are truly our ASSOCIATES. We are happy that you are one such associate joining us in our effort to create a truly global corporation.

On your joining will be required to undergo Process Training for a period of 15 days. Only on successful completion of this training you will be absorbed in the company.

On reporting, please bring seven recent passport size photographs, photocopy of all Educational Certificates, Aadhar Card copy, PAN Card copy, Address Proof copy, Last Employer's salary certificate and Relieving Letter(if applicable).

You will be governed by the rules, regulations and other Company policies including without limitation the Employee Handbook ("Company policy") of TECHWARE Solution as applicable, enforced, amended or altered from times to tome during the course of your employment.

Your date of joining will be 23-09-2019

We look forward to a mutually rewarding relationship.

Thanking you,

MANAGER

TECHWARE SOLUTION

Accepted & Agreed, Signature Name : E TELEKYA

#4-85/2,PMR Residency, Brundavan Nagar, Street No.8,Habsiguda, Hyderabad-500007 www.techwaresolution.in

1448120529



IBM India Private Limited Manyata Embassy Business Park, G2 Block, Nagwara Outer Ring Road, Bangalore – 560045, India. Tel : 91–80–49139999 <u>http://www–</u> 07.ibm.com/in/careers/

Date - May 30, 2018

Dear Naga Sai Gayathri Gamini,

We are delighted to invite you to join IBM as a Associate System Engineer, in band [06G]. You will be working with open-minded professionals like yourself, who are passionate about designing and building solutions to help our clients becoming smarter, faster and more innovative.

At IBM you can look forward to advance your career and further develop your expertise, gathering experience across business units and industries. You will collaborate with brilliant experts, professionals and innovators in an environment that cultivates creativity and individuality; and be part of a team that strives to make the world work better.

These are exciting times, the IT industry is fundamentally reordering at an unprecedented pace and we are at a turning point in IBM history and in the history of technology. IBM is now emerging as a cognitive solutions and cloud platform company. We are helping reshape industries – bringing together our expertise spanning Cloud, Analytics, Security, Mobile, Social and the Internet of Things.

Join us and make the most of these exciting times, discover what you can make of this moment and you'll be proud to call yourself an IBMer.

Your employment contract 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 welcoming you to join the IBM family.





IBM India Private Limited Manyata Embassy Business Park, G2 Block, Nagwara Outer Ring Road, Bangalore – 560045, India. Tel : 91–80–49139999 <u>http://www–</u> 07.ibm.com/in/careers/

Date - May 30, 2018

Dear Naga Sai Gayathri Gamini,

We are pleased to offer you the position of Associate System Engineer, in band [06G] 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.

Initially, you will have to undergo an IBM trainee program specially designed for all college campus hires. This training is to enable you to acclimatize to the industry and post qualifying, accelerate your transition to a live project.

You must complete your formal course of education, including final semester examinations to establish your qualifications, before joining. Further, this offer is contingent upon your obtaining the degree, consistent academic performance, minimum aggregate or equivalent of 65% or 6.5 CGPA in Bachelors & Post-Graduation and 60% or 6.0 CGPA in SSLC or X, HSC/PUC/XII, Diploma or the equivalent, 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 June 4, 2018. 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 8:00 am to the Main Lobby located at Block D3, Manyata Embassy Business Park, Nagawara Outer Ring road, Bangalore-560045.

If you have questions about your First Day Documentation, send an email to docsjoin@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 Organisation, 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 Passport or Pan card you need to bring one of the following IDs.



- O Voter ID card
- O Driving Licence
- O Aadhaar Card
- o 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.

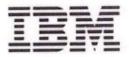
The other terms and conditions of the offer are as follows:

- 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.
- You are required to join work at your onboarding location, where you may be assigned to a specific training stream based on business requirements. You will undergo training at a specified location for a specified duration of time. (Your training location and the duration of training may change due to business requirements). You will be expected to undergo your training in any skill at the discretion of the Company.
- 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.
- After the successful completion of the training program, you are expected to join your allocated posting in any location across India as specified by the Company. This may be different from your joining location. Please also note that, your services are transferable and you may be assigned to any office of IBM, a subsidiary, or associate company, or may be required to work out of a client location. In such case, you will be governed by the policies of that location. Any refusal to take up the assignment or projects assigned to you for any reason whatsoever, including location preferences, will be deemed to be a refusal to follow instructions of the Company, and may result in strict action against you, including termination of your services with the Company.
- (Note: It is clarified that IBM may also require you to work from any such offices within the same city (or, in the case of employees working in the National Capital Region, may require you to work from any such offices at Noida, Delhi or Gurgaon)).
- Your offer is contingent upon you agreeing to authorize IBM to recover a sum of INR 10000/- (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.
- 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.

- Your designation may be changed at the discretion of the Company depending on the work assigned to you.
- You may be required to travel on Company work and you will be reimbursed expenses as per Company policy.
- If you are absent for a continuous period of 8 days without leave or obtaining your manager's approval, you will be deemed to have voluntarily terminated your service without notice.
- You will be on probation until your successful completion of the probationary period is confirmed in writing. You are also expected to successfully complete and pass the Company's final assessments, which shall be administered at the end of your training period. Failure to pass these assessments, as determined solely by the Company, may result in termination from the services of the Company. 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.
 - O 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

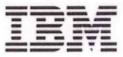


as outlined herein and in IBM policies are subject to change at the Company's discretion. You will be entitled to privilege leave in accordance with the Company's policy as applicable from time to time.

- 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.
- 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:

<u>Settling in Allowance</u> – A one-time amount of INR 25000 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.

- A One time Premium Component of INR 25000/-, paid to you after you have joined IBM. 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. 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 Premium
 Component to IBM. The Premium Component is subject to appropriate income tax as per law. You may be
 required to repay to IBM any taxes that were deducted from your Premium Component 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.
- 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 <u>www.nationalskillsregistry.com</u>. 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.



IBM CONFIDENTIAL

| | | ANNEXURE A | | |
|-------|--------------------------|--------------|---------------------------|--|
| DATE: | May 30, 2018 | DESIGNATION: | Associate System Engineer | |
| NAME: | Naga Sai Gayathri Gamini | BAND: | 06G | |

| Compensation Components | IBM Offer (in INR) | | |
|--------------------------------|--------------------|--|--|
| 1. Basic Salary | 135135 | | |
| 2. Flexible Benefit Plan (FBP) | 162162 | | |
| Reference Salary | | | |
| 3. Retirals | | | |
| a) Provident Fund (PF) | 16216 | | |
| b) Gratuity @ 4.8% | 6486 | | |
| 4. Annual Remuneration | 320000 | | |

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.

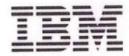
The Company presently has a Performance Award Program (PA). Further details of the Performance Award Program will be made available to you upon joining IBM. Please note: IBM reserves the right in its sole discretion to amend, change, suspend, or terminate Performance Award Program at any time.

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

OTHER COMMITMENTS/ CONDITIONS



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



| Pennywise Solutions Priv | ate Limited |
|--------------------------|--|
| Name | Ganji Raja |
| Designation | Junior Associate - Technology |
| Bank Account No. | \$010k329656271 |
| Pan No. | CLXPG8860P |
| Residential Address | Silo, Veeradasu, 54-13/5-15, Simivase Bank Colony, Plot No. 177, 3rd Line, Gunadala, Vijayawada (Urban), VJ Poly |

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Paysto Month Employee Code Joining Date Provident Fund No.

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12/04/2019

Raja Ganji

We are pleased to extend to you an offer of employment with DXC Technology ("DXC" or "The Company"). This offer letter is in confirmation of the terms and conditions set forth for the position you are being considered for.

This offer of appointment is subject to positive feedback on your reference checks and conditional upon successful background checks (which may include criminal checks, verification of previous employment, education verification, credit check and appropriate identification verification) being conducted either by DXC or an appropriate third party, and the results of such background checks being favorable in DXC's reasonable opinion. If this condition is not satisfied, then this offer of appointment will be void or will become void, on notice by DXC. If the terms & conditions are acceptable to you, kindly send us an acceptance mail at the earliest and confirm your date of joining.

Along with this letter of employment we are also forwarding to you other relevant information for your perusal.

At DXC Technology, we are greatly excited about the challenging and rewarding work environment. You will be an important part of the leading global information technology company and part of a culture that is driven to improve and outperform.

To accept the offer of employment, please E-sign by providing your full name and unique identifier.

We welcome you to join us in this exciting journey.

Thanking You, Yours Sincerely,

{{Sig1_es_:signer1:signature}}

Arun D Rao

Director - Human Resources * This is an electronically generated letter and hence does not require a signature.

EIT SERVICES INDIA PRIVATE LIMITED (Formerty known as Hewlett-Packard GlobalSoft Private Limited) Registered Office: 39/40, Electronics City, Phase II, Hosur Road, Bangalore – 560100 Karnataka, India CIN: U72300KA2000PTC026968 | T +91 80 33862147 | www.dxc.technology



12/04/2019

Raja Ganji house:54-13/5-51,plot:177,bank colony

vijayawada, 520008 India

Dear Raja,

Welcome to DXC Technology! We are glad to have you with us and look forward to a long and mutually rewarding association.

We have pleasure in appointing you as Associate Professional Application Delivery at EIT Services India P. Ltd [Formerly Hewlett Packard Global Soft India P.Ltd] of DXC Technology ("DXC" or "The Company"). Your date of appointment is effective from your date of joining, which shall be on or before 12/12/2019.

Your appointment with EIT Services India P. Ltd [Formerly Hewlett Packard Global Soft India P.Ltd] is on the following terms and conditions.

You are expected to report at Building #4, Mind Space IT Park, Madhapur, Hitech City, Hyderabad, 500081, at 9:00 AM to complete your joining formalities.

As agreed during the discussions at the time of your appointment, Company will reimburse the severance expenses in lieu of un-served notice period in your previous organization. This reimbursement will be after adjusting for encashment of earned leaves, if any and the amount shall not exceed one month gross salary. This amount is recoverable should you decide to leave the organization before one year from your date of joining.

1 PAY and BENEFITS

Your Fixed Gross Salary will be INR 450,000.00 per annum.

You will be eligible for a Basic Salary. The amount towards the basic salary is INR 180,000.00.

You will be eligible to receive benefits under the Flexible Benefit Plan of the company and the maximum cost to company in providing such benefits shall not exceed the difference of amount between basic salary and total fixed salary. A broad guideline applicable to you is attached in Annexure (II) to help you determine the plan.

1.3. Provident Fund:

You will participate in the Company's Provident Fund Scheme. The Company will contribute monthly an equivalent of 12% of your basic salary to the fund. This is inclusive of statutory remittance by the

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company towards employee pension scheme maintained with the Regional Provident Fund Commissioner, wherever applicable.

You will be eligible for payment of Gratuity as per the provisions of the Payment of Gratuity Act, 1972.

1.5 Variable Pay Program

You will be eligible to participate in any one Variable Pay Program, which would vary according to your business/role. Goals and metrics may vary with each performance period, and payments under this plan are granted at the sole discretion of the Company. The plan details as applicable to you will be communicated to you at the time of joining.

1.6 Insurance

The Company will provide Group Life Insurance, Personal Accident Insurance and Hospitalization Insurance Coverage for yourself. The annual premium equivalent to Rs 12,683 will be borne by the Company and is over and above your fixed gross salary, mentioned above. Your spouse and maximum up to 2 children will be covered as per Hospitalization Insurance Policy of the Company.

Additionally, if you come within the purview of the Employee State Insurance Act 1948, you will be eligible for coverage as per the said Act. Your share of contribution along with the company's share of contribution will be remitted, as per the said Act.

You are entitled for 15 days of annual Leave per annum as per the Company's leave policy. In addition you will be entitled to a maximum of 12 working days of sick-cum-casual leave per annum. You may utilize your leave as per the company policy.

1.8 Relocation Expenses

In the event of you having to relocate to your place of posting, you would be eligible for relocation expenses as per the Company Policy (to be claimed within 3 months of joining). This amount is fully recoverable in the event you leave the Company within 12 months from your date of joining the company.

2 GENERAL TERMS and CONDITIONS OF EMPLOYMENT

2.1.Your job classification detail is as listed below:

Job Function: Delivery Services Group

Job Family: Application Delivery Job Title (Internal): Associate Professional Application Delivery Salary Grade: 51005310

You are initially appointed to work in our office in Hyderabad. You may be transferred or required to travel for the Company's business/training at the sole discretion of the Company.

You will be on probation for a period of six months from the date of joining. At the end of the probation period, subject to your satisfactory performance, your services will be deemed confirmed unless notified otherwise. The company reserves the right to extend the probation for a further period of three months. During probation, your employment may be terminated by either party with one month notice in writing or payment of one month salary in lieu of notice period.

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Though you have been engaged for a specific position, your services can be transferred by the company from one location to another, one department/entity to another. Your services can also be transferred to any of the company's subsidiary companies, associate companies, partners, affiliates etc. anywhere in India or abroad depending on the exigencies of business.

You will retire from the services of the company on the last date of the month in which you reach the age of sixty. The date of birth as recorded at the time of employment will be reckoned for this purpose.

2.6 Notice for Separation/ Termination

This offer of appointment is subject to reference and background checks to be conducted by the company or through designated third parties. If for any reason, the reference or background checks reveal any misrepresentation or any information detrimental to the interest of the company, the company shall be entitled to terminate your services with immediate effect, without notice.

Your services can be terminated by either party by giving to the other, a notice of two months in writing (hereinafter referred to as 'Notice Period"). The Company however, reserves its right to terminate your employment with immediate effect by giving you Salary for two months' in lieu of the Notice Period.

Your position with the company calls for mandatory compliance with the Notice Period, unless relaxed by the Company in writing. Your termination of employment without compliance with the Notice period shall be treated as a material breach of this contract and Company shall be entitled to insist on your mandatory performance of the Notice Period and /or claim damages equivalent to two month's Salary. Salary for the above purposes would constitute Basic Salary and 50% FBP only.

2.7 Conflict of Interest

Your position with the Company calls for your whole time employment and you will devote yourself exclusively to the business of the Company. You will not take up any other work for remuneration (part time or otherwise) or work in an advisory capacity or be interested directly or indirectly in any other trade or business, without written permission from the Company.

2.8 Standards of Business Conduct

In addition to the Terms & Conditions contained herein above, your employment will be governed by the "Standards of Business Conduct" of the company. In case of violation of any of the Standards of Business Conduct your employment may be terminated with immediate effect.

2.9 General Conditions

1) Your working hours, weekly offs, periods of work, public holidays, leave rules etc. will be governed by the rules and regulations applicable to the Business unit to which you will be attached. You would be operating from any location and in any shift, including night shift, as may be advised by the Company keeping in mind business needs and deliverables to its customers

2) You will be governed by all the company's rules and regulations that are in force now and also those, which may come into, force from time to time even if they are not individually notified to you in writing. The Company has sole and absolute right to change any of it's rules and regulations at any time to meet exigencies of business.

3) You are required to sign a "Confidentiality Agreement" with the Company on the day of joining.

4) You will be covered by DXC Technology Employee's Intellectual Property Policy, the Company's Standards of Business Conduct and other policies, procedures and other rules as applicable from time to time.

5) The terms of the employment shall be governed by the laws of India and Courts in Bangalore shall have exclusive jurisdiction.

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6) If you are absent from the designated office beyond a period of 13 working days without adequate authorization as per company policies, you shall be deemed to have abandoned employment on your own will.

Please sign and return the copy of this appointment letter as a token of your acceptance.

Thanking You, Yours Sincerely,

{{Sig1_es_:signer1:signature}}

Arun D Rao Director - Human Resources * This is an electronically generated letter and hence does not require a signature.

I accept the above referred Pay and Benefits and the general terms and conditions of employment

{{Sig1_es_:signer2:signature}}

Raja Ganji

{{Dte_es_:signer2:date}}

Candidate Physical Signature (to be completed first day of work):

I accept the above referred Pay and Benefits and the general terms and conditions of employment

First Name Middle Name Last Name

Date

Place



of its enforcement.

11. Acceptance by Company. A counterpart of this Agreement has been manually executed by a duly authorized representative to indicate Company's acceptance of the terms hereof and Company's covenant to perform its obligations hereunder (including, without limitation, Company's agreement that I will be provided certain confidential and proprietary information, training, and/or customer contacts to assist me in my duties). Such acceptance on behalf of Company is conditioned upon my reciprocal agreement to such terms. I acknowledge the sufficiency of Company's acceptance of the terms hereof to establish the mutual rights and responsibilities defined herein.

12. Acceptance by Employee. By placing my signature below, I confirm that I have read and fully understood the terms of this Agreement, and have been at liberty to seek legal advice on the same prior to my acceptance of such terms.

FOR Company

{{Sig1_es_:signer1:signature}}

Arun D Rao Director - Human Resources

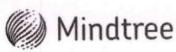
* This is an electronically generated letter and hence does not require a signature.

FOR Employee

Name : Raja Ganji

{{Sig1_es_:signer2:signature}}

Date : {{Dte_es_:signer2:date}}



Date:04-Jul-2018

To

Akhil Gorantla GUDIVADA

Dear Akhil Gorantla,

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:

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.

Mindtree Ltd RVCE Post, Mysore Road Bangalore 560 059 T +91 80 6706 4000 F +91 80 6706 4100 W www.mindtree.com

G.Akhil



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.

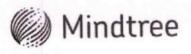
We wish you a long and successful career with Mindtree.

I personally look forward to working with you soon.

Thank you, For Mindtree Limited

Pankaj Khanna

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Enclosed: Annexure to your Offer of Employment

Acceptance of the offer

I, Akhil Gorantla, agree to accept the employment on the terms and conditions mentioned in this Offer of Employment and the annexure.

| Your Signature | G. AULII G. Akhil (Jul 5, 2018) | |
|------------------------------|------------------------------------|--|
| Your Name in Capital letters | AKHIL GORANTLA | |

Annexure 1

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

| Name | : Akhil Gorantla |
|-------------|-------------------------|
| Competency | : C1 |
| Designation | : ENGINEER |
| Stipend | : INR 22,000 per month. |

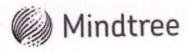
Payment will be after deduction of below amount from the monthly stipend:

- 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 470 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 2018 - 2019 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.



Annexure 2

Compensation stack effective from the date of confirmation

| Name | : Akhil Gorantla |
|-------------|------------------|
| Competency | : C1 |
| Designation | : ENGINEER |

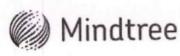
Detailed break up of your CTC components is given below (all figures are in INR and per annum)

| Basic | 103,344 |
|-------------------------|---------|
| HRA | 51,672 |
| Conveyance | 30,000 |
| Competence Linked Pay | 24,000 |
| Communication Allowance | 30,000 |
| Education Allowance | 24,000 |
| Provident Fund | 12,396 |
| Gratuity | 4,956 |
| Insurance Benefits* | 5,640 |
| 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.

G.Akhil G.Akhil (Jul 5, 2018)

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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.

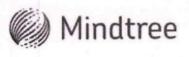
More details on these options will be provided to you at the time of your confirmation.

**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.

G.Akhil

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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.

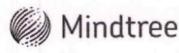
6.2 Orchard Learning Program spans for about 90 calendar days. However, the duration could be shortened or extended based on the business requirements and an individual's readiness for working on projects as determined by Mindtree.

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.

G.Akhil

Mindtree Ltd RVCE Post, Mysore Road Rengelore 560 059 T +91 80 6706 4000 F +91 80 6706 4100 W www.mindtree.com Candidate No: TN/S0008369/18



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.

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G.Akhil



Ref: TCSL/DT20173801457/1061097/Hyderabad Date: 18-08-2018

MR. AKHIL GORANTLA 4-64 null, Marlapadu, Ongole, Andhra Pradesh-523272. Tel# 918500038614

Sub: Joining Letter

Dear Mr. Akhil Gorantla,

Welcome to TATA Consultancy Services Limited (TCSL). We are glad that you have accepted our offer and look forward to you being a part of our family.

We are pleased to inform you that your Initial Learning Program (ILP) at TCSL will commence on 20th September 2018 at Ahmedabad. You are requested to report at the address detailed below on 20th September 2018 at 08:45 AM.

Tata Consultancy Services IT/ITES SEZ,, PLOT # 41,Gandhinagar,Gujarat, Ahemdabad, Gujrat-382009. (Route map of the ILP Centre 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)

Please download the Joining Letter Annexure (TCS NextStep>>ILP Corner>> Joining Letter) detailing the formalities to be complied with prior to the commencement of your learning.

Initial Learning Program (ILP)

Learning is a way of life in TCSL and Initial Learning Program (ILP) will add value to your professional life and will open a world of opportunities.

ILP Phase I

The first phase of ILP is specially designed to inculcate programming rigor and to build a proces mindset. The soft skills module of ILP would help in grooming you become a world class professiona On successful completion of this phase of ILP, you would move to the next phase

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TATA CONSULTANCY SERVICES

Page | 1

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



ILP Phase II

The second phase of ILP would help you become 'project ready' facilitating development of project specific skill sets and awareness of TCSL processes.

ILP has continuous evaluations based on pre-defined learning objectives. The weighted average of these evaluations will be a major component of your first mid-anniversary appraisal. In the event of your performance during the ILP falling short of the required standard, the Management reserves the right to either extend your ILP or terminate your services.

We would like you to do some preparation in advance so that you become equipped to meet the expectations and challenges of ILP. Pre-ILP Online Learning program through ASPIRE is mandatory for all trainees joining TCSL. If you have not yet completed ASPIRE, please ensure that it is completed as soon as possible. You also need to prepare well in Tech Lounge and your performance in this will be assessed through Initial Readiness Assessment (IRA) immediately after you join. Your Aspire participation and performance in IRA will be one of the key factors in determining your location of posting and/or your final ILP rating. For details, please refer the Joining Letter Annexure.

Accommodation would be arranged by TCSL at the ILP Centres and the rent towards the same would be deducted from your HRA. Details of the accommodation will be sent to you in a separate mail one week before your ILP start date . Travel expenses to the location of ILP will not be reimbursed.

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.

If you remain unauthorizedly absent for a consecutive period of 10 days, 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.

We would like you to confirm your acceptance of joining this batch by clicking on the 'I Accept' button online. In the event of us not receiving an update, TCSL reserves the right to withdraw the offer. If you fail to join on the date provided in the TCSL Joining letter, the offer dated 03-01-2018 will stand automatically terminated at the discretion of TCSL.

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TATA CONSULTANCY SERVICES

Page 12

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





То

Jasmitha Gorrepati GUDIVADA

Dear Jasmitha Gorrepati,

Mindtree

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:

Aggregate = _________(Total of maximum marks in all the subjects from the 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.

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Orchard Learning Program spans for about 90 calendar days. However, the duration could be 2.4. shortened or extended based on the business requirements and an individual's readiness for working on projects as determined by Mindtree.

The other terms and conditions of your appointment at Mindtree is in Annexure - A. Besides, you 2.5. will be governed by the rules, regulations and policies of Mindtree which will be in force from time to time

You shall also execute a Service Agreement along with a surety undertaking to serve the Company 2.6. 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.

You shall bring with you the following documents at the time of reporting for Training at 2.7. 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

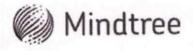
Pankaj Khanna

Mindtree Ltd RVCE Post, Mysore Road Bangalore 560 059

+91 80 6706 4000 Т F +91 80 6706 4100 www.mindtree.com

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Enclosed: Annexure to your Offer of Employment

Acceptance of the offer

I, Jasmitha Gorrepati, agree to accept the employment on the terms and conditions mentioned in this Offer of Employment and the annexure.

| Your Signature | g. Jarmithe |
|------------------------------|--------------------|
| A Carnel | |
| Your Name in Capital letters | JASMITHA GORREPATI |

Annexure 1

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

| Name | : Jasmitha Gorrepati |
|-------------|-------------------------|
| 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 470 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 2018 - 2019 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.



Annexure 2

Compensation stack effective from the date of confirmation

| Name | : Jasmitha Gorrepati |
|-------------|----------------------|
| Competency | : C1 |
| Designation | : ENGINEER |

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

| Basic | 103,344 | |
|-------------------------|---------|--|
| HRA | 51,672 | |
| Conveyance | 30,000 | |
| Competence Linked Pay | 24,000 | |
| Communication Allowance | 30,000 | |
| Education Allowance | 24,000 | |
| Provident Fund | 12,396 | |
| Gratuity | 4,956 | |
| Insurance Benefits* | 5,640 | |
| Annual Gross | 286,008 | |
| Bonus** | 39,000 | |
| Annual Cost to Company | 325,008 | |

*The Insurance coverage provided to you at the time of joining will continue on your confirmation, as per the prevailing insurance policies at the time of your confirmation. The premium for standard coverage is part of your CTC.

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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.

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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.

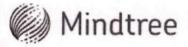
6.2 Orchard Learning Program spans for about 90 calendar days. However, the duration could be shortened or extended based on the business requirements and an individual's readiness for working on projects as determined by Mindtree.

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.

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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.

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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.

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Mindtree

| | | Mindtree Ltd Bangalore Pay-Slip for the month of Jan | uary 2020 | | |
|--|-----------|---|------------------------------|--|----------|
| mp No. : 01047119 ame : Jasmitha Gorreg ompetency : Cl | pati | Deductions | | PF No. : BG/MRD/24470/103323 Department : PRAC Emp Status : Active Other Details | |
| arnings Mouse Rent Allowance Special Allowance Shift Allowance Bonus (Monthly) Recovery of round off am Arr.Special Allowance Arr.Bonus (Monthly) | 14,999.99 | Ee PF contribution Prof Tax - split period Rounding off adjustment Sec 80D Mediclaim Ded | 200.00 0.08 150.00 | Present Days : 31.00 Date of Joining: 30.06.2018 Date of Birth : 04.07.1997 Standard Days : 31.00 Location : Bangalore PAN No. : BYGPG5942Q UAN No. : 101377472922 | |
| | 57,966.08 | II | 2,150.08 | Net Salary Rupees | 55,816.0 |

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 7 | TAX CALCULATION | | |
|--|--|-----------------|---------------|-------------|
| | | | | |
| | Cummulative Total | Add: Projected | Less:Exempted | Annual. Rs. |
| Particulars | | | 0.00 | 179,999.96 |
| Basic Salary | 149,999.98 | 29,999.98 | 0.00 | 90,000.05 |
| House Rent Allowance | 75,000.03 | 15,000.02 | 0.00 | 42,450.28 |
| Special Allowance | 27,490.30 | 14,959.98 | 0.00 | 9,450.00 |
| shift Allowance | 9,450.00 | 0.00 | 0.00 | 38,548.39 |
| Ronus (Monthly) | 38,548.39 | 0.00 | 0.00 | 6,883.00 |
| Mindtree20 Anniv.Rewar | d 6,883.00 | 0.00 | | 0.00 |
| Add. Value of Perquisi | tes under sec 17(2) | | | 0.00 |
| Add. Value of forgene | 367,331.68 | | | |
| TOTAL INCOME | | | | 50,000.00 |
| Less: Standard Deducti | on | | | 0.00 |
| Add: Income received f | rom Previous Employer | c | | 0.00 |
| Add: Income received | | | | 317,331.68 |
| NET TAXABLE INCOME | | | | 0.00 |
| | | | | |
| Less: Prof.Tax recover | 2,400.00 | | | |
| Less: Prof.Tax recover | red by current hy the l | Employee | | 0.00 |
| Add: Other Taxable Inc | 314,931.68 | | | |
| GROSS TAXABLE INCOME | | | | |
| | 150.00 | | | |
| Less: Medical Insr Pr | emium (Non-Senior Cor | <i>.</i> | | 21,608.00 |
| Less: Other Deduction | 5 | | | 293,174.00 |
| INCOME CHARGEABLE TO | TAX (Rounded Off) | | | |
| | INCOME | TAX DEDUCTION | | |
| | | | | 0.0 |
| INCOME TAX PAYABLE | | | | 0.0 |
| Add: Surcharges on In | come Tax | | | 0.0 |
| Add: Health and Educa | tion Cess | | | |
| | | | | 0.0 |
| TOTAL INCOME TAX & SA | C & CESS PAIADLE | er | | 0.0 |
| Less: I.Tax & S/C Pa: | id by Previous Employe | | | 0.0 |
| Other Tr | acome | | | 0.0 |
| I.Tax & S/C & Cess to | be recovered (Round | nth | | 0.0 |
| T may & S/C & Cess I | ecovered till this mo | nen | | 0.0 |
| Balance I.Tax & S/C Avg.Monthly I.Tax % | & Cess to be recovere S/C & Cess to be reco | Vered | | |
| | | | ARED | |
| | INVESTME | NT DETAILS DECI | AKBD | 21,608. |
| | | | | 21,000. |

Provident Fund

This is a computer generated statement and does not require signature and company seal.



Mindtree Ltd, Bangalore, India

| ocation | | | | | | | ture for the ye | | | | | | | |
|--|---|----------|---------------|----------|----------|---------------|-----------------|---------------|---------------|----------------|----------------|---------------|----------|----------------|
| | | | | | | Flexi-Expendi | ture for the ye | ar 12019+2020 | | | | | Mar+2020 | TOTAL I |
| | | | | | h.1-2010 | Aug-2019 | Sep-2019 | Oct-2019 | Nov+2019 | Dec-2019 | Jan+2020 | EeD=2020 | | 27, 100, 30, 1 |
| Details Monthly Eligibility | | Apr-2019 | May-2019 | Jun=2019 | 001-2010 | | 147.00 | 147.00 | 147.60 | 147.00 | 26,167.30 | | | |
| Harbly Fligibility | | 0.00 | 294.00 | 132.46 | 161.54 | 147.00 | | | 147.00 | 147.00 | 26,167.30 | | | |
| Monthly Eligibility Total Eligibility | | 0.00 | 294.00 | 132.46 | 161.54 | 147.00 | 147,00 | 147,00 | 147.00 | | | | | |
| Total Eligibility | | 0.00 | | | | | | | | | | | | |
| | | | | | | | | | 10000 | 147.00 | 26,167.30 | | | 27,490.30 |
| | | | | | 161.54 | 147.00 | 147.00 | 147.00 | 147.00 | D. 00 | 0.00 | | | 0.00 |
| Pay Slip Items | | 0.00 | 294,00 | 132.46 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0,00 | 0.00 | | | 0.00 |
| Special Allowance | | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0,00 | 6.00 | | | 0,00 |
| HRA | | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0,00 | 0,00 | 0.00 | | | |
| Conveyance | | 0.00 | 0.00 | 0.00 | | 0.00 | 0.00 | 0.00 | | | | ************ | | 27,490.30 |
| FEP Excess Recovery | | 0.00 | 0.00 | 0,00 | | | ************** | | 142.00 | 147.00 | 26,167,30 | | | |
| IFEP Excess Recovery IYear End Pay IFay Slip Item Total | | | 204 60 | 132,46 | 161.54 | 147.00 | 147.00 | 147.00 | | | | | | |
| Pay Slip Ites Total | | 0.00 | 294.00 | | | | | | | | | | | |
| | | | | | | | | | | | 0.00 | | | 0.00 |
| 1 | | | | | | 0,00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | | | 0.00 |
| Reimburgements | | 0.00 | 0.00 | 0.00 | 0.00 | | 0.00 | 0.00 | 0.00 | 0.00 | 0,00 | | | 0.00 |
| (Car Fuel | | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | | | 0.00 |
| Repairs & Maint | | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0,00 | 0.00 | 0,00 | 0.00 | 0.00 | | | 0.00 |
| ILTA | | 0.00 | 0.00 | 0.00 | 0.00 | | 0,00 | 0.00 | 0,00 | 0.00 | 0,00 | | | 0.00 |
| Ilneurance & Road Tax | x | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0,00 | 0.00 | 0.00 | 0,00 | | | | 0.00 |
| (Meal Card | | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0,00 | 0.00 | | | ************ |
| Broadband | | | 0,00 | 0.00 | 0.00 | | | | ************* | 0.00 | 0.00 | | | 0,00 |
| IForeign Travel | | | | | 0.00 | 0.00 | 0,00 | 0.00 | 0+00 | 0.00 | | | | |
| inviek Setal | | 0.00 | 0.00 | 0.00 | 0.00 | | | | | | | | | |
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| | | | | | | | | 0,00 | 0.00 | 0.00 | | | | 0.00 |
| Outside Pay | | | | 0,00 | 0,00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | | | 0.00 |
| | | 0.00 | 0.00 | | 0.00 | 0.00 | 0.00 | | 0.00 | 0.00 | 0.00 | | | 0.00 |
| CAL DANKE | | 0,00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | | | |
| CLA Relary | | 0.00 | 0.00 | 0.00 | 0.00 | 0.00 | 0,00 | 0100 | | | | | | 0,00 |
| ICar Lease ICLA IDriver Salary INFS | | 0.00 | 0.00 | 0.00 | | | | 0.00 | 0.00 | 0,00 | 0.00 | | | |
| | | | 0.00 | 0,00 | 0.00 | 0.00 | 0.00 | 0.00 | | *********** | | | | 27,490.30 |
| INFS IOutside Pay Total | | 0.00 | 0.00 | | | 147.00 | 147.00 | 147.00 | 147.00 | 147.00 | 26,167.30 | | | |
| [Outside Fay Total [Total Paid Amount | | 0,00 | 294.00 | 132.46 | 161.54 | | 0.00 | 0.00 | 0.00 | 0,00 | 0.00 | | | 0.00 |
| ITotal Paid Amount IFEP Balance as on Note : FEP Balance | | 0.00 | 0.00 | 0.00 | 0,00 | 0.00 | 0.00 | | | 5 and oreas *3 | * during India | working hours | 1. | |

This is a computer generated statement and does not require signature and company seal.

Infopark Software Technologies

Date: 20-08-2018

To: Gujjala Narendra

OFFER OF EMPLOYMENT

Dear

We are pleased to make an offer as "ASSISTANT SOFTWARE ENGINEER". You will receive a detailed appointment letter after you join & clear your certificate test.

On your joining will be required to undergo Process Training for a period of 10 days. Only on successful completion of this training you will be absorbed in the company.

On reporting, please bring seven recent passport size photographs, photocopy of all Educational Certificates, Aadhar Card copy, PAN Card copy, Address Proof copy, Last Employer's salary certificate and Relieving Letter(if applicable).

You will be governed by the rules, regulations and other Company policies including without limitation the Employee Handbook ("Company policy") of INFOPARK SOFTWARE TECHNOLOGIES as applicable, enforced, amended or altered from times to tome during the course of your employment.

Your date of joining will be 27-08-2018

We look forward to a mutually rewarding relationship.

Thanking you,

INFOPARK SOFTWARE TECHNOLOGIES

R MANAGER

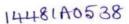


Accepted & Agreed, Signature: Aladi

Name : GUJJALA NARENDRA

III Floor, Sailok Complex, M.G. Road, Labbipet, VIJAYAWADA-520010

Ph: 0866-2487233. www.infoparktech.in





SYNTEL PRIVATE LTD. Formerly: Syntel Limited Unit No. 112, SDF IV, SEEPZ, Andheri (East), Mumbai 400 096,India. Tel. No: +91-22-40470100, Fax No: +91 22-40470285

CIN www.syntelinc.com

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 Syntel group of companies.

EMPLOYEE

Gunna Tanuja (hereinafter referred to as "You" or "Your") permanently residing at 959 Ramapuram, Mellacheruvu, SURYAPET, Telangana, SURYAPET, Andhra Pradesh, PIN - 508246.

- 6. Date of Joining: 10/22/2018
- 7. Reporting Time on Date of Joining: 10:00 am
- 8. Job Title: Associate Consultant
- 9. Band Grade: AC AC1

10. 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 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 noncompete, 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

2. 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.

3. Work Related

- 2.2 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 Section16) without the prior written permission of the Company.
- 2.6 You will use Your best efforts in the performance of employment duties assigned from time to time and at all times, act in good faith with honesty and integrity and in the best interests of the Company. You will comply with all rules, regulations and procedures established by the Company in fulfilling Your duties while in employment with the Company.
- 2.7 In addition to the duties assigned to You, You may be required to undertake other reasonable duties from time to time, for the Company and/or any Syntel group of Companies as may be obliged to You. The Company reserves the right to transfer You to any suitable alternative position either within the Company or within any member of Syntel group of Companies reasonably within Your capabilities, according to the requirements of the Company. 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. You will also not be entitled to any additional compensation for carrying out any job which, in the opinion of the Company, is equivalent to the job You have been assigned earlier.
- 2.8 Whilst You are employed by the Company, You must not undertake any other employment, whether paid or unpaid, or engage or be involved or interested, whether directly or indirectly, in any other business or organisation (either during or outside Your working hours), unless You have obtained Our prior written consent.
- 2.9 Your appointment and continuous employment with the Company is subject to You being found and remaining medically (both Physically and mentally) fit. The Company reserves the right to ask You to undergo medical examination as and when considered necessary. If You are not medically fit to perform the obligations/ duties as an employee, the Company reserves the right to terminate Your employment since continued medical fitness is a pre-condition for continued employment.

6. Location

The Company is fully entitled to place You at any of its location in India or abroad or at the Company'scustomer location in India or outside India as the Company deems appropriate based on its business need. You shall also be subject to any transfer by the Company on a temporary or permanent basis to other job functions, departments or locations or any member of Syntel group of companies, based on the Company's business needs. Any rejection or non-acceptance by You shall be deemed to be a breach of the Terms of Employment and subject to disciplinary action including but not



limited to termination of employment by the Company.

7. Entitlement to Work

Procurement and timely renewal of relevant work permit in India shall solely be Your responsibility and the Company shall render reasonable assistance and support on documents that You may require for this purpose. Your employment is subject to and conditional on You being legally entitled to live and work (for the Company) in India. You undertake to notify the Company immediately if You cease to be so entitled, in which event Your employment shall be deemed terminated and no compensation (with the exception of statutory dues payable, if any) shall be payable to You by the Company. The Company shall not be responsible for any liability arising thereof.

8. Probationary Period

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. If Your standard of performance, attendance or conduct is unsatisfactory at any time during this period, You may be dismissed with or without reference to our disciplinary procedure as may be applicable.

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.

7. Integrity and Professionalism

6.3 The Company will conduct reference checks/ background checks and drug test (including 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.

Background Check includes but is not limited to verification of Your employment history and qualifications. The Company reserves the right to make suitable formal/informal checks with the educational institutions and Your former employers at its own discretion and You shall be deemed to have consented the Company to do so.

6.4 The Company may withdraw the offer of employment (if applicable) or terminate Your employment if the result of any background screening check (which may be conducted at any time prior to or during Your employment) or act on Your part demonstrates (at the discretion of the Company) that You will not be able to carry out the inherent requirements of Your employment to the Company'sstandards of integrity and professionalism.

8. Former Employer

7.5 In the event of You becoming party to any proceeding/(s) brought by any former employer at any time during or after Your employment with the Company, You recognize and agree that You shall have full and sole responsibility of responding to such action or proceeding and that the Company shall have no responsibility to participate in Your response to such action or proceeding whether at Your own costs or otherwise. You agree that You are not expected, at any time, to disclose, to the Company and/or any



member of Syntel group of companies or its directors, officers or agents, the trade secrets or any other confidential information of Your former employer or any other entity.

- 7.6 You have represented to the Company that You are not subject to party to any restrictive covenant, non-compete, non-solicitation, intellectual property, or confidentiality agreement or any other agreement that would limit or restrict Your scope and ability to work in any way for Syntel or any member of Syntel group of Companies.
- 7.7 You have represented that You are not bound by any previous agreement in any way whatsoever from Your previous employment that would limit or restrict Your scope of ability to work in any way for Syntel or any member of Syntel group of Companies. In the event of You having any obligation binding from Your previous employer, You undertake to declare and hold the Company harmless and not responsible thereby releasing the Company from any such dispute related to Your previous employment.
- 7.8 In case of any breach or misrepresentation on Your part in the above, the Company reserves its right to terminate Your services forthwith which will be without prejudice to the right of the Company to be indemnified by You in respect of any litigation/proceedings that the Company or any member of Syntel group of Companies may have to face on account of Your breach or misrepresentation as above.

9. Hours of Work

- 8.3 Normal office hours are from 9:00 am to 6:15 pm, with sufficient break period for lunch / snack / tea at all India Offshore locations, from Monday to Friday. Any alternative days of work will be as notified from time to time. You will be required to work the hours necessary to fulfill the responsibilities of Your role.
- 8.4 The Company reserves the right to change the above. We have the right to vary the number of hours, days and times which You work to meet the needs of the business. If this happens You will be given reasonable notice.

12. Remuneration

- 9.3 The entitlements of Your total Compensation are subject to any Company policy, procedure or guideline that may be issued from time to time. All perquisites and benefits including reimbursements are subject to applicable tax provisions which may be applicable including taxation on perquisite value.
- 9.4 Your remuneration package has been shared with You as part of the offer letter issued to You.

13. Retirement

You will retire from the Company's services on reaching the age of 60 (sixty) years or earlier if found medically unfit. The age or date of birth already given by You in Your application form would be treated as binding and final. The actual date of retirement shall be the last date of the calendar month in which You were born.

14. Mediclaim, Personal Accident Insurance

You will be covered by the Company's Mediclaim and Personal Accident Insurance Policy as per its rules/ regulations.



12. Annual Leave and Public Holidays

- 12.1 Our leave year runs from 1 January to 31 December. Your annual leave entitlement will be 33 days. Additional paid holidays are declared each year for public holidays and the Company will update the list of paid holidays for the calendar year in the internal portal of the Company.
- 12.2 You will be eligible for leave as per the Policy announced by SYNTEL from time to time. All leave applications, approvals, rejections, etc., must be in line with the HR Policy laid down and as applicable from time to time. The Company reserves the right to cancel any approved leave for reasons of business requirements and You are expected to provide full co-operation and adhere to such requests of the Company. The Company is also entitled to, suo moto, ask You to go on leave for such number of days and on such terms and conditions as intimated to You by the HR Department without assigning any reason to You.
- 12.3 Any un-authorized leave or excess leave by You will entitle the Company to terminate Your employment.
- 12.4 Full details of the policy regarding annual leave and holidays are available on the Company's internal portal.

14. Specialized Training & Knowledge Acquisition

- 13.3 If You have to undergo any specialized training in the Company or as arranged by the Company, You will have to undertake a separate Training Agreement to serve the Company for a specific minimum period that the Company deems necessary. During this training period if Your performance is found to be unsatisfactory, SYNTEL reserves the right to terminate You from employment as per its disciplinary procedures.
- 13.4 On deputation to a client site for knowledge acquisition and subsequent knowledge transfer on a client'sapplication, either for development, enhancement, maintenance or support, You will be understood to have gathered intellectual property on behalf of the Company, and serve the company for a minimum period of six months from the date of return to India from the Onsite engagement. This clause does not apply in the event that You are transferred, within the Company, to another client engagement where the value of the initial knowledge acquisition has diminished and therefore does not constitute knowledge attrition.

15. Confidentiality

- 14.1 "Confidential Information" includes knowledge about the commercial affairs and business transactions of the Company and/or any member of Syntel group of companies, including, but not limited to, information about the customers, clients, employees, suppliers, contracts, pricing structures, financial and marketing details, terms of business, proposed transactions, premises, assets, internal communications, Intellectual Property, technical systems, data, designs, formulae, product lines, projects, operational procedures, research activities, negotiating position, forward planning, technical and product developments, accounts, finances, computer software and general know-how of the Company and/or any member of Syntel group of companies (all to include whether former actual or potential).
- 14.2 In connection with You providing certain products and/ or services to the Company, and/ or on behalf of the Company, You will have access to the above Confidential Information concerning the Company, any member of Syntel group of companies and



All notices under this Employment Agreement shall be sent by post and/or email at the following addresses.

For Syntel Private Ltd,

Unit No. 112, SDF IV, SEEPZ, Andheri (E), Mumbai, Maharashtra, PIN - 400096.

For Gunna Tanuja

959 Ramapuram, Mellacheruvu, SURYAPET, Telangana, SURYAPET, Andhra Pradesh, PIN - 508246.

Each party shall notify the other about any change in address at least 15 days prior to the change happening. Notice sent to you at the above address or the current communication address as per company records shall be deemed as sufficient service during and after the term of this Employment Contract. For **Syntel Private Ltd**,

KSKI

Karthik Nadar

Date 10/22/2018

Please indicate Your acceptance of these terms and conditions by signing the duplicate copy of this Employment Agreement and returning it to the Company.

I, the undersigned, have read and agree to be bound by the terms and conditions of employment as stated in this Employment Agreement. I understand that the Company may vary the terms and conditions of employment from time to time and I agree to be bound by the same.

Employee Name Gunna Tanuja

Signature

Employee ID 5052006

Date 10/22/2018

| | | Syntal Private Limite Unit No 112 Seepz. Andheri (East) PAYSLIP FOR THE MONTH OF AP | | | |
|---|---|--|--------------------------------|--------------------------|---|
| MP NO WAME DESIGNATION | 5052006 Guena Tanuja Associate Consultant | | PE NO PAY 3ROUP ESENO | NDAAL 004 15050 SPL | 996236663 |
| UAN EARPEINGS Basic New Statusory Bonus HRA Fited Shift Adovence Adjustable Allowance | R5 10533 00 2400 00 3267 00 33560 90 9583 0 |) Professional Tax Samanpan-Syntei Emp Wolfam 9 | Ns. 1900 0 208 0 56 0 | DATE OF BIRTH | 22/152018 1104/1998 30 Chernel HOR |
| | | | Tota Deduction Ma 2008.0 | PRVMENT BANK AC NO | BANK TRANSFER NOFC BANK Not Plyment Ro. 29873 |
| | Total Camerys Rv. 1992) 197 2020 Phase Send Your Classes to Sn ne confamme information. If you are not the send that | | | Profession and | |

accenture

High performance. Delivered.

Accenture Solutions Pvt Ltd

| Payslip For JULY 2020 | | | | | | | |
|-----------------------|----------------------|--------------|----------------|--|--|--|--|
| Personnel No. | 11681349 | Name | Sravani Iluri | | | | |
| Bank | HDFC | Bank A/c No. | 50100239332146 | | | | |
| DOJ | 28/Jan/2019 | LOP Days | 0 | | | | |
| PF No. | MH/BAN/45665/1233866 | STD Days | 31 | | | | |
| Location | Chennai | Worked Days | 31 | | | | |
| Department | ATCI | Career Level | 12 | | | | |
| Facility | Chennai - CDC2C | Entity | ATCI | | | | |
| PF – UAN | 101421693087 | | | | | | |

| Earnings | Amount in Rs. | Deductions | Amount in Rs. |
|-------------------------|---------------|------------------|---------------|
| BASIC | 15,000.00 | PROVIDENT FUND | 1,800.00 |
| HOUSE RENT ALLOWANCE | 7,500.00 | | |
| ADHOC ALLOWANCE | 7,867.00 | | |
| MISCELLANEOUS ALLOWANCE | 3,333.00 | | |
| GROSS EARNINGS | 33,700.00 | GROSS DEDUCTIONS | 1,800.00 |
| | NET PAY | 31,900.00 | |

** This is a computer generated payslip and does not require signature and stamp.

BE YOURSELF, MAKE A DIFFERENCE.

accenture

Strictly Private and Confidential

15-Jan-2019

Sravani Iluri D.No:3-137,Near Milk Diary,Devarapalli 9121033962

Dear Sravani,

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 7.25 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.

1

Version 8.0 (Dec 2018)

Candidate's Signature

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.

2

Version 8.0 (Dec 2018)

Candidate's Signature ____

After accepting this Offer, we encourage you visit Countdown to the Company -

http://careers.accenture.com/Microsites/countdown/Pages/welcome-india.aspx.

3

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 campus.queries@accenture.com.

We look forward to hearing from you regarding your decision to join the Company. I wish you a successful career ahead of you and look forward to your joining us.

Yours sincerely,

ACKNOWLEDGED AND AGREED:

Mohan Sekhar

Mohan Sekhar Senior Managing Director Lead, Advanced Technology Centers, India

[Insert full legal name]

Version 8.0 (Dec 2018)

Candidate's Signature

14481A0543



hello world <14thbatchplacements@gmail.com>

Fwd: Date of Joining - MAINTEC (2nd May'18)

1 message

Rupa Juluri <julurisairupa97@gmail.com> To: 14thbatchplacements@gmail.com Mon, Aug 3, 2020 at 12:34 PM

14481A0543

------ Forwarded message ------From: **Sukrutha K** <sukrutha.K@maintec.in> Date: Tue, 24 Apr, 2018, 5:24 pm Subject: Date of Joining - MAINTEC (2nd May'18) To: <sukrutha.k@maintec.in> Cc: <kskbharadwaj@gmail.com>

Dear Candidate,

Further to our placement drive, we are happy to offer you training for the position of **Network Analyst** with our company. Your initial place of work will be at **Chennai**.

WE ARE PLEASED TO LET YOU KNOW THAT YOUR DATE OF JOINING IS <u>2ND OF MAY'18(Wednesday)</u>. At the time of training, you are requested to bring copies of the OFFER LETTER and the following self-attested documents along with original school certificate of 10th/12th for our records:

1. Original Certificates in support of your qualification (10th, 12th and Graduation certificates)

- 2.Four Passport Size photographs.
- 3. Address proof (Election ID/Driving License/Aadhaar Card)
- 4. Pan card (MANDATORY/ Apply if not applied)
- 5. Accommodation and food has to be taken care by the candidates.

Upon successful appointment your Annual CTC will be Rs.1,80,000/-(Rupees One Lakh Eighty Thousand only), subject to all applicable statutory deductions. While your initial core focus is on "Network Analyst" and other areas of Services that Maintec's client offers, the opportunity is also available to grow to a senior position from a future career perspective subject to tangible accomplishments.

Your date of joining would be 2nd of May'18 (Wednesday).

Details as follows:

VENUE:

Maintec Technologies Pvt. Ltd.

'Tek Meadows', Tower-C, 1st Floor,

51, Old Mahabalipuram Road (OMR)

Sholinganallur (Near Hotel Gateway)

Chennai-600 119.

For Any Queries:

POC: Sukrutha.K

Mob #: 8220619177

Thanks,

Sukrutha.K | V&A Trainer Maintec technologies Pvt Ltd. Chennai.

Maintec

Maintec Technologies Pvt Ltd

3M-215, East of NGEF, Outer Ring Road, Bangalore-560 043 Ph No:080-42718000

Payment Advice

| Name of Consultant | SAI RUPA JULURI | 07-Aug-18 |
|--------------------|---|-----------|
| PAN | BRKPJ5028B | |
| Paid Days | 31 | |
| Bank Name | KVB | |
| Bank Account No. | 148715300000683 | |
| IFS Code | KVBL0001487 | |
| | the second se | |

| Details | Amount | Deductions | Amount |
|----------------------------------|----------|------------|---------|
| PROFESSION CHARGES FOR JULY 2018 | 15000.00 | TDS | 1500.00 |
| | | · · · · | |
| | | | |
| | | | |
| | | | |
| Total | 15000.00 | Total | 1500.00 |

Net Paid

13,500.00

Rupees : Thirteen thousand five hundred only

Cognizant

1448120543

09-Dec-2018

Dear Juluri Sai Rupa, B.Tech-B.E., Computer Science & Engineering Jawaharlal Nehru Technological University

Candidate ID - 12681435

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.,

3. 6-1

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

| ١ | Name: Juluri Sai Rupa Designation: | Programmer Analyst Tra | inee |
|---------|--|------------------------|---------|
| SI. 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 apportunities in the company. We look forward to welcoming you to Cognizant.

Login to https:\\onecognizant.cognizant.com->Total Rewards App for more details

Rl'ad. Office: 115/535, Old Mahabalipuram Road, Okkiam Thoraipakkam, Chennai - 600 097



hello world <14thbatchplacements@gmail.com>

Fwd: Atos Syntel Communication | Joining Email (Joining kit attached)

1 message

jampani vijaya durga <vijayadurga.jampani8@gmail.com> To: 14thbatchplacements@gmail.com Mon, Aug 3, 2020 at 6:21 PM

------ Forwarded message ------From: campusbgv <campusbgv@syntelinc.com> Date: Mon, 4 Feb, 2019, 13:20 Subject: Atos Syntel Communication | Joining Email (Joining kit attached) To: vijayadurga.jampani8@gmail.com <vijayadurga.jampani8@gmail.com>

cid:image001.jpg@01D45D82.756D3550

Dear Jampani Vijaya Durga,

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 Syntel.

Date of Joining: 13th February 2019, Wednesday

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/UjfsGZTMmF22

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 <u>seven calendar days</u> 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.

NOTE: For any queries please reach out to campushelpdesk@syntelinc.com

Warm Regards

cid:image002.gif@01D4BC8B.92132030

Campus Recruitment Team

www.atos-syntel.net

cid:image003.png@01D4BC8B.92132030

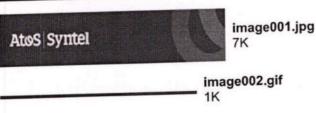
cid:image004.png@01D4BC8B.92132030 cid:image005.png@01D4BC8B.92132030 cid:image006.png@01D4BC8B.92132030 cid:image007.png@01D4BC8B.92132030

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.

10 attachments



IMG_20200803_182008.jpg 6761K



INNOMINDS SOFTWARE PVT. LTD

Payslip for the month of July-2020

| EmpCode | : | 10351 | Work Location | : | Innominds (Vizag) | |
|-------------|---|----------------------------|----------------|---|-------------------------|--|
| Name | : | VENU MADHAVI KADIYALA | Date of Join | : | 12/11/2018 | |
| Designation | : | Trainee -Quality Assurance | Payment Type | : | Bank Transfer | |
| Department | : | Engineering | SB Account No | : | 44611200921 | |
| PAN | 1 | AYWPV1064H | Bank | ; | Standrad Chartered Bank | |
| Practice | 1 | Quality Engineering | PF Account No | : | AP/KKP/46389/12863 | |
| Monthly CTC | : | 26667.00 | UAN | ; | 101382864925 | |
| Paid Days | : | 31.00 | ESIC IP Number | : | | |
| | | | | | | |

| Earnings | Amount | Deductions | Amount |
|-------------------------------|------------------------------------|-------------------|---------|
| Basic Pay | 9707.00 | Provident Fund | 1800.00 |
| House Rent Allowance | 3883.00 | Profession Tax | 200.00 |
| Leave Travel Allowance | 1333.00 | Balvikas Donation | 10.00 |
| Special Allowance | 3560.00 | | |
| Company Perf. Linked Pay | 2667.00 | | |
| Indl. Perf. Linked Pay | 2667.00 | | |
| Stattutory Bonus | 583.00 | | |
| Gross Earning | 24400.00 | Gross Deduction | 2010.00 |
| Net Amount | 2239 | 0.00 | |
| Net Pay in words : Twenty Two | Thousand Three Hundred Ninety Only | | |

Net Pay in words : Twenty Two Thousand Three Hundred Ninety Only

For INNOMINDS SOFTWARE PVT. LTD

This is computer generated pay-slip, hence no signature required.

INNOMINDS SOFTWARE PVT. LTD

Statement of Tax Calculation of VENU MADHAVI KADIYALA (10351)

Financial Year -2020

Actual Salary up to the month of July-2020

| Designation: | Trainee -Quality Assurance | |
|--------------|----------------------------|--|
| | | |

PAN :

AYWPV1064H

PartA

| | YearTo date | Estimated | Total | Exempt | Taxable | Total |
|---|----------------|-----------|--------|--------|---------|--------|
| | | (Rs) | (Rs) | (Rs) | (Rs) | (Rs) |
| a. Gross Salary | | | | | | 246,20 |
| Basic Salary | 38828 | 77656 | 116484 | | 116484 | |
| Company Performance Linked Pay | 10668 | 21336 | 32004 | | 32004 | |
| Statutoty Bonus | 2332 | 4664 | 6996 | | 6996 | |
| Performance Linked Pay | 10668 | 21336 | 32004 | | 32004 | |
| House Rent Allowance | 15532 | 31064 | 46596 | 46596 | | |
| Special Allowance | 14240 | 28480 | 42720 | | 42720 | |
| Leave Travel Allowance | 5332 | 10664 | 15996 | | 15996 | |
| Total | 97600 | 195200 | 292800 | 46596 | 246204 | |
| b. Deductions U/S 16: | | | | | | 52,40 |
| Standard Deductions | | | | | 50000 | |
| Professional Tax Payable | | | | | 2400 | |
| . Income Chargable Under the Head Salaries(a-b) | | | | | | 193,80 |
| d. Any Other Income Reported: | | | | | | |
| e. Net Total Income: | | | | | | 193,80 |
| Deduction Under Chapter VI-A: | | | | | | 21,72 |
| PF | 21600 | | | | | |
| Under Section 80C(Total) | 21600 | | | | 21600 | |
| 80G-Donation to certain funds | | | | | 120 | |
| J. Total Income - Round Off: | | | | | | 172,08 |
| . Tax on Total Income : | | | | | | c |
| Relief U/s 89: | | | | | | |
| Surcharge | | | | | | |
| . Education Cess : | | | | | | |
| Tax Payable : | | | | | | c |
| n. Tax Deduction already made upto July 2020 | | | | | | |
| .Tax Deductable/Refundable | | | | | | c |

Statement of Actual Tax Deducted

| April | Мау | June | July | August | September | October | November | December | January | February | March |
|---------------|-------------------|-----------|------|--------|-----------|---------|----------|----------|---------|----------|-------|
| 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Tax Deducted | d from Previous E | Employer: | | | 0 | | | | | | |
| Tax paid by t | he Employer: | | | | 0 | | | | | | |

October 31, 2018

Venu Madhavi Kadiyala venumadhavikadiyala@gmail.com +91- 8500726352

Dear Venu Madhavi,

Sub: Letter of Offer

With reference to your application and subsequent discussion you had with us, we are pleased to offer you a position of **'Trainee – Quality Engineering'** in our organization.

- 1. Your CTC (Cost to the Company) will be Rs.1,80,000/- (Rupees One Lakh Eighty Thousand) per annum inclusive of all allowances, refer to Annexure I.
- 2. Your compensation will be revised after 3 Months, subject to completion of your training and performance.
- 3. You are required to commit a minimum duration of 18 months of service from the date of your joining with the organization.
- 4. A detailed appointment letter will be issued upon your joining with the company and upon furnishing the documents as per check list provided in the following page.
- 5. Your date of joining is on **12th November 2018.** You are requested to report at 10 A.M at **Vizag office.**

Innominds Software Private Limited, Plot No. 6, Softsol building, IT Park Rushikonda, Vishakapatnam – 45.

We look forward for a long-term association !!!

Thanking you, Pallavi Garimella Director – Human Resources

Continued.....

Innominds Software SEZ India Pvt Ltd., Survey No.115 (Part), Waverock, Nanakramguda Village, Serilingampally Mandal, Hyderabad - 500038, www.innominds.com

Check - List

You are requested to bring the following documents in original along with a copy of each on the date of your joining.

- (a) Certificates supporting your educational qualifications starting from SSC to your highest degree along with mark sheets.
- (b) Schooling certificate (SSLC/ICSE) mandatory in support of your age or Birth Certificate
- (c) 4 colored passport size photographs latest (with white background)
- (d) Valid Passport
- (e) PAN card
- (f) Aadhar Card

Please bring all the certificates supporting your educational qualifications along with mark sheets in ORIGINAL for verification only.

At any time, company believes, in its sole discretion, that there is a discrepancy or inaccuracy in or with respect to any information furnished by you, including any information, documents or certificates provided as a proof of your qualifications and experience, or if you fail to co-operate with the company representatives, your offer will be terminated immediately.

Innominds Software SEZ India Pvt Ltd., Survey No.115 (Part), Waverock, Nanakramguda Village, Serilingampally Mandal, Hyderabad - 500038, www.innominds.com

Annexure - I.

Venu Madhavi Kadiyala

venumadhavikadiyala@gmail.com +91- 8500726352

| SALARY STRUCTURE | Per Month | Per Annum | Payment period |
|---|-----------|-----------|----------------|
| Cost-to-Company (CTC) | 15,000 | 180,000 | |
| Monthly Earnings: - | S. F. | | |
| Basic Pay | 5,400 | 64,800 | Monthly |
| House Rent Allowance | 2,160 | 25,920 | Monthly |
| Provident Fund | 648 | 7,776 | PF account |
| Statutory Bonus | 450 | 5,400 | Monthly |
| Special Allowance | 4,842 | 58,104 | Monthly |
| Performance Linked Pay (Variable Pay):- | | | |
| Company Performance Linked Pay @ 10% on CTC | 1,500 | 18,000 | Monthly |
| Total CTC | 15,000 | 180,000 | |

I. Optional Benefits

i) Group Medical Insurance - Rs.2,00,000 pa covering self+spouse+2kids (Floater) and parents. GMC is an optional benefit and payable by self, also you have top-up facility till Rs.3lacs

II. Employer Benefits

i) Group Personal Accident - Rs.10,00,000 pa for self

ii) Group Term Life - Rs.10,00,000 for self

III. Eligibility for bonus: Every eligible employee shall be entitled to be paid bonus in an accounting year, in accordance with the provisions of this Act, provided he/she has worked in the establishment for not less than thirty working days in that accounting year.

IV. Statutory deduction: Provident Fund (both Employee & Employer portion) is Rs. 1,296 pm deducted from CTC.

Innominds Software SEZ India Pvt Ltd., Survey No.115 (Part), Waverock, Nanakramguda Village, Serilingampally Mandal, Hyderabad - 500038, www.innominds.com

दक्षिण मध्य रेलवे / SOUTH CENTRAL RAILWAY

महा निरीक्षक एवं प्रधान मुख्य सुरक्षा आयुक्त कार्यालय Office of the IG & Principal Chief Security Commissioner, सुरक्षा शाखा / Security Department, रेल निलयम / Rail Nilayam, सिकंदराबाद / Secunderabad - 500 025, तेलंगाना/Telangana.

सं No.X/P.564/I/INL-TRG/2019

दि/Date: 20.02.2020

Mrs./Ms. KAKUNUTI HAREESHA D/O Shri KAKUNUTI RAMA SUBBA REDDY H.NO. 17-74/2 SRINAGAR COLONY, ROAD NO. 4 Rangareddy-500060 Telangana



विषय/Sub:- Call letter for Initial Training of Constable Recruit selected vide Emp. No.01/2018.

संदर्भ / Ref :- Rly. Bd's Ir.No.2017-Sec(E)/RC-3/51 Pt.I dt.19.02.2020

__**__

You have been provisionally selected as Constable (Exe) in Railway Protection Force (RPF) in Pay Matrix Level-3 of 7th CPC. On successful completion of training and subject to fulfillment of other conditions, you will be appointed as a Constable in RPF by the Competent Authority.

The initial training is scheduled from 16.03.2020. Therefore, you are advised to report at Zonal Training Centre, Railway Protection Force, Valsad, Western Railway by 15.03.2020 for initial training for the post of Constable (Exe) in RPF. Failure to report on the due date may result in termination of your candidature. A copy of Terms of Appointment is enclosed.

During the period of training you will be paid monthly stipend plus usual allowances as admissible as per extant Rules.

You are also advised to bring the following items with you :-

One Thali, Two katories, One spoon and One tumbler (Glass/Steel). Bedding (Summer and Winter) with white bed sheet and mosquito net.

- 1.
- All relevant original educational qualification documents. 2.
- Six (06) recent coloured passport size photographs. 3.
- Rs.8,000/- for depositing as mess security in the training mess. 4.
- The sufficient money for personal use till stipend is paid to you. 5. Xerox copies of "AADHAAR CARD", "PAN CARD" & "FRONT PAGE OF BANK 6.
- 7. PASS BOOK".

It may be strictly ensured that for arranging stipend, the documents listed at point No.7 are mandatory. In the absence of the above, no stipend can be arranged.

This is only a call letter for initial training for the post of Constable (Exe) IN RPF. NOT AN OFFER OF APPOINTMENT.

Encl : Terms of appointment & Agreement form

(संजय बर्मन / SANJAY BURMAN)

स्टाफ ऑफिसर / STAFF OFFICER

कृते प्रधान मुख्य सुरक्षा आयुक्त/रे.सु.ब्र/द.म.रे. for PRINCIPAL CHIEF SECURITY COMMISSIONER/RPF/SCR

Principal/ZTC/RPF/BL/WR for kind information, please. C/-



VASAVI COLLEGE OF ENGINEERING IBRAHIMBAGH, HYDERABAD - 500 031 PH : 23146097 / 23146003 Website : www.vce.ac.in

REF: 1984/F25847/2019/F051

Date: 13-05-2019

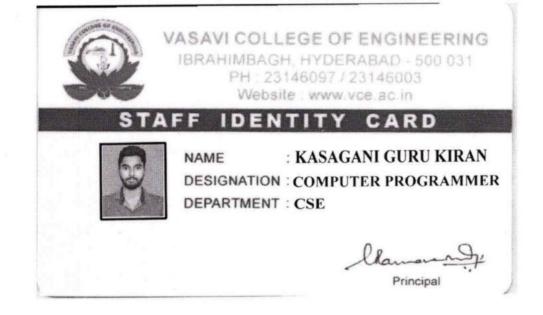
Miss. Kasagani Guru Kiran, D.No: 41/8-5A Raising Star Apartments, Main Road, Nehru Nagar, Bhimavaram, Krishna, A.P

Ref: Appointment Letter for Computer Programmer - Reg.

Mr Guru Kiran, I am pleased to inform you about your selection and conformation for the post of **Computer Programmer** at Vasavi College of Engineering, Ibrahimpatnam with effect from 21-05-2019. All the terms and conditions with other benefits are mentioned on the attached employment agreement form. Hope that we together will work hard to achieve the goals of our Institute.

Channer

Principal



14-558



Date - October 26, 2018

OFFER LETTER

To Mr. Khaja Mohinuddin, Hyderabad.

Sub: Employment Offer with OTSI.

We are pleased to inform you that you have been selected for the position of **"Associate Software Engineer"** at OTSI. Your Date of Joining will be **October 29, 2018** and reporting time is **10.00 AM**. Your work location will be based at **Hyderabad**. Your detailed annual compensation is presented below in **Annexure – A**.

Your working shift will be as per the Business Hours of the Practice and this shall further govern by Time and Attendance policy of OTSI.

You will be on probation for a period of **6 months** from the date of your joining. Probation confirmation will be done based on your performance during the period. During the probation period you are entitled for 6 casual & sick leaves on a prorated basis.

Salary review will be based on your annual performance review and will be governed by Appraisal Policy at OTSI.

Your employment as per this offer is subject to your being medically fit and this shall further be administered by the Terms & Conditions as per the appointment letter shared upon your joining.

This offer has been made based on information furnished by you. In-case of any discrepancy found in the information or the documents given by you; The Management at OTSI retains the right to review this offer of employment.

Please sign and return duplicate copy of this letter in token of your acceptance.

Please bring along the below listed documents / details on your day of joining.

- Copy of Passport / Addhar Card and PAN Card;
- Photo Copy of Academic Certificates (all from 10th to Highest);
- Copy of Resignation Letter with acknowledgement;
- Relieving and Offer Letters from all Previous Employer;
- Proof of last drown compensation (3 Months Pay slips);
- Bank Statement (six months);
- Five passport size photographs (Recent).

We are confident that your contribution will take us further in our journey towards our growth. We assure you of our support for your overall professional development.

For Object Technology Solutions India Pvt. Ltd.

Confidential



Annexure A: Compensation Structure

| | | Emplo | ye |
|-----------------------------|--------|---------|-------------|
| Gross Salary Components | P.M. | P.A. | and a state |
| Basic | 7,500 | 90,000 | ł |
| HRA | 3,000 | 36,000 | 1 |
| City Compensatory Allowance | - | - | 1 |
| Conveyance | - | - | 1 |
| Medical Allowance | - | - | |
| Meal Coupons | - | - | L |
| LTA | - | - | L |
| Special Allowance | 2,429 | 29,148 | |
| Gross Salary - A | 12,929 | 155,148 | 1 |
| Net Take Home* "A-B" | 11,623 | 139,472 | L |

| olo | yee | | |
|-----|------------------------------|-------------|--------|
| | Deduction Components | P.M. | P.A. |
| | Employee Contribution to PF | 1,080 | 12,960 |
|) | Employee Contribution to ESI | 226 | 2,715 |
| 1 | Professional Tax | - | - |
| _ | Health Insurance | - | |
| _ | | | |
| 3 | | | |
| 3 | Deductions - B | 1,306 | 15,675 |
| , | Above deductions are | without TDS | |

| Employer Benefits | | | | | |
|------------------------------|--------|---------|--|--|--|
| Employer Contribution | P.M. | P.A. | | | |
| Employer Contribution to PF | 1,080 | 12,960 | | | |
| Employer Contribution to ESI | 614 | 7,370 | | | |
| Gratuity | 361 | 4,327 | | | |
| Health Insurance | | | | | |
| Accidental Insurance | 16 | 196 | | | |
| Total - C | 2,071 | 24,852 | | | |
| Fixed Cost to Company "A+C" | 15,000 | 180,000 | | | |

| Variable Pay | |
|-------------------------------|---------|
| Variable Pay**- D | • |
| Total Cost to Company "A+C+D" | 180,000 |

*Net Salary is subject to the TDS deductions as per Income Tax Act, 1961.

Yours Sincerely,

For Object Technology Solutions India Pvt. Ltd.

North Contraction

Pradeep Boir Director, Human Resources Accepted the Offer

Employee Name: Khaja Mohinuddin Designation: Associate Software Engineer

Confidential

1448120566

Piersoft Technologies Pvt Ltd

PIERSOFT

TECHNOLOGIES

Pay slip for the month of April-2019

| Employee Name | Divya K | PAN No. | HLVPK5745R | Date of Joining | 01-Apr-2019 |
|----------------|-----------------------------|---------------|--------------|-----------------|-------------|
| Employee ID | 300235 | PF Acct No. | | Date of Birth | 26-Jun-1997 |
| Designation | Associate Software Engineer | UAN | 101447665745 | Total Days | 30.00 |
| Department | Salesforce | ESI No. | 5215513258 | Days Paid | 23.00 |
| Sub Department | Technical development | Base Location | Hyderabad | LOP Days | 7.00 |
| Business Unit | Corporate Office | Grade | L4 | Arrear Days | 0 |

Salary Details

| | | | | Deductions (₹) | |
|---------|--------------------|---|--|--|--|
| CTC PM | Earned | Arrear | Total | Particulars | Amount |
| 5272.00 | 4041.87 | 0.00 | 4042.00 | Provident Fund | 485.00 |
| 3515.00 | 2694.83 | 0.00 | 2695.00 | Employee State Insurance | 158.00 |
| 2929.00 | 2245.57 | 0.00 | 2246.00 | | |
| | 8982.27 | 0.00 | 8983.00 | Total Deductions | 643.00 |
| | 5272.00 3515.00 | 5272.00 4041.87 3515.00 2694.83 2929.00 2245.57 | 5272.00 4041.87 0.00 3515.00 2694.83 0.00 2929.00 2245.57 0.00 | 5272.00 4041.87 0.00 4042.00 3515.00 2694.83 0.00 2695.00 2929.00 2245.57 0.00 2246.00 | CTC PM Earned Arrear Total Particulars 5272.00 4041.87 0.00 4042.00 Provident Fund 3515.00 2694.83 0.00 2695.00 Employee State Insurance 2929.00 2245.57 0.00 2246.00 Employee State Insurance |

Net Payable ₹8340.00 [INR Eight Thousand Three Hundred Forty Only]

Payment Details

| Payment Mode: | Bank | Bank Name: | ICICI |
|-----------------|--------------|------------|-------|
| Account Number: | 197401501646 | | |

For any queries and clarification on this pay slip please contact your respective HR. This is a computer generated document and does not require any signature.

www.piersoft.com [info@piersoft.com



3rd August 2018

Ms. Divya Kothamasu, D No: 11-67, Addanki (M), Prakasam (Dt), Andhra Pradesh - 523201.

Dear Ms Divya Kothamasu,

Subject: Appointment as a Software Trainee in Piersoft Technologies.

Further to the interview you had with us, we are pleased to appoint you as Software Trainee in our company.

The Terms and Conditions governing your training are given below: -

1. Training Period:

You will be on training for a period of 2 to 3 months effective 1st Sept 2018. During this training period, you are required to observe, learn and practice the assigned functions by the BU Head.

2. Stipend:

You will be paid Rs.8000/- per month as stipend during training period.

You will not be eligible for any other benefits from the company during training period. After successful completion of training and based on your performance in the tests, your stipend will be revised. Further, for the next four months, you will be on "On-the-job Training". Thus, at the end of six months you will be confirmed and salary will be determined as per the norms. As such, you will be absorbed as a "Trainee Software Engineer". This is all subject to your performance.

3. Working hours, Holidays and Leave:

The regular working hours of the company are from 9:30am to 6:30pm including 30 minutes for lunch break. However, the Company works five days in a week. Office would be closed on holidays, as declared.

4. Notice Period during Training:

The company reserves the right to terminate services of Trainees on the grounds of misconduct or non-performance or breach of the terms and conditions of the Undertaking to be furnished by the Trainee as per Clause 5 of this letter. Any violation of this will tantamount to cessation of services.

buthe

INDIA 4th Floor, Trendz Dwaraka, Plot # 21 & 22, Telecom Nagar, Gachibowli, Hyderabad 500032 Tel: +40 23000321

UAE

Floor#38, Suite # 3801, 250, Single Business Tower, Sheikh Zayed Rd, Dubai Tel: 043388788

USA

12 Harris Ct, Lawrenceville, NJ - 08648 Tel: +1 972-805-4422



Ms. Divya Kothamasu

- 5. It is mandate to sign-in Undertaking-cum-Indemnity Bond/Agreement on joining with the company.
- 6. Your service will be governed by the Company's Practice, Procedures, Rules, and Regulations besides in changes that may take place from time to time.
- 7. You are to note the provision of Code of Conduct and sign the same for our record.

We wish you all the best in your endeavors.

Yours Sincerely,

For Piersoft Technologies Pvt. Ltd,

the

Authorized Signature

Acceptance:

Please bring a signed photocopy of this letter stating the acceptance of the terms and conditions of the company, on the date of joining.

41h Floor, Trendz Dwaraka, Plot # 21 & 22, Telecom Nagar, Gachibowli, Hyderabad 500032 Tel: +40 23000321

Eloor#38, Suite # 3801, 250, Single Business Tower, Sheikh Zayed Rd, Dubai Tel: 043388788

USA 12 Harris CI, Lawrenceville, NJ - 08648 Tel: +1 972-805-4422

Infopark Software Technologies

Date: 20-08-2018

To: K Yagnajyothi Sai Kumar

OFFER OF EMPLOYMENT

Dear

We are pleased to make an offer as "ASSISTANT SOFTWARE ENGINEER". You will receive a detailed appointment letter after you join & clear your certificate test.

On your joining will be required to undergo Process Training for a period of 10 days. Only on successful completion of this training you will be absorbed in the company.

On reporting, please bring seven recent passport size photographs, photocopy of all Educational Certificates, Aadhar Card copy, PAN Card copy, Address Proof copy, Last Employer's salary certificate and Relieving Letter(if applicable).

You will be governed by the rules, regulations and other Company policies including without limitation the Employee Handbook ("Company policy") of INFOPARK SOFTWARE TECHNOLOGIES as applicable, enforced, amended or altered from times to tome during the course of your employment:

Your date of joining will be 27-08-2018

We look forward to a mutually rewarding relationship.

Thanking you,

INFOPARK SOFTWARE TECHNOLOGIES

Accepted & Agreed,

HR MANAGER

Signature: K-Sai Keiman

Name : K Y SAI KUMAR



III Floor, Sailok Complex, M.G. Road, Labbipet, VIJAYAWADA-520010

Ph: 0866-2487233. www.infoparktech.in

1448120569

SLK Software Services Pvt. Ltd.,

"SLK Green Park", SEZ UNIT – II, 4th, 5th, 6th & 7th Floor, Tower A, Amin Properties LLP SEZ, Sy No 19, 20, 20/1, Pujanahalli Village, Devanahalli Taluk, Bangalore Rural - 562 110, Karnataka (India), Tel: +91 80 4180 5721/ 6690 4721, +91 80 4050 1921.



Date:12/12/2018

Private and Confidential

Mr./Ms. Kunapareddy Teja Krishna Sriram Nagar 9th Road, Opp MP Primary School Eluru - 534003

We are delighted to welcome YOU to an organization with the Freedom to Succeed. You will be an integral part of a high energy & dynamic work environment. We believe in deep & enduring relationships and welcome you to excel, learn, grow and build an enriching & rewarding career with us. The following points outline the offer details.

- 1. Training & Probation: You will be on training & probation for initial period of 12 months from the date of joining.
- Offer Details: We are pleased to offer you the position of "Trainee Software", Grade T1. Your total Cost to Company(CTC) inclusive of all benefits is INR 282,500.00/- (Rupees Two Lakh Eighty Two Thousand Five Hundred Only)per annum. This is subject to deduction of tax at source, in accordance with the prevailing IT laws. Your compensation details are detailed in Annexure 1.
- 3. Training Agreement: You are required to sign an agreement to serve the company for a minimum period of 2 years from the date of joining.
- 4. Offer Validity: This offer is valid till 12/17/2018. Kindly ensure that you confirm your acceptance of the offer in writing, on or before 12/14/2018. The offer stands null and void thereafter, unless the offer acceptance date is extended and communicated to you in writing. This offer supersedes all prior communication, written and oral.
- Offer Conditions: This offer and your subsequent employment is subject to your successful completion of Background check as detailed in the attached Terms and Conditions document.
- 6. Date of Joining: Your tentative date of joining is 12/17/2018.
- 7. Location: Your work location will be Bangalore, India.

Please refer to the enclosed document on "Terms & Conditions of Employment", applicable upon your employment. Please Sign and handover the copy along with this offer letter. We wish you a long & successful tenure with us and looking forward to working with you.

Best regards,

Amithette

Uthappa M Kuppanda (AVP - HRM)

Date:12/12/2018

Kunapareddy Krishna

Date:12/12/2018

Regd. Office: SLK Software Services Pvt. Ltd. "SLK1", No.40/A, KHB Industrial Area, Yelahanka New Town, Bengaluru – 560 064, India. Tel: +91 80 4180 5721/ +91 80 4050 1721 / +91 80 6690 4721

www.slkgroup.com

CIN: U72200KA2000PTC027503

contact@slkgroup.com

Page 1 of 13



COMPENSATION AT A GLANCE

Private and Confidentia

Name:Kunapareddy Teja Krishna

Designation: Trainee - Software

Place:Bangalore, India.

Date:12/12/2018

| Salary Break-Up | |
|--|---------------|
| A. Components | Amount in INR |
| Basic | 161,400.00 |
| House Rent Allowance | 56,490.00 |
| Ad hoc Allowance | 1,982.00 |
| ST Bonus | 32,280.00 |
| Flexi Benefit Plan (FBP)* | 2,450.00 |
| Total (A) | 254,602.00 |
| B. Retirals | - |
| Company contribution to Provident Fund | 19,368.00 |
| Company contribution to Gratuity Fund | 7,760.00 |
| C. Benefits | |
| ESI Employer Contribution | 0.00 |
| Group Personal Accident Insurance | 770.00 |
| Total | 282,500.00 |

Medical Insurance, ESI and Group Personal Accidental Insurance coverage will be as per the company policy.



Note: The terms and conditions of employment, including those mentioned above, are subjected to and will be governed by the policies, rules and regulations as applicable from time to time.

Sincerely,

Amuthoffe

I accept the offer as outlined above.

Uthappa M Kuppanda (AVP- HRM) Date:12/12/2018

Kunapareddy Teja Krishna Date:12/12/2018



ANNEXURE 1

Total Rewards and Benefits

SLK continuously strives to provide best in-class benefits to you.

Apart from your salary, you are also entitled to numerous monetary and non-monetary benefits. Some of the more significant ones are listed below for your quick reference.

1. Benefits under CTC:

- Flexible Benefit Plan (FBP): It is the portion of your salary that can be claimed against various specified expenses, to avail tax breaks. You can design your salary structure within the FBP amount, as per your anticipated expenses.
- · Group Medi-claim Insurance: It provides pre-defined insurance coverage to you and your dependents against expenses related to hospitalization due to illness, disease or injury. The premium of this policy is part of your CTC.
- · Group Personal Accident (GPA) Insurance: It offers compensation in case of disability or death directly and solely as a result of an accident. The premium of this policy is part of your CTC.
- Executive Health Checkup: SLK has tied up with reputed hospitals for periodic employee health checkups. You can avail the Executive Health Checkup Benefits once in 2 years.

2. Holidays, Paid Leave & Encashment:

SLK strives to create and maintain a balanced work schedule for you through our distinct leave and holiday programs.

- National and Festival holidays: 11 days every calendar year.
- Paid Leaves (PL): 24 days per annum. You get 2 days of PLs per month, every year.
- PL encashment: Un-availed PLs over and above 48 days shall be encashed at the end of the financial year.
- Maternity Leave: Female employees can take 26 weeks of paid leaves and an extension of up to one month
- in cases of continued sickness, as per Maternity Benefits Act. Additionally, an extension up to 6 months is permissible, as a combination of PL, work from home, part time work or leave without pay, subject to approval.
- Miscarriage Leave: In case of miscarriage, female employees are eligible for 6 weeks of miscarriage leave.
- Paternity leave: New fathers are entitled to 5 days of paid paternity leave for the first two children.
- Adoption Leave: If you are adopting a child, you are eligible for 12 weeks of paid adoption leave.
- · Sabbatical leave: Employees have an option to avail 3-12 months of leave on loss of pay as per the Sabbatical leave policy.



3. Other Benefits:

- Shift Allowance: It is applicable to employees who work in shifts, other than the general shift.
- Salary Advance Policy: You can avail a salary advance in case of medical emergencies or marriage.
- Sponsorship on Certifications: You can get sponsorships to pursue certifications as per policy.
- Group Term Life Insurance (GTLI): It provides a lump sum benefit in the unfortunate event of Death, Total & Permanent Disability or Terminal Illness. The coverage is as per the policy.

Note: Please access Converge for more details on the applicability and eligibility criteria of the above-stated benefits.



JOINING FORMALITIES

Required Documents: Please carry the originals of the below stated documents on the Onboarding Day, without fail. These originals will be verified against the scanned documents you have already uploaded in SuccessFactors application, during your interview and Offer process.

| SI.N | p. Particulars of documents |
|------|--|
| 1. | SLK Accepted Offer Letter |
| 2. | Relieving letter & Service Certificate / Proof of submission of resignation Or Resignation acceptance - Immediate previous employer |
| 3. | Last 3 months salary certificate / pay slip from immediate previous employer |
| 4. | Relieving letter / Service Certificate from all previous employers |
| 5. | Professional certifications, if any |
| 6. | Degree /PG / Masters Certificate (Convocation) and Marks Sheet. Provisional Certificate will not be accepted. |
| 7. | Pre University Marks Card / 12th Standard or Higher Secondary certificate |
| 8. | SSLC Marks Card / 10th Standard certificate |
| 9. | Passport (including VISA copy, if any) |
| 10. | Voters ID / Driving License |
| 11. | Aadhar Card |
| 12. | Provident Fund - Universal Account Number (UAN) |
| 13. | -3 Recent passport size photographs with White Background -Formally dressed (avoiding plain white or white colour patterns for better visibility – semi-dark colours would be preferred) -80% face visibility (approx. 32-36 MM height of the face visibility in a total height of 47 MM) |
| 14. | Latest Form 16 or Current financial year Income Tax computation sheet |
| 15. | PAN Card |
| 16. | Deputation Letter – To be submitted by employees who are deputed from their Primary employer/Parent company. |



Onboarding

Please report to the following address (Onboarding Venue) by **09:30 AM IST** to complete your joining formalities. One of our executives from the HRM function will be happy to receive you and assist you during the Onboarding & Assimilation process.

SLK Software Services Pvt Ltd SEZ UNIT II, "SLK Green Park", Tower A, 4th to 7th Floors, Amin Properties LLP SEZ, Pujanahalli Village, Devanahalli Taluk, Bangalore Rural - 562 110, Karnataka (India).

Please feel free to contact the respective recruiter through email or call at 080-41805721 or 080 - 66904721 for any clarification.

SLK Software Services Pvt. Ltd.,

"SLK Green Park", SEZ UNIT – II, 4th, 5th, 6th & 7th Floor, Tower A, Amin Properties LLP SEZ, Sy No 19, 20, 20/1, Pujanahalli Village, Devanahalli Taluk, Bangalore Rural - 562 110, Karnataka (India), Tel: +91 80 4180 5721/ 6690 4721, +91 80 4050 1921.



Private and Confidentia

Date:12/12/2018

TERMS & CONDITIONS OF EMPLOYMENT

Mr./Ms. Kunapareddy Teja Krishna Sriram Nagar 9th Road, Opp MP Primary School Eluru - 534003

In continuation to our Offer of Employment dated 12/12/2018, please review carefully the Terms & Conditions, which are applicable.

- Pre-Employment Medical Checkup: Your appointment is subject to being found medically fit. To this extent you will be required to undergo certain medical tests at the medical establishment stated in the attached reference letter. Please contact the medical establishment directly to fix up an appointment and ensure that you undergo the tests before the joining date i.e. 12/17/2018.
- Background check: All information & documents submitted by you to the Company are subjected to verification by the Company or an external agency appointed by the Company, at any time during your employment with the Company. You hereby authorize the Company or any external agency, appointed by the Company, to verify your identity, address, antecedents, criminal records (wherever deemed fit) and educational qualification, employment history and any other details that would be needed as per the Company policy, prior to or upon your joining the Company, or thereafter. You are expected to extend your full co-operation during the verification. This Offer of Appointment is subject to clearing the Background Check and verification of all documents submitted by you to the Company. If you fail to co-operate or clear the Background Check, or if the information or documents provided by you are proved to be untrue, the Company reserves the right to withdraw this offer or terminate your employment, without any liability to the Company.

Role Expectations:

- At SLK, we are driven by honesty, dedication, and integrity. As an employee of SLK, you must not
 engage in any other business, or render professional services either on a full-time or a part-time basis.
- Confidentiality and Data security are of utmost priority. You must keep your work strictly confidential and not divulge or disclose to any person or entity, during the term of your employment with the Company and thereafter. Any information related to the Company, its employees or associates, whom you became aware of during the term of your employment, must be treated with high confidentiality. You must not act in any manner, which is prejudicial or detrimental to the reputation and standing of the Company.
- Upon your joining the Company, you are required to execute various Employment Agreements governing the terms of your employment with the Company.

Regd. Office: SLK Software Services Pvt. Ltd. "SLK1", No.40/A, KHB Industrial Area, Yelahanka New Town, Bengaluru – 560 064, India. Tel: +91 80 4180 5721/ +91 80 4050 1721 / +91 80 6690 4721

www.slkgroup.com

CIN: U72200KA2000PTC027503

contact@slkgroup.com



- Full time employment: As a full time employee of the Company, you cannot take up any other work for remuneration or on advisory capacity in any other trade or business associated with the similar business areas of SLK, during the period of your employment, without prior permission in writing.
- Transfer: You are liable to be transferred or deputed, as the Company may determine, to any other location, department, or branch of the Company or its customers' sites in India or overseas.
- Working Hours: The official business hours on weekdays i.e. from Monday to Friday is from 9:30 AM to 6:30 PM. However, you are expected to work for a minimum of 9 hours per day, and have a flexibility to alter your work timings suitable to your Customer Business Unit or Function. If you work in projects that demand working on different shifts, then the work days, weekly offs and shift timings will be dependent on what is rostered by your Manager.
- · Leave and Holiday: The current benefits include -
 - Eleven (11) days National and Festival holidays every calendar year.
 - Twenty Four (24) days Paid Leave (PL) per financial year of service You are eligible for 2 days of PL
 per month on a pro-rated basis, based on the number of days worked.
 - 26 weeks of Maternity Leave, Twelve (12) weeks of Adoption Leave, Six (6) weeks of miscarriage Leave, as applicable, after completion of 160 days tenure in the Company.
 - Five (5) days of Paternity or Adoption Leave, as applicable.
- Performance: You must perform in your role and responsibilities as per the expectations of the Company. In case your performance is not up to the expected levels, you will be informed and provided guidance through the Performance Improvement Plan (PIP). If you are not performing to the expectation even after providing PIP support, the Company reserves the right to terminate your employment.
- Salary Review: Your compensation will be reviewed after 12 months based on your performance. Your next
 performance based compensation review will happen periodically as per the policy of the Company.
- Employee Provident Fund and Pension Scheme: You are required to make a contribution of 12% of Basic Salary, as per the provisions of the Provident Fund Act. The company will make appropriate contribution as required by the EPF Act towards PF & Pension Fund that is part of your CTC.
- Gratuity: You are eligible for payment of Gratuity as per the provisions of the Gratuity Act.
- Personal Accident and Group Mediclaim coverage or ESI: You will be covered under the Personal Accidental Insurance Policy and Group Mediclaim Policy, commencing from your date of joining. Or you will be covered under ESI, if you are eligible for the ESI benefit, as per the ESI Act.
- Code of Conduct: You must abide by the Code of Conduct policy of the Company, which will be communicated to you. In the event of any discrepancy or untrue information found in your application form or resume, willful neglect of your duties, breach of trust, gross indiscipline or any other serious dereliction of duties detrimental to the Company's interests, the company has the discretion to initiate necessary disciplinary action against you that can also result with termination of your services, as it deems fit and without any notice pay whats ever.



- Sexual Harassment: The Company disapproves any sexual harassment, which includes unwelcome behavior
 of sexual nature, whether direct or by implication. Indulging in sexual harassment is misconduct under the
 provisions of the Conduct and Discipline rules.
- Expense Settlement: In case of voluntary separation with the company within one year of date of joining, all expenses incurred by the Company on relocation or any other settlement expenses, until explicitly communicated in writing, shall be reimbursed by you, to the Company. Your Separation process will be withheld, if the above stated settlements are not closed by you.
- Information Security: SLK is an ISO 27001 certified Company and has a well laid Information Security framework. You are expected to understand, accept and abide by the policies and procedures related to Information Security and safeguard Company and customer information.
- Personal Information: Personal information, which includes individual information such as Bank account, credit card, debit card or other payment instrument details, health information, medical records, are classified as 'Confidential information' and handled accordingly. You hereby agree & authorize the Company to disclose such personal information to third parties, as required for business purposes only.
- Confidential Information: You will not at any time, without the consent of the Chief Executive Officer, disclose, divulge or make public, except on legal obligations, any information regarding the Company's affairs or administration or research carried out, which may be confided to you or become known to you in the course o your service or otherwise. To this extent, you will be required to sign necessary agreements as may be required by the Company or as per any requirements of the customers of the Company.
- Protection of Intellectual Property: You may during the course of rendering your duties as an employee, create, discover or invent Intellectual Property. All such Intellectual Property is the property of the Company and you agree that all such Intellectual Property is created as a "Work for Hire". You hereby agree that all Intellectual Property Rights related to inventions at work done by you during the course of your employment will vest solely with the Company. You also hereby agree to irrevocably assign, transfer, grant and convey to the Company and its successors all rights, title interest in and to such work or invention, including but not limited to all intellectual property rights represented or embodied therein. Wherever required you need to sign and execute the required, assignment agreements and documents to allow the Company to fully acquire such rights as per the requirements of the applicable law.
- Use of Software Licenses / Internet / E-Mail: Usage of software or email ID, not provided to you officially in the time of work, is prohibited. The Company disclaims any misuse or illegal use of Software Licenses available on the Internet or otherwise, access to Internet, Company's e-mail or such other facilities as may be extended to the employees. You will be required to sign an undertaking to this effect.
- Notice period: The contract of employment can be terminated by either party by giving the other sixty (60) days' prior notice. The Company reserves the right to pay or recover Basic Salary in lieu of notice period.
- Retirement: The retirement age is 58 years. Based on business exigencies the Retirement age may be extended up to 60 Years. Terms of the extension will be communicated in writing.



- On Separation: On cessation of your employment with the Company, you must immediately hand over to the Company before you are relieved, all the correspondence, RSA token, specifications, books, literature, drawings and other records belonging to the Company or relating to its business. You must not make or retair any copies of the same immediately after serving the notice of termination of services to the Company. The Company will notify you to whom you will hand over the property of the company. You will do all things necessary to transfer the information and knowledge pertaining to projects and assignments on which you were working. You will not be relieved from the services of the Company till the authorized person certifies taking over charge.
- Non-Compete (On termination of your service): You will not seek an employment or have any business association either directly or indirectly or in any manner with our customers and their associate companies during the term of your employment with the Company and for a period of one (1) year from the date of your separation with the Company. You will not in the course of any subsequent employment, use any confidential or internal information obtained during the course of your employment with the Company or during the performance of any tasks or assignment with our customers & their associate companies, agents, vendors and partners, in any manner that will compete with, or may directly cause damage to, or create a loss of business of the Company for a period of one (1) year from the date of separation.

You will not entice, induce or solicit any existing staff of the Company to separate from the Company for a period of one (1) year from the date of your separation with the Company.

You must not use information obtained during your course of employment with the Company to engage in a business on your own account or as a partner with another person in a similar business that will in any way compete with or cause damage to the business interests of the Company for a period of two (2) years from the date of cessation of your employment with the Company.

- Policies and Procedures: The terms and conditions of employment, including those mentioned above, are subjected to and will be governed by the policies, rules and regulations and information security policies as applicable from time to time.
- Arbitration Governing Law and Jurisdiction: This Offer of Appointment shall, in all respects, be governed by and construed in all respects in accordance with the laws of the Republic of India.

All dispute or difference arising between the parties as to the effect, validity or interpretation of this Offer of Appointment or as to their rights, duties or liabilities here under (Disputes) shall be resolved by mutual discussion.

In the event of failure to reach an amicable solution by the parties within thirty (30) days from the commencement of mutual discussions, such dispute shall be referred to and settled by Arbitration by three Arbitrators, one to be appointed by each party and the third to be appointed by the two Arbitrators. The Arbitration proceedings shall be in accordance with the Indian Arbitration and Conciliation Act, 1996. The decision of the Arbitrators shall be final and binding upon the parties. The venue of arbitration proceedings shall be final and binding upon the parties.



The parties hereby agree that this Offer of Appointment shall be governed by the laws of the Republic of India and agree to submit to the exclusive jurisdiction of the courts in Bangalore, India, for initiating any legal action for enforcing any terms and conditions of rights and obligations under this Offer of Appointment.

Kindly sign and return a copy of this letter as a token of your acceptance of the above terms & conditions of employment.

Best regards,

Amuthoffe

Uthappa M Kuppanda (AVP- HRM)

Date:12/12/2018

I have read and understood the rules & regulations of employment, HRM policies, Information Security policies, as mentioned in this letter and agree to adhere to and abide/comply by the same. I understand and confirm that the contents of the offer & terms of appointment are STRICTLY PERSONAL and CONFIDENTIAL between me and the Company. This information must not at any time, be disclosed, divulged or discussed, except with my Reporting Manager/HR Team. Any violation of this will be deemed unprofessional and viewed seriously.

Kunapareddy Teja Krishna

Date:12/12/2018

SLK Software Services Pvt. Ltd.,

"SLK Green Park", SEZ UNIT – II, 4th, 5th, 6th & 7th Floor, Tower A, Amin Properties LLP SEZ, Sy No 19, 20, 20/1, Pujanahalli Village, Devanahalli Taluk, Bangalore Rural - 562 110, Karnataka (India), Tel: +91 80 4180 5721/ 6690 4721, +91 80 4050 1921.



MEDICAL LETTER

Date:12/12/2018

Express Clinic

Dear Sir/Madam,

Kunapareddy Teja Krishna will be visiting you for undergoing the following tests:

- Hemoglobin TC DC ESR
- Fasting Blood Sugar
- Urine Routine Examination
- Medical Examination by the Physician

Kindly complete the above tests and send the reports directly to SLK Software within 2 days of completing the tests.

The cost of the tests will be borne by SLK Software. Kindly invoice us the same for payment.

Yours sincerely,

Amithette

Authorized Signatory

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Registered Office: 806 Siddharth, 96, Nehru Place, New Delhi-110019, India.

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OFFER & APPOINTMENT LETTER

16th December, 2019

HCL

Lakkakula Vineetha 2-100,Sadhuvari Palem, Jarugumalli Mandal, Prakasam District

Dear Lakkakula Vineetha,

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 **18th December,2019** at **9:00 A.M** at the following address **Chennai-Amb-4, Amb. Ind. Estate,94.** 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 **18 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 **18 months** from the date of Joining.

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 <u>Annexure II</u>.

On the date of joining, you would be required to submit the documents listed in <u>Annexure III</u>. 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.

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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.

For HCL Technologies Limited,

Amrita Das Vice President, Head-Global Rewards

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ANNEXURE I

| COMPENSAT | ION PLAN | |
|--|-----------------------|--|
| NAME | Lakkakula Vineetha | |
| BAND | E1 | |
| DESIGNATION | Software Engineer | |
| CITY | Chennai | |
| Monthly Compo | nents (in INR) | |
| Basic Salary | 15,069 | |
| House Rent Allowance | 7,523 | |
| TOTAL: Monthly | 22,592 | |
| TOTAL: Monthly Components : Annualized | 2,71,107 | |
| Retirals & Other B | enefits (in INR) | |
| Provident Fund | | |
| Medical Insurance Premium/ESIC | | |
| Gratuity | 8, | |
| TOTAL : Retirals | 40,393 | |
| Variable Compor | nents (in INR) | |
| Performance Bonus (in Rs.) | 21,000 | |
| Engagement PB (paid monthly) @ 100% achievement levels | 17,500 | |
| TOTAL: Variable Components | 38,500 | |
| COST TO COMPANY | 3,50,000 | |
| Insurance & Medical Benefits (in INR) | Max Sub limits (p.a.) | |
| Hospitalization cost reimbursement limit | 3,60,000 | |
| Term life Insurance Cover | 20,00,000 | |
| Disability cover due to accident (upto) | 18,00,000 | |

NOTE:

1. Flexi Basket is only applicable in E2+ employees

2. All salary components are governed by the company policies and statutory guidelines.

3. This salary sheet is strictly confidential and must not be discussed with anyone other than your HCLT Reporting Manager and/or your HR Manager.

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4. Any personal tax liability arising out of compensation will be borne solely by the employee.

5. Gratuity to be payable as per act



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www.htl.com

ANNEXURE II

Welcome aboard...

It is often said that an organization can grow only if it empowers its employees to grow! At HCL, we consciously realize this fact and have developed a five-fold path for individual enlightenment that not only covers basic monetary benefits for HCLites, but also takes care of their professional growth by providing empowerment, knowledge, recognition, transformation and support.

Following are the terms and conditions that refer to our offer of employment to you, this is to be read in conjunction with the offer letter as attached.

GENERAL TERMS AND CONDITIONS OF EMPLOYMENT

1. Location

As you are aware that HCL is coming up with IT/ITES SEZ Operating Units in some cities; till the time SEZ campus becomes operational, you may be assigned to another facility in the city of posting - **Chennai**.

2. Medical Check up

Your employment is subject to you being declared medically fit by the company doctor.

3. HCLT Training Program:

Training (classroom/on the job) sessions will be conducted after your joining. The training period may be either extended or may be deemed completed earlier, at the discretion of the Management. You shall continue to be under probation, unless specifically confirmed in writing.

4. Increments and promotions

Your growth in terms of role, compensation etc. in the company will solely be based on your performance. Unless notified in writing, you will be deemed as "confirmed" on completion of your probation period i.e. **15 months** from date of joining. Subsequently, your annual performance appraisal and compensation review will be aligned and effected from the first day of the subsequent quarter thereafter.

5. Notice Period/ Separation

Your employment with the Company can also be terminated either by the Company or by you by giving the other party **90 days'** advance notice. If the Company terminates the employment and decides to relieve you before the completion of the notice period, the "Basic" component of the salary for the balance notice period would be paid to you. If at your request, the Company agrees to relieve you before serving the full notice period, you will be liable to pay the Company the "Basic" component of the salary for the balance notice period. However, please note that accepting any such early relieving request would be entirely at the discretion of the Company.

On termination of your employment for any reason, you shall comply with the Company's termination procedures, sign all documents and return all Company property. The Company will not be bound to pay the dues, if any, till you have completed all the separation procedures.

6. Agreements

You may be required to sign necessary agreements with the Company or any other client as required and complete various formalities as per the agreements at the time of joining and during the tenure with the company.

You may also be required to sign other Agreements with the Company, as the Company may decide from time to time, in order to secure the interests of the Company as also to ensure your performance and adherence to all terms, conditions, rules and regulations of the Company.

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HCLT Confidential

Signature of Employee:

HCL

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www.hei.com

7. Background and Reference Check

- The company will undertake the background verification / validation process of employees in terms of education, previous employment(s), criminal verification, database and web searches, address verification, claims made against achievements in the resumes/CVs of the employees etc. with the help of a third party as and when required. You would be required to submit photocopies of documents detailed in Annexure III to facilitate the joining and background verification process.
- The company may also undertake reference check through at least two professional references submitted during the process of selection.
- In case the Prospective Employees fails to submit any document required for conducting background verification, they will not be considered for hiring. If the Prospective Employees fails the background verification, appropriate actions including withdrawal of offer of employment will be taken basis the recommendations given by the background verification team & in line with HCL policies.

8. Working Hours

You will be governed by the normal working hours as existing in the company. You may be required to work in shifts and/or in extended working hours, as permitted by law, if required as per business needs. The same are subject to change from time to time.

9. Mobility

The Company may require you to perform duties and undertake assignments for the Company in any part of India or abroad, whether at the Company's premises or that of its customers/clients. You are also liable to be transferred to any office or branch of the Company anywhere in India or abroad. During deputation to any customer/client's premises you shall abide by the terms and conditions pertaining to such premises.

10. Deputation/ Transfer

Company may also depute you to work with any of the Group Companies or transfer your services to any Group Company. On such transfer of your employment, the present terms and conditions will cease and the employment will be governed by the terms of employment of the Company you are transferred to. You shall however be entitled to continuity of service.

11. Retirement

You will retire from service on attaining superannuation at the age of 55 years.

12. Other benefits

You shall be eligible for other benefits related to leaves, perquisites etc. in accordance with the prevailing terms of employment in the Company. Notwithstanding the above, the Company reserves the right to change the above-mentioned benefits as and when it deems necessary and you will be notified accordingly.

13. Correctness of the Details Furnished

You have been appointed on the presumption that the particulars furnished in your application and resume are correct. In the event the said particulars are found to be incorrect or that you have concluded or withheld some other relevant facts, your appointment with the Company shall stand terminated/cancelled without any notice.

14. Data Protection:

- a. The Employee consents to the holding & processing of personal data provided to the Employer for all purposes of the administration and management of his/her employment and/or the Company's business.
- b. The Employee hereby agrees to his/her personal data being collected & the same being transferred, stored and processed by the Company in India and any other countries where the Company, its Group Company and Company Clients have offices, in accordance with the applicable laws.

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Signature of Employee:



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- c. The Employee also agrees that the Company may make such data available to its advisors, other agencies, such as pension providers, medical, insurance providers, payroll administrators, background verification agencies and various regulatory authorities.
- d. During employment, the employee will have the right to amend/modify/alter his/her personal information. The employer will exercise all reasonable diligence for safeguarding personal information, as have been disclosed by the employee. It is clarified that the said obligation will not be applicable in case of legally compelled disclosures.
- e. The Employee further acknowledges and agrees that the Employer may, in the course of business, be required to disclose personal data relating to him/her, after the end of his/her employment to any group/statutory bodies/authorities as required under applicable law/requirements. However, any personal data, which is no longer required, will be deleted without undue delay.

15. Other Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of HCL as applicable to you and the changes therein from time to time.

Further, during the period of your employment with HCL, you will be required to inter alia comply with the Company's Code of Business Ethics & Conduct, Anti Bribery & Anti-Corruption, Business Gift and Entertainment Policy and failure to do so shall entitle HCL to take appropriate disciplinary action which may lead & include up to termination of your employment with HCL.

You agree not to undertake employment whether full time or part time, as the Director/ Partner/member/employee of any other organization or entity engaged in any form of business activity without the consent of HCL. The consent may be given subject to any terms and conditions that the company may think fit and may be withdrawn at the discretion of the company.

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Annexure III

LIST OF DOCUMENTS/INFORMATION TO BE SUBMITTED TO FACILITATE JOINING, PRE-EMPLOYMENT BACKGROUND VERIFICATION / VALIDATION AND APPOINTMENT PROCESS AT HCL

| | PRE-EMPLOYMENT BACKGROUND VERIFICATION |
|-------|--|
| S.No. | Particulars (To be submitted to the Recruiter) |
| 1 | Highest Qualification - Degree Certificate, All Years Mark sheets. Provisional Degree Certificate required for courses completed in the last 6 months from the current date |
| 2 | Permanent/Current Address Proof – Passport, Ration Card, Voter ID, Driving License, , Rental agreement or Lease agreement etc. |
| 3 | Previous Employer – Relieving and Experience Letter, latest salary slips & offer letter with Employee ID Number |
| 4 | A duly filled and signed copy of the BGV(Joining Form) Form and LOA (letter of authorization) |
| 5 | Identity Verification - Copy of valid passport and PAN card required |

Additional documents (To be submitted on request)

1. Highest Qualification- Admit card, college and university official's (Registrar and Director) detail

 Previous Employer – Direct HR Contact, PF account details, bank statement showing salary transfer and Form 16, If company is active, employer's active address.

Things to Remember

<u>1.</u> The information provided in Resume and background verification form must be same.

- 2. Information provided in background verification form must be accurate.
- **<u>3.</u>** Period of stay mentioned in the background verification form should be correct and in continuation (without any GAP).
- 4. Any Gap in Employment or Education must be informed explicitly to the recruiter.

Additional document can be requested to clear background verification therefore to avoid delay it is advisable to submit these documents along with the mandatory documents.

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HCL

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www.heli.com

List of Documents required for joining-induction day

| S. No | Document Check List | Number of Photocopies |
|-------|--|-----------------------|
| 1 | Latest Offer/Appointment Letter with Cost to Company (CTC and ALL ANNEXURES) | 1 |
| 2 | Extension Letter (if the Date of Joining in the offer letter is past dated) | 1 |
| 3 | Passport – Front Copy only for name & DOB Proof | 1 |
| 4 | 10th MARK SHEET, only if Passport is not available | 1 |
| 5 | Passport Sized Photographs (white background) | 3 |
| 6 | Vendor NDA- (For THIRD PARTY Resources ONLY) | 1 |

- Please ensure all documents are Self-attested (Photocopies).
- Please ensure that the photocopies are clearly visible as dark and hazy photocopies are not accepted.
- Please avoid clicking pictures of documents and taking printouts.
- Please do not send soft copies through Emails.
- Please keep your PF account number (immediate previous employment), UAN information handy as these
 details are required on the induction day.
- Please ensure you carry a soft copy of your Photo and Graduation Degree Certificate.
- Induction Timings are 0900 to 1830 IST.

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You are required to report to HCL Onboarding Team for completing joining formalities on the day of joining by 9:00 a.m. at your respective location of joining as following:

Location of HCL Onboarding Team for joining formalities:

| S. No | Location | Address |
|-------|------------|---|
| 1 | NOIDA | HCL Technologies Ltd, A-9, Sector-3, Noida-UP, 201301 |
| 2 | CHENNAI | HCL Technologies Ltd,Sez Unit-2 (Sdb2 Buid), Eclot-Special Economic Zone, 602/3, Shollinganallur Village, Shollinganallur-Medavakkm High Road, Chennai-600119 |
| 3 | BANGLORE | HCL Technologies Ltd, Surya Saphire, Plot#3, 1St Phase, Hosur Road, Electronic City Banglore- 560100 |
| 4 | KOLKATA | HCL Technologies Ltd,Level-4, Building -A3 Unitech Infospace, Dh Street, Rajarhat, Kolkata- 700091 |
| 5 | HYDERABAD | HCL Technologies Ltd,Special Economic Zone, Phoenix Infocity Pvt Ltd, H-01, Level -2, Hitec City 2-Survey No. 30,34,35 & 38, Madhapur, Hyderabad-500081 |
| 6 | PUNE | HCL Technologies Ltd, Blue Bell, Tower-7, Level- Upper Ground Floor, Wing (A&B), Magarpatta, Sez, Pune-411013 |
| 7 | MUMBAI | HCL Comnet Ltd, Arena Tower, Ground Floor, Road No 12, Midc, Andheri East, Opp Goldfinch Hotel, Mumbai-400093 |
| 8 | LUCKNOW | HCL Technologies Ltd,Hcl It City, Sdc-01, Chack Gajaria Farms, Sultanpur Road, Lucknow, Uttar Pradesh-226002 |
| 9 | MADURAI | HCL Technologies Ltd, Sez Unit-1, Tower-1, Elcot, Special Economic Zone, Survey No. 1/2, 1/3, 1/19, 1/20, 4/1, 2/1, 2/2, 4/2, & 5, Plot No. 5&7,Ilandhaikulam Village-Madurai-Tamil Nadu- 625020 |
| 10 | Nagpur | HCL Technologies Ltd, Plot No.5, Sector 12, Mihan SEZ, Nagpur |
| 11 | Coimbatore | State Street Hcl Services Human Resources Module - 201, 202, 203, 204 And 206 - 2Nd Floor, Tidelpark Coimbatore Limited, Coimbatore - 641014,Extn : 04226657526 |
| 12 | Vijayawada | State Street HCL Services Private LimitedMedha IT Towers, Third Floor, Kesarapalli, Gannavaram, Krishna District 521102 |

9

HCL

Corporate Identity Number: L74140DL1991PL0345359 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: 808 Siddharth, 96, Nehru Place, New Delhi-110019, India.

www.hcitech.com

ANNEXURE IV

EXPLANATION OF COMPENSATION STRUCTURE AND EMPLOYEE BENEFITS

To facilitate an easy understanding of your compensation structure (Cost to Company, CTC), the various components have been categorized under the following broad heads:

- Basic Salary
- Monthly Allowances
- Variable Pay
- Retirals & Insurances Benefit
- Disclaimer:
- Your individual compensation structure may not necessarily have all the components as applicable to the respective Band.

The details for each component falling under these heads are explained as following:

BASIC SALARY

The Basic Salary is standard across organization and brought to a certain value of the CTC. Basic salary has an impact on various other components such as the PF contribution, medical insurance cover, Gratuity, HRA etc. and hence has to be balanced so as not to substantially reduce the employee's take home salary.

MONTHLY ALLOWANCES

- House Rent Allowance (HRA): The HRA is payable maximum Up to 100% of the Basic Salary and paid monthly. This includes the Company Leased Accommodation value. For those who are not staying in a rented accommodation, can declare the same in the system post joining and this amount would be paid as taxable component.
- Food Wallet: Food Wallet is a voluntary benefit and is applicable for payments related to food and non- alcoholic beverages only. Once enrolled, the benefit should be availed within HCL Cafeterias or food joints outside HCL campus which serves only food and non-alcoholic beverages. This Food Wallet cannot be used in any other outlet other than designated food outlet.
- Holiday Allowance: Holiday Allowance is payable maximum up to INR 50,000 spread over 12 months.
- Advance Statutory Bonus: Applicable where monthly gross does not exceed INR 21,000 (excluding variable component) as per the Payment of Bonus Act.
- Compensatory Allowance: Compensatory Allowance is a buffer component that adjusts the amount of CTC against all other fixed components.

VARIABLE PAY

The scope of "Variable Pay" in your compensation structure will be governed based on your "employee group" in HCL.

Performance Bonus (PB): Performance Bonus (PB) is payable in accordance with the Company's Bonus Policy (sales / delivery / functional support) as applicable at that time. The quantum of pay-out will be subject to the current year's Bonus Policy and will be calculated based on your individual contributions against your Key Performance Parameters (KPP) as well as the company's performance.

10

HCLT Confidential

Signature of Employee:

HCL

HGL TECHNOLOGIES LTD. Corporate Identity Number: L74140DL1991PLC045369 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: 808 Siddherth, 96, Netiru Place, New Delhi-110019, India. www.bcitech.com

PB is payable at the end of the performance review cycle. To be eligible for the bonus pay-out, you need to be active on the rolls of the company at the time of reward distribution as per Performance review and Reward cycle.

Engagement Performance Bonus (EPB): Engagement Performance Bonus is a variable component payable on a monthly basis. This component allows employees to participate and take control of delivery excellence in their respective engagements. Payout of EPB will be based on EPB guidelines as applicable to the respective engagement.

RETIRALS & INSURANCES BENEFIT

You and your dependents will be covered under Social Security as per the law and Insurance Benefits policy offered by the company. The amount mentioned under 'Insurance and Medical Benefits' in your compensation structure is applicable towards various insurances (Medical Insurance, Term Life Insurance, Personal Accident Insurance).

Medical Insurance: Some of the salient features of the Group Health Medical Insurance policy are as follows

- The policy covers Hospitalization expenses and Maternity expenses.
- By default, the employees (who are not covered under the ESI Act, 1948] will be mandatorily covered under the benefit. The benefit will also be available to cover Spouse, dependent children, dependent parents/in-laws, dependent brothers who are unemployed but below the age of 25 and sisters (unmarried & unemployed), additionally, by declaring them as dependants and on confirming that they are NOT covered under any other employer-sponsored medical scheme (e.g., Central Government Health Scheme) and that they are wholly or substantially dependent on you for their medical needs.
- The premium payable depends on the dependants declared.
- The hospitalization coverage limit will be same as defined in compensation structure.
- Company reserves the right to amend the benefit plan and shall keep all employees informed/updated.
- You may refer 'Medical Insurance policy' for further details.
- Coverage under ESI: The employee will be covered under Employee State Insurance Scheme in accordance with the applicable norms and amendments made during time to time or any further amendment which may come into force during the employment tenure under Employees' State Insurance Act, 1948.

Employees covered under ESI would not be covered by default under HCL's medical insurance benefit. Option to enroll under medical insurance is available as well; however, in such a case, the additional cost of annual medical premium has to be borne by the employee as per terms and conditions elucidated under Medical Insurance policy.

*The employee & employer contribution will be payable as per current prescribed rates under ESI Rules.

• Employer's contribution to Provident Fund: As per statutory requirements, an employee has to contribute 12% of the basic salary towards Provident Fund (PF). HCL contributes matching amount to PF. Out of employer's contribution, 8.33% of monthly basic or INR. 1,250/- whichever is lower is remitted to PF authorities towards Employees' Pension Scheme (EPS). All employees are thereby eligible to draw pension after superannuation, except those who had opted out of EPS as per Form-11 declaration.

*The percentage and amount is in compliance with the current PF Act.

- Gratuity: As per statutory requirements, it is employer's statutory liability to pay 15 days Basic salary (15/26 of a
 monthly Basic) for every completed year of service to each of his employees on their exit, for any reason after five
 years of continuous service, subject to maximum limit of INR 20.00 lakhs.
- Term Life Insurance (including EDLI): At HCL, you will be covered under the Term-life Insurance which provides safety net to family in case of death of the employee due to any reasons. The applicable amount is mentioned in your offer letter.

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HCLT Confidential

Signature of Employee:

HCL TECHNOLOGIES LTD. Corporate Identity Number: L741400L1991PLC046369 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: 808 Siddhorth, 96, Nehru Place, New Delhi-110019, India. www.hcltech.com

www.hti.com

Disability Insurance: You are also covered against any permanent or partial disability that may arise due to an accident. The amount payable by Insurer for a disability shall depend on nature of the disability. The amount mentioned in your offer letter is the maximum amount paid by Insurer as per the nature of a disability. You may refer 'Personal Accident Insurance' policy for further details.

We look forward for you being an integral part of this arduous yet fulfilling journey towards excellence and growth and hope our relationship will go a long way!

Disclaimer

You will be liable to pay all applicable taxes on your income as per the local laws. You will also be responsible for filing your personal Income Tax returns. You acknowledge that the Company is not in any way influencing, guiding, suggesting on aspects of taxation or tax saving measures in any form and that the same is individual's decision / personal choice. Please note that all components mentioned above may or may not be a part of your compensation structure. HCL reserves the right to alter, append or withdraw the benefits extended either in part or in full based on management's discretion.

We look forward for you being an integral part of this arduous yet fulfilling journey towards excellence and growth and hope our relationship will go a long way!

HCL Technologies will correspond with you on the address & contact details mentioned below :-

Permanent Address: 2-100,Sadhuvari Palem,Jarugumalli Mandal, Prakasam District Email ID: vineetha571@gmail.com Telephone Number: 9912804571

HCLT Confidential

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HCL

14481A0572



madala ravali <madalaravali@gmail.com>

Offer Letter_ BeetleRim

HR <hr@beetlerim.com> To: madalaravali@gmail.com

Dear Madala Ravali

Fri, Oct 19, 2018 at 5:28 PM

Greetings from BeetleRim Technologies!

We Thank you for your interest and the time you have spent evaluating career opportunities with our company.

We are pleased to offer you the position of TRAINEE for which we are enclosing the Offer letter for the same. As per our discussion we would like you to join us from 22nd October 2018, i.e on Monday. Please revert back with an acceptance and mail confirmation on your date of joining.

Documents to be carried on the date of joining for Background Verification:

(Originals certificates and photocopies for submission)

1. Educational Certificates (10th, Inter, Graduation (Provisional & CMM) and PG (originals & Xerox copies)

2. Present Address & Permanent Address proof's (Electricity Bill, Aadhar....etc)

3. 1 Passport size photograph.

Please send your acceptance as soon as possible.We look forward to have you as a part of our team.

Please note that it is our company policy that we do not state the agreed salary structure in this offer letter but will be stated in the Employee Agreement given to you on the first day of joining.

Regards,

Sreelekha.k

HR Executive BeetleRim Technologies, #8-10, 5th Floor, Fortune Chambers, Image Gardens Iane, Madhapur, Hi-Tech City, Hyderabad-500081, INDIA.

Contact: 040-66220800

Email: Hr@beetlerim.com

Get Outlook for Android

| Sr no | Level | NAME | | Designation/Position | Gross Salary | |
|-------|----------|--------|----------|----------------------|-----------------|-------|
| | | | | | | Basic |
| 14 | 31.05.20 | Ravali | 01.02.19 | Trianee | 25,000 | 7,000 |



Remuneration Details

Name: Maddineni Position: Senior Officer

Group: BUSINESS PROJECT GROUP

| Group. BUSINESS PROJECT CROCK | Senior | Officer |
|--|---------|----------|
| | Monthly | Annual |
| Deele | 6,350 | 76,200 |
| Basic | 10,500 | 1,26,000 |
| Supplementary Allowance* Superannuation Allowance ** | 952 | 11,424 |
| Total | 17,802 | 2,13,624 |
| Retirals | | 45 402 |
| Retirals (PF, Gratuity) *** | 1,291 | 15,492 |
| Total CTC | 19,093 | 2,29,116 |
| Performance Linked Retention Pay# | 1,583 | 18,996 |
| Total (incl PLRP) | 20,676 | 2,48,112 |

* Supplementary allowance will include HRA, Additional HRA, Conveyance / Travel allowance, , LTA, Medical, Canteen and any other allowance *** Company contribution towards PF is 12% and Gratuity is 8.33%

#Please note that there is no guaranteed performance bonus, subject to however provisions of the payment of Bonus Act 1965, wherever applicable.

Date: 14-Feb-2019

Digitally signed by YERUVA KIRAN KUMAR REDDY Date: 2019.02.14 10:18:26 +05:30 Reason: Offer Letter Location: Mumbai

ICICI Bank Limited

ICICI Bank Towers Bandra-Kurla Complex Mumbai 400 051, India. Tel.: (91-22) 2653 1414 Fax: (91-22) 2653 1122 Website www.icicibank.com CIN.: L65190GJ1994PLC021012

Regd. Office : ICICI Bank Tower, Near Chakli Circle, Old Padra Road, Vadodara 390 007, India.



PRIVATE AND CONFIDENTIAL

Reference No. - 1383776932 Applicant ID - 3672671

14-Feb-2019

Maddineni

Dear Maddineni,

We are pleased to make you an offer of appointment as Senior Officer in ICICI Bank. You will be placed in TS AND REM UNIT at HYDERABAD - GACHIBOWLI_RO.

The details of your remuneration and benefits are given in Annexure.

The following are the terms and conditions of the appointment.

Commencement/Term:

a) You shall be required to join the Bank on or before 27-Mar-2019.

- b) You will be on probation for a period of one year or such extended period as may be decided by the Bank based on your performance during the probation period.
- c) On satisfactory completion of your probation period, including that of extended period, if any, you will be confirmed in the services of the Bank in writing.

Other Terms and Conditions of Service:

- Professional Ethics & Confidentiality: While you are in the services of the Bank, you are not permitted to carry on any business or profession or enter, for any part of your time, in any capacity, the services of, or be employed by or engaged with any other firm, company or person. You will devote your whole time and attention to your office work to promote the interest of the Bank. You will not divulge details like your compensation structure (CTC), performance rating, performance bonus amount, increment, etc. and will not divulge to any person or utilize any of the Bank's secrets or other related information (which you may possess by reason of your association with the Bank) with any external agencies, press etc. outside the Bank. Any act in breach of this term would entail initiation of appropriate action as deemed fit by the Bank.
- IT Security Practice & Procedures: While you are in the services of the Bank, you will adhere to the IT Security Practice & Procedures as prescribed by ICICI Bank. Any instance/s of violation or any attempted violation of the aforesaid IT Security Practices and Procedures on your part shall result in disciplinary action.

ICICI Bank Limited ICICI Bank Towers Bandra-Kurla Complex Mumbai 400 051, India. Tel.: (91-22) 2653 1414 Fax: (91-22) 2653 1122 Website www.icicibank.com CIN.: L65190GJ1994PLC021012 Regd. Office : ICICI Bank Tower, Near Chakli Circle, Old Padra Road, Vadodara 390 007, India.

Retigence Technologies Pvt. Ltd.

April-2020

| Employee Name: Brahmaiah Makkena | Payment mode: Bank Transfer |
|---|-----------------------------|
| Employee ID: RET-073 | Bank Name: SBI |
| Date of joining: 01-03-2019 | Bank A/c No: 34960100169 |
| Designation: Implementation Engineer Trainee | PF A/c No: 101430055006 |
| Branch: Bangalore | PAN No: DWGPB2838J |
| | Work Days: 30 |

| Earnings | Rs. | Deductions | Rs. |
|--------------------|---------|-----------------|-------|
| Basic Salary | 6000 | PF | 1189 |
| HRA | 3000 | ESI | 97 |
| Standard Allowance | 3333 | institution of | |
| Food Allowance | 577 | | |
| GROSS SALARY | 12910 | TOTAL DEDUCTION | 1286 |
| | NET PAY | | 11624 |

This is a system generated sheet and requires no signature(s).

EMPLOYMENT LETTER

Date: 1st March 2019

To,

Mr. Brahmaiah

Sub: Appointment to the post of Software Engineer Trainee at Retigence Technologies Pvt Ltd

With reference to your application, we have the pleasure in offering you (the "Employee") the post of Implementation Engineer Trainee at Bangalore in Retigence Technologies Pvt Ltd (the "Employer") on the following terms and conditions and this letter shall be construed to be an agreement between you the Employee and the Employer (the "Agreement"). The date of joining would be with effect from 1st March 2019.

1. TERM

This Agreement shall stand good and be valid until the termination of the Employee from his employment with the Employer ('Term').

2. SCOPE OF SERVICE

- 2.1 During the Term you shall be responsible for execution of various assignments/tasks ('Services') given to you from time to time. You will make yourself available as required by the Employer.
- 2.2 Your Services are transferable and you may be assigned / transferred/ seconded /deputed in or outside India to serve the Employer in any of its existing or future offices or any of its group companies or associates or clients / customers. It is a condition of your employment that you comply with any such requirements of the Employer. The transfer arrangement will not deem to constitute a change in your conditions of service.
- 2.3 You shall perform the Services (i) in accordance with any specific instructions of the Employer's directors, executives, or representatives, (ii) diligently and in a timely and professional manner, (iii) in the best interests of the Employer, and (iv) using all reasonable skill care and skill in performing Services.
- 2.4 You shall perform the Services (i) at the Retigence Technologies located at Varthur Main Road, Whitefield, Bangalore or (ii) at such other locations as may be notified by the Employer; and

2.5 You shall undertake travel to and stay for such number of days at such locations as may be necessary for the performance of your obligations as sanctioned or notified by the Employer.

3. PROBATION & CONFIRMATION

You would be on probation for Three Months (3) from the date of taking up the assignment with us during which unpaid leave will be granted only in case of absolute emergencies or unavoidable circumstance .Probation period will not be considered completed satisfactorily until and unless a written confirmation is given to you from the Company.

4. <u>REMUNERATION</u>

During the Term, in consideration of the Services rendered by you to the Employer you shall receive an CTC of Rs. 1,44,000 per annum (subject to deduction of tax and other statutory payments as may be applicable payable on submission of invoice)

Please refer Annexure(s) I for Compensation Details.

5. TAXATION

You shall be liable for the payment of all applicable taxes on any payments and benefits received by you under this Agreement and/or any other amounts that may become payable, including but not limited to, penalties and interest and other dues with respect to the aforesaid payments and benefits. You shall effect all payments due to you hereunder after such deductions there from as may required under Indian taxation laws, including but not limited to withholding tax.

6. WORKING HOURS AND LEAVE

- 6.1 The hours of work shall be from 10 am to 7 pm from Monday to Saturday. Except Sundays and all such public holidays as may be notified by the Employer.
- 6.2 You shall be entitled to take leave for 22 number of days in each year as may be permitted by the Employer.
- 6.3 During your Probation period of work you shall not be entitled to any kind of leave except sick leave.

7. INDEMNITY & LIABILITY

You shall indemnify, defend and hold the Employer, and its affiliates and/or group entities harmless from and against any and all liabilities, actions, claims, demands, liens,

losses, damages, judgments, and expenses, including reasonable attorney's fees (i) that may accrue by reason of any breach of the obligations herein and/or any act or omission on your part; or (ii) that may arise directly from the unauthorized disclosure to third parties, or the use of confidential information (defined below) or the intellectual property (defined below) by the Employee or by consultants or contractors engaged by the Employee for any purpose not authorised by the Employer.

8. EXCLUSIVITY & NON-COMPETITION & Non-Solicitation

You agree and undertake that during the Term and anywhere within the territory of India:

- 8.1 You shall work exclusively for the Employer and shall not provide any services similar to the Services to any other company or any third party;
- 8.2 You shall not be engaged, concerned or interested directly or indirectly, in any other occupation, business or employment and shall devote your time, attention and abilities exclusively to the performance of the Services;
- 8.3 You shall not directly or indirectly compete with the Employer or any of its affiliates, in any line of activity/ies which is competitive with the activity/ies of the Employer; and
- 8.4 You shall not directly or indirectly solicit employees, agents and/or customers of the Company.

9. <u>CONFIDENTIALITY</u>

- 9.1 You shall not divulge or communicate to any other person or entity, except in the proper course of your duties as an Employee of the Employer, (i) any business information of any kind and in particular any confidential information of any kind (whether regarding the business, accounts, finances, trading, software, know-how or otherwise howsoever) concerning the Employer or the clients or prospective clients of the Employer and/or (ii) proprietary information of third parties (with a duty vested on the Employer to maintain the confidentiality of such proprietary information), which you may, whether hitherto or hereafter, have received or obtained while in negotiations for your appointment as **Implementation Engineer Trainee** or in any other position agreed between you and the Employer.
- 9.2 The restrictions of confidentiality shall continue to apply both during your services for the Employer in any position and after the termination of any such appointment, for whatever reason, without any limitation in point of time, but the restrictions referred to shall cease to apply to information or knowledge, which may come into the public domain, as evidenced by written documentation to such effect (which is for you to prove), without any intentional or negligent breach of contract on the part of the Employee.

10. INTELLECTUAL PROPERTY

If at any time during your employment under this Agreement, you make or discover or participate in the making or discovery of any intellectual property relating to or capable of being used in the business of the Employer for the time being carried on by the Employer, full details of the intellectual property shall immediately be communicated by you to the Employer and shall be the absolute property of the Employer.

11. TERMINATION

- 11.1 This Agreement may be terminated in the following manner:
- (a) For any reason whatsoever by giving 1 (one) months' notice in writing conveying the intention to determine this Agreement or by paying a sum equal to the emoluments mentioned at Clause 3 (one month's salary) in lieu of such notice by either Employer or Employee; or
- (b) In the event of the Employee's death, this Agreement shall stand automatically terminated.
- 11.2 The Employee's employment may be immediately terminated by the Employer for Cause.

For purposes of this Agreement, the term "Cause" shall mean:

- (a) Failure by the Employee to perform his duties as required by the Employer or the Board from time to time, for any reason whatsoever;
- (b) Any act or omission on the part of the Employee , whether in the course of, or in connection with, the employment or otherwise, which the Employer, determines is detrimental to the business of the Employer or is otherwise sufficient cause to terminate the Employee's employment;
- (c) Employee's material violation of the Employer's policies regarding insider trading, if applicable, or code of internal conduct, as in effect from time to time;
- (d) Any act of the Employee which involves dishonesty or moral turpitude or theft of the Employer's assets or any act of insubordination by the Employee ; or
- (e) Any breach by the Employee of any of the terms of this Agreement (other than a breach covered under any other sub-article of this Clause 10.3).
- 11.3 It is clarified that the operation of this Clause 10 shall not be restricted to the acts and omissions of the Employee after the date of this Agreement, but would equally be applicable for any past acts or omissions of Employee committed prior to the date of this Agreement.

12. WAIVER

No delay in exercising or omission to exercise any right, power or remedy accruing to the Employer under this Agreement shall impair any such right, power or remedy or be construed to be a waiver or acquiescence thereof, nor shall the action or inaction of the Employer in respect of any default on your part or any acquiescence by you in any such default, affect or impair any right, power or remedy of the Employer in respect of any such other default.

13. LAW & JURISDICTION

The agreements, undertakings and arrangements set out in this Agreement shall be governed by the laws of India, and the Employee hereby agrees to accept the nonexclusive jurisdiction of the courts of Bangalore in relation to all matters relating thereto.

14. ARBITRATION

- 14.1 In the event a dispute, difference, claim or controversy arises in connection with the interpretation or implementation of this Agreement or the performance of any obligation hereunder (each a "Dispute"), the Employer and the Employee shall attempt in the first instance to resolve such dispute through negotiations. If the Dispute is not resolved through negotiations within 30 (thirty) days from the date of commencement of discussions or such longer period as the Employee may invoke this arbitration clause under notice to the other. The Dispute shall then be referred to arbitration and finally resolved in accordance with the provisions of the Arbitration Conciliation Act, 1996.
- 14.2 The place of arbitration shall be Bangalore. The arbitration proceedings shall be in the English language. The proper law of the arbitration shall be Indian law and the award will be made under the laws of India

15. <u>MISCELLANEOUS</u>

15.1 The Employer and Employee agree that the content of this Agreement shall be deemed to form part of Confidential Information, as defined above.

15.2 Any provision of this Agreement, which is prohibited or unenforceable shall be ineffective to the extent of such prohibition or unenforceability without invalidating the remaining provisions hereof. In case of invalidity of part of this Agreement, the Parties agree to replace the invalid stipulation with a stipulation that comes closest to its intention and bearing.

This Agreement is effective upon the date of execution hereof.

Please sign and return to us a copy of this letter to us, indicating your acceptance of this appointment and its terms and conditions as set herein above,

Congratulations on your appointment. Please accept our Best Wishes.

Yours truly,

I have read and understood the contents of this letter and irrevocably agree and accept the same:

For Retigence Technologies Pvt Ltd

Sign:_____

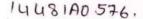
Sign:

Name:

Name:

Designation:

| AN | INEXURE | | |
|--------------------------|---------------------------------|-----------------------|--|
| RETIGENCE TEC | CHNOLOGIES PVT L | ſD | |
| COMPEN | SATION SHEET | | |
| EMPLOYEE NAME: | Brahmaiah | | |
| EMPLOYEE ID: | RET-073 | | |
| DESIGNATION: | Implementation Engineer Trainee | | |
| EMO | DLUMENT | - | |
| COMPONENTS OF THE SALARY | PER MONTH | ANNUAL | |
| BASIC | 4,800.00 | 57,600.00 | |
| HRA | 2,400.00 | 28,800.00 | |
| Standard deduction | 3,127 | 37,524.00 | |
| FOOD ALLOWANCE | 0.00 | 0.00 | |
| SPECIAL ALLOWANCE | 0.00 | 0.00 | |
| Gross Salary | 10,327.00 | 123,924.00 | |
| Add: Empr Contributions | - | and the second second | |
| PF | 951.00 | 11,412.00 | |
| EMPLOYER ESI | 491.00 | 5,892.00 | |
| GRATUITY | 231.00 | 2,772.00 | |
| Total | 1,673.00 | 20,076.00 | |
| стс | 12,000.00 | 144,000.00 | |





Mindtree

Date:23-Nov-2018

То

Mallarapu Ramya GUDIVADA

Dear Mallarapu Ramya,

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:

(Total of marks obtained in all the subjects from the first to last semester)

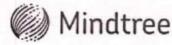
Aggregate % = Aggregate * 100

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.

T + 91 80 6706 4000 F + 91 80 6706 4100 W www.mindtree.com Candidate No: TN/80009893/18



Orchard Learning Program spans for about 90 calendar days. However, the duration could be 2.4. 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

Marrya

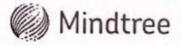
Mindtree Ltd RVCE Post, Mysore Road Bangalore 560 059

+ 91 80 6706 4000 +91 80 6706 4100www.mindtree.com W

T

F

Candidate No: TN/80009893/18



Enclosed: Annexure to your Offer of Employment

Acceptance of the offer

I, Mallarapu Ramya, agree to accept the employment on the terms and conditions mentioned in this Offer of Employment and the annexure.

| Your Signature | Marnya | |
|------------------------------|-----------------|--|
| Your Name in Capital letters | MALLARAPU RAMYA | |

Annexure 1

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

| Name | : Mallarapu Ramya |
|-------------|------------------------|
| Competency | : C1 |
| Designation | : ENGINEER |
| Stipend | : INR 22,000 per month |

Payment will be after deduction of below amount from the monthly stipend:

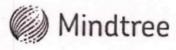
- INR 6000 per month covering for accommodation on twin share basis on a subsidized cost (excluding food expenses)
- Food expenses will have to be borne by you.
- Premium for Insurance which is INR 470 per month.
- Applicable taxes like Professional tax and Income tax, prevailing at the time of pay out.

You will be covered for Insurance benefits as prevailing at the time of joining. The following are the coverage for 2018 - 2019 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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Annexure 2

Compensation stack effective from the date of confirmation

| Name | : Mallarapu Ramya |
|-------------|-------------------|
| Competency | : C1 |
| Designation | : ENGINEER |

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

| Basic | 103,344 |
|-------------------------|---------|
| HRA | 51,672 |
| Conveyance | 30,000 |
| Competence Linked Pay | 24,000 |
| Communication Allowance | 30,000 |
| Education Allowance | 24,000 |
| Provident Fund | 12,396 |
| Gratuity | 4,956 |
| Insurance Benefits* | 5,640 |
| 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.



Mindtree Ltd RVCE Post, Mysore Road Bangalore 560 059

+ 91 80 6706 4000 + 91 80 6706 4100 W www.mindtree.com

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Candidate No: TN/80009893/18

Date: 16-May-2019

LETTER OF INTENT TO OFFER

ollahera

Dear Mamidisetty Sai Krishna,

Consequent to your interview with Collabera, we are pleased to inform that you have been selected as Application Developer .Net and will be joining us on 16-May-2019. Your contribution is imperative to assure our sustained success and growth.

Your gross annual remuneration (CTC) will be Rs 2,40,000 /- Two Lakh Forty Thousand Rupees. Please refer to the details of the salary break up in Annexure A.

You are initially appointed to work in Pune office of our Client

Your employment with our organization will be governed by various policies, rules and guidelines of the organization.

Please note that this selection is contingent upon successful completion of requisite background investigations & pre-employment medical test.

You are requested to complete your joining formalities by submission of all documents as mentioned in Annexure B within 3 working days from the date of receipt of offer otherwise your offer stands cancelled at the discretion of Management.

The offer letter is an intent of making an employment proposition and will be deemed concluded only on acceptance of appointment letter that will be given at the time of joining as well as on submission of all documents mentioned in Annexure B.

Again, welcome! We hope that your career here will be a gratifying one.

Best regards, DIMPLE K SHAH Dimple Shah Authorized Signatory

> COLLABERA TECHNOLOGIES PVT. LTD. (CIN: U74200GJ1998PTC035036) Regd. office: Collabera House, 3rd Floor, Gotri Sevasi Road, Gotri, Vadodara - 390021, India +91-265-2302313 www.collabera.com

Collabera

Annexure A

TOTAL REMUNERATION WORKSHEET

Name: Mamidisetty Sai Krishna Designation: Application Developer .Net Location: Pune

CONSOLIDATED SALARY, ALLOWANCES, REIMBURSEMENTS AND BENEFITS

| | | (all figures in Rs.) |
|--------------------------------|---------|----------------------|
| Description | Monthly | Annual |
| Basic (Basic+DA) | 12,000 | 1,44,000 |
| Bonus | 850 | 10,200 |
| House Rent Allowance | 4,317 | 51,804 |
| GROSS SALARY (A) | 17,167 | 2,06,004 |
| Company's Contribution to PF | 1,440 | 17,280 |
| Company's Contribution to ESI | 816 | 9,792 |
| Gratuity | 577 | 6,924 |
| TOTAL DEFERRED BENEFITS (B) | 2,833 | 33,996 |
| TOTAL CTC (A + B) = C | 20,000 | 2,40,000 |

Note:

*Net Take Home Salary is further subject to reduce by an amount equivalent to Professional Tax and TDS (Income Tax on Salary).

*An equal amount will be contributed to the Fund by the employee, which will be deducted from Monthly Gross salary of the employee.

*Gratuity will be payable as per provisions of Payment of Gratuity Act, 1972

DIMPLE ^{Digitally signed} by DIMPLE K SHAH Date: 2019.05.20 12:42:03 +05'30'

Dimple Shah Authorized Signatory I Hereby Accept the Offer and Confirm to Join On or Before : 16-May-2019 Mamidisetty Sai Krishna

COLLABERA TECHNOLOGIES PVT. LTD. (CIN: U74200GJ1998PTC035036) Regd. office: Collabera House, 3rd Floor, Gotri Sevasi Road, Gotri, Vadodara - 390021, India +91-265-2302313 www.collabera.com

Collabera

Annexure B

Sub: Joining Formalities

As part of our joining formalities, you are requested to submit the following documents preferably before your date of joining:

- 1. Duly filled in enclosed Employment Application.
- 2. Duly filled in and signed copy of enclosed Confidentiality & Non Disclosure.
- 3. Signed copy of your letter of offer.
- 4. Duly filled in PF Declaration Form.
- 5. Duly filled in Gratuity nomination Form.
- 6. Copy of Birth Certificate /Copy of proof of date of birth.
- 7. Copies of all qualification certificates and mark sheets (semester wise/Consolidated) from S.S.C onwards.
- 8. Highest Qualification Provisional Certificate and Degree Certificate front side and back side.
- 9. Copies of experience letters/ Service Certificates from current and previous Employers.
- 10. For Photo Identity, kindly furnish any one of the following documents:-.
 - i. Copy of your passport (ECNR stamp is a must).
 - ii. Copy of valid Indian Driving License.
 - iii. Copy of voter ID Card.
 - iv. Copy of Ration Card
 - v. Copy of Adhar Card.
- 11. PAN Card
- 12. Copy of 2 Last month's pay slip.
- 13. Copy of Relieving letter from your last employer.
- 14. Medical Certificate as per the attached format.
- 15. Copy of your resume.
- 16. Copy of offer Letter from your last employer.
- 17. Passport size photographs Scan.
- 18. Signed Collabera Confidentiality Agreement (Hard Copy).

COLLABERA TECHNOLOGIES PVT. LTD. (CIN: U74200GJ1998PTC035036) Regd. office: Collabera House, 3rd Floor, Gotri Sevasi Road, Gotri, Vadodara - 390021, India +91-265-2302313 www.collabera.com

Infopark Software Technologies

Date: 20-08-2018

To: Mandala Sushma

OFFER OF EMPLOYMENT

Dear

We are pleased to make an offer as "ASSISTANT SOFTWARE ENGINEER". You will receive a detailed appointment letter after you join & clear your certificate test.

On your joining will be required to undergo Process Training for a period of 10 days. Only on successful completion of this training you will be absorbed in the company.

On reporting, please bring seven recent passport size photographs, photocopy of all Educational Certificates, Aadhar Card copy, PAN Card copy, Address Proof copy, Last Employer's salary certificate and Relieving Letter(if applicable).

You will be governed by the rules, regulations and other Company policies including without limitation the Employee Handbook ("Company policy") of INFOPARK SOFTWARE TECHNOLOGIES as applicable, enforced, amended or altered from times to tome during the course of your employment.

Your date of joining will be 27-08-2018

We look forward to a mutually rewarding relationship.

Thanking you,

INFOPARK SOFTWARE TECHNOLOGIES

Accepted & Agreed,

Signature:

Name : MANDALA SUSHMA

HR MANAGER



III Floor, Sailok Complex, M.G. Road, Labbipet, VIJAYAWADA-520010

Ph: 0866-2487233. www.infoparktech.in

accenture

BE YOURSELF, MAKE A DIFFERENCE.

Strictly Private and Confidential

20-Dec-2018

Medam Mounika

Door no:- 10-104-14E5-4, Javahar Nagar Colony, Markapur, Prakasam district, Andhra Pradesh 7036417159

Dear Medam,

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 7.25 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.

Version 8.0 (Dec 2018)

Candidate's Signature

Reference Id: e5255ba2-2f42-4ebb-88c2-7efed92639e0_1 Signed By: Mohan Sekhar 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, adays) 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.

2

Version 8.0 (Dec 2018)

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 campus.queries@accenture.com.

We look forward to hearing from you regarding your decision to join the Company. I wish you a successful career ahead of you and look forward to your joining us.

Yours sincerely,

ACKNOWLEDGED AND AGREED:

Mohan Sekhar

Mohan Sekhar Senior Managing Director Lead, Advanced Technology Centers, India

[Insert full legal name]

Version 8.0 (Dec 2018)

3

ANNEXURE - I

COMPENSATION & BENEFITS

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

| | Annu | al (INR) |
|--|---|----------|
| (A) Annual Fixed Compensation | 4 | 314,225 |
| (B) Local Variable Bonus (LVB) earning potential (at maximum 8.5%) | | 26,709 |
| Maximum Annual Total earning potential (A+B) | 1. A. | 340,934 |

| (C) Additional Benefits | 1 | | |
|--|-----|---|---------|
| Gratuity as per law# | | | 5,290 |
| Insurance Premium (notional value) | * * | 1 | 3,776 |
| Total Cash Compensation + Total Additional Benefits (A+B+C) | | | 350,000 |

Annual Fixed Compensation

• Your annual fixed compensation is INR 314,225. This includes allowances structured in accordance with the Company compensation guidelines and applicable statutory norms. Please note the annual fixed compensation includes employer's contribution to Provident Fund, as applicable.

Note: For International Worker Only*

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

*As defined by applicable law from time to time.

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

4

Version 8.0 (Dec 2018)

Local Variable Bonus (LVB)

• As part of your annual total cash compensation, you are eligible to participate in the Local Variable Bonus program. At your career level, the annual target variable pay-out is estimated as INR 26,709. The LVB will be paid out subject to you being on the rolls of the Company on the date of disbursement of these payouts and will be prorated based on your tenure in the Company during the year. The pay-out that you receive will depend on but not limited to your performance achievement and the performance of Advanced Technology Centers, India in the current Company fiscal year. Details of the program will be communicated to you separately. The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the Local Variable Bonus guidelines.

Benefits applicable for current Company financial year:

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

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

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

b. For Permissible claims under the Medical Insurance plans detailed above, you will be required to contribute a defined percentage of each claim, as under:

- 10% of such claims for self, spouse and 2 dependent children
- · 20% of such claims for parents, parents in-law and additional children under the separate

Insurance plan

2. Personal Accident coverage for self, up to three times your gross annual fixed compensation.

3. Life Insurance coverage equivalent to one time of your annual fixed compensation with minimum cover of INR 5,00,000

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

1. Gratuity as per law

2. One time relocation allowance subject to a maximum of INR 2,500 on submission of actual supporting as per policy.

3. Transport facility, as per Company guidelines, can be availed at no cost.

Details pertaining to relocation allowance will be provided to you at the time of joining the Company. In the unlikely event you choose to leave the Company, or your services are terminated, before the completion of 1 year of employment with the Company, the relocation assistance will be construed as debt due and payable by you and should be repaid on termination of your employment. Any dues payable by you on termination will be recovered from your final settlement to the extent possible. The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the Medical Insurance, Personal Accident Insurance and Life Insurance and Relocation Assistance program guidelines.

Version 8.0 (Dec 2018)

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

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

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

ANNEXURE - II

Mandatory documentation at the time of onboarding:

- 1. Two copies of your recent passport size photographs.
- 2. Copy of X, XII and all semester mark sheets of PG & UG Degrees.
- Copy of Degree/PG/Diploma (as applicable) certificates.
- 4. Passport copy, if available (if not please apply immediately).
- 5. Pan Card (Mandatory)
- 6. Copy of Aadhaar Card or copy of receipt of Aadhaar enrollment number

6

PROCEEDINGS OF THE DISTRICT COLLECTOR (PW), KRISHNA Present: SRI Md. IMTIAZ, IAS.,

Roc. No.81/2019, Pts.4,

Dt. 05-10-2019

- 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.
 - Recruitment NOTIFICATION No.01/2019, dt 26.07. 2019 for the post of Panchayat Secretary Grade-VI (Digital Assistant)
 - Note Orders Dt 28.09.2019 of the District Collector and Magistrate, Krishna District.
 - Option of the individual dt 05.10.2019.

//00//

ORDER:

The Chairman and District Collector, District Selection Committee in the progs 3rd cited has allotted Sri/Smt **MELIMI SRI CHANDANA** 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 MALLAYAPALEM-2 Village Secretariat of GUDIWADA Mandal anddirected to report before the Panchayat Secretary of concerned 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.

То

Sri/Smt MELIMI SRI CHANDANA Gudiwada (Urban) 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.

BE YOURSELF, MAKE A DIFFERENCE.

accenture

Strictly Private and Confidential

15-Jan-2019

Metla Chetana Naga Syamala Sai Sudheer S/O Venkata Subbarao,1-31,Guduru mandalam,Idugullapalli,Krishna,Andhra Pradesh-521162(Polavaram P.O) 9966125148

Dear Metla,

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 7.25 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.

1

Version 8.0 (Dec 2018)

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.

Candidate's Signature

2

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 campus.queries@accenture.com.

We look forward to hearing from you regarding your decision to join the Company. I wish you a successful career ahead of you and look forward to your joining us.

Yours sincerely,

ACKNOWLEDGED AND AGREED:

Mohan Sekhar

Mohan Sekhar Senior Managing Director Lead, Advanced Technology Centers, India

[Insert full legal name]

Version 8.0 (Dec 2018)

3

ANNEXURE - I

COMPENSATION & BENEFITS

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

| and the second | Annual (INR) |
|--|--------------|
| (A) Annual Fixed Compensation | 314,225 |
| (B) Local Variable Bonus (LVB) earning potential (at maximum 8.5%) | 26,709 |
| Maximum Annual Total earning potential (A+B) | 340.934 |

| (C) Additional Benefits | |
|--|---------|
| Gratuity as per law# | 5,290 |
| Insurance Premium (notional value) | 3,776 |
| Total Cash Compensation + Total Additional Benefits (A+B+C) | 350,000 |

Annual Fixed Compensation

• Your annual fixed compensation is INR 314,225. This includes allowances structured in accordance with the Company compensation guidelines and applicable statutory norms. Please note the annual fixed compensation includes employer's contribution to Provident Fund, as applicable.

Note: For International Worker Only*

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

*As defined by applicable law from time to time.

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

Version 8.0 (Dec 2018)

4

Local Variable Bonus (LVB)

• As part of your annual total cash compensation, you are eligible to participate in the Local Variable Bonus program. At your career level, the annual target variable pay-out is estimated as INR 26,709. The LVB will be paid out subject to you being on the rolls of the Company on the date of disbursement of these payouts and will be prorated based on your tenure in the Company during the year. The pay-out that you receive will depend on but not limited to your performance achievement and the performance of Advanced Technology Centers, India in the current Company fiscal year. Details of the program will be communicated to you separately. The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the Local Variable Bonus guidelines.

Benefits applicable for current Company financial year:

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

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

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

b. For Permissible claims under the Medical Insurance plans detailed above, you will be required to contribute a defined percentage of each claim, as under:

- 10% of such claims for self, spouse and 2 dependent children
- · 20% of such claims for parents, parents in-law and additional children under the separate

Insurance plan

2. Personal Accident coverage for self, up to three times your gross annual fixed compensation.

3. Life Insurance coverage equivalent to one time of your annual fixed compensation with minimum cover of INR 5,00,000

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

1. Gratuity as per law

2. One time relocation allowance subject to a maximum of INR 2,500 on submission of actual supporting as per policy.

3. Transport facility, as per Company guidelines, can be availed at no cost.

5

Details pertaining to relocation allowance will be provided to you at the time of joining the Company. In the unlikely event you choose to leave the Company, or your services are terminated, before the completion of 1 year of employment with the Company, the relocation assistance will be construed as debt due and payable by you and should be repaid on termination of your employment. Any dues payable by you on termination will be recovered from your final settlement to the extent possible. The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the Medical Insurance, Personal Accident Insurance and Life Insurance and Relocation Assistance program guidelines.

Version 8.0 (Dec 2018)

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

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

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

ANNEXURE - II

Mandatory documentation at the time of onboarding:

- 1. Two copies of your recent passport size photographs.
- 2. Copy of X, XII and all semester mark sheets of PG & UG Degrees.
- 3. Copy of Degree/PG/Diploma (as applicable) certificates.
- Passport copy, if available (if not please apply immediately).
- 5. Pan Card (Mandatory)
- 6. Copy of Aadhaar Card or copy of receipt of Aadhaar enrollment number

Version 8.0 (Dec 2018)

6



APPOINTMENT LETTER

February 26, 2019

Ms. Prathyusha Moguloju 10/427,Opp Municipal School, Nagavarappadu, Gudivada- 521301 Andra Pradesh

Dear Prathyusha Moguloju,

Welcome to Wipro Limited ('Wipro') and congratulations on your appointment as Project Engineer.

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 the appointment. On completion of the Probationary period, your appointment will be confirmed and communicated to you in writing. Unless confirmation is communicated in writing, the probation period is deemed extended.
- c. The retirement age is 58 years.
- d. You may be transferred in such capacity as Wipro may from time to time determine to any other location, department, function, establishment, or branch of Wipro or subsidiary, associate or affiliate of Wipro. In such 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 Wipro locations in India to suit customer time including on 24x7 basis. You agree to operate from any of these locations and in any of the shifts, including night shift, as may be decided by Wipro keeping in mind business needs and deliverables to customers.
- f. This letter of appointment is subject to your successful completion of all curriculum requirements as laid down by your University/Institution for award of the degree/diploma with a minimum aggregate, specified by Wipro for your role, and any other criteria specified by Wipro in terms of your educational qualifications before joining.
- g. Kindly ensure you submit the second copy of the appointment letter signed by you on the day of reporting for work.

2. Compensation:

You will be eligible for:

- a. Compensation and benefits in accordance with Annexure III titled 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 management.

| Registered Office: | | | | |
|--------------------|---------------------------|--------|--|---|
| Wipro Umited | T :+91 (80) 2844 0011 | | | Contraction of the second second second |
| Doddakannelli | F : +91 (80) 2844 0054 | | | |
| Sarjapur Road | E : info@wipro.com | | | A State of the second se |
| Bengaluru 560 035 | W : wipro.com | | | 8633109 |
| India | C : L32102KA1945PLC020800 | Presel | | |
| | | Page 1 | | |



- Other compensation and benefits in accordance with Wipro policy as modified and intimated to you C. from time to time.
- d. Your salary will be reviewed periodically as per Wipro policy.
- Changes in your compensation are at Wipro's discretion and will be subject to and on the basis of e. effective performance and results 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 Wipro.
- c. Participation in the Wipro Provident Fund Scheme (PF) as per the policies applicable to your band and stream.
- d. Leave Travel Assistance (LTA) as per the policy of Wipro.
- e. Wipro Medical Assistance Scheme (MAS) and Contributory Medical Insurance for your band and stream provided you are not covered under the purview of the ESI Act.
- Employee Benefits Program sponsored and administered by Wipro for management employees, f. comprising pension plan or gratuity plan, survivor benefit plan and industrial injury benefits.
- g. Please refer to the detailed policies in the Wipro intranet portal i.e. mywipro.wipro.com

4. Responsibilities:

- a. In view of your position and office, you must effectively, diligently and to the best of your ability perform all responsibilities and ensure results. There may be times when you will be expected to work extra hours to achieve the above. 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 Wipro, whether directly or indirectly.
- b. You may be required to undertake travel on Wipro work for which you will be reimbursed travel expenses as per the Wipro policy applicable to you.
- c. We at Wipro are committed to ensure 'Integrity' in all aspects of its functioning. You are expected to comply with the policies of Wipro including the Code of Business Conduct and Ethics 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 which 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.

Registered Office: Wipro Limited T :+91 (80) 2844 0011 Doddakannelli F:+91 (80) 2844 0054 Sarjapur Road E : info@wipro.com Bengaluru 560 035 W:wipro.com C : L32102KA1945PLC020800 India



5. Conflict of Interest:

a. You are required to engage yourself exclusively in the work assigned by Wipro and 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 Wipro (irrespective of the circumstances of, or the reasons for, the cessation) not to solicit, induce or encourage:

i. Any employee of Wipro to terminate their employment with Wipro or to accept employment with any competitor, supplier or any customer with whom you have a connection.

ii. Any customer or vendor of Wipro to move his existing business with Wipro to a third party or to terminate his business relationship with Wipro.

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 Wipro'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 Wipro. Therefore, please maintain all Confidential Information as defined from time to time in the Confidentiality Policy of Wipro, 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 Wipro and in the course of your employment. This covenant shall endure during your employment and beyond the cessation of your employment with Wipro (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 Wipro.

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 Wipro you will be providing services to customers or clients of Wipro during which process you would be handling sensitive information including but not limited to key customers of Wipro, competitor information, customer sensitive information ('Confidential Information'). You acknowledge and recognize that Confidential Information available to you, if leaked, would cause irreparable harm to Wipro and its protection is of utmost importance to Wipro. You confirm that for a period of six (6) months after separation of your employment from Wipro (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 Wipro during the six (6) months preceding the date of separation.

Registered Office:

 Wipro Limited
 T
 :+91 (80) 2844 0011

 Doddakannelii
 F
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 Sarjapur Road
 E
 :info@wipro.com

 Bengaluru 560 035
 W : wipro.com

 India
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 :L32102KA1945PLC020800



9. General:

This letter of appointment is subject to the condition that you have not provided us with any false declaration or willfully suppressed any material information. If you have, you will be liable to be removed from service without any prior notice.

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 Agreement.

- a. Your employment terms may be specifically enforced legally, if required. In this connection, if any of the provisions of this letter 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 Wipro and you relating to the same subject matter.
- c. You warrant that you are not prevented by a court or by any other administrative or judicial order from providing the services required under this agreement. 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. During the employment you have to comply by all policies of Wipro. These policies are updated / modified on a periodic basis and new policies may be introduced and notified to employees from time to time. You agree to comply with all policies as modified from time to time.
- e. Your appointment will not be further processed and will be treated as withdrawn in the event:
 - i. You fail to clear any remaining backlog examinations, and/or
 - ii. You have not scored a minimum aggregate marks of 60% in your 10th Standard.
 - iii. You have not scored a minimum aggregate marks of 60% in your 12th Standard or equivalent education.
 - iv. For Graduates: You have not scored a minimum aggregate marks of 60% in your graduation.
 - v. For Post Graduates: You have not scored a minimum aggregate marks of 60% in your graduation and 60% in post-graduation.

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 Wipro 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 serve 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 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.

Registered Office:

- Wipro Limited
 T : +91 (80) 28

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 India
 C : L32102KA1
 - T :+91 (80) 2844 0011 F :+91 (80) 2844 0054 E :info@wipro.com W :wipro.com C :L32102KA1945PLC020800

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11. Notice Period:

This contract of employment is terminable, without reasons, by either party giving one-month notice during probationary period and three months' notice on confirmation. Wipro reserves the right to pay or recover salary in lieu of notice period. Further, Wipro 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 Wipro desires the employee to continue the employment during the notice period the employee shall do so.

Please confirm that the above terms are acceptable to you and that you accept the appointment by signing a copy of this letter of appointment and submitting the same on the date of appointment.

12. On Separation:

On acceptance of separation notice, you will immediately give up to the company before you are relieved, all correspondence, specifications, formulae, books, documents, cost data, market data, literature, drawings, effects or shall not make or retain any copies of these items.

Please confirm that the above mentioned terms and conditions are acceptable to you and that you accept the appointment by submitting the 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 Sariapur Road Bengaluru 560 035 W: wipro.com India

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Page 5

Thu, 14 Feb 2019 at 10:28 am



Wipro | Information Mailer | Onboarding date and Location

1 message

thea.nair@wipro.com <thea.nair@wipro.com>

Dear Candidate,

Congratulations on your selection with Wipro!

As per the communication mailer sent earlier, you have been informed of your **Onboarding date as 25th Feb, 2019**. The **joining location** has been confirmed as **Chennai** as per the current project requirements. Request you to <u>reply on this mail</u> <u>immediately to confirm</u> whether you would be joining at the location or not.

<u>Kindly upload all your documents on the link sent in the previous Wipro mailer by the end of the day</u>. After which, you will shortly receive your formal appointment letter from Wipro with the location and further details.

In case you are unable to upload your documents, kindly revert to this mail.

In case of any other queries or issues, kindly send a mail to manager.campus@wipro.com with the Subject line - Elite Offcampus'18.

Thank you.

Regards,

Thea Nair

People Ambassador | Campus Recruiter

Global Campus Hiring Team – TA | Wipro Limited

Sensitivity: Internal & Restricted

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

14-588



Date: 02-09-2019 To: MOHAMMAD ARIF BASHA

OFFER OF EMPLOYMENT

Dear Arif Basha

We are pleased to make an offer as "ASSISTANT SOFTWARE ENGINEER". You will receive a detailed appointment letter after you join & clear your certificate test.

It gives us immense pleasure in inviting you to join **TECHWARE SOLUTION** as one of its valuable member. We believe that corporate grows and flourishes fuelled by the enthusiam and energy of the people who are willing to invest in to the future. We therefore believe that all our employees are truly our ASSOCIATES. We are happy that you are one such associate joining us in our effort to create a truly global corporation.

On your joining will be required to undergo Process Training for a period of 15 days. Only on successful completion of this training you will be absorbed in the company.

On reporting, please bring seven recent passport size photographs, photocopy of all Educational Certificates, Aadhar Card copy, PAN Card copy, Address Proof copy, Last Employer's salary certificate and Relieving Letter(if applicable).

You will be governed by the rules, regulations and other Company policies including without limitation the Employee Handbook ("Company policy") of TECHWARE Solution as applicable, enforced, amended or altered from times to tome during the course of your employment.

Your date of joining will be: 23-09-2019

We look forward to a mutually rewarding relationship.

Thanking you,

FR MANAGER

TECHWARE SOLUTION

Accepted & Agreed, Signature:

Name : MD ARIF BASHA

#4-85/2,PMR Residency, Brundavan Nagar, Street No.8,Habsiguda, Hyderabad-500007 www.techwaresolution.in



Miracle Software Systems (I) Pvt. Ltd MIG-49, Lawsons Bay Colony, Visakhapatnam, AP, India - 530017 Phone: 0891-6696666

| Employee Name: Mullangi T Designation: Software Tr Pan No: ESWPM835 PF No AP/VP/4135 | ainee 57Q Bank Name: | | Payroll end Date: 6/30/2020 Days worked: 22 Vacation Availed: 0 Days Holidays: 0 Days Compoff: 0 |
|--|---|--|--|
| Pay Item Description | Gross Details | Earned Details | Deduction Details |
| Basic: DA: HRA: TA: RA: Entertainment: KidsEducation: //ehicleAllowance: CCA: SPL Allowance: Misc Pay: Mealth: Fross Pay: ongTermBonus: ttendance Allowance roject Allowance: ealth Deduction: C Deduction: arned Long Term Bonus: mployee ESI Contribution: mployee PF Contribution: ofessional Tax: come Tax: her Deductions: | 6,000.00 3,000.00 4,102.00 1,200.00 0.00 1,500.00 0.00 3,000.00 922.00 0.00 24,024.00 500.00 0.00 1.00 | 6,000.00 3,000.00 4,102.00 1,200.00 0.00 1,500.00 3,000.00 3,000.00 922.00 500.00 0.00 1.00 | 0.00 0.00 0.00 500.00 0.00 1,800.00 200.00 0.00 1,350.00 |
| arned Gross 24,024.00 med Variable 501.00 | Expenses Paid 0.00 Commission 0.00 | | ctions 3,850.00 etPaid 20,675.00 |

Friday, July 10, 2020

MIRACLE

OFFER LETTER OF MS. MULLANGI TRIVENI

Reporting Person: Please do report to HR & your location for further instructions

Location of Work: Miracle City, Bhogapuram, Viziariogaram (Location might change as per manager and early) Timings: 9 AM to 6 PN EST (but can change as per your Reporting Manager and as per work demand)

Documents:

- Documents Required at the Time of Onboarding: Passume Copy of all Transcripts and degree contificates Copy of Passport (If any) Copy of all the Savings Certificates (If any) Copy of Iast drawn salary certificate from last applicable Employer Copy of Experience Letters, Relising Letters and other documents /Letters.

We are sure that you will have a bright career with our company.

We are happy to wolcome you to the Miracle family, kindly confirm your acceptance by acknowledging

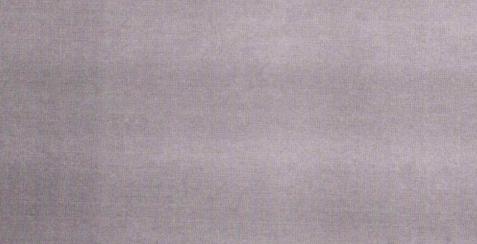
With regards

For Miracle Software Systems (I) Pvt. Ltd

83

Ravi Ijju Director - HR







Miracle Software Systems (I) Pvt. Ltd.

MIG-49, Lawsons Bay Colony, Visakhapatnam-17, A.P., India Phone : (0891) 6696666, Fax : (0891) 6623549

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Date: 23rd August 2018

To MS. MULLANGI TRIVENI D/o. M. Malla Reddy D. No: 1-99, Pochampalli Jaggayyapet, Krishna-521178.

DEAR MS. MULLANGI TRIVENI:

Sub: Letter of Offer for Employment

Miracle Software Systems, (I) Pvt.Ltd is very pleased to offer you a full time position with our organization after completion of Forty Five (45) days of training. Please find below the offer details:

Title: Software Trainee

Start Date: 23rd August 2018

Compensation Details: Rs. 18,000 /- CTC per Month

(this includes PF, PT, TDS and any other government statutory deductions as per norms)

Employment & Termination:

As per the terms defined in the employment agreement duly signed by the employee at the time of joining.

Benefits:

The employee will be eligible for 12 days of vacation time per year that accumulates at the rate of 1 day per month from the date of joining. Vacation can be used as it accumulates and cannot be advance used or cashed at any time. Vacation counter resets at the end of the year after every December in that year and all unused vacation will be nullified. This accumulated vacation can only be used in India. It is not applicable to other Miracle Locations outside the country. Public holidays are announced at the beginning of every year based on location and work.

Payroll:

The employee will be paid on a monthly basis for the days worked in the month. The salary Deposit happens on the 10th of the following month as per the time worked.

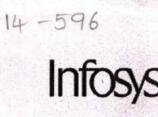
All expenses, if any needs to be reimbursed will be paid along with Payroll and must be pre approved by your manager and HR. All expenses must be submitted along with original receipts for reimbursement.

Reporting Manager's approved weekly Time sheets must be submitted electronically to hr@miraclesoft.com. All vacation/leave requests must be punched into Hubble and pre approved by your manager. You are not entitled for any overtime unless pre-approved by your Manager and Approval Authority.

For Muracle Software Systems (1) Pvt. Ltd.,

Authonized Signatory

ALQUAD CAMERACLESOFT.COM



HRD/3T/18-19/12522173

Ms. Tejasri Nadakuditi Candidate ID: 12522173 30-568/2 mustakhanpeta Andhra Pradesh machilipatnam - 521001 India Ph: (91) 70363 97888

Dear Tejasri,

Welcome to Infosys!

It is a time of transformation for us, under the direction of new leadership. In our new journey, learnability, our values and the deeply-held, trusted relationships with our clients continue to be the cornerstones of our organization.

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

Warm regards,

RICHARD LOBO EVP - Head HR

July 18, 2018

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: 2018.07.18 16:28:42 +05:30 Reason: Offer Letter Location: Bangalore

| | | Pay-Slip for the month of April 2020 | ril 2020 | | | |
|--|-----------|--------------------------------------|----------|---|---|-----------|
| Emp No. : 01046953 Name : Hemasai Pamarthi Competency : C1 | | | * | PF No. : BG/MRD Department : VERT Emp Status : Active | : BG/MRD/24470/103233 : VERT : Active | ω |
| 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 | | ng: 30.06.2018 | |
| Special Allowance | 6,747.00 | Rounding off adjustment | 0.78 | Date of Birth | : 28.12.1996 | |
| Other Pmts Taxable | 500.00 | Voluntary Deduction | 1,450.00 | Standard Days | | |
| Bonus (Monthly) | 4,400.00 | Sec 80D Mediclaim Ded | 150.00 | Location | | |
| Recovery of round off am | 0.78 | - | _ | PAN No. | : CSOPP0919B | |
| | | | _ | UAN NO. | : 101377472086 | |
| | | | | | | |
| | | | | | | |
| | | | | | | |
| | | | | | | |
| Total Earnings | 34,147.78 | Total Deductions | 3,600.78 | Net Salary Rupees | lees | 30,547.00 |

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.



| | INCOME | TAX CALCULATION | | | |
|-------------------------|--|------------------|------------|-----|-------------|
| Particulars | Cummulative Total | Add:Projected | Less:Exemp | ted | Annual. Rs. |
| Basic Salary | 15,000.00 | 165,000.00 | 0. | 0.0 | 180,000.0 |
| House Rent Allowance | 7,500.00 | 82,500.00 | 0. | | 90,000.0 |
| Special Allowance | 6,747.00 | | 0. | | |
| Other Pmts Taxable | C. How WILLING THE PROPERTY OF | 74,217.00 | | | 80,964.0 |
| | 500.00 | 0.00 | 0. | | 500.0 |
| Bonus (Monthly) | 4,400.00 | 0.00 | 0. | 00 | 4,400.0 |
| Add. Value of Perquisit | tes under sec 17(2) | | | | 0.0 |
| TOTAL INCOME | | | | | 355,864.0 |
| Less: Standard Deductio | n | | | | 50,000.0 |
| | | | | | |
| Add: Income received fr | com Previous Employer | | | | 0.0 |
| NET TAXABLE INCOME | | | | | 305,864.0 |
| Less: Prof.Tax recovere | d by Previous Employ | er | | | 0.0 |
| Less: Prof.Tax recovere | d by Current Employe | r | | | 2,400.0 |
| dd: Other Taxable Inco | | | | | 0.0 |
| GROSS TAXABLE INCOME | | | | | 303,464.0 |
| Less: Medical Insr Prem | uium (Non-Senior Ctz) | | | | 150.0 |
| Less: Other Deductions | | | | | 21,600.0 |
| | | | | | |
| INCOME CHARGEABLE TO TA | X (Rounded Off) | | | | 281,714.0 |
| | INCOME | TAX DEDUCTION | | | |
| NCOME TAX PAYABLE | | | | | 0.0 |
| dd: Surcharges on Inco | me Tax | | | | 0.0 |
| dd: Health and Educati | on Cess | | | | 0.0 |
| OTAL INCOME TAX & S/C | & CESS PAYABLE | | | | 0.0 |
| ess: I.Tax & S/C Paid | by Previous Employer | | | | 0.0 |
| ess: TDS on Other Inco | me | | | | 0.0 |
| .Tax & S/C & Cess to b | e recovered (Rounded | Off) | | | 0.0 |
| .Tax & S/C & Cess reco | vered till this month | n | | | 0.0 |
| alance I.Tax & S/C & C | ess to be recovered | | | | 0.0 |
| vg.Monthly I.Tax % S/C | | red | | | 0.0 |
| | | | | | |
| | | DETAILS DECLARED |) | | |
| | | | | | |

Provident Fund

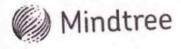
21,600.00

This is a computer generated statement and does not require signature and company seal.

Mindtree Ltd, Bangalore, India

| Date of Joining : 30.06.200 Designation : ENGINEER Department : VERT Location : BLR | 30.06,2018 ENGINEER VERT BLR | | | | | | | | | | | | |
|--|---------------------------------------|----------|----------|----------|---------------|----------------|---|----------|----------|----------|----------|----------|----------|
| - | | | | | Flexi-Expendi | ture for the y | Flexi-Expenditure for the year :2020-2021 | | | | | | |
| Details | Apr-2020 | May-2020 | Jun-2020 | Ju1-2020 | Aug-2020 | Sep-2020 | Oct-2020 | Nov-2020 | Dec-2020 | Jan-2021 | Feb-2021 | Mar-2021 | TOTAL |
| Monthly Eligibility | 6,747.00 | | | | | | | | | | | | 6.747.00 |
| Total Eligibility | 6,747.00 | | | | ********** | | *********** | | | | | | |
| | | | | | | | | | | | | | |
| Pay Slip Items | | | | | | | | | | | | | |
| HRA | 0.00 | | | | | | | | | | | | 6,747.0 |
| Conveyance | 0.00 | | | | | | | | | | | | 0.0 |
| IFEP Excess Recovery | 0.00 | | | | | | | | | | | | 0.0 |
| I'rear End Pay | 0.00 | | | | | | | | | | | | 0.00 |
| IPay Slip Item Total | 6,747.00 | | | | | | | | | | | | 6,747.00 |
| - | | | | | | | | | | | | | |
| Reimbursements | | | | | | | | | | | | | |
| Car Fuel | 0.00 | | | | | | | | | | | | 0.0 |
| LTA | 0.00 | | | | | | | | | | | | 0.0 |
| Insurance & Road Tax | 0.00 | | | | | | | | | | | | 0.0 |
| IMeal Card | 0.00 | | | | | | | | | | | | 0.0 |
| Foreign Travel | 0.00 | | | | | | | | | | | | 0.00 |
| [Reimb Tctal | 0.00 | | | | | | | | | | | | |
| Outside Pav | | | | | | | | | | | | | |
| Car Lease | 0,00 | | | | | | | | | | | | |
| ICLA | 0.00 | | | | | | | | | | | | 0.0 |
| INPS | 0.00 | | | | | | | | | | | | 0.00 |
| Outside Pay Total | 0.00 | | | | | | | ******** | | | | | 0.00 |
| Total Paid Amount | 6,747.00 | | | | | | | | | | | | 6 747 00 |
| (FEP Balance as on | 0.00 | | | | | | | | | | | | |

This is a computer generated statement and does not require signature and company seal.



Date:14-Apr-2018

To

Hemasai Pamarthi **GUDIVADA**

Dear Hemasai Pamarthi,

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:

(Total of marks obtained in all the subjects from the first to last semester)

(Total of maximum marks in all the subjects from first to last semester) Aggregate =

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.

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Candidate No: TN/80007391/18



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

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Mindtree Ltd

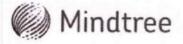
+91 80 6706 4000 +91 80 6706 4100

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www.mindtree.com



Enclosed: Annexure to your Offer of Employment

Acceptance of the offer

I, Hemasai Pamarthi, agree to accept the employment on the terms and conditions mentioned in this Offer of Employment and the annexure.

| Your Signature | P. Jle-offitzer | |
|------------------------------|------------------|--|
| Your Name in Capital letters | HEMASAI PAMARTHI | |

Annexure 1

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

| Name | : Hemasai Pamarthi | |
|-------------|-------------------------|--|
| 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 470 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 2018 - 2019 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.

Bangalore 560 059

RVCE Post, Mysore Road



Annexure 2

Compensation stack effective from the date of confirmation

| Name | : Hemasai Pamarthi |
|-------------|--------------------|
| Competency | : C1 |
| Designation | : ENGINEER |

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

| Basic | 103,344 |
|-------------------------|---------|
| HRA | 51,672 |
| Conveyance | 30,000 |
| Competence Linked Pay | 24,000 |
| Communication Allowance | 30,000 |
| Education Allowance | 24,000 |
| Provident Fund | 12,396 |
| Gratuity | 4,956 |
| Insurance Benefits* | 5,640 |
| Annual Gross | 286,008 |
| Bonus** | 39,000 |
| Annual Cost to Company | 325,008 |

*The Insurance coverage provided to you at the time of joining will continue on your confirmation, as per the prevailing insurance policies at the time of your confirmation. The premium for standard coverage is part of your CTC.

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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.

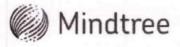
**The bonus component per annum is 12% of CTC. The payout will be governed by the Bonus plan applicable for the respective year. More details of the plan will be available on joining. The actual amount payable is inclusive of bonus, if any, as per the Bonus Act, 1965 and amendments thereto.

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.

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Mindtree Ltd

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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.

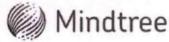
6.2 Orchard Learning Program spans for about 90 calendar days. However, the duration could be shortened or extended based on the business requirements and an individual's readiness for working on projects as determined by Mindtree.

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.

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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.

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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

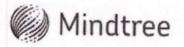
9.1 No leaves are allowed during the Orchard Learning Program except the statutory holidays and other Mindtree official holidays applicable to the Orchard Learning Program candidates in general.

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.

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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.

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Candidate No: TN/80007391/18

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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.

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GigaCom

16 August 2018 Visakhapatnam.

Dear Mr. Bhanu Prakash Parchuri.

Sub: Offer of Appointment for the post of Tr. Analog Layout Engineer

On behalf of the management of Gigacom Semiconductor Pvt Ltd, I have great pleasure in appointing you as Tr. Analog Layout Engineer. You will be reporting to Mrs. Tulasi Madithilapuram or his/her deputies and abide by the instructions given by him/her from time to time.

Your total cost to company per annum inclusive of all benefits will be Rs. 2,70,000/-(Rupees Two Lakhs Seventy Thousand Only) with the break-up shown in Annexure A Gigacom Semiconductor reserves the right to terminate your employment if your performance during training/probationary period is not up to the mark.

You would be required to sign an employment agreement for 48 months with the company. Upon breach of this agreement you will be liable to pay Rs. 6,00,000/- to the company

If the offer is acceptable to you, please send us the duplicate copy of the offer letter duly signed in the space provided below along with the date of joining and list of documents provided in Annexure B. Kindly sign the copy of this letter and send it back to us before 23" August 2018 along with your date of joining. In case there is no confirmation from your side, the offer stands cancelled.

The terms and conditions of our Offer of Employment are listed in Annexure C.

If you have any questions, please feel free to contact me on +91-9440849449

With best wishes. Yours sincerely

(RK Raju Saripela) Manager- HR/Admin

Conformation:

I confirm that I have accepted the terms and conditions explained to me and that I will join Gigacom Semiconductors Pvt Ltd, by 20th August 2018

Date: 17/08/2018

Place Avanigacida

Name P. Bhanu Prakash Signature: fill

Gigacom Semiconductor Pvt. Ltd.

MVR'S Vinayagar Trade Center, 8th Floor, VIP Road, CBM Compound, Asilmetta, Visakhapatnam - 530 003. AP, INDIA Tel: 0891-6666023, www.gigacomsemi.com

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TATA CONSULTANCY SERVICES

| Employee Details | | | Payment & Leave Details | | | | | | | Location | Location Details | | |
|------------------|-------|--------|-------------------------|----------------------|---------------------|----------|-------------------|------------|---------------|----------|------------------|---------|--|
| Emp No. | 14549 | 34 | | Bank Name ICICI Bank | | Location | Chennai One - SEZ | | | | | | |
| Grade | C1Y | UAN | XXXXXXX3614 | Acc No. | xxxxxx1721 id 31 | | | Base Br. | TCS - Chennai | | | | |
| PAN | XXXXX | XX175J | | Days paid | | | | Depute Br. | TCS - Chennai | | | | |
| | | _ | 1997 | Leave Balance | EL | х | SL | х | CL | х | WON/SWON | 2942398 | |

| Earnings | Arrears (INR) | Current | Deductions | Amount (INR) |
|------------------------|------------------|-----------|---------------------------------|--------------|
| Basic Salary | | 13,000.00 | Provident Fund | 1,300.00 |
| House Rent Allowance | india in aminina | 6,500.00 | Health Insurance Scheme Premium | 1,888.00 |
| Leave Travel Allowance | | 1,083.00 | | |
| Personal Allowance | | 2,597.00 | | |
| Miscellaneous | | 910.00 | | |
| City Allowance | | 1,100.00 | | |
| Employer PF Payout | | 260.00 | | |
| Performance Pay | | 2,000.00 | | |
| | | | | |
| | | | | |

Net Pay (INR)

24,262.00

| Projected Annual Tax Inform | Chapter VIA Relief | | | | |
|------------------------------------|---------------------------|------------------------|-------------|-----|-----------|
| Annual Income* | | Net Tax Income r/o | 2,51,790.00 | 80C | 15,860.00 |
| Deductions under Sec 16 | 50,000.00 | Total Tax Payable | | 80D | 3,776.00 |
| Chapter VIA relief | 19,636.00 | Tax Deducted till date | | | |
| | | Balance Tax | | | |
| | | | | | |

* Please Note, Annual Income is after considering the exemption - if any.



Offer: Computer Consultancy Ref: TCSL/CT20172329053/Hyderabad Date: 31/12/2017

Mr. Surendra Peduru 2-36/Srinivasa RaoMain Road, Opp To Water Plant, Edulagudem-521211, Andhra Pradesh. Tel# 91-8985327419

Dear Surendra Peduru,

Sub: Letter of Offer

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

This offer is based on your profile 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 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 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.

TCS Confidential TCSL/CT20172329053

TATA CONSULTANCY SERVICES

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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. Conveyance Allowance

You will be eligible for a conveyance allowance of ₹800/- per month.

3. 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.

4. Sundry Medical Reimbursement

You will be eligible for reimbursement of sundry medical expenses incurred by you for you and your family. You are eligible for $\gtrless 6,000/$ - per annum 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 tax benefit you may submit medical bills for the same at the end of each calendar quarter. At the end of the financial year, the unavailed amount will be taxable.

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TATA CONSULTANCY SERVICES

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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



5. Personal Allowance

You will be eligible for a monthly personal allowance of of ₹6,270/- per month. This component is subject to review and may change as per TCSL's compensation policy.

6. Food Card

You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias.As per the Pre-Defined structure you will be eligible for a Food Card with an amount of ₹500/- being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.

PERFORMANCE PAY

Monthly Performance Pay

You will receive a monthly performance pay of ₹1,700/-. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

Quarterly Variable Allowance

Your variable allowance will be ₹600/- per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

Quarterly Variable Allowance is subject to review on your first anniversary and may undergo a change based on the actual performance of the Company, your business unit and your own ongoing individual performance. The payment is subject to your being active on the company rolls on the date of announcement of Quarterly Variable Allowance.

This Pay/Allowance shall be treated as productivity bonus in lieu of statutory profit bonus.

Performance Pay will be effective upon successful completion of the 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.

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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

Encl: Annexure 1: Benefits and Gross Salary Annexure 2: List of TCSL Centres Annexure 3: Confidentiality and IP Terms



<u>Click here</u> or use a QR code scanner from your mobile to validate the offer letter

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GROSS SALARY SHEET

Annexure 1

| Name | Surendra Peduru |
|----------------|-----------------------------------|
| 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 | |
| Conveyance Allowance | 800 | 9,600 | |
| Leave Travel Assistance | 850 | 10,200 | |
| Sundry Medical Reimbursement | 500 | 6,000 | |
| Food Card | 500 | 6,000 | |
| Personal Allowance | 6,270 | 75,240 | |
| GROSS BOUQUET OF BENEFITS | 13,000 | 1,56,000 | |

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Annexure 2

Regional Offices

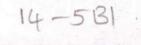
| Ahmedabad Lead -Talent Acquisition Tata Consultancy Services Infocity, Info Tower 1, 5 th Floor, Airport Road, Gandhinagar - 382 009 Tel: 079 - 66712600 | Bangalore Lead -Talent Acquisition Tata Consultancy Services VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore – 560 066 Tel: 080 – 67247000 |
|---|--|
| Fax: 079 - 66712600 Fax: 079 - 66712601 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 | Fax: 080 - 28410114 Delhi Lead-Talent Acquisition Tata Consultancy Services 5 th 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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Ref ID: PFTS/JulB001/871/18062018 Date: June 18, 2018

Dear Arunasai Pilli,

Offer Letter – PathFront Technology Specialist

Congratulations. Based on your application information and on your performance in all the stages of our selection process, we are pleased to offer you admission as **Technology - Specialist** at PathFront Partner Corporation. The following table contains further details of the job:

| Role | Technology – Specialist | | | |
|---------------------------|--|--|--|--|
| Salary Range | Rupees Two Lakh to Three Lakh Forty Thousand per annum (Rs.2,00,000 to Rs.3,40,000/annum) | | | |
| Job Location | Anywhere in India | | | |
| Batch Number | PFTS/JulB001 | | | |
| Pre-Requisite for the job | Successful Completion of 2 months Fulltime Technical Training @ PathFront, Bangalore | | | |

Your pre-requisite training for the job will be conducted in Bangalore. Information related to the training and fees are outlined in *Terms of Admission*, which is shared along with this offer letter. The training is designed to increase the employability of the participants and transform them into capable and confident professionals with relevant skills for the workplace and external certifications for the industry. Successful completion of this program will lead you to an assured job in one of our Partner Corporation.

Further details about the program are provided in the 'Terms of Admission' attached herewith. You are required to read the 'Terms of Admission' and acquaint yourself with all the policies, procedures and other requirements for your admission and participation in the program, and your admission and participation in the program will be subject to strict compliance with the terms of this letter as well as the 'Terms of Admission'. A Comprehensive scholar handbook will be shared during the time of you on boarding at our campus.

You are requested to confirm acceptance of this admission without prejudice, by completing and sending back the enclosed 'Acceptance Note' within 2 working days of the receipt of this letter. You can also confirm by emailing it to us at campus@pathfront.in. We look forward to having you on board on 25th June 2018.

For M/s. PathFront Consulting Services Pvt. Ltd.

B. Narender Head - Operations

14-584



IBM India Private Limited Manyata Embassy Business Park, G2 Block, Nagwara Outer Ring Road, Bangalore – 560045, India. Tel : 91–80–49139999 <u>http://www–</u> 07.ibm.com/in/careers/

Date - May 29, 2018

Dear Poola Jaya Bhavya Sri,

We are delighted to invite you to join IBM as a Associate System Engineer, in band [06G]. You will be working with open-minded professionals like yourself, who are passionate about designing and building solutions to help our clients becoming smarter, faster and more innovative.

At IBM you can look forward to advance your career and further develop your expertise, gathering experience across business units and industries. You will collaborate with brilliant experts, professionals and innovators in an environment that cultivates creativity and individuality; and be part of a team that strives to make the world work better.

These are exciting times, the IT industry is fundamentally reordering at an unprecedented pace and we are at a turning point in IBM history and in the history of technology. IBM is now emerging as a cognitive solutions and cloud platform company. We are helping reshape industries – bringing together our expertise spanning Cloud, Analytics, Security, Mobile, Social and the Internet of Things.

Join us and make the most of these exciting times, discover what you can make of this moment and you'll be proud to call yourself an IBMer.

Your employment contract 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 welcoming you to join the IBM family.





IBM India Private Limited Manyata Embassy Business Park, G2 Block, Nagwara Outer Ring Road, Bangalore – 560045, India. Tel : 91–80–49139999 <u>http://www–</u> 07.ibm.com/in/careers/

Date - May 29, 2018

Dear Poola Jaya Bhavya Sri,

We are pleased to offer you the position of Associate System Engineer, in band [06G] 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.

Initially, you will have to undergo an IBM trainee program specially designed for all college campus hires. This training is to enable you to acclimatize to the industry and post qualifying, accelerate your transition to a live project.

You must complete your formal course of education, including final semester examinations to establish your qualifications, before joining. Further, this offer is contingent upon your obtaining the degree, consistent academic performance, minimum aggregate or equivalent of 65% or 6.5 CGPA in Bachelors & Post-Graduation and 60% or 6.0 CGPA in SSLC or X, HSC/PUC/XII, Diploma or the equivalent, 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 June 4, 2018. 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.

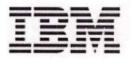
o confirm your acceptance of this offer, you are required to:

- 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 8:00 am to the Main Lobby located at Block D3, Manyata Embassy Business Park, Nagawara Outer Ring road, Bangalore-560045.

If you have questions about your First Day Documentation, send an email to docsjoin@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 Organisation, 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 Passport or Pan card you need to bring one of the following IDs.



- O Voter ID card
- O Driving Licence
- O Aadhaar Card
- O 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.
- You are required to join work at your onboarding location, where you may be assigned to a specific training stream based on business requirements. You will undergo training at a specified location for a specified duration of time. (Your training location and the duration of training may change due to business requirements). You will be expected to undergo your training in any skill at the discretion of the Company.
- 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.
- After the successful completion of the training program, you are expected to join your allocated posting in any location across India as specified by the Company. This may be different from your joining location. Please also note that, your services are transferable and you may be assigned to any office of IBM, a subsidiary, or associate company, or may be required to work out of a client location. In such case, you will be governed by the policies of that location. Any refusal to take up the assignment or projects assigned to you for any reason whatsoever, including location preferences, will be deemed to be a refusal to follow instructions of the Company, and may result in strict action against you, including termination of your services with the Company.
- (Note: It is clarified that IBM may also require you to work from any such offices within the same city (or, in the case of employees working in the National Capital Region, may require you to work from any such offices at Noida, Delhi or Gurgaon)).
- Your offer is contingent upon you agreeing to authorize IBM to recover a sum of INR 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.
- 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

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| Employ | yee D | etails | | | Pay | yment 8 | | | Jeta | IIIS | | | | | | apt-t |
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| Grade | Y | UAN | XXXX | XXX5417 | Acc | No. | XXX | XXX9 | 758 | | | | Base Br. | TCS | - Bangalo | re |
| PAN | XXXX | XXX547P | | ** | Day | s paid | 31 | | | | | | Depute Br. | TCS | - Bangalo | re |
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| Total Ea | Irninas | (Current | + Arrea | ars) | | 25,5 | 500.00 | To | tal De | educt | ions | | , | | | 8,061.00 |

Net Pay onto

1

17,439.00

| Projected Annual Tax Info | rmation | and the second | | Chapter VIA Relief | |
|---------------------------|-------------------|--|-------------|--------------------|----------|
| Annual Income* | 1 76 462 00 | Net Tax Income r/o | 1,17,320.00 | 80C | 8,364.00 |
| Professional tax | | Total Tax Payable | | 80D | 9,380.00 |
| Chapter VIA relief | | Tax Deducted till date | | | |
| | | Balance Tax | | | |
| | the second second | | | | |

Please Note, Annual Income is after considering the exemption - If any.
 ** Deduction Under Sec 16 includes Professional tax (if applicable) & Standard Deduction of Rs 40000/-

Page 1 4 Payslip generated on : 1 May 2019;17:08:43 :



TCS Confidential Ref: TCS/2019-20/CC-C1/1454815

February 19, 2020

Mr. Madhu Potagonna Bangalore

Dear Madhu Potagonna,

This is to inform you of your compensation structure revision effective March 01, 2020.

Your revised Annual Compensation for the year 2019-20 is Rs. 7,51,154/-.

The details of your compensation and related benefits are enclosed in the Annexure to this letter. Kindly note that the above details are specific to India and may be subject to change in case of long term deputation on international assignments, if any.

I look forward to your continued commitment and a fulfilling career with TCS in the years to come.

Warm regards and best wishes,

Nablack

Milind Lakkad Executive Vice President & Global Head - Human Resources

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



ANNEXURE I

The details of your compensation and benefits are given below.

FIXED COMPENSATION

Basic Salary

Your Basic Salary will be Rs. 13,600/- 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. Bouquet of Benefits comprises the following salary components.

House Rent Allowance

To avail tax benefit on this amount, you have to access the TRLP link in Ultimatix and submit rent receipts at least once a quarter to the Finance department of your base branch.

Leave Travel Allowance

If you wish to avail tax benefits, you need to apply for a minimum of three days of earned leave, apply in Ultimatix and submit supporting travel documents.

You will be eligible for 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.

Personal Allowance

This component is fully taxable. This is not a grade-linked benefit and does not accrue automatically. This allowance is subject to review and may change or be adjusted against other emoluments at a later date.

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PERFORMANCE PAY

Your performance pay will comprise of 2 parts as indicated below.

Monthly Performance Pay

You will receive a monthly performance pay of Rs. 4,600/-.

Performance Bonus

Your performance bonus will be Rs. 3,400/- per month, and will be paid at the closure of each quarter based on the performance of the company and your unit. Additionally, the extent of your allocation to the business unit would also be a measure of your performance bonus. The payment is subject to your being active on the company rolls on the date of announcement of performance bonus.

These amounts shall be treated as productivity bonus in lieu of statutory profit bonus.

CITY ALLOWANCE

You will be eligible for a City Allowance of Rs. 1,200/- per month. This allowance is fully taxable, is specific to India and linked to your base location. It is subject to review and will be discontinued while on international assignments.

RETENTION INCENTIVE

You are eligible for Retention Incentive of Rs. 70,000/-, payable to you on an annual basis. This component is in appreciation of continuity of service in TCSL and will be paid on completion of each year from the introduction of this incentive. This amount will be reviewed annually. The organization reserves its right to change or discontinue the same.

OTHER BENEFITS

Health Insurance Scheme

You are covered by the Group Health Insurance Scheme. The insurance cover entitles your family and you towards reimbursement of medical expenses up to Rs. 2,06,000/- per annum per insured. This scheme also provides enhanced hospitalisation cover up to Rs. 12,00,000/- per annum per family, on payment of premium, as applicable. For details, please refer to the policy on HIS.

RETIRALS

Provident Fund

TCS will contribute 12% of your basic salary every month as contribution to the Provident Fund.

Gratuity

You will be eligible for gratuity in accordance with the rules applicable.

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The details of your India compensation and benefits are given below. The CTC and its components are subject to review and change, based on the prevailing regulatory framework. Taxation will be governed by the Income Tax rules and the Company will be deducting tax at source as applicable.

| COMPONENT CATEGORY | ANNUAL |
|-----------------------------|----------|
| BASIC SALARY | 1,63,200 |
| BOUQUET OF BENEFITS* | 3,72,220 |
| CITY ALLOWANCE* | 14,400 |
| RETENTION INCENTIVE~ | 70,000 |
| RETIRALS | |
| Provident Fund | 19,584 |
| Gratuity | 7,850 |
| PERFORMANCE PAY" | |
| Monthly Performance Pay | 55,200 |
| Performance Bonus | 40,800 |
| TOTAL SALARY | 7,43,254 |
| INSURANCE | 1 |
| Health Insurance® | 7,900 |
| CTC | 7,51,154 |
| Life Insurance ^s | 2,163 |

* Includes Personal Allowance which is not grade linked and does not accrue automatically. Personal Allowance is subject to review and may change or be adjusted against other emoluments at a later date. Refer to Table 2 for TCS Defined Structure.

Specific to India and is linked to base location. Will be discontinued while on international assignment. Allowance is subject to review.

 Amount will be payable annually and paid on completion of each year from introduction of this incentive. This amount will be reviewed annually and the organization reserves its right to change or discontinue the same.

... In lieu of statutory profit bonus. Based on unit's and employee's performance.

Performance Bonus will be paid at the closure of each quarter based on the performance of the company, unit and allocation. Payment subject to being active on the company rolls on the date of announcement.

^e Premium for Health Insurance Scheme for self and dependants borne by TCS.

^{\$} Premium for Group Life Insurance (GLI) borne by TCS. The sum assured is six times the annual compensation (CTC) with a minimum payout of Rs. 20 Lakhs. For details, please refer to the policy on Group Life Insurance (GLI) on Knowmax.

TCS Confidential Ref: TCS/2019-20/CC-C1/1454815

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In case, you wish not to opt for the BoB, Defined Structure as given in Table 2 will be applicable.

Table 2: TCS Defined Structure for Bouquet of Benefits

| COMPONENT CATEGORY | ANNUAL |
|------------------------|----------|
| House Rent Allowance | 81,600 |
| Leave Travel Allowance | 13,600 |
| Food Card | 6,000 |
| Personal Allowance | 2,71,020 |
| BOUQUET OF BENEFITS | 3,72,220 |

To design your Bouquet of Benefits access the Link to BoB in the Global Employee Self Service Link on Ultimatix.

TCS Confidential Ref: TCS/2019-20/CC-C1/1454815

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



L V GLOBAL SOLUTIONS TO BE KNOWN AS 4I-INNOVATIONS

OFFER LETTER

Date: 14-12-2018

Place : Hyderabad

To,

Potluri Navya

It gives us immense pleasure in inviting you to join L V GLOBAL SOLUTIONS as one of its valuable member. We believe that corporate grows and flourishes fuelled by the enthusiam and energy of the people who are willing to invest in to the future. We therefore believe that all our employees are truly our ASSOCIATES. We are happy that you are one such associate joining us in our effort to create a truly global corporation.

You will be designed as <u>TECH SUPPORT EXECUTIVE</u> at our HYDERABAD, Madhapur Premises. You will be on probation for a period of six months from the date of joining and will be confirmed in the services based on your performance. Your association and employment will be governed by the various associate related policies and guidelines of the organization.

Your salary will be Rs.2.00 Lakh per annum.

While welcoming you to L V GLOBAL SOLUTIONS we are confident that you will contribute to the organization and its goals, add value through your roles and strengthen the company.

As per the policy of the Company, Based on the discussion you need to give 45days notice period to the company. Otherwise you need to pay 4 month salary as penalty. Your joining will be from 21st January 2019.

WELCOME ON BOARD

LV GLOBAL SOLUTIONS

Authorized Signatory

Plot NO. 81, Beside Sri Chaitanya Techno School, Sri Swamy Ayyappa Society, Madhapur, Hyderabad-500081, A.P., India. Contact: +91 040 64523424, www.lvglobalsolutions.com



APPOINTMENT LETTER

August 2, 2018

Mr. Noel Nithin

24-18-47, Durgapuram, Srabhaih Temples Vijayawada- 520003 Andhra Pradesh

Dear Noel Nithin.

Welcome to Wipro Limited ('Wipro') and congratulations on your appointment as Project Engineer.

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 the appointment. On completion of the Probationary period, your appointment will be confirmed and communicated to you in writing. Unless confirmation is communicated in writing, the probation period is deemed extended.
- c. The retirement age is 58 years.
- d. You may be transferred in such capacity as Wipro may from time to time determine to any other location, department, function, establishment, or branch of Wipro or subsidiary, associate or affiliate of
- Wipro. In such 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 Wipro locations in India to suit customer time including on 24x7 basis. You agree to operate from any of these locations and in any of the shifts, including night shift, as may be decided by Wipro keeping in mind business needs and deliverables to
- This letter of appointment is subject to your successful completion of all curriculum requirements as laid down by your University/Institution for award of the degree/diploma with a minimum aggregate, specified by Wipro for your role, and any other criteria specified by Wipro in terms of your educational f. qualifcations before joining.
- Kindly ensure you submit the second copy of the appointment letter signed by you on the day of a. reporting for work.

2. Compensation:

You will be eligible for:

- Compensation and benefits in accordance with Annexure III titled Salary Offer Sheet.
- Variable Pay The details of this component are listed in Annexure V. The Variable Pay program may be changed or modified in part or full thereof from time to time, at the sole discretion of the management.

Registered Office:

- Wipro Umited 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



- c. Other compensation and benefits in accordance with Wipro policy as modified and intimated to you from time to time.
- d. Your salary will be reviewed periodically as per Wipro policy.
- Changes in your compensation are at Wipro's discretion and will be subject to and on the basis of effective performance and results during your period of employment and other relevant criteria. e.

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 Wipro.
- c. Participation in the Wipro Provident Fund Scheme (PF) as per the policies applicable to your band and stream.
- d. Leave Travel Assistance (LTA) as per the policy of Wipro.
- e. Wipro Medical Assistance Scheme (MAS) and Contributory Medical Insurance for your band and stream provided you are not covered under the purview of the ESI Act.
- f. Employee Benefits Program sponsored and administered by Wipro for management employees, comprising pension plan or gratuity plan, survivor benefit plan and industrial injury benefits.
- Please refer to the detailed policies in the Wipro intranet portal i.e. mywipro.wipro.com

4. Responsibilities:

g.

- a. In view of your position and office, you must effectively, diligently and to the best of your ability perform all responsibilities and ensure results. There may be times when you will be expected to work extra hours to achieve the above. 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 Wipro, whether directly or indirectly.
- b. You may be required to undertake travel on Wipro work for which you will be reimbursed travel expenses as per the Wipro policy applicable to you.
- c. We at Wipro are committed to ensure 'Integrity' in all aspects of its functioning. You are expected to comply with the policies of Wipro including the Code of Business Conduct and Ethics 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 which 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.

Registered Office:

| Wipro Limited | T :+91 |
|-------------------|----------|
| Doddakannelli | F :+91 |
| Sarjapur Road | E : info |
| Bengaluru 560 035 | W:wipr |
| India | C :L32 |

(80) 2844 0011 (80) 2844 0054 @wipro.com ro.com 102KA1945PLC020800



5. Conflict of Interest:

a. You are required to engage yourself exclusively in the work assigned by Wipro and 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 Wipro (irrespective of the circumstances of, or the reasons for, the cessation) not to solicit, induce or encourage:

i. Any employee of Wipro to terminate their employment with Wipro or to accept employment with any competitor, supplier or any customer with whom you have a connection.

ii. Any customer or vendor of Wipro to move his existing business with Wipro to a third party or to terminate his business relationship with Wipro.

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 Wipro'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 Wipro. Therefore, please maintain all Confidential Information as defined from time to time in the Confidentiality Policy of Wipro, 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 Wipro and in the course of your employment. This covenant shall endure during your employment and beyond the cessation of your employment with Wipro (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 Wipro.

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 Wipro you will be providing services to customers or clients of Wipro during which process you would be handling sensitive information including but not limited to key customers of Wipro, competitor information, customer sensitive information ('Confidential Information'). You acknowledge and recognize that Confidential Information available to you, if leaked, would cause irreparable harm to Wipro and its protection is of utmost importance to Wipro. You confirm that for a period of six (6) months after separation of your employment from Wipro (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 Wipro during the six (6) months preceding the date of separation.

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9. General:

This letter of appointment is subject to the condition that you have not provided us with any false declaration or willfully suppressed any material information. If you have, you will be liable to be removed from service without any prior notice.

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 Agreement.

- a. Your employment terms may be specifically enforced legally, if required. In this connection, if any of the provisions of this letter 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 Wipro and you relating to the same subject matter.
- c. You warrant that you are not prevented by a court or by any other administrative or judicial order from providing the services required under this agreement. 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. During the employment you have to comply by all policies of Wipro. These policies are updated / modified on a periodic basis and new policies may be introduced and notified to employees from time to time. You agree to comply with all policies as modified from time to time.
- e. Your appointment will not be further processed and will be treated as withdrawn in the event:
 - i. You fail to clear any remaining backlog examinations, and/or
 - ii. You have not scored a minimum aggregate marks of 60% in your 10th Standard.
 - iii. You have not scored a minimum aggregate marks of 60% in your 12th Standard or equivalent education.
 - iv. For Graduates: You have not scored a minimum aggregate marks of 60% in your graduation.
 - v. For Post Graduates: You have not scored a minimum aggregate marks of 60% in your graduation and 60% in post-graduation.

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 Wipro 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 serve 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 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.

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11. Notice Period:

This contract of employment is terminable, without reasons, by either party giving one-month notice during probationary period and two months' notice on confirmation. Wipro reserves the right to pay or recover salary in lieu of notice period. Further, Wipro 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 Wipro desires the employee to continue the employment during the notice period the employee shall do so.

Please confirm that the above terms are acceptable to you and that you accept the appointment by signing a copy of this letter of appointment and submitting the same on the date of appointment.

12. On Separation:

On acceptance of separation notice, you will immediately give up to the company before you are relieved, all correspondence, specifications, formulae, books, documents, cost data, market data, literature, drawings, effects or shall not make or retain any copies of these items.

Please confirm that the above mentioned terms and conditions are acceptable to you and that you accept the appointment by submitting the 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: Date: / /_/_ Signature: Place:

Registered Office:

Sarjapur Road Bengaluru 560 035 W : wipro.com India

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ANNEXURE I

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 inform the top management.

Name:

Date: _/__/__

Signature:....

Registered Office:

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 Sarjapur Road
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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 Wipro 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 Wipro's Code of Conduct to Regulate, Monitor and Report Trading by Insiders. Or write to <u>policyclearinghouse@wipro.com</u>.

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ANNEXURE II

PERSONAL INFORMATION AS REQUIRED UNDER INFORMATION TECHNOLOGY ACT, 2000

-----, 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:

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ANNEXURE III

SALARY OFFER SHEET

Name : Noel Nithin

Position : Project Engineer

Career Group: TRB - II

a. You will be on training (classroom/on the job) for the first three months or end of training period whichever is later, from your date of joining. During the training period, you will receive a stipend of **Rs.18000** consolidated, without any other benefits. After satisfactory completion of the training you will receive your salary as given below.

| COMPONENT | AMOUNT (INR) |
|----------------------------------|--------------|
| Basic | 10,667 |
| HRA | 5,334 |
| Bonus | 2,133 |
| Wipro Benefits Plan (WBP) | 4,753 |
| Additional allowance | - |
| Total Fixed Cash | 22,887 |
| PF (Employer Contribution) | 1,280 |
| Gratuity | 566 |
| Total Fixed Compensation | 24,733 |
| Other Compensation Benefits | |
| Health benefit (Medical) | 600 |
| ESI | - |
| Variable Pay | |
| Target Variable Pay | 1,334 |
| Target Cost to Company per month | 26,667 |
| Total Cost to Company per annum | 3,20,004 |

*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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b. Over and above these components, depending on your performance during the initial training program you will also be entitled to an Additional Allowance. Performance Category – 1 will comprise of the top 30% of the candidates and balance 70% will be placed in Performance Category-2. The total monthly gross hence will be as per the following table for different performance categories:

| | TOTAL MONTHLY GROSS | TOTAL ANNUAL GROSS |
|-----------------------------|------------------------|-----------------------|
| Performance Category – 1 | 27500 | 330000 |
| Performance Category – 2 | 26667 | 320000 |

b. Apart from the standard salary emoluments, Project Engineers are also entitled to unique Wipro Benefits to assist them in maintaining a healthy work-life balance. The details of the benefits are as follows:

- a. Onetime Interest free loan of Rs. 20,000 towards housing deposits or towards purchase of a two wheeler
- Onetime Interest free 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.

Medical Insurance Coverage up to Rs. 2 lacs per annum

Date: / /

Signature:....

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| | Pay Peri | Balary raysup for the Month of November-2019 Pay Period 01.11.2019 to 30.11.2019 Ruhee Farhana | 30.11.2019 | | HCI | HCL TECH Ltd IOMC |
|--|--|--|---|--|--|--|
| Employee ID : Person ID : Designation : DOJ / Gender : PAN No : PF // Pension No* : UAN No : | 51798635 51798635 Analyst 29.03.2019 / Female CWXPR5541L HIL EPF Trust-GN/GGN/5572/431138 101434194489 | | Bank Name & Account No Location (CWL) Department Band Days worked in month LWP Current/Previous Month Sabbatical Leave Current/Previous Mon | | STANDARD CHARTE 42810955136 CHENNAL-SEZ,SDB6, GF Lab4,5,6,1 HCLISD US DEL-NORAM1-NORA E1 30.00 0.00/0.00 0.00/0.00 | STANDARD CHARTE 42810955136 CHENNAI-SEZ,SDB6, GF Lab4,5,6, FLR 1,5 HCLISD US DEL-NORAMI-NORA E1 0.000 0.000 0.000 0.000 |
| Standard Monthly Salary | | Earnings | INR | | Deductions | INR |
| Basic Salary HRA Advance Statuatory Bonus | 10,417.00 Basic Salary 6,710.00 HRA 1,400.00 Advance Statuatory Bonus | Bonus | 6,710.00 6,710.00 1,400.00 | Cab Deduction Power of 1 Deduction Ee ESI contribution Ee PF contribution | | 400.00 60.00 129.00 1,250.00 |
| Total Standard Salary | 18,527.00 Gross Earnings | | 18,527.00 Gross] | Gross Deductions | | 1,839.00 |
| | | E | Net Pay | ty . | | 16,688.00 |
| Evenuein II/S 10 | | Income I ax Computation | | | | |
| of con nondinava | rrojected / Actual I axable Salary | | Contribution under Chapter VI A | hapter VI A | Month | Monthly Tax Deduction |
| | Taxable Income till Pr. Month Current Mth Taxable income Projected Standard Salary Taxable Ann Perks NPS ER contribution | 130,728.32 F 18,527.00 V 74,108.00 2,000.00 0.00 | Provident Fund Voluntary PF | | 15,000.00 April'19 0.00 May'19 June'19 July'19 | |
| , | Gross Salary | 225,363.32 | | | August'19 Sentember'19 | 0.00 |
| | Exemption U/S 10 | 00.00 00.00 | k | | October'19 November'19 | |
| | Income under Head Salary | 174,113.00 | | | December'19 | |
| | Interest on House Property Gross Total Income | 0.00 174.113.00 | | | January'20 Fehruary'20 | 0.00 |
| | Agg of Chapter VI Total Income Tax on Total Income | 15,121.00 158,992.00 | | | March'20 | 0.00 |
| | Tax Credit Health and Education cess Tax payable Tax deducted so far | 0.00 | | | | |
| | Balance Tax | - | Total | 11 | 15,000.00 Total | 0.00 |

14481A05C2

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.hcitech.com

Offer & Appointment Letter

Offer Release Date: March 19, 2019

11304631 Ruhee Farhana Chennai Chennai

Dear Ruhee,

Congratulations, With reference to your application and subsequent interview with us for a career in our organization, we are pleased to inform you that you have been selected for employment in **HCL TECH LTD. - IOMC** (herein referred as "HCL" or "Company") as **Analyst**

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 a perfect balance, because that is the perquisite for success. We take this opportunity to thank you and extend our appreciation on your decision to join **HCL TECH LTD. - IOMC**. You are requested to join us on **April 4, 2019.**

Your compensation would be as outlined in a separate document **"Salary Breakup – Annexure I"**. The general terms and conditions governing your employment are outlined in Annexure II. **HCL TECH LTD. - IOMC** works under 24x7 operations supporting clients hence you may be required to work under various shifts as per the terms and conditions of the client.

On the date of joining, you would be requested to submit the documents listed in Annexure III. Please note that the submission of all documents is mandatory to facilitate joining, back ground verification/ validation and appointment process at **HCL TECH LTD. - IOMC**. Annexure IV provides details on the various compensation components and selected benefits that we offer you as a part of HCL family.

As confirmation of your acceptance, you are requested to sign the duplicate copy of the offer cum appointment letter and annexures and submit the same within 7 days to the undersigned.

Veena S Bangalore

This offer will be valid subject to successful clearance of your pre-employment background verification check conducted by HCL. Your written consent and requisite copies of documents is necessary to complete the pre-employment check. You are requested to complete the submission of requisite documents for pre-employment background check within two business days from the date of acceptance of our offer of employment. Your cooperation is solicited in this regard to enable us complete the necessary pre-employment check on time and enable you on-board us.

You are advised to go through the contents of this offer letter and annexures before signing the duplicate copy.

Looking ahead we see exciting times and we look towards 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.

1

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.hcitech.com

www.hci.com

For HCL TECH LTD. - IOMC

Amrita Das

Vice President, Head-Global Rewards

HCL

Maintec

Maintec Technologies Pvt. Ltd.,

#3M-215, East of NGEF, Outer Ring Road, Kasturi Nagar, Bangalore - 560 043, India. Tel : 080 -42718000,080-25071950 www.maintec.com

CIN : U72200KA1997PTC023121 GST No. : 29AABCM3607P1Z3

Doc #: EMP/OL/RF/21032018/78

June 21st 2018

14-502

Ms.Ruhee Farhana, Chennai

Dear Ruhee Farhana,

We are happy to offer you as **Consultant-Network Analyst** in our Company. Your initial place of assignment will be at **Chennal**. However, you may be requested to relocate anywhere in India as per client requirements anytime. From time to time, you will be required to travel based on the requirement from prospective clients all over India and overseas as well.

At the time of joining, you are requested to bring copies of the following documents for our records:

- 1. Relieving order/letter from your present employer.
- Certificates in support of your qualification (including degree certificates and final mark/grade sheets), indio experience and emoluments.
- 3. Salary certificate from your present employer.
- Four passport size photographs.
- 5. Relevant pages of your passport.
- 6. Address proof.
- 7. Two reference letters.

You will be paid Professional Charges up to a maximum of Rs.15, 000/- p.m. (up to a maximum of Rs.1, 80,000 thousand on annual basis) and applicable Tax will be deducted. Your appointment shall be continued based upon your overall performance and successful completion of initial period of Six months from the date of joining. Your initial core focus shall be mainly on Networking and other areas of services that Maintec / its client offer from time to time.

Please note that this offer is based on information provided by you to us and may be withdrawn in case of any deviation from the same or if you fail to report to commence the assignment on 22nd June, 2018 or any other date which may be decided as per mutual discussions.

Your appointment would be deemed terminated by both the parties in the event of termination of work order by Maintec's client. If either party wishes to end the contract, a notice period of not less than Thirty 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 Maintee that you may have in connection with your proposed assignment.

Sincerel For Maintec Technologies Pvt. Ltd. Bar aiore i 56 (Satish B, Hukkeri)-

Vice-President(Staffing and Delivery)



I accept the assignment on the above-mentioned terms and conditions and I will report on 22nd June, 2018 or any other date which may be decided as per mutual discussions.

Consultant's Signature:

Remote Infrastructure Management

IT Staffing

Training

Mainframe on Demand



Date:14-Apr-2018

To

Sairaja Nagavenkata GUDIVADA

Dear Sairaja Nagavenkata,

Suh: 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:

(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.

+91 80 6706 4000 +91 80 6706 4100 www.mindtree.com

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Sailaja · G.S.N.V

pwc

1 October 2018

Shaik Abdul Wadood Bangalore (SDC) - Eagle Ridge at Embassy Golf Links Business Park

PRIVATE AND CONFIDENTIAL Employment Offer Letter and Terms and Conditions of Employment

Dear Shaik Abdul,

We are pleased to offer you employment with PricewaterhouseCoopers Service Delivery Center – Bangalore Private Limited ("Company") in the position of Specialist in our Service Delivery Center ("SDC") Bangalore office. Your work location will be Bangalore (SDC) - Eagle Ridge at Embassy Golf Links Business Park. You will be notified about the person you will be reporting to shortly after you have accepted this offer. Reporting lines and location are subject to change depending on business requirements.

If you accept this offer, your commencement date with us will be on or before 8 Oct, 2018.

Remuneration Package:

1. Annual Compensation: You are being offered a total annual compensation Rs.3,50,000/- (inclusive of standard company benefits) Three Lakh Fifty Thousand Only. The details of the Annual Compensation being offered to you are as follows:

a. Benefits: In addition to the annual cash compensation, you will be eligible for company sponsored India specific benefit programs such as gratuity, provident fund, group medical insurance for the employee and his/her family, life insurance and accident insurance for the employee. In addition to the current hospitalization insurance benefits, you will now be included in an annual executive health checkup plan provided by the insurance company. As per the executive health check-up plan, every employee is eligible for a free annual health check-up which contains a series of tests. The details of the benefit programs are specified in Annexure 1 to this offer letter ("Offer Letter").

2. Bonus program: In addition to the Total Annual Compensation as mentioned above, you also may be eligible for bonuses from time to time, as may be set forth in incentive compensation programs applicable to your position.

Other Terms:

1

Please read the following terms and contact us with any questions that you may have. **1. Employment Agreement:** Once you accept this offer, you will be required to sign an employment agreement ("**Employment Agreement**"), the format of which is attached to this Offer Letter. Your employment with the Company will be on the terms of this Offer Letter and the Employment Agreement until the end of your employment with the Company in accordance with the Employment Agreement. pwc

2. Working Hours: The normal expected standard working hours are 9 am to 6 pm from Monday to Friday. However, there may be occasions where you may be required to work beyond these hours and you are expected to cooperate accordingly. Your salary includes compensation for any such additional hours.

3. Promotion and Salary Review: You will be eligible to participate in the promotion and salary review process as per the policy of the Company.

4. Visa: If you do not have the right of abode, the right to land or the status of unconditional stay in India, an employment visa is required for your employment. The Company will assist you with obtaining the necessary documents for you and your family. Any continued employment is contingent upon the immigration authorities approving any renewal of the employment visa and will automatically be deemed to be terminated should such approval not be granted.

5. Taxation: Your remuneration and benefits have been stated gross of tax. You will be responsible for all Indian salaries tax on your remuneration, allowance and benefits, where applicable. In the event that you have sources of income or expense outside of your employment with the Company, you are responsible for ensuring adherence to the tax laws on those matters as well.

6. Travel, Assignments or Secondment:

a. Within India: You are required to work on any project to which you are assigned, unless there is good reason not to do so.

b. **Outside India**: While based in India you may be required to travel and stay to work on projects outside India, within and/or outside the Asia Pacific region.

7. Termination Notice:

(a) The Company may terminate your employment for any of the following conduct on your behalf effective immediately upon written notice to your address on the Company's records:

- (i) acts of fraud, dishonesty or misconduct involving moral turpitude;
- (ii) commission or conviction of any criminal offence;

(iii) engagement in any activity that you know or should know could harm the business or reputation of the Company;

(iv) material failure to adhere to the Company's corporate codes, policies or procedures;

(v) continued failure to meet performance standards as determined by the Company over two consecutive performance review periods;

(vi) a breach or threatened breach of any material provision of this Offer Letter or the Employment Agreement if it is not cured to the Company's satisfaction within a reasonable period after the Company provides you with notice to your address on the Company's records of the breach; provided that no notice and cure period will be required if the breach cannot be cured;

(vii) violation of any statutory, contractual, or common law duty or obligation to the Company, including without limitation the duty of loyalty. In case of termination on account of any of the above reasons you will only be entitled to earned and unpaid gross salary and accrued leave (if any) through the effective termination date.

(b) The Company may also terminate your employment for reasons other than those specified above or for no reason, effective upon a prior written notice of at least 2 months. In the event that the effective date of your termination is less than 2 months, you will receive payment of the net amount of



gross salary you are entitled to in lieu for the remaining notice period less any deductions or withholdings, as required by law.

(c) You agree to provide the Company with a prior written notice of at least 2 months of your resignation, which shall be effective at the end of the notice period unless agreed otherwise.

8. Return of Property: Upon termination of employment, you will be required to return all property (including but not limited to keys, records, notes, data, computer discs or tapes, memoranda, business cards, security passes and equipment) which is held in your possession, custody or under your control, belonging to or relating to business affairs of the Company.

9. Acknowledgement: You acknowledge that your joining the Company will not breach any agreement relating to employment or the provision of services to which you are or have been a party.

The Company may amend or discontinue any of its plans, programs, policies and procedures at any time for any or no reason with or without notice to the extent permitted by law.

Shaik Abdul, we are excited about having you join us. On behalf of the PwC SDC Bangalore team, we hope you find these terms and conditions suitable. If you have any questions about the contents of this letter, please do not hesitate to contact **Preetha Pathiyil**, **preetha.pathiyil@pwc.com**.

Yours truly,

For PricewaterhouseCoopers Service Delivery Center (Bangalore) Pvt. Ltd

Ravi Kumar Director - Human Capital

I, Shaik Abdul Wadood (C000000125516), accept the offer and terms of employment as detailed in this letter and the attached Employment Agreement.

Signature: Date



Private and confidential

Date: 1 October 2018 Name: Shaik Abdul Wadood Designation: Specialist

Salary Components - Annual (All figures in rupees)

Basic Salary : 127,324 Special Allowance / Flexible Benefit Package (FBP) : 175,708 Employer contribution of PF: 15,279 Gratuity @ 4.8% of Basic : 6,112

Term Life Insurance Premium: 721

Basic Life Cover= 3 times of Gross Salary, Accidental Death= 20% of BLC, Accidental Disability = 20% of BLC

Group Accident Insurance: 590 Average Premium for sum insured of Rs 20 Lacs

Group Medical Insurance: 24,266

Premium for coverage of 4 Lacs per employee family covering employee, spouse, 3 children & dependent parents or in-laws(up to 7 members)

TOTAL ANNUAL COMPENSATION (inclusive of standard company retiral benefits & Insurance benefits): 3,50,000

In addition to the above, per PwC SDC - Bangalore Private Limited bonus announcements, you are eligible for performance bonus.

Note: FBP can be used for the following components:

- 1. Medical reimbursement
- 2. Food Coupons
- 3. Leave Travel Assistance
- 4. House Rent allowance
- 5. Conveyance

The above are subject to applicable taxes as per the Indian Income tax guidelines.



Your Remuneration consists of the following components:

- Basic: 40% of Gross Salary (A)
- HRA: 40% of Basic for Bangalore, 50% of Basic for Mumbai (B)
- LTA: Part of FBP (You can allocate desired sum for LTA up to a maximum of FBP amount available for allocation) (C)
- Conveyance: INR 19200 (i.e.1600 per month) (D)
- Medical Allowance: INR 15000 (i.e. 1250 per month) (E)
- Sodexo: INR 15600 (i.e.1300 per month) Part of FBP (F)
- Provident Fund (PF): 12% of Basic (G)
- Special Allowance: Balancing Figure (Gross Salary minus all above components) (H)
- Gross Salary: A+B+C+D+E+F+G+H

Additional Benefits:

Associate:

- Medical Insurance: Coverage of Rs.4 lacs per employee family covering employee, spouse, 3 children & dependent Parents or in-laws (Up to 7 Members Only)
- Term Life Insurance Coverage: Basic Life Cover= 3 times of Gross Salary, Accidental Death= 20% of BLC, Accidental Disability = 20% of BLC
- · Accident Insurance Coverage: Maximum of Rs. 20,00,000/-

Managerial:

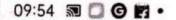
- Medical Insurance: Coverage of Rs.5 lacs per employee family covering employee, spouse, 3 children & dependent Parents or in-laws (Up to 7 Members Only)
- Term Life Insurance Coverage: Basic Life Cover= 3 times of Gross Salary, Accidental Death= 20% of BLC, Accidental Disability = 20% of BLC
- · Accident Insurance Coverage: Maximum of Rs. 50,00,000/-

Non Managerial:

- Medical Insurance: Coverage of Rs.8 lacs per employee. family covering employee, spouse, 3 children & dependent Parents or in-laws (Up to 7 Members Only)
- Term Life Insurance Coverage: Basic Life Cover= 3 times of Gross Salary, Accidental Death= 20% of BLC, Accidental Disability = 20% of BLC
- Accident Insurance Coverage: Maximum of Rs. 50,00,000/-



Relocation Benefits: Applicable to employees relocating from other cities.



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ROPPEN TRANSPORTATION SERVICES PRIVATE LIMITED

2143, Vargandalli, 2nd Plen, 1e Sector, HSR Layner, Bengabers, Karnaraka 20010 Payslip for the month of June - 2020

Name Shaik Afreen Bass Employer No. E1300 Designation: State Bank of India Customer Support Specialist Bank Name Marketing Department Bank Account No. 33536686468 Location: Effective Work Days: KREPS25 DA Bangalore PAN UAN No. 101374141220 30 LOP 0 PF No. PYBOM14540650600011324 Amount Deductions Earnings Amound BASIC 9.120.00 PF 1,500.00 3,648.00 PROF TAX IIRA 39100 CITY COMPENSATORY ALLOWAN 8,533.60 21,301.00 Total Deduction 1,700.00 Total Earnings Net Pay for the month 19,601,00 (Rupees Nincteen Thousand Six Hundred One Only) TDS Details Taxable Income Tax Deduction Description Gruss Exempt 111,491.00 Gross Salary 255,612.00 BASK 111,491.00 -2,051.00 Profession Tax 2,400.00 BASIC Ameurs -2.051.00 45,714.00 0.00 45.714.00 Total VI A Deduction 14.040.00 HRA HRA Anyan -1.938.00 0.00 1,938.00 Total Incos 188.500 (8) CONVEYANCE 1.600.00 0.00 1,600.00 Total Tax 0.00 CONVEYANCE Amon -1.600.003 010 1.600.00 Education Cross 17.1001 1.250.00 Tax Deducted (Previous Employer) 12.130) MEDICAL ALLOWANCE 1,250.00 0.00 MEDICAL ALLOWANCE AN 1.250.00 Tax Deducted Till Date 0.00 1.258.08 0.90 CITY COMPENSATORY ALL 95,257.00 95,257.00 Tax to be Deducted 0.00 CITY COMP ALLOWANCE # 7,139,00 7,139300 Monthly Projected Tax 0.00 Deduction Under Chapter VI-A Tax Paid Details 14,187.00 JUN 12 SEP APR MAY JII. AUG PF ARREARS 459.00 NOV IAN FEB MAR OCT DEC

Remarks

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Print Date: Jul 13, 2020 9:50 AM



TechnoFlair Solutions India (Pvt) Ltd Tera Building, 3rd Floor Plot No - 1107 Road No – 55, Jubilee Hills Hyderabad -33

Dated: 27-07-2018

Dear Singireddy Manoj,

Greetings from Technoflair Solutions (India) Pvt Ltd.

We are pleased to offer you "Trainee – Software Engineer" internship with "Technoflair Solutions (India) Pvt Ltd" starting from 13th August 2018. During this period, you will be reporting to selected representative of the company for the due responsibilities mentioned on the Joining Date.

Terms & Conditions:

You will be compensated **8,000/-** per month for a period of 4-6 months (as applicable). Your internship will be turned into employment based on your performance during internship program. You will be paid in accordance with the Company's normal payroll practices. While employed as intern hereunder, you will not be entitled to participate in the employee benefit plans maintained by the Company, if any.

You shall devote your full business efforts and time to the Company and agree to perform your duties faithfully and to the best of your ability. In addition to the duties that were outlined during your interviews, you shall perform such other duties as are customarily associated with such position and as the CEO, or its authorized representative may ask for from time to time require.

Please note that your internship with the company constitutes "at-will" employment. This means, that our employment relationship may be terminated at any point of time subject to your performance.

You will receive a certificate of conduct & experience at the end of your internship.

To indicate your acceptance, please acknowledge this email with your consent.

With Best Wishes,

S. Sindhy

Sindhu Sathavelli HR Manager

Registered office: 719, Vasavi Shanthiniketan, Whitefields Road, Kondapur, Hyderabad -500033 CIN- U72300TG2015PTC101832







Technoflair Solutions India Pvt. Ltd

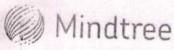
Door # 8-2-293/82/1107, plot # 1107 Road No: 55, Jubilee Hills Hyderabad - 500033 Payslip for Oct-2019

14481A05D1

| Employee Name | : | Manoj Singireddy | PF No | : | |
|-----------------|---|-----------------------------|---------------|---|----------------------|
| Employee ID | : | TF0099 | UAN | : | |
| Designation | : | Associate Software Engineer | Work Location | : | HitechCity-Hyderabad |
| Department | : | Development | LOP Days | : | 0.00 |
| Date of Joining | : | 01/01/2019 | Worked Days | : | 20.00 |
| ESI Number | : | N/A | Bank A/c No | : | 038201545191 |
| PAN | : | HNDPS3862P | THE REAL OF | | |

| Earnings | | Amount (Rs) | Deductions | Amount (R |
|--------------------|----|--------------------------------|---------------------------------|-----------|
| BASIC | + | 6563.00 | Profession Tax | 150.0 |
| House Rent Allowan | ce | 2625.20 | Medical Insurance | 333.0 |
| Special Allowance | | 9561.80 | Maria and a state of the second | |
| | | 18750.00 | able of the second of the | 483.0 |
| Net Pay | : | 18267.00 | | |
| Amount in Words | : | Rupees Eighteen Thousand Two H | lundred Sixty Seven Only | |
| Mode of Payment | : | Bank Transfer | | |

"This payslip is computer generated, hence no signature is required"



14481A05D3

Date:14-Apr-2018

To

Sujanmulk Praveen GUDIVADA

Dear Sujanmulk Praveen,

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:

(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.

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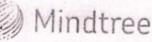
Mindtree Ltd

T +91 80 6706 4000 ore Road F +91 80 6705 4100

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RVCE Post, Mysore Road Bangalore 560 059

+91 80 6706 4100 www.mindtree.com Candidate No: TN/80007392/18



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.

The other terms and conditions of your appointment at Mindtree is in Annexure - A. Besides, you 2.5. 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.

You shall bring with you the following documents at the time of reporting for Training at 2.7. 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

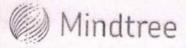
Mindaree Ltd. RVCE Post, Mysore Road

T +91 80 6706 4000 +91 80 6706 4100

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Candidate No: TN/80007392/18

14-503



Enclosed: Annexure to your Offer of Employment

Acceptance of the offer

I, Sujanmulk Praveen, agree to accept the employment on the terms and conditions mentioned in this Offer of Employment and the annexure.

| Your Signature | Sp. Towers |
|---------------------------------|-------------------|
| Your Name in Capital letters | |
| Four reality in Capital letters | SUJANMULK PRAVEEN |

Annexure 1

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

| Name | : Sujanmulk Praveen |
|-------------|-------------------------|
| 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 470 per month.
- · Applicable taxes like Professional tax and Income tax, prevailing at the time of pay out.

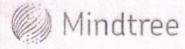
You will be covered for Insurance benefits as prevailing at the time of joining. The following are the coverage for 2018 - 2019 for your reference. You will get more details on joining.

- 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.

EVCE Post. Mysore Road

F +91 80 6706 4100



Annexure 2

Compensation stack effective from the date of confirmation

| Name | : | Sujanmulk | Praveen | |
|------------|---|-----------|---------|--|
| Competency | : | C1 | | |

Designation : ENGINEER

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

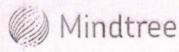
| Basic | 103,344 |
|-------------------------|---------|
| HRA | 51,672 |
| Conveyance | 30,000 |
| Competence Linked Pay | 24,000 |
| Communication Allowance | 30,000 |
| Education Allowance | 24,000 |
| Provident Fund | 12,396 |
| Gratuity | 4,956 |
| Insurance Benefits* | 5,640 |
| Annual Gross | 286,008 |
| Bonus** | 39,000 |
| Annual Cost to Company | 325,008 |

*The Insurance coverage provided to you at the time of joining will continue on your confirmation, as per the prevailing insurance policies at the time of your confirmation. The premium for standard coverage is part of your CTC.

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| Minktree Ltd | Т | +91 | 80 | 6706 | 4000 | |
|---|---|-----|----|------|------|--|
| RVCE Post, Mysore Road | F | +91 | 80 | 6706 | 4100 | |
| and the second se | | | | | | |

Candidate No: TN/80007392/18



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.

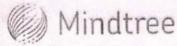
• You will be given an option to coveryour Parents or Parents-in-law. If you opt for this, the additional premium for the parental coverage will be deducted from your salary.

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.

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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.



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.

Infopark Software Technologies

Date: 20-08-2018

To: Tabeti Rupa

OFFER OF EMPLOYMENT

Dear

We are pleased to make an offer as "ASSISTANT SOFTWARE ENGINEER". You will receive a detailed appointment letter after you join & clear your certificate test.

On your joining will be required to undergo Process Training for a period of 10 days. Only on successful completion of this training you will be absorbed in the company.

On reporting, please bring seven recent passport size photographs, photocopy of all Educational Certificates, Aadhar Card copy, PAN Card copy, Address Proof copy, Last Employer's salary certificate and Relieving Letter(if applicable).

You will be governed by the rules, regulations and other Company policies including without limitation the Employee Handbook ("Company policy") of INFOPARK SOFTWARE TECHNOLOGIES as applicable, enforced, amended or altered from times to tome during the course of your employment.

Your date of joining will be 27-08-2018

We look forward to a mutually rewarding relationship.

Thanking you,

INFOPARK SOFTWARE TECHNOLOGIES

Accepted & Agreed,

Signature: T. Kupa

Name : TABETI RUPA

HR MANAGI



III Floor, Sailok Complex, M.G. Road, Labbipet, VIJAYAWADA-520010

Ph: 0866-2487233. www.infoparktech.in





June 26th , 2018

Tati Sireesha, Door No. 12-9, East Bazar , Martur , Prakasam District Andhra Pradesh Mobile: 7729901313

Sub: Offer of Appointment.

Dear Sireesha,

Neemus Software Solutions Pvt. Ltd is pleased to offer you a position as "Software Engineer - Trainee". We trust that your knowledge, skills and experience will be among our most valuable assets. Should you accept this job offer, per company policy you will be eligible to receive the following beginning on your hire date.

1. Stipend: Monthly stipend will be INR 10,000 per month

Your Employment with us will be governed by the terms and conditions referred in Annexure-A

We will review your performance

To accept this job offer:

- 1. Sign and date this job offer letter where indicated below.
- 2. Sign and date the enclosed Confidentiality Agreement where indicated.
- 3. Have a health check and fill out the Certificate of Health by physician. In case you have a Certificate of Health written by physician within three months, it will be acceptable.
- 4. Submit the self attested copies of your Adhaar ID, Mark Sheets , Proof of Residence Address

5. Mail all pages of the signed and dated documents listed above back to us by "30.06.2018"

If you accept this job offer, your hire date will be "July 01, 2018". Please read the enclosed materials completely

We at Neemus Software Solutions Pvt. Ltd hope that you will accept this job offer and look forward to welcoming you aboard. Feel free to call me if you have questions or concerns. Call the main number in the letterhead above during normal business hours and ask to speak to me.

Sincerely,

Shalini Agrawal Director Neemus Software Solution Pvt Ltd.

> Regd. Office Neemus Software Solutions Pvt. Ltd. Plot No-2, Jagruthi Shines, R.R.Nagar, Old Bowenpally, Hyderabad-500011. Phone: +91.40.27950554.



India

Development Centre

OFFER CUM APPOINTMENT LETTER

Bhagyasree Thangellamudi 7-33, Kesarapalli Vijayawada S21102 IND

Dear Bhagyasree,

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 DZAS Associate at Hyderabad, India.

Your employment with the Company will be subject to your acceptance of this Offer cum Appointment Letter and the terms and conditions set forth hereinbelow. If you wish to accept employment with the Company, please convey your acceptance in the manner provided for by the Company. The offer of employment contained in this Offer cum Appointment Letter will expire if you have not accepted the same on or before 2 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 23-Mar-2020.

2. Probation

You shall be on probation for a period of 6 months ("<u>Probation Period</u>") 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

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 IN Netcracker

14481A05E5

| | HATU0818 | Employee Name | TUMMALA HARSHITHA |
|-----------------------|---|--------------------------|-------------------|
| Employee Code | | Date of Joining | 13/08/2018 |
| Date Of Birth | 05/01/1997 SOFTWARE ENGINEER QUALITY ASSURANCE | Bank Name | CITI BANK |
| Designation | SOFTWARE ENGINEER QUALITY ASSOCATOR | PAN NO | AYUPH3718A |
| Bank A/C No | 5594146557 | Location | HYDERABAD |
| PF No. | AP/HYD/44255/15441 | Universal Account Number | 101360715338 |
| No of Days / LOP/LOPR | 31.00 / 0.00 / 0.00 | Universal Account Number | |
| Group Date of Joining | 13/08/2018 | | |

Payslip for the month of Jul 2020

| A REAL PROPERTY OF | Reference Amount | Amount | Arrear Amount | Year to Date | Deductions | Amount | Year to Date |
|------------------------|------------------|-----------|---------------|--------------------------|------------------------|----------|--------------|
| Earnings | | | 0.00 | 75,000.00 | | 200.00 | 800.00 |
| Basic | 18,750.00 | 18,750.00 | | a torn the second second | Provident Fund (PF) | 2,250.00 | 9,000.00 |
| H.R.A | 5,625.00 | 5,625.00 | 0.00 | 22,500.00 | Provident r did (r .) | | |
| Leave Travel Allowance | 1,562.00 | 1,562.00 | 0.00 | 6,248.00 | | | |
| Special Allowance | 7,751.00 | 7,751.00 | 0.00 | 31,004.00 | | | |
| Statutory Bonus | 1,562.00 | 1,562.00 | 0.00 | 6,248.00 | | | |
| Gross Earnings | | 35,250.00 | | 141,000.00 | Gross Deductions | 2,450.00 | 9,800.00 |

Net Pay

32,800.00

Net Pay In Words

Rupees Thirty Two Thousand Eight Hundred Only

| Other Statutory Deductions | Projected | Year to Date | Balance |
|----------------------------|-----------|--------------|----------|
| Income Tax | 0.00 | 0.00 | 0.00 |
| Profession Tax | 2,400.00 | 800.00 | 1,600.00 |

| Provident Fund(PF) Details | Amount | Year to Date |
|------------------------------|----------|--------------|
| Employee Contribution to PF | 2,250.00 | 9,000.00 |
| Employee VPF Contribution | 0.00 | 0.00 |
| Employer Contribution to EPS | 1,250.00 | 5,000.00 |
| Employer Contribution to PF | 1,000.00 | 4,000.00 |

Note : This is a computer generated statement and does not require authentication.

10:31 🗉

VALTE

4

Hi All,

Welcome to Netcracker Technology Solutions!

We are pleased to inform you that your joining date with Netcracker is **August 13, 2018** and you will have to report at office by **9:30 A.M.**

Detailed offer letter will be issued on the date of joining.

List of Documents to be carried:

- Certificates supporting your educational qualifications along with mark sheets: - Xth, XIIth, Graduation (semester wise, consolidated and provisional)
- Certificate in support of your age; required for statutory purposes
- Passport
- · Eight colored passport sized photographs
- PAN Card (Please apply if you don't have)
- · Aadhar card copy
- Address Proofs for both present as well as permanent address (Passport/Voter-id Card/Driving license/BSNL telephone bill/Ration Card/Electricity bill)
- Updated resume copy
- Softcopy of your photograph (The picture should display your full face and should be taken over a light background; it has to be a square portrait)

Note: You are requested to carry 2 photocopies of all the above documents along with originals. DO ensure that you carry all the documents listed above.

Kindly contact me for any clarifications.

Looking forward to have you on board!

Location:

NetCracker Technology Solutions (India) Private

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.hcitech.com

www.hcl.com

Offer Release Date: January 14, 2020

Tummapudi Chandradeep

.., .., Andhra Pradesh, India, 523101

Sub: Offer & Appointment Letter

Dear Tummapudi Chandradeep,

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 29, 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 <u>Annexure II.</u>

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 <u>Annexure III</u>. Please note that the submission of all listed documents is essential for the validity of your appointment in the Company.

<u>Annexure IV</u> provides details on the various compensation components and selected benefits that we offer you as a part of the HCL family.

1

SIGNATURE OF EMPLOYEE:

Corporate Identity Number: L741400L1991PLC046369

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.hcitech.com

www.hcl.com

You need to have cleared all the subjects & should be a pass out of **2018 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

2

Corporate Identity Number: L741400L1991PLC046369

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www.hcl.com

| Annexure 1 COMPENSATION PLAN | |
|--|-----------------------|
| COMPENSATION PEAN | |
| Band | E1 |
| Entity | Infra |
| Category | Delivery |
| City | Noida |
| Monthly Components (in IN | IR) |
| Basic Salary | 13,000 |
| House Rent Allowance | 3,806 |
| Advance Statutory Bonus | 1,877 |
| Food Wallet | - |
| Holiday Allowance | - |
| Flexi Basket* | - |
| Compensatory Allowance | 0 |
| | |
| TOTAL: Monthly | 18,683 |
| TOTAL: Monthly Components : Annualized | 224,200 |
| Retirals & Other Benefits (in I | NR) |
| Provident Fund | 18,720 |
| Medical Insurance Premium/ESIC | 9,580 |
| Gratuity | 7,500 |
| TOTAL : Retirals | 35,800 |
| | |
| Variable Components (in INI | R) |
| Performance Bonus (in Rs.) | - |
| Engagement PB (paid monthly) @ 100% achievement levels | - |
| TOTAL: Variable Components | |
| | 260,000 |
| COST TO COMPANY | |
| COST TO COMPANY | Max Sub limits (p.a.) |
| | Max Sub limits (p.a.) |
| lexi Basket Details | |

3

SIGNATURE OF EMPLOYEE:

=

Corporate Identity Number: L74140DL1991PLC046369

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Registered Office: 806 Siddharth, 96, Nehru Place, New Delhi-110019, India.

www.hcitech.com

www.hci.com

Chaitanya Ummadala

. . ,, ., Andhra Pradesh, India, 507118

Sub: Offer & Appointment Letter

Offer Release Date: January 14, 2020

Dear Chaitanya Ummadala,

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 <u>Annexure II.</u>

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 <u>Annexure III</u>. 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.

1

SIGNATURE OF EMPLOYEE:

Corporate Identity Number: L74140DL1991PLC046369

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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

2

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Annexure 1

| <u>COMPENSATION PLAN</u> | |
|--|-----------------------|
| | |
| Band | E1 |
| Entity | Infra |
| Category | Delivery |
| City | Noida |
| Monthly Components (in IN | NR) |
| Basic Salary | 13,000 |
| House Rent Allowance | 3,806 |
| Advance Statutory Bonus | 1,877 |
| Food Wallet | |
| Holiday Allowance | |
| Flexi Basket* | |
| Compensatory Allowance | 0 |
| TOTAL: Monthly | 18,683 |
| TOTAL: Monthly Components : Annualized | 224,200 |
| | 18,720 |
| Retirals & Other Benefits (in I Provident Fund | |
| Medical Insurance Premium/ESIC | 9,580 |
| Gratuity | 7,500 |
| TOTAL : Retirals | 35,800 |
| Variable Components (in INF | ۶) |
| Performance Bonus (in Rs.) | - |
| Engagement PB (paid monthly) @ 100% achievement levels | - |
| OTAL: Variable Components | - |
| OST TO COMPANY | 260,000 |
| lexi Basket Details | Max Sub limits (p.a.) |
| Fuel Reimbursement and Car Maintenance Charges | |
| Leave Travel Assistance / Allowance | |
| Car Lease Rental | |
| DTAL : Annual Flexi Basket | |

3

SIGNATURE OF EMPLOYEE:

HCL

Corporate Identity Number: L74140DL1991PLC046369

Technology Hub, Special Economic Zone

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Employee has an option of availing all, some or none of the Flexi Basket across various components as per annual limits and entitlements mentioned in the CTC sheet. Based on the individual declaration and actual reimbursements, any unclaimed amount will be paid as taxable to the individual

| Insurance & Medical Benefits (in INR) | Max Sub limits (p.a.) | |
|--|-----------------------|--|
| Hospitalization cost reimbursement limit | | |
| Term life Insurance Cover | 2,000,000 | |
| Disability cover due to accident (up to) | 1,800,000 | |

NOTE:

1. Flexi Basket is only applicable in E2+ employees

2. All salary components are governed by the company policies and statutory guidelines.

3. This salary sheet is strictly confidential and must not be discussed with anyone other than your HCLT Reporting Manager and/or your HR Manager.

4. Any personal tax liability arising out of compensation will be borne solely by the employee.

5. Gratuity to be payable as per act

Annexure II

Welcome aboard...

It is often said that an organization can grow only if it empowers its employees to grow! At HCL, we consciously realize this fact and have developed a five-fold path for individual enlightenment that not only covers basic monetary benefits for HCLites, but also takes care of their professional growth by providing empowerment, knowledge, recognition, transformation and support.

Following are the terms and conditions that refer to our offer of employment to you for the position of **Graduate Engineer Trainee.** This is to be read in conjunction with the offer & appointment letter as attached.

GENERAL TERMS AND CONDITIONS OF EMPLOYMENT

This Annexure lays down the general terms and conditions of employment to HCL TECH LTD. - IOMC (herein referred as "HCL" or "Company") and is a legally binding document.

1. Location:

Your place of work will be located at Noida-Sec-60, A8-9.

2. Commencement of Employment:

Your period of continuous employment with the Company will commence from the date of your joining the Company subject to fulfillment of the other conditions as mentioned on this employment contract.

4

SIGNATURE OF EMPLOYEE:

Corporate Identity Number: L74140DL1991PLC046369

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3. Medical Checkup:

Your employment is subject to you being declared medically fit by the company doctor.

4. Probation

- a) You shall be on probation for a period of **15 months** from the date of your appointment and unless notified in writing, you will be deemed as "confirmed" on completion of your probation period.
- b) Your case for permanent absorption in the employment of the Company shall be considered on your satisfactorily completing the probationary period.
- c) If during, or on the expiry of, the probation period (initial or extended) the Management finds your performance to be unsatisfactory or that you lack the aptitude for the job or that you are not suitable for the job, or the like, your probationary employment would be liable to be terminated, at any time, without assigning any reason.

5. HCL Training Program:

Training (classroom/on the job) sessions will be conducted after your joining. The training period may be either extended or may be deemed completed earlier, at the discretion of the Management.

6. Notice Period/ Separation:

Your employment with the Company can also be terminated either by the Company or by you by giving the other party 60 days advance notice. If the Company terminates the employment and decides to relieve you before the completion of the notice period, the 'Basic' component of the salary for the balance notice period would be paid to you by adjusting the amounts payable by you to the Company. For the avoidance of doubt, all amounts payable by you to the company would need to be cleared forthwith in the event of such termination. If at your request, the Company agrees to relieve you before serving the full notice period, you will be liable to pay the Company the 'Basic' component of the salary for the balance notice period along with other amount payable by you to the company, if any. However, please note that accepting any such early relieving request would be entirely at the discretion of the Company. Further, the aforesaid requirement of notice may be extended, if mutually agreed by you and the Company.

On termination of your employment for any reason, you shall comply with the Company's termination procedures, sign all documents and return all Company property. The Company will not be bound to pay the dues, if any, till you have completed all the separation procedures.

7. Increments and Promotions

Your growth in terms of role, compensation etc., in the Company will be based on your performance. Your salary will be subject to annual salary review. Salary adjustments effected at the salary review takes into consideration your job performance, movement of remuneration levels, benefits and conditions. Your anniversary performance appraisal and compensation review will be aligned and effected from the first day of the subsequent quarter of your anniversary, post which you will be aligned to July/October Cycle, or any other Cycle as per discretion of the Company, depending on your current DOJ/Band/Employee Group.

8. Agreements:

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.hcitech.com

www.hcl.com

You may be required to sign necessary agreements with the Company or any other client as required and complete various formalities as per the agreements at the time of joining and during the tenure with the company.

You may also be required to sign other Agreements with the Company, as the Company may decide from time to time, in order to secure the interests of the Company and also to ensure your performance and adherence to all terms, conditions, rules and regulations of the Company.

9. Background and Reference Check:

This offer of employment is subject to your clearing our BGV process. As a precondition to accept this Offer Letter, you hereby give your express authorization to the Company (or the appointed third party) to conduct a background investigation on your credentials, as may be necessary and further agree that any misrepresentation in this regard or your failure to clear the BGV process shall give rise to the withdrawal of this offer of employment, and any employment contract which may have been subsequently executed shall be deemed void and ineffectual.

During the terms of employment, the Company may undertake the process of checking credentials of the Employee in terms of education, previous employment(s), and other information provided in the resumes/CVs as submitted by the said Employees, either on its own or with the help of a third party as and when required. For the avoidance of doubt, the Employee's signature in this Agreement constitutes the Employee's express authorization for the Company (or the appointed third party) to conduct a background investigation on his/her credentials, as may be necessary. Furthermore, the Employee agrees to submit himself /herself to random drug /medical testing at any time during the course of employment as permitted by law.

You would be required to submit photocopies of documents detailed in Annexure III to facilitate the joining and background verification process. The company may also undertake reference check through at least two professional references submitted during the process of selection.

10. Working Hours:

This division works 24x7 Shifts and you will be required to do so as per the need of the organization. You may be required to work in shifts and/or in extended working hours, as permitted by law, if required as per business needs. The same are subject to change from time to time.

11. Mobility:

The Company may require you to perform duties and undertake assignments for the Company in any part of India or abroad, whether at the Company's premises or that of its customers/clients. You are also liable to be transferred to any office or branch of the Company anywhere in India or abroad. During deputation to any customer/client's premises you shall abide by the terms and conditions pertaining to such premises and Country

12. Deputation/ Transfer:

Company may also depute you to work with any of the Group Companies or transfer your services to any Group Company. On such transfer of your employment, the present terms and conditions will cease and the employment will be governed by the terms of employment of the Company you are transferred to. You shall however be entitled to continuity of service.

6

SIGNATURE OF EMPLOYEE:

Corporate Identity Number: L74140DL1991PLC046369

Technology Hub, Special Economic Zone

Plot No : 3A, Sector 126, NOIDA 201 304, UP, India.

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Registered Office: 806 Siddharth, 96, Nehru Place, New Delhi-110019, India.

www.hcitech.com

www.hcl.com

13. Retirement:

You will retire from service on attaining superannuation at the age of 55 years.

14. Other benefits:

You shall be eligible for other benefits related to leaves, perquisites etc. in accordance with the prevailing terms of employment in the Company. Notwithstanding the above, the Company reserves the right to change the above-mentioned benefits as and when it deems necessary and you will be notified accordingly.

15. Transport Facility

You shall be provided the shift cabs for pick and drop from home to office and vice versa within the limit of 20 KMs as per the company policy.

16. IP, Copyright, Inventions and Patents

All inventions, discoveries, improvements, copyrightable material, trademarks ideas and concepts and other intellectual property rights that you may make or conceive, either solely or jointly with others, during the period of your employment, shall be deemed to be sole property of the company and you hereby waive any and all right, title or interest, if any, in the same in favor of the company. Further, it shall be your duty to promptly reduce to writing and disclose to the Company all such inventions, discoveries, improvements, copyrightable material, trademarks ideas and concepts and other intellectual property rights, which you may make or conceive. You agree to, at all times, assist the company in every proper and possible way to patent or register the said ideas, concepts, inventions, discoveries, improvements, copyrightable material and/or trademarks in any and all countries and to vest the title thereto in the company, its successors, assigns and nominees. Your obligations under this clause shall survive expiration or termination of your employment with the Company.

17. Data Protection:

- a) The Employee consents to the holding & processing of personal data provided to the Employer for all purposes of the administration and management of his/her employment and/or the Company's business.
- b) The Employee hereby agrees to his/her personal data being collected & the same being transferred, stored and processed by the Company in India and any other countries where the Company, its Group Company and Company Clients have offices, in accordance with the applicable laws.
- c) The Employee also agrees that the Company may make such data available to its advisors, other agencies, such as pension providers, medical, insurance providers, payroll administrators, background verification agencies and various regulatory authorities.
- d) During employment, the employee will have the right to amend/modify/alter his/her personal information. The employer will exercise all reasonable diligence for safeguarding personal information, as have been disclosed by the employee. It is clarified that the said obligation will not be applicable in case of legally compelled disclosures.
- e) The Employee further acknowledges and agrees that the Employer may, in the course of business, be required to disclose personal data relating to him/her, after the end of his/her employment to any group/statutory bodies/authorities as required under applicable law/requirements. However, any personal data, which is no longer required, will be deleted without undue delay.

18. Exclusivity of service

7

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.hcitech.com

www.hcl.com

You agree not to undertake employment whether full time or part time, as the Director/ Partner/member/employee of any other organization or entity engaged in any form of business activity without the consent of **HCL TECH LTD.** - **IOMC**. The consent may be given subject to any terms and conditions that the company may think fit and may be withdrawn at the discretion of the company.

19. Confidentiality & Non-Disclosure:

You acknowledge that the disclosure of any commercially sensitive information, trade secrets or other confidential information (which may not be readily available to competitors or to the general public) will cause significant harm to the Company.

You agree that you shall not at any time during your employment (except in the proper performance of your duties) with the Company, or at any time (without limit) after the termination thereof, directly or indirectly use or exploit for your own purposes or those of any other person, company, business entity or other organization whatsoever, or disclose to any person, company, business entity or other organization whatsoever, any trade secrets of the Company or its associated companies; any confidential information relating or belonging to the Company including but not limited to any such information relating to customers, customer lists or requirements, price lists or pricing structures, marketing and information, Intellectual Property, business plans or dealings, technical data, employees or officers, financial information and plans, designs, formulae, product lines or research activities; source codes and computer systems, software, any document marked "Confidential"; any information which you have been told is confidential or which you might reasonably expect the Company in confidence by customers, suppliers and other persons.You shall not at any time during the continuance of your employment with the Company make any notes or memoranda relating to any matter within the scope of the Company's or any Associated Company's business, dealings or affairs otherwise than for the benefit of the Company or any Associated Company.

You must not make or communicate (or cause or facilitate the making or communication of) any oral or written statement to any representative of the press, television, radio or other media on any matter connected with or relating to the Company or any of its Associated Companies, without the prior written consent of the Company.

The obligations contained in this provision shall not apply to, any information which you are required to disclose in accordance with an order of a Court of competent jurisdiction, any information or knowledge which may subsequently come into the public domain other than by way of unauthorized disclosure (whether by you or a third party); any act of yours in the proper performance of the duties of your employment; any use or disclosure where such use or disclosure has been properly authorized by the Company.

Your obligations under this paragraph would continue even beyond the cessation/termination of your employment. Any violation of the above obligations/conditions shall render you liable for appropriate disciplinary action including termination of your employment.

20. Rules, Policies, Procedures:

8

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.hcitech.com

www.hcl.com

The Employee must comply at all times with the Company's rules, policies and procedures relating to equal opportunities, harassment, health and safety, e-mail and internet use, and all other rules, policies and procedures introduced by the Company from time to time. For the avoidance of doubt such rules, policies and procedures are not incorporated by reference into this contract and they may be changed, replaced or withdrawn at any time at the discretion of the Company.

Further, during the period of your employment with HCL, you will be required to inter alia comply with the Company's Code of Business Ethics & Conduct, Anti Bribery & Anti-Corruption, Business Gift and Entertainment policy and failure to do so shall entitle HCL to take appropriate disciplinary action which may lead & include upto termination of your employment with HCL.

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of **HCL TECH LTD. - IOMC** as applicable to you and the changes therein from time to time.

21. Correctness of the Details Furnished:

You have been appointed on the presumption that the particulars furnished in your application and resume are correct. In the event the said particulars are found to be incorrect or that you have concluded or withheld some other relevant facts, your appointment with the Company shall stand terminated/cancelled without any notice.

22. Warranty and Undertaking:

You represent and warrant that you are not subject to any agreement, arrangement, contract, understanding, court order or otherwise, which in any way directly or indirectly restricts or prohibits you from fully performing the duties of your employment or any of them, in accordance with the terms and conditions of this Agreement.

You warrant and agree that you are not entering into this Agreement in reliance on any representation not expressly set out in this Agreement.

23. Changes to the terms & conditions:

The Company reserves the right to make reasonable changes to any of your terms and conditions of employment. If the Company changes any of the terms and conditions of your employment, it will notify you in writing of the changes taking effect.

In case of any dispute as to the interpretation of the terms and conditions of your service, the decision of the Company shall be final and binding on you.

Authorized Signatory January 14, 2020

9

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.hcitech.com

Amrita Das

Vice President, Head-Global Rewards

I confirm receipt of and accept the above Terms & Conditions of Employment.

| 1 | Annexure III | |
|--|---|--|
| LIST OF DOCUMENTS/INFORMATION TO BE SUBMITTED ONLINE TO FACILITATE PRE-EMPLOYMENT BGV (BACKGROUND VERIFICATION / VALIDATION) AND APPOINTMENT PROCESS IN HCL | | |
| S.No. | Particulars (To be submitted to the Recruiter/Online of the BGV link) | |
| 1 | Highest Qualification - Degree Certificate, All Years Mark sheets. Provisional Degree Certificate required for courses completed in the last 6 months from the current date | |
| 2 | Permanent/Current Address Proof – Passport, Ration Card, Voter ID, Driving License, , Rental agreement or Lease agreement etc. | |
| 3 | Previous Employer - Relieving and Experience Letter, latest salary slips & offer letter with Employee ID Number | |
| 4 | A duly filled and signed copy of the BGV(Joining Form) Form and LOA (letter of authorization) | |
| 5 | Identity Verification - Copy of valid passport and PAN card required | |
| Additi | onal documents (To be submitted on request – Only if required) | |
| 1. | | |
| 2. | Previous Employer – Direct HR Contact, PF account details, bank statement showing salary transfer and Form 16, If company is active, employer's active address. | |
| | Things to Remember | |
| | 1. The information provided in Resume and background verification form must be same. | |
| | 2. Information provided in background verification form must be accurate. | |
| | Period of stay mentioned in the background verification form should be correct and in continuation (without any GAP). | |
| | 4. Any Gap in Employment or Education must be informed explicitly to the recruiter | |

4. Any Gap in Employment or Education must be informed explicitly to the recruiter.

Additional document can be requested to clear background verification therefore to avoid delay it is advisable to submit these documents along with the mandatory documents.

SIGNATURE OF EMPLOYEE:



TechnoFlair Solutions India (Pvt) Ltd Tera Building, 3rd Floor Plot No - 1107 Road No – 55, Jubilee Hills Hyderabad -33

Dated: 27-07-2018

14-25

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Dear Uppala Pratap,

Greetings from Technoflair Solutions (India) Pvt Ltd.

We are pleased to offer you "Trainee – Software Engineer" internship with "Technoflair Solutions (India) Pvt Ltd" starting from 13th August 2018. During this period, you will be reporting to selected representative of the company for the due responsibilities mentioned on the Joining Date.

Terms & Conditions:

You will be compensated **8,000/-** per month for a period of 4-6 months (as applicable). Your internship will be turned into employment based on your performance during internship program. You will be paid in accordance with the Company's normal payroll practices. While employed as intern hereunder, you will not be entitled to participate in the employee benefit plans maintained by the Company, if any.

You shall devote your full business efforts and time to the Company and agree to perform your duties faithfully and to the best of your ability. In addition to the duties that were outlined during your interviews, you shall perform such other duties as are customarily associated with such position and as the CEO, or its authorized representative may ask for from time to time require.

Please note that your internship with the company constitutes "at-will" employment. This means, that our employment relationship may be terminated at any point of time subject to your performance.

You will receive a certificate of conduct & experience at the end of your internship.

To indicate your acceptance, please acknowledge this email with your consent.

With Best Wishes,

S. Sindhy

Sindhu Sathavelli HR Manager

Registered office: 719, Vasavi Shanthiniketan, Whitefields Road, Kondapur, Hyderabad -500033 CIN- U72300TG2015PTC101832

14481A05F1

- Strictly Confidential & Personal -

GlobalLogic

Date: 16-Jul-2020

Vaddi Tanmayee ` Hyderabad

Dear Tanmayee

Ref : Offer Letter dated 16-Jul-2020

You have been offered a position of Associate Analyst, Content Engineering vide an Offer Letter dated 16-Jul-2020 and your date of joining with GlobalLogic Technology Private Limited ("GlobalLogic/ Company") was stated to be 20-Jul-2020.

Due to extraordinary situation prevailing in the Country because of the pandemic of Covid-19, we will be facilitating your joining remotely with the Company. However please note that this joining will be subject to following conditions and to your reporting and physical document verification at the GlobalLogic Office as and when specified and communicated to you by the Company at a later date.

The following are the conditions for your remote joining:

- As you would be joining the Company remotely we would be implementing the standard joining protocols once you physically report to the Company office. For this remote joining, you have to submit copies of all the requisite documents by email or any other medium as specified. Originals of the same shall be verified later.
- Your remote joining to the company is subject to all applicable laws including but not exclusive of The Employees' Provident Funds Scheme, 1952 and any other labour laws, regulations or guidelines and directions.
- 3. Where there is a dispute by any Authority with regard to your date of joining the Company, the Authority shall have the final right to determine such date of joining.
- 4. You will be issued an Appointment Letter after you physically report and complete the standard joining formalities of the Company. The terms and conditions set out in the Appointment Letter shall override this joining letter.
- 5. You may be issued Company asset (for example: Laptop, Dongle, USB Drive or any other such device or effect), you shall take care of the same as if it was your own. You shall be held liable for any damage or loss of the Company Asset/ property and the same may be deducted from your payables from the Company.

Registered | Plot No. 590 A, Phase - I, Road No. 31, Jubilee Hills, Hyderabad, Telangana 500033 hone | 91.40.3041.9999





CIN | U72200TG2006PTC067980 GlobalLogic Technologies Private Limited (Previously known as GlobalLogic Technologies Limited)

GlobalLogic

- 6. You will be expected to conform with all joining formalities and standard protocols once you physically report to the Company. However all applicable policies and processes shall become effective on you once you complete this remote joining processes. You may connect with your team, manager or your HR contact to get more details about such polices and processes.
- 7. You will adhere to all applicable IT Security Guidelines as set out by the Company. If you need any assistance in this regard you may contact the following privadarshini.inidra@globallogic.com
- You will also be subject to the standard Non-Disclosure Agreement (NDA) and confidentiality obligations of the Company. A link for this NDA shall be shared with you. Your remote joining will be conditional to the acceptance of this NDA.

Looking forward to a mutually beneficial association with you.

Cordially,

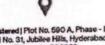
Gorky Chenna Globallogic Technologies Private LTD

Undertaking:

I have read and understood the above terms and conditions of this remote joining letter and I agree that if I am unable to physically report or pass the document verification check at the time of my physical reporting, the Company reserves a right to terminate my employment forthwith.

I agree to remotely join the Company on <u>2007 2020</u> and will physically report to the Company premises as and when informed by the Company officials.

Date: 19/07/2020 - Janneyee Vadde



朝







CIN | U72200TG2006PTC067980 GlobalLogic Technologies Private Limited (Previously known as GlobalLogic Technologies Limited)



Offer Letter

28th Sep'18

Dear Veddy Keerthi,

With reference to the interviews and subsequent discussions you had with us, we are pleased to offer you a career assignment with ValueMomentum. You will be designated as **"Software Engineer - Trainee", Grade –A1.** Please find enclosed the offer details.

You are requested to contact the Human Resources Department for further clarification if any. This Offer Letter is valid for you to join on or before 1st Oct'18.

At the time of joining, you are required to submit the following:

- 1. Photocopies of all certificates including birth certificate, academic qualifications
- 2. 8 Passport size photographs
- 3. Passport copy (all pages)
- 4. Pan Card (Photo Copy)

Please bring all the certificates supporting your educational qualifications along with mark sheets in original for verification.

Kindly note that your appointment is subject to the successful background verification and upon your enrolment in the National Skills Registry (NSR)

You are required to sign and return the duplicate copy of the offer letter as a token of your acceptance.

We welcome you and wish you a long and rewarding career with ValueMomentum Software Services Private Ltd.

Sincerely,

For ValueMomentum Software Services Private Limited

I accept the terms of this letter

Talent Acquisition Group

(Candidate's Signature)

Plot No.36 & 37, Survey No.115/1 & 115/2 Financial District, Nanakramguda Village, Gachibowli Seriliangampally Mandal, Hyderabad – 500032, Telangana



Stack up details of Compensation

Name: Ms. Keerthi,

| Components | Monthly Amount | Annual |
|--|-----------------------------------|----------------|
| Basic Salary | 6000 | 72000 |
| House Rent Allowance | 2400 | 28800 |
| Special Pay | 5979 | 69564 |
| Conveyance | 1600 | 19200 |
| Provident Fund Contribution | 1800 | 21600 |
| Gratuity (payable as per gratuity act) | 288 | 3462 |
| ESI | 865 | 10374 |
| Flexible Benefits: | | |
| Medical | 1250 | 15000 |
| Total | 20000 | 240000 |
| Total Annual Gross Salary | 240000 (Rupees Two Lakhs Fourty 7 | Thousand Only) |

| Deductions: | | |
|---|-----------------|---------------|
| Provident Fund (Employee & Employer) | 3600(1800+1800) | |
| Professional tax | 200 | |
| Total Deductions | 3800 | Sector Sector |
| Income Tax | As applicable | |

Note:

- 1. Deductions will be made towards Provident Fund, Professional Tax and Income tax as applicable.
- 1. You will be entitled to other benefits like Group Mediclaim Scheme and Group Personal Accident Insurance.

Talent Acquisition Group

Candidate Signature

Plot No.36 & 37, Survey No.115/1 & 115/2 Financial District, Nanakramguda Village, Gachibowli Seriliangampally Mandal, Hyderabad – 500032, Telangana



15th June 2018 Ref No: Hyd/HR/R&S/OL/18/382

То

Krishnapavan Vakacherla 2-79, Near Vinayaka Temple, Pallapu Street Korukonda, East Godavari, Andhra Pradesh

Dear Krishnapavan,

Further to your interview discussion, we are happy to offer you the position of **Software Engineer**, **Associate** with "**Infor (India) Private Limited**" subject to the reference check and background verification done by Infor India.

Your place of posting will be Hyderabad, and we expect you to join us on 18th June 2018.

Your Salary will be Rs. 400000/-per annum (Rupees Four Lacs per annum) Only.

Your employment with us is contingent upon the submission of the following documents on the date of joining: -

Your Date of Joining will be on hold / postponed if you are not bringing below Original Documents at the time of joning.

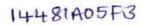
- 1. Originals Documents & One photocopy of
 - · Education SSC, Intermediate, Degree & PG (as applicable)
 - Personal IDs Aadhaar Card, PAN Card, Driving License, Voter ID & Passport etc
- 2. 3 passport size colored photographs.
- 3. Name on PAN card & Aadhaar Card should be in the same format and Date of Birth of Aadhar should be in DD/MM/YYYY format.
- 4. Photo copy of Address Proof (Permanent address proof of any of the below is mandatory- Electricity Bill, Telephone Bill, Driving licence, Aadhar Card etc)

Please note that this is only an offer letter and a formal letter of appointment will be issued to you on the day of your joining the organization. You can get in touch with the undersigned in case you need any clarifications.

We request you to confirm your acceptance of the offer via e-mail, phone, fax or post. We look forward to having you on board by the date mentioned above. Thanking you Regards

nuleanotion

Renu Ganotra Senior Director HR, India **"Infor** (India) Private Limited" 4th Floor, B- Block, Q-City 109, 110, 111/2. Nanakramguda, Serilingampally Mandal, R. R. District, Hyderabad, AP, India 500 032 Phone - +91 40 4444 1000-Ext: -44003 14-5F3





INFOR (INDIA) PRIVATE LIMITED

4th Floor, Block-B,Q-City Survey No.109,110 111/2 Nanakramguda (V) Hyderabad 500032

| | | Pa | y Slip for S | eptember 2 | 2018 | | |
|---|--|--|---|---|------------------|---|--------------------------------------|
| EmpNo Name Department Designation Bank Name Bank A/c No Location Desc | Vakacherla Venkata Satya Krishna Pavan Pay ment DVLR9 PF ation Software Engineer, Associate HCM ame State Bank Of India Date c No 20210948037 Date | | Payable Days PF A/c No. PAN HCM ID Date of Joining UAN | 30 AP/28994/013976 BMQPV7916K 111257 18-06-2018 101310408657 | | | |
| Attendance | LWP 0.00 PLE 0.00 | ADJ. 0.0 | 1 | - | | | |
| | rnings | Current Month | Year To Date Earnings | De | ductions | Current Month | Year To Date Deductions |
| Basic House Rent Allow Special Allowance unch Allowance | | 11,000.00 4,400.00 14,680.00 1,100.00 | 15,107.00 50,401.00 | Provident Fund Profession Tax Care Club Lunch Deduction | | 1,320.00 200.00 75.00 1,100.00 | 4,532.0 600.0 300.0 3,300.0 |
| | | | | | | | |
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| | | | | | | | |
| | | | | | | | |
| | Carlo Inc. | | | | | | |
| t Pay : Rs. | Total | 31,180.00 | 107,052.00 | | | 2,695.00 | 8,732.00 |
| LANCES: | 28,485.00 | Rupees Twenty | / Eight Thousar | nd Four Hundre | d Eighty Five Or | ly. | |
| A Reimbursemer | nt | | 5,361.00 | | | | |
| | | | | | | | |
| | 76 | | | | | | |



Date: 02-09-2019 To: VASE SRAVANI

OFFER OF EMPLOYMENT

Dear Sravani

We are pleased to make an offer as "ASSISTANT SOFTWARE ENGINEER". You will receive a detailed appointment letter after you join & clear your certificate test.

It gives us immense pleasure in inviting you to join **TECHWARE SOLUTION** as one of its valuable member. We believe that corporate grows and flourishes fuelled by the enthusiam and energy of the people who are willing to invest in to the future. We therefore believe that all our employees are truly our ASSOCIATES. We are happy that you are one such associate joining us in our effort to create a truly global corporation.

On your joining will be required to undergo Process Training for a period of 15 days. Only on successful completion of this training you will be absorbed in the company.

On reporting, please bring seven recent passport size photographs, photocopy of all Educational Certificates, Aadhar Card copy, PAN Card copy, Address Proof copy, Last Employer's salary certificate and Relieving Letter(if applicable).

You will be governed by the rules, regulations and other Company policies including without limitation the Employee Handbook ("Company policy") of TECHWARE Solution as applicable, enforced, amended or altered from times to tome during the course of your employment.

Your date of joining will be .23-09-2019

We look forward to a mutually rewarding relationship.

Thanking you,

TECHWARE SOLUTION

AGER

Accepted & Agreed, Signature: : V Sravani Name

#4-85/2,PMR Residency, Brundavan Nagar, Street No.8,Habsiguda, Hyderabad-500007 www.techwaresolution.in

14-5F9

66



SYNTEL PRIVATE LIMITED SEZ - Unit (Syntel - Special Economic Zone) Plot No. B-1/B2, Software Technology Park, Dehu - Alandi Road, MIDC Talawade, Tal -Haveli, Pune - 412 114 India Tel: 91 020 40701000 Fax: 91 020 40781100

Date: 06th June 2018

Intent to Offer

This Offer / Letter of Intent is valid for 6 weeks from the date of issuance.

Dear VELIVALA MOHANA DHANA LAKSHMI, Syntellect ID: SBE1811295

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 Syntel 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 Syntel 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



ANNEXURE A

SALARY DISTRIBUTION

| Name: VELIVALA MOHANA DHANA LAKSHMI | and the state | and the second | dite |
|--|------------------|----------------|------------|
| Designation : Associate Consultant | | and a | A CONTRACT |
| Band : AC1 | | A. | |
| Pay and Allowances | % | Monthly | Yearly |
| Basic Pay (A) | 40% | 9,033 | 108,400 |
| HRA (B) | 50% | 4,517 | 54,200 |
| Meal Allowance (CC) | 1 | 1,500 | 18,000 |
| Special Allowance (D) | | 2,830 | 33,960 |
| City Allowance (EE) | | 903 | 10,840 |
| Bonus (F) | 1 4 | 2,000 | 24,000 |
| Co.'s Contribution to PF (G) | all in | 1,800 | 21,600 |
| Transport Allowances | | 1,600 | 19,200 |
| Medical Allowances | | 1,250 | 15,000 |
| Sub-Total - I (H) | - <u>100%</u> | 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

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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 |

Collaborative Spirit Unrelenting Dedication Expert

Thinking

Employee ID : M1049288 Blood Group : O+Ve

If found please mail to: Mindtree Ltd, Global Village Behind R V Engineering College, Mylasandra Mysore Road, Bangalore 560 059, Karnataka Tel: +91 80 6706 4000

> 52794 Scanned by CamScanner



Mindtree

Date:27-May-2018

14-591

То

Vemula Kamal GUDIVADA

Dear Vemula Kamal,

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:

(Total of marks obtained in all the subjects from the first to last semester) Aggregate = _________(Total of maximum marks in all the subjects from first to last semester)

Aggregate % = Aggregate * 100

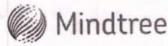
c) Provide a copy of the degree certificate or provisional degree certificate along with mark sheets of all semesters on your day of joining.

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.

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V. Pravana Jamal



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.

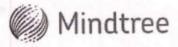
We wish you a long and successful career with Mindtree.

I personally look forward to working with you soon.

Thank you, For Mindtree Limited

Pankaj Khanna

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Enclosed: Annexure to your Offer of Employment

Acceptance of the offer

I, Vemula Kamal, agree to accept the employment on the terms and conditions mentioned in this Offer of Employment and the annexure.

| Your Signature | V. Prarawa Kawal | |
|------------------------------|------------------|--|
| Your Name in Capital letters | VEMULA KAMAL | |

Annexure 1

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

| Name | : Vemula Kamal |
|-------------|-------------------------|
| Competency | : C1 |
| Designation | : ENGINEER |
| Stipend | : INR 22,000 per month. |

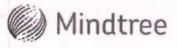
Payment will be after deduction of below amount from the monthly stipend:

- 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 470 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 2018 - 2019 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.



Annexure 2

Compensation stack effective from the date of confirmation

| Name | : Vemula Kamal |
|-------------|----------------|
| Competency | : C1 |
| Designation | : ENGINEER |

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

| Basic | 103,344 |
|-------------------------|---------|
| HRA | 51,672 |
| Conveyance | 30,000 |
| Competence Linked Pay | 24,000 |
| Communication Allowance | 30,000 |
| Education Allowance | 24,000 |
| Provident Fund | 12,396 |
| Gratuity | 4,956 |
| Insurance Benefits* | 5,640 |
| Annual Gross | 286,008 |
| Bonus** | 39,000 |
| Annual Cost to Company | 325,008 |

*The Insurance coverage provided to you at the time of joining will continue on your confirmation, as per the prevailing insurance policies at the time of your confirmation. The premium for standard coverage is part of your CTC.

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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.

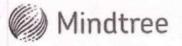
More details on these options will be provided to you at the time of your confirmation.

**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.

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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.

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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.

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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.

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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.

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V. Pranama Kamal



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.

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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.

V. Pravara Kamal

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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.

V. Pravarna Kaunal

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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.

V. Pravana Kamal

End of Annexure 3

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Mindtree Offer Letter

Adobe Sign Document History

05/28/2018

| 5/27/2018 |
|---|
| indtree Talent Acquisition Team (campus@mindtree.com) |
| gned |
| BJCHBCAABAAWyOEO3ALE-5fBSenX9EIKLE_3sf810dl |
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"Mindtree Offer Letter" History

- Document created by Mindtree Talent Acquisition Team (campus@mindtree.com) 05/27/2018 - 8:49:27 AM PDT- IP address: 112.121.48.1
- Waiting for Signature by Prasanna Kamal Vemula (kamal1056@gmail.com) 05/27/2018 - 8:50:31 AM PDT
- Document e-signed by Prasanna Kamal Vemula (kamal1056@gmail.com)
 E-signature obtained using URL retrieved through the Adobe Sign API
 Signature Date: 05/28/2018 10:09:44 PM PDT Time Source: server- IP address: 157.44.19.74
- Signed document emailed to Mindtree Talent Acquisition Team (campus@mindtree.com), Prasanna Kamal Vemula (kamal1056@gmail.com) and ashok.muniraj@mindtree.com 05/28/2018 - 10:09:44 PM PDT

PROCEEDINGS OF THE SUPERINTENDENT GOVERNMENT GENERAL HOSPITAL, VIJAYAWADA

Rc.No.GGHV-ADMN0ESTD/1/2020-GGH(VJA) Dt.23/05.2020

Sub:-GGH, VJA-Special Recruitment Drive-Recruitment of certain Employees to work at Alcohol & Drug De-Addiction centre at Government General Hospital, Vijayawada on purely temporary/ Contract basis for a period of one year-appoint orders-issued-Reg.

Ref:- 1.Rc.No.2253/P4/2020 Dt.12.02.2020 O/o of the Director of

Medical Education, Vijayawada.

 Note orders of the Collector & District Magistrate, Krishna, Machilipatnam

 Notification 2020 Notification for Special recruitment for certain posts to establish Drug De-addiction centre at Govt. General Hospital, Vijayawada

4. Rc.No.Spl/ GGH/VJA/2020 Dt.18.05.2020.

5. Approved Note orders of the Collector & District Magistrate, Krishna, Machilipatnam Dt. 22.05.2020.

ORDER:-

In the reference 1st cited above, the Director of Medical Education has accorded permission to establish Alcohol & Drug De-Addiction centre at Government General Hospital, Vijayawada and to appoint certain employees purely temporary/Contract basis for a period of one year to work at Government General Hospital, Vijayawada under the control of Superintendent, Government General Hospital, Vijayawada.

Accordingly in the reference 5th cited above, the selection list has been approved by the Collector & District Magistrate, Krishna, Machilipatnam duly following the rule of reservation.

| SI.No | Name of the individual | Designation | Remuneration per the month |
|-------|------------------------|-------------|-------------------------------|
| 1/ | Vengala Baby Anusha | counsellor | 12500.00 |
| 2 | Pasala Pushpalatha | counsellor | 12500.00 |
| 3 | T.V. Satyanarayana | counsellor | 12500.00 |

The following candidates are selected as detailed below.

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The individuals are informed that:

- The appointment now ordered on Contractual basis is initially for a period of one year from the date of joining the post.
- The appointment is purely temporary, on contractual basis and liable for termination at any time without prior notice and assigning any reasons therefore.
- His/her candidature for the said post shall not be regarded as a member of service and claim any preferential right to any other appointment in the same service or in any other service.
- 4. She/he should stay at the bonafied headquarters of place of duty now posted during the tenure of contractual appointment and shall not engage herself/himself in any private job during the tenure of contractual appointment.
- 5. If the certificates produced are found not genuine at a later date the appointment order now issued stands cancelled automatically.

The individuals are informed that she/he has to join for duty in the post within 48 hours from the date of receipt of appointment orders.

Superintendent

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Govt. General Hospital Vijayawada

To The Individuals.

Copy to the Commissioner, Medical & Health Department, Govt.of Andhra, Pradesh.

Copy to the Collector & District Magistrate, Krishna, Machilipatnam. Copy to Dy. Superintendent, Old GGH, Vijayawada.

Copy to Prof & HOD of Psychiatry, GGH, Vijayawada.

Copy Dy.CSRMO, New Govt.General Hospital, Vijayawada.

M Gmail

Fwd: Offer Of Employment

1 message

salma shaik <shaiksalma.gec@gmail.com> To: Keerthi Guttikonda <keerthi.guttikonda@gmail.com>

Forwarded message ------From: lakshmivenna1212 <akshmivenna1212@gmail.com> Date: Sal, Sep 29, 2018 at 12:28 PM Subject: Fvd: Offer Of Employment To: <shaiksalma.gec@gmail.com> na.gec@g

Seni from my Samaung Galaxy smanohone

------ Original message ------From: Infosys Linited <offers@infosys.com> Date: 28/09/2018 19:12 (GMT+05:30) To: "Takshnivenna 1212@gmail.com" <lakshnivenna1212@gmail.com> Subject: Offer Of Employment

Dear Naga Lakshmi yenna Congratulations!!!

This has reference to your participation in our selection process. We are pleased to extend you an offer of employment as Systems Engineer in Infosys. Please find attached the offer of employment with your confirmed date of joining. 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.

An elaborate communication on the Accommodation and other joining related formalities will follow. Our offer to you as a System Engineer is conditional upon your having fully completed your graduation / post-graduation, without any active backlog papers and with a simple average not less than what was specified while filling your online application form during the selection process.

Academic Eligibility Criteria For Joining

Point 1- Our offer to you as a Systems Engineer is conditional upon your having fully completed your graduation / post-graduation, without any active backlog papers and with a simple average not less than what was specified while filling your online application form during the selection process.

Point 2- Should not have participated in our selection process more than once in a span of 9 months i.e there has to be a gap of 9 months between two consecutive selection process you attend with Infosys Ltd.

Point 3- All percentages/CGPA should be simple average of all your subjects/semesters/years including electives, optional subjects, additional subjects, practical subjects, languages etc.,

Point 4- 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@infosya.com with your Candidate ID and your Role in the subject line.

Point 5- Your employment will be terminated 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.

Note

Infosys does not take payment from candidates for employment purposes nor do we authorize vendors to recruit Freshers on its behalf. Infosys will not be liable for any kind of loss or damage incurred as a result of your dealing with such entities. If you receive any suspicious or fraudulent offers, email us at Infyrec_aupport@infosys.com with 'Fraud' in the subject line.

P.S: Please do not respond to this email id as incoming emails to this account are not monitored

Mon. Oct 8, 2018 at 10:35 AM

Keerthi Guttikonda <keerthi.guttikonda@gmail.co

1448120567

| 12.15 11 | - | 1 | Pay | yslip for the M Period 01.03.20 inod kumar re | 19 to 3 | of March-2019 1.03.2019 gade | | | | | HCL TECH Ltd IOMC |
|--|---|---|---|---|--|---|-----------------|--|-----------|---|--|
| Employee ID Person ID Designation DOJ / Gender PAN No PF // Pension No* UAN No | 1 | S1786269 S1786269 GRADUATE ENGINEER T 07.02.2019 / Male CIKPG1641P HIL EPF Trust-GN/GGN/55 | | | | Bank Name & Acco Location (CWL) Department Band Days worked in me LWP Current/Pret Sabbatical Leave O | onth vious) | 1 1 1 Month 1 | Noida-See | | C-FRE |
| Standard Monthly Salary | | INR | - | Earnings | | INR | | | eductions | | INR 62.0 |
| Basic Salary HRA Holiday Allowance Advance Statuatory Bonus | | 5,417. | 00 Basic Salary 00 HRA 00 Holiday Allow 00 Advance Statu Ex-Gratia | | | 5.4 1,3 1,4 | 17.00 | Power of 1 Deduct Ee ESI contribution Ee PF contribution | | | 309 0 1,300 0 |
| Total Standard Salary | | 19,009 | 00 Gross Earnin | gs. | | 34,0 | 09,00 | Gross Deductions | | | 1,671.0 |
| Total Standard Standy | | and the second se | | | | | | Net Pay | | | 32_338.0 |
| | - | | | Income Tax | Comp | utation | | - | | | |
| Exemption U/S | 10 | Pro | jected / Actual T | axable Salary | | | tion u | nder Chapter VI A | 2.121.00 | | Tax Deduction |
| | | Current Mth T Projected Stam Taxable Ann F NPS ER contri Gross Salary Standard Dedu Exemption U2 | dard Salary erks bution 5:10 yment (Prof. Tax) Head Salary use Property come r VI | 34,0 48,5 40,6 8,5 8,5 2,2 | 09.00 0.000 0.00 | Provident Fund Voluntary PF | | | | May 18 June 18 July 18 August 18 September 18 October 18 November 18 December 18 December 18 January 19 February 19 March 19 | 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 |
| | | Tax payable Tax deducted Balance Tax | so far | | | Total | | etc will be subject | 2,321.00 | Total | 0.0 |

*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 she *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. Page 1 of 1

HRD/3T/18-19/12522362

Ms. Yalavarthy Hima Sailaja Candidate ID: 12522362 39-9-38/2,S V S Temple Street Labbipet Andhra Pradesh Vijayawada - 520010 India Ph: (91) 94419 16722

Dear Yalavarthy,

Welcome to Infosys!

It is a time of transformation for us, under the direction of new leadership. In our new journey, learnability, our values and the deeply-held, trusted relationships with our clients continue to be the cornerstones of our organization.

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

Warm regards,

RICHARD LOBO EVP - Head HR

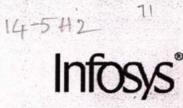
INFOSYS LIMITED CIN: L85110KA1981PLC013115

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: 2018.07.18 16:29:13 +05:30 Reason: Offer Letter Location: Bangalore

July 18, 2018



Date - May 30, 2018



13

IBM India Private Limited Manyata Embassy Business Par G2 Block, Nagwara Outer Ring Road, Bangalore – 560045, India. Tel : 91–80–49139999 <u>http://www–</u> <u>07.ibm.com/in/careers/</u>

Dear Yeleswarapu Lalitha Suvarchala,

We are delighted to invite you to join IBM as a Associate System Engineer, in band [06G]. You will be working with open-minded professionals like yourself, who are passionate about designing and building solutions to help our clients becoming smarter, faster and more innovative.

At IBM you can look forward to advance your career and further develop your expertise, gathering experience across business units and industries. You will collaborate with brilliant experts, professionals and innovators in an environment that cultivates creativity and individuality; and be part of a team that strives to make the world work better.

These are exciting times, the IT industry is fundamentally reordering at an unprecedented pace and we are at a turning point in IBM history and in the history of technology. IBM is now emerging as a cognitive solutions and cloud platform company. We are helping reshape industries – bringing together our expertise spanning Cloud, Analytics, Security, Mobile, Social and the Internet of Things.

Join us and make the most of these exciting times, discover what you can make of this moment and you'll be proud to call yourself an IBMer.

Your employment contract 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 welcoming you to join the IBM family.

expertise, gathering experience across

RM family



14481705 12



SYNTEL PRIVATE LIMITED SEZ Unit (Syntel Special Economic Zone) Plot No. B-1/B2. Software Technology Park, Dehu Alandi Road, MIDC Talawade, Tal Havel), Pune 412 114 india Tel 91 020 40701000 Fax 91 020 40781100

Date: 20th November 2018

Intent to Offer

This Offer / Letter of Intent is valid for 6 weeks from the date of issuance.

Dear V S L A Krishna Bhagavan Yellapragada, Syntellect ID: SBEC1834712

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 Syntel 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.

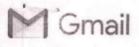
If the above stated terms are acceptable to you, kindly sign and return the acceptance copy (attached) after affixing your full signature in token of your formal acceptance of the terms and conditions herein.

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 Syntel 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.



Keerthi Guttikonda <keerthi.guttikonda@gmail.com>

Fwd: ICICI Bank Probationary Officers' Programme November 2018 - Batch 44 2 messages

salma shaik <shaiksalma.gec@gmail.com> To: Keerthi Guttikonda <keerthi.guttikonda@gmail.com>

Fri, Oct 26, 2018 at 2:04 PM

14 - 546

------ Forwarded message ------From: udAy sAgAr <sagaryeni@gmail.com> Date: Fri, Oct 26, 2018 at 11:01 AM Subject: Fwd: ICICI Bank Probationary Officers' Programme November 2018 - Batch 44 To: <shaiksalma.gec@gmail.com>

------ Forwarded message ------From: poprogram <po.programme@icicibank.com> Date: Sat, Oct 6, 2018, 12:18 PM Subject: ICICI Bank Probationary Officers' Programme November 2018 - Batch 44 To: <sagaryeni@gmail.com>

PO Invitation Mail - November 2018

Name: Uday Yenigalla

Applicant ID: 3556052

Dear Uday Yenigalla

Sub: ICICI Bank Probationary Officers' Programme November 2018 - Batch 44

Congratulations!

With reference to your application for the position of Probationary Officer, we are pleased to make you an offer to join "ICICI Bank Probationary Officers' Training Programme-Batch 44" on the following terms and conditions:

Programme Details

The Training Programme will be conducted for a period of 12 months. The structure of the Programme is as follows:

- 6 months of the classroom and online sessions at ICICI Manipal Academy, Bengaluru.
- 2 months of Internship at any Branch or Corporate Office of ICICI Bank or any of its Group Companies/Subsidiary Companies.
- 4 months of On-the-job-training at any Branch or Corporate Office of ICICI Bank or any of its Group Companies/Subsidiary Companies.

However, the above structure of the Programme can undergo change anytime as per the requirements of the Bank and Manipal University.

On successful completion of the Training Programme, you will be offered employment with ICICI Bank or any of its Group Company/Subsidiary Companies on the terms indicated below:

The Training Programme is scheduled to commence at ICICI Manipal Academy, Bengaluru from 12th November, 2018. You are required to report at Bengaluru for the training either on 12th or 13th November, 2018 after receiving the joining formalities mail which shall be sent across subsequent to positive verification / processing of your loan documents / other documents as the case may be. You will be reimbursed with the cost of travel (restricted to 3rd AC train fare) for the travel to Bengaluru by the shortest route from your current place of stay, on submission of original tickets for the journey.

Fee Details

To pursue the Training Programme, you are required to pay Rs.3,88,500/- (Rupees three lakhs eighty eight thousand five hundred only) to "Manipal Global Education Services Private Limited", as per the following details:

- Rs.3,71,700/- (By way of Loan amounting of Rs.3,15,000/- Plus applicable GST, at 18%)
- Rs.16,800/- (Cost of Tablet + Cover+ SD Card + VAT)

Total amount: Rs.3,88,500/-

For paying the aforesaid fees, you may choose to opt for one of the two options mentioned below:

• Self-funding – Through this option you agree to self-fund the entire course fees by yourself. The instructions for Self-Funding option is detailed in Annexure A.

• Education Loan – Through this option you agree to avail of the Education Loan facility for funding the fees as per the Terms and Conditions of the said loan. The instructions for the Education Loan and its Terms and Conditions are detailed in

Details and process pertaining to avail education loan will be sent on Monday, October 8th 2018. Please go through the email carefully.

All applicants availing the loan facility are requested to send an SMS in the format 'ELOAN <Applicant ID> to 5676766 before October 9th, 2018

For E.g. if your Applicant ID (on top of this Invitation Letter) is 2996036 then

SMS: ELOAN 2996036 to 5676766 before October 9th , 2018

You would also be required to submit in original, your 10th, 12th, Graduation and Post- Graduation Mark sheets/Certificates at ICICI Manipal Academy for verification purpose at the time of joining the Training Programme. It is mandatory to submit your original Certificates on the day of your joining failing which you would not be allowed to join. The Original Certificates/mark sheets shall be returned to you at the Academy itself after the verification process gets completed.

Remuneration and Benefits:

The stipend details for the entire programme are as follows:

• For the classroom period of the Training Programme you will be provided with boarding and lodging facilities, and paid a monthly consolidated stipend of Rs. 2,500/- (Rupees Two Thousand Five Hundred only).

• During the internship of 2 months period you will be paid a monthly consolidated stipend of Rs. 2,500/- (Rupees Two Thousand Five Hundred only). You will be required to make your own boarding and lodging arrangements.

• During the On-the-job-training period of 4 months period you will be paid a monthly stipend Rs. 12,500/- (Rupees Twelve Thousand Five Hundred only) or Rs. 15,000/- (Rupees Fifteen Thousand Only) depending upon the class of city (as per ICICI Bank specification - Class A+, A, B, C or D) at which you would be required to do the On-the-Job Training. You will be required to make your own boarding and lodging arrangements.

• You will be covered under Group Medical Insurance, Group Life Insurance and Group Personal Accident Insurance Schemes of the Bank during the Training Programme as a Trainee.

Terms and Conditions:

• On successful completion of the Training Programme, you will join the services of the Bank in the grade of Deputy Manager (Band-I) on the terms and conditions governing the same and to be communicated to you at that time. The detailed compensation structure in the grade of Deputy Manager (Band-I), exact location of posting, date of joining, etc. will be informed to you in due course.

• The Bank shall have the right to allot you any duties/role for which you may be considered competent on successful completion of the Training Programme and shall also have the right to post/transfer you to any of its own branches/offices and/or to any of the ICICI Group Companies/ Subsidiary Companies, depending upon the exigencies/requirement.

• The roles to be offered on joining the bank after successful completion of the Training Programme will involve servicing, cross-selling and acquiring new customers through field visits as part of the duties/tasks assigned. Similarly internship / on-the-job-training periods will also involve these duties/tasks as part of the learning process.

• During the Training Programme, you will be governed by the curriculum/terms and conditions framed by the ICICI Baħk/ ICICI Manipal Academy as the case may be, from time to time.

• On successful completion of the Probationary Officer Training Programme, you shall be awarded Post Graduate Diploma in Banking (PGDB) from Manipal University subject to continuation of your services with the Bank/Group Company/Subsidiary Company, as the case may be, subject to terms & conditions.

• In case you are unable to complete the course / unable to pass all the subjects / unable to get the required credits as stipulated during the one year course duration, this offer of subsequent appointment with ICICI Bank may stand revoked automatically. Any additional expenses required to be incurred in appearing for repeated attempts will have to be borne by the candidate.

• In case an education loan has been availed, the student must pay-off the entire outstanding loan amount, if any, in case of resignation/separation from the services of ICICI Bank due to any reason whatsoever.

• In case of continuation of services with ICICI bank and willing to foreclose the loan, candidate can foreclose the loan only after paying at least 1 EMI of education loan

Termination from the Training Programme: You are liable to be terminated from the Training Programme in the event of:

(a) Any breach on your part of the Terms & Conditions / Code of Conduct of the Training Programme that may be promulgated by the ICICI Manipal Academy/ICICI Bank from time to time.

(b) Any incorrect information or documents furnished by you.

(c) Any act of commission and omission on your part which is prejudicial to the interest and reputation of the ICICI Bank/ICICI Manipal Academy.

Please intimate your acceptance to us by returning a copy (photocopy) of this letter, duly signed by you along with the receipt showing deposit of 10,000/- (Rupees Ten Thousand only) as refundable Admission Security Deposit into ICICI Bank Account (as per Annexure B). Please note that the Admission Security Deposit amount will be refunded to you within 90 days from the start of the Programme. The signed copy of this Invitation Letter and the paid security deposit slip should reach us at the below mentioned address by October 11th, 2018. Receipt of the Admission Security Deposit will also be considered as your acceptance of ICICI Bank PO Invitation mail.

In case of queries, kindly drop an email to po.programme@icicibank.com

Please send your acceptance of invitation mail and the receipt of Security Deposit at below address. Kindly ensure to send it in advance as they should reach us by October 11th 2018.

Subject: ICICI BANK PO PROGRAMME AUGUST 2018 BATCH

Surender AK

2nd FLOOR, HRMG, ICICI BANK LIMITED, ICICI BANK TOWER, REGIONAL OFFICE, PLOT NO. 12, GACHIBOWLI, TELANGANA 500032

You are also required to send the scanned image of both these documents (below 500 KB in size) along with your signature on each page to **po.programme@icicibank.com** mail id clearly mentioning your applicant id and full name in the subject

29/11/2018

Gmail - Fwd: ICICI Bank Probationary Officers' Programme November 2018 - Batch 44

line of the mail. Please note that it is mandatory to send the scanned copy of the signed invitation letter as well as the scanned copy of the Security Deposit receipt along with a cancelled cheque of your account as per the details in Annexure D.

In the event of your not accepting this invitation or after accepting the invitation and failing to report for training on the date specified above, or not conveying your acceptance or otherwise, it will be construed that you are not interested in the invitation and the invitation made herein will automatically stand canceled/withdrawn without further reference to you.

We congratulate you once again and welcome you to the ICICI Bank Probationary Officers' Programme.

Yours sincerely,

Kiran Reddy Y

Chief Manager HRMG, ICICI Bank Ltd.

Mumbai

Name: Uday Yenigalla

Applicant ID: 3556052

I hereby declare that having carefully considered the above invitation, I accept the above invitation made to me and I shall join the Training Programme as per the prescribed schedule and work in any role /business at any location, as per the exigencies/requirements of the ICICI Bank/Group Company/Subsidiary Companies. All the other terms and conditions mentioned in the above offer are acceptable to me.

I hereby confirm that I shall be going for the following option (please choose **only one** of the following two options by re-writing the entire option in the line provided below):

Self-funding option - wherein I would fund the entire applicable fees myself.

• Education Loan Option of ICICI Bank as per the Terms and Conditions of the Bank. However, in the event of my not meeting the loan criteria, I shall make alternate arrangements for funding the entire fees by myself, if the self-funding option is further extended to me.

546

Gmail - Fwd: CrimsonLogic Offer Letter - Y Trilochana



salma shaik <shaiksalma.gec@gmail.com>

Fwd: CrimsonLogic Offer Letter - Y Trilochana

yerramsetti trilochana <ytrilochana6@gmail.com> To: shaiksalma.gec@gmail.com Thu, Feb 7, 2019 at 10:16 PM

------ Forwarded message ------From: Nalina Mahabalaiah <nalinam@crimsonlogic.com> Date: Fri, Dec 21, 2018, 11:27 AM Subject: CrimsonLogic Offer Letter - Y Trilochana To: ytrilochana6@gmail.com <ytrilochana6@gmail.com>

Dear Y Trilochana,

Congratulations!!!

We are pleased to offer you an employment as **Graduate Associate** at **Grade**, **G1**. On behalf of the Company, I welcome you and wish you a long term enriching career with us.

Please find the Salary Breakup details below.

We would like you to start work as early as possible. Your joining date will be on or before **2nd Jan 2019.**

Please send us your reply for this offer letter indicating your acceptance.

Your contact person on day one will be **Sunil Edward**, for documentation and orientation. Any more information or clarifications, pls. get back to me.

We are confident you will be able to make a significant contribution to the success of our CrimsonLogic and look forward to working with you.

Salary Breakup

file:///C:/Users/user/Desktop/placements/placements/14-5h7.html

Note:

Checklist of Documents you need to carry on the date of joining

- 1. 10th Mark Sheet
- 2. 12th Mark Sheet
- 3. Degree mark sheets and certificate
- 4. Post-Graduation degree and mark sheets
- 5. 5 passport size photographs
- 6. Latest Payslip
- 7. Salary certificate/ Income tax computation sheet/ Form 16
- 8. Relieving letter of previous companies
- 9. Experience letter of previous companies
- 10. Passport copy
- 11. Certificate of any course attended
- 12. Pan Number

file:///C:/Users/user/Desktop/placements/placements/14-5h7.html

13. Full and final and IT statement

Please bring only the Xerox of all the above documents.

Kindly acknowledge and revert in case of any clarifications required.

Regards, Nalina M Senior Executive – Human Resources Direct : 080-67709769

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CrimsonLogic India Pvt. Ltd Alpha Block, 6th Floor, Cessna Business Park, Embassy Tech Square, Kadubeesanahalli, Marathalli Ring Road, Bangalore – 560103 Visit us at www.crimsonlogic.com

Disclaimer

This email (and any attachments) are intended solely for the named addressee(s) only. It contains confidential and/or privileged information. If you are not the intended recipient or have received this email in error, you must not copy, distribute, disclose or take any action in reliance on any part of it. In such case, you should inform us immediately and delete this email (and any attachments).

5 attachments



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file:///C:/Users/user/Desktop/placements/placements/14-5h7.html

| Salary Fer annum | 3.75.000.00 | |
|--|-------------|--------------|
| Manihiy Salary | 31.250.00 | |
| 8-asie | 9.575.00 | |
| House Best Allowence | 3,750.00 | |
| transport Allewance | 800.00 | |
| Ca's Cantri No Pr | 1.125.00 | |
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| ertanal Pay | 16.200.00 | |
| (Balaneing figure) | C. BOT YY | 12K |
| TOTAL GROSS PAY | 20.125.00 | 12IX |
| DIDUCTIONS | | |
| Imployees PF | 1,128.00 | |
| releational Tex | 200.00 | |
| Os(depends on Individual) OTAL DEDUCTIONS | a second | |
| | 1,825.00 | |



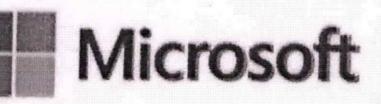


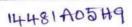
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CSEWeb FAREAST\V-HADAND

Harshita Dandyala







Date:19-Jun-2018

To

Dandyala Harshita VIJAYAWADA

Dear Dandyala Harshita,

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 JUNIOR ENGINEER in the competency Level T4 subject to the following terms and conditions.

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

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

(Total of marks obtained in all the subjects from the first to last semester)

Aggregate = _______(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.

D. Harshitte

Mindtree Ltd RVCE Post, Mysore Road

Bangalore 560 059

T +91 80 6706 4000 F +91 80 6706 4100 W www.mindtree.com





2.4. The period of Orchard is for about 60 days and on successful completion of the programme, you shall be deployed at a location as per the business requirement of 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 Vice President - Revenue Assurance



Enclosed: Annexure to your Offer of Employment

Acceptance of the offer

I, Dandyala Harshita, agree to accept the employment on the terms and conditions mentioned in this Offer of Employment and the annexure.

| Your Signature | D. Hashitta | |
|------------------------------|-------------------|--|
| Land Street | | |
| Your Name in Capital letters | DANDYALA HARSHITA | |

Annexure 1

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

| Name | : Dandyala Harshita |
|-------------|-------------------------|
| Competency | : T4 |
| Designation | : JUNIOR ENGINEER |
| Stipend | : INR 21,100 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 470 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 2018 - 2019 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.



Annexure 2

Compensation stack effective from the date of confirmation

| Name | : Dandyala Harshita |
|-------------|---------------------|
| Competency | : T4 |
| Designation | : JUNIOR ENGINEER |

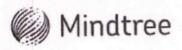
Detailed break up of your CTC components is given below (all figures are in INR and per annum)

| Basic | 109,992 |
|------------------------|---------|
| HRA | 54,996 |
| Conveyance | 30,000 |
| Competence Linked Pay | 24,000 |
| Provident Fund | 13,200 |
| Gratuity | 5,280 |
| Insurance Benefits* | 5,640 |
| Annual Gross | 243,108 |
| Bonus** | 33,156 |
| Annual Cost to Company | 276,264 |

*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.

D. Harshitten

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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.

D. Harshitte



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 60 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.

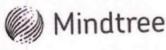
6.3 The Orchard Learning Program is intensive and fast paced, requiring your focus and hard work, to learn effectively and demonstrate capabilities expected by Mindtree. You are required to ensure your 100% availability and undivided attention during the tenure of the program.

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 .

D. Harshitte

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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 JUNIOR ENGINEER and in the competency of T4 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.

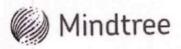
7.4 The duration between the successful completion of the Orchard Learning Program and the date of confirmation is considered as part of the Orchard Learning Program.

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.

D. Harshittyo



8. Compensation and benefits

8.1 During the Orchard learning program, you will be paid a stipend of INR 21,100 per month. Please refer Annexure 1 for details. On successful completion of the Orchard learning program, your employment with Mindtrends confirmed. On confirmation, your total compensation would be INR276,264.00. 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 forsanction 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.

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Mindtree Offer Letter

Adobe Sign Document History

06/19/2018

| Created: | 06/19/2018 |
|-----------------|--|
| Ву: | Mindtree Talent Acquisition Team (campus@mindtree.com) |
| Status: | Signed |
| Transaction ID: | CBJCHBCAABAADBY2rm3XAhLFgcj7ljqzxmN5JnttoqMZ |

"Mindtree Offer Letter" History

- Document created by Mindtree Talent Acquisition Team (campus@mindtree.com) 06/19/2018 - 8:48:35 AM PDT- IP address: 112.121.48.1
- Waiting for Signature by Dandyala Harshita (harshithalaxmanrao@gmail.com) 06/19/2018 - 8:48:39 AM PDT
- Document e-signed by Dandyala Harshita (harshithalaxmanrao@gmail.com)
 E-signature obtained using URL retrieved through the Adobe Sign API
 Signature Date: 06/19/2018 10:32:39 AM PDT Time Source: server- IP address: 106.76.239.60
- Signed document emailed to Mindtree Talent Acquisition Team (campus@mindtree.com), vinay.ramesh@mindtree.com and Dandyala Harshita (harshithalaxmanrao@gmail.com) 06/19/2018 10:32:39 AM PDT

Mindtree

| | Mindtree Ltd-Ind. | i.a | | |
|------------------------------|--|------------|------------------------------|----------|
| | Bangalore | | | |
| | Pay-Slip for the month of Ju | ily 2020 | | |
| Emp No. : 01048502 | | | PF No. : BG/MRD/24470/104006 | |
| Name : Dandyala Harshita | | | Department : PRAC | |
| Competency : T4 | | | Emp Status : Active | |
| Earnings Rs | Deductions | Rs I | Other Details | |
| Basic Salary 15,000.00 | Ee PF contribution | 1.800.00.1 | Present Days : 31.00 | |
| | Prof Tax - split period | | Date of Joining: 08.09.2018 | |
| roject Bonus 5,850.00 | Rounding off adjustment | | Date of Birth : 05.08.1997 | |
| ther Pmts Taxable 500.00 | Sec 80D Mediclaim Ded | | Standard Days : 31.00 | |
| onus (Monthly) 3,270.00 | P. Contraction of the second sec | 1 | Location : Hyderabad | |
| ecovery of round off am 0.68 | 1 | 1 | PAN No. : CBNPD5212R | |
| | 1 | 1 | UAN No. : 101400312954 | |
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| al Earnings 30,580.68 | Total Deductions | 2 150 60 1 | Net Salary Rupees 21 | 8,430.00 |

Payment Method: Bank Transfer, Account Number: 50100232965649, 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

Taxation Option : Old Tax Regime

| | | TAX CALCULATION | | |
|--|---------------------------|------------------|------|------------|
| | Cummulative Total | | | |
| | | | | |
| Basic Salary | 60,000.00 | 120,000.00 | 0.00 | 180,000.0 |
| House Rent Allowance | Alexandre allerer and the | 47,680.00 | 0.00 | 71,520.0 |
| Project Bonus | 18,080.00 | 0.00 | 0.00 | 18,080.0 |
| Other Pmts Taxable | 2,000.00 | 0.00 | 0.00 | 2,000.0 |
| Bonus (Monthly) | 13,080.00 | 0.00 | 0.00 | 13,080.0 |
| Add. Value of Perquisite | s under sec 17(2) | | | 0.0 |
| TOTAL INCOME | | | | 284,680.0 |
| Less: Standard Deduction | | | | 50,000.0 |
| Add: Income received from | n Previous Employer | | | 0.0 |
| NET TAXABLE INCOME | | | | |
| Less: Prof.Tax recovered | by Previous Employ | er | | 0.0 |
| Less: Prof.Tax recovered by Current Employer | | | | |
| Add: Other Taxable Income Reported by the Employee | | | | |
| GROSS TAXABLE INCOME | | | | 232,280.00 |
| ess: Medical Insr Premiu | m (Non-Senior Ctz) | | | 300.00 |
| ess: Other Deductions | | | | 21,600.00 |
| NCOME CHARGEABLE TO TAX | (Rounded Off) | | | 210,380.00 |
| | INCOME 1 | TAX DEDUCTION | | |
| NCOME TAX PAYABLE | | | | 0.00 |
| dd: Surcharges on Income | Tax | | | 0.00 |
| Add: Health and Education Cess | | | | 0.00 |
| TAL INCOME TAX & S/C & | CESS PAYABLE | | | 0.00 |
| ess: I.Tax & S/C Paid by Previous Employer | | | 0.00 | |
| ess: TDS on Other Income | | | | 0.00 |
| Tax & S/C & Cess to be | ecovered (Rounded | Off) | | 0.00 |
| Tax & S/C & Cess recover | | | | 0.00 |
| alance I.Tax & S/C & Cess | | | | 0.00 |
| g.Monthly I.Tax % S/C & | | ed | | 0.00 |
| | | | | |
| | | DETAILS DECLARED | | |

Provident Fund

21,600.00

This is a computer generated statement and does not require signature and company seal.

ACRUX IT SERVICES PVT LTD

| AL | KUX | | Unit No. (2 | 201, 202, 203, 2 | 204), |
|----------------------|----------------------|---------------|------------------|------------------|-------|
| providing | g business solutions | N | RT Tech Park, M | | |
| Sec. 1 | | Ama | ravathi, Andhr | a Pradesh -522 | 2 503 |
| 1 | Payslip f | for the month | : JUNE - 2020 | | |
| Employee Name | OGNATI TEJASRI | [| Working Days | 30.0 | |
| Employee ID | 631380 | | Present Days | 29.0 | |
| Designation | Jr. Data Conversio | n Analyst | LOP | 1.0 | |
| Date of Joining | 26-12-2018 | | Leave Balance | 3.0 | |
| Bank Name | ICICI Bank | | PF UAN No. | 101430368786 | |
| Account Number | 630601562474 | | ESI No. | 6208784122 | |
| | | | | | |
| Description | EARNINGS | | | Deductions | |
| | | Amount | Description | | Amoun |
| Basic Pay | | 5,559 | PF | | 667 |
| House Rent Allowance | | 2,224 | ESI | | 76 |
| Conveyance Allowance | | 1,547 | Professional Tax | | C |
| Production Allowance | | 791 | | | |
| Management Allowance | | 0 | | | |
| TOTAL EARNI | NGS | 10,121 | TOTAL DEDU | CTIONS | 743 |
| Incentive | : 754/- | | | | |
| | : Rs. 10,132/- | | | | |
| NET SALARY | | | | | |

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130 /

Infopark Software Technologies

Date: 20-08-2018

To: Teku Kavya

OFFER OF EMPLOYMENT

Dear

We are pleased to make an offer as "ASSISTANT SOFTWARE ENGINEER". You will receive a detailed appointment letter after you join & clear your certificate test.

On your joining will be required to undergo Process Training for a period of 10 days. Only on successful completion of this training you will be absorbed in the company.

On reporting, please bring seven recent passport size photographs, photocopy of all Educational Certificates, Aadhar Card copy, PAN Card copy, Address Proof copy, Last Employer's salary certificate and Relieving Letter(if applicable).

You will be governed by the rules, regulations and other Company policies including without limitation the Employee Handbook ("Company policy") of INFOPARK SOFTWARE TECHNOLOGIES as applicable, enforced, amended or altered from times to tome during the course of your employment.

Your date of joining will be 27-08-2018

We look forward to a mutually rewarding relationship.

Thanking you,

INFOPARK SOFTWARE TECHNOLOGIES

Accepted & Agreed,

Signature:

: TEKU KAVYA Name



III Floor, Sailok Complex, M.G. Road, Labbipet, VIJAYAWADA-520010

Ph: 0866-2487233. www.infoparktech.in

| Earnings | Amount in Rs. | Deductions | Amount in Rs. |
|-------------------------|---------------|------------------|---------------|
| BASIC | 15,000.00 | PROVIDENT FUND | 1,800.00 |
| HOUSE RENT ALLOWANCE | 7,500.00 | 1 A 1 A | |
| ADHOC ALLOWANCE | 4.283.00 | | |
| MISCELLANEOUS ALLOWANCE | 3,333.00 | | |
| VARIABLE PAY | 5.049.00 | | |
| GROSS EARNINGS | 35,165.00 | GROSS DEDUCTIONS | 1,800.00 |
| | NET PAY | 33,365.00 | |

BE YOURSELF, MAKE A DIFFERENCE.

accenture

Strictly Private and Confidential

03-Dec-2019

Lakshmi Venkata Sai Praneetha Yakkala C8393065 D.NO:25/22-1,BUTTAIAHPET 9618703939

Dear Lakshmi Venkata Sai,

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: Version 10.0 (Oct 2019) 1 Candidate's Signature

Reference Id: c3959da6-7abc-4641-86cc-4f8eba19b377_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 prejoiner 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.

2

Version 10.0 (Oct 2019)

Candidate's Signature

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, adays) 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,

ACKNOWLEDGED AND AGREED:

Mohan Sekhar

Mohan Sekhar Senior Managing Director Lead, Advanced Technology Centers, India

[Insert full legal name]

3

Candidate's Signature

NGL 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.hcitech.com

www.hcl.com

Phani Kumar Penumudi

Offer Release Date: January 14, 2020

. . .., .., Andhra Pradesh, India, 521356

Sub: Offer & Appointment Letter

Dear Phani Kumar Penumudi,

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 29, 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 <u>Annexure II.</u>

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 <u>Annexure III</u>. 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.

NCL 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.hcitech.com

www.hci.com

You need to have cleared all the subjects & should be a pass out of **2018 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:

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2

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.hcitech.com

www.hcl.com

| COMPENSATION PLA | N |
|---|--|
| Band - | |
| Entity | E1 |
| Category | Infra |
| City | Delivery |
| | Noida |
| Monthly Components (in Basic Salary | INR) |
| House Rent Allowance | 13,000 |
| | 3,806 |
| Advance Statutory Bonus | 1,877 |
| Food Wallet | - |
| Holiday Allowance | - |
| Flexi Basket* | - |
| Compensatory Allowance | 0 |
| | |
| TOTAL: Monthly | 18,683 |
| TOTAL: Monthly Components : Annualized | 224,200 |
| Retirals & Other Benefits (in Provident Fund | 18,720 |
| Medical Insurance Premium/ESIC Gratuity | 9,580 |
| Gratuity | |
| | 7,500 |
| FOTAL : Retirals | 7,500 35,800 |
| TOTAL : Retirals | 35,800 |
| TOTAL : Retirals Variable Components (in II | 35,800 |
| TOTAL : Retirals Variable Components (in II Performance Bonus (in Rs.) | 35,800 |
| TOTAL : Retirals Variable Components (in II | 35,800 NR) - - |
| Variable Components (in II Performance Bonus (in Rs.) Engagement PB (paid monthly) @ 100% achievement levels | 35,800 |
| Variable Components (in II Performance Bonus (in Rs.) Engagement PB (paid monthly) @ 100% achievement levels | 35,800 NR) - - |
| Variable Components (in II Performance Bonus (in Rs.) Engagement PB (paid monthly) @ 100% achievement levels OTAL: Variable Components | 35,800 NR) - - - 260,000 |
| Variable Components (in II Performance Bonus (in Rs.) Engagement PB (paid monthly) @ 100% achievement levels OTAL: Variable Components OST TO COMPANY exi Basket Details | NR) - - - - - 260,000 Max Sub limits (p.a.) |
| Variable Components (in II Performance Bonus (in Rs.) Engagement PB (paid monthly) @ 100% achievement levels OTAL: Variable Components OST TO COMPANY exi Basket Details Fuel Reimbursement and Car Maintenance Charges | 35,800 VR) - - 260,000 Max Sub limits (p.a.) - |
| Variable Components (in II Performance Bonus (in Rs.) Engagement PB (paid monthly) @ 100% achievement levels OTAL: Variable Components OST TO COMPANY exi Basket Details | NR) - - - - 260,000 Max Sub limits (p.a.) |

SIGNATURE OF EMPLOYEE:

3

NCL 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.hcitech.com

www.hcl.com

Employee has an option of availing all, some or none of the Flexi Basket across various components as per annual limits and entitlements mentioned in the CTC sheet. Based on the individual declaration and actual reimbursements, any unclaimed amount will be paid as taxable to the individual

| surance & Medical Benefits (in INR) | Max Sub limits (p.a.) |
|--|-----------------------|
| Hospitalization cost reimbursement limit | - |
| Term life Insurance Cover | 2,000,000 |
| Disability cover due to accident (up to) | 1,800,000 |

NOTE:

1. Flexi Basket is only applicable in E2+ employees

2. All salary components are governed by the company policies and statutory guidelines.

3. This salary sheet is strictly confidential and must not be discussed with anyone other than your HCLT Reporting Manager and/or your HR Manager.

4. Any personal tax liability arising out of compensation will be borne solely by the employee.

5. Gratuity to be payable as per act

Annexure II

Welcome aboard...

It is often said that an organization can grow only if it empowers its employees to grow! At HCL, we consciously realize this fact and have developed a five-fold path for individual enlightenment that not only covers basic monetary benefits for HCLites, but also takes care of their professional growth by providing empowerment, knowledge, recognition, transformation and support.

Following are the terms and conditions that refer to our offer of employment to you for the position of Graduate Engineer Trainee. This is to be read in conjunction with the offer & appointment letter as attached.

GENERAL TERMS AND CONDITIONS OF EMPLOYMENT

This Annexure lays down the general terms and conditions of employment to HCL TECH LTD. - IOMC (herein referred as "HCL" or "Company") and is a legally binding document.

1. Location:

Your place of work will be located at Noida-Sec-60, A8-9.

2. Commencement of Employment:

Your period of continuous employment with the Company will commence from the date of your joining the Company subject to fulfillment of the other conditions as mentioned on this employment contract.

4

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.hcitech.com

www.hcl.com

3. Medical Checkup:

Your employment is subject to you being declared medically fit by the company doctor.

4. Probation

- a) You shall be on probation for a period of **15 months** from the date of your appointment and unless notified in writing, you will be deemed as "confirmed" on completion of your probation period.
- b) Your case for permanent absorption in the employment of the Company shall be considered on your satisfactorily completing the probationary period.
- c) If during, or on the expiry of, the probation period (initial or extended) the Management finds your performance to be unsatisfactory or that you lack the aptitude for the job or that you are not suitable for the job, or the like, your probationary employment would be liable to be terminated, at any time, without assigning any reason.

5. HCL Training Program:

Training (classroom/on the job) sessions will be conducted after your joining. The training period may be either extended or may be deemed completed earlier, at the discretion of the Management.

6. Notice Period/ Separation:

Your employment with the Company can also be terminated either by the Company or by you by giving the other party 60 days advance notice. If the Company terminates the employment and decides to relieve you before the completion of the notice period, the 'Basic' component of the salary for the balance notice period would be paid to you by adjusting the amounts payable by you to the Company. For the avoidance of doubt, all amounts payable by you to the company would need to be cleared forthwith in the event of such termination. If at your request, the Company agrees to relieve you before serving the full notice period, you will be liable to pay the Company the 'Basic' component of the salary for the balance notice period along with other amount payable by you to the company, if any. However, please note that accepting any such early relieving request would be entirely at the discretion of the Company. Further, the aforesaid requirement of notice may be extended, if mutually agreed by you and the Company.

On termination of your employment for any reason, you shall comply with the Company's termination procedures, sign all documents and return all Company property. The Company will not be bound to pay the dues, if any, till you have completed all the separation procedures.

7. Increments and Promotions

Your growth in terms of role, compensation etc., in the Company will be based on your performance. Your salary will be subject to annual salary review. Salary adjustments effected at the salary review takes into consideration your job performance, movement of remuneration levels, benefits and conditions. Your anniversary performance appraisal and compensation review will be aligned and effected from the first day of the subsequent quarter of your anniversary, post which you will be aligned to July/October Cycle, or any other Cycle as per discretion of the Company, depending on your current DOJ/Band/Employee Group.

8. Agreements:

SIGNATURE OF EMPLOYEE:

- CAL

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www.hci.com

You may be required to sign necessary agreements with the Company or any other client as required and complete various formalities as per the agreements at the time of joining and during the tenure with the company.

You may also be required to sign other Agreements with the Company, as the Company may decide from time to time, in order to secure the interests of the Company and also to ensure your performance and adherence to all terms, conditions, rules and regulations of the Company.

9. Background and Reference Check:

This offer of employment is subject to your clearing our BGV process. As a precondition to accept this Offer Letter, you hereby give your express authorization to the Company (or the appointed third party) to conduct a background investigation on your credentials, as may be necessary and further agree that any misrepresentation in this regard or your failure to clear the BGV process shall give rise to the withdrawal of this offer of employment, and any employment contract which may have been subsequently executed shall be deemed void and ineffectual.

During the terms of employment, the Company may undertake the process of checking credentials of the Employee in terms of education, previous employment(s), and other information provided in the resumes/CVs as submitted by the said Employees, either on its own or with the help of a third party as and when required. For the avoidance of doubt, the Employee's signature in this Agreement constitutes the Employee's express authorization for the Company (or the appointed third party) to conduct a background investigation on his/her credentials, as may be necessary. Furthermore, the Employee agrees to submit himself /herself to random drug /medical testing at any time during the course of employment as permitted by law.

You would be required to submit photocopies of documents detailed in Annexure III to facilitate the joining and background verification process. The company may also undertake reference check through at least two professional references submitted during the process of selection.

10. Working Hours:

This division works 24x7 Shifts and you will be required to do so as per the need of the organization. You may be required to work in shifts and/or in extended working hours, as permitted by law, if required as per business needs. The same are subject to change from time to time.

11. Mobility:

The Company may require you to perform duties and undertake assignments for the Company in any part of India or abroad, whether at the Company's premises or that of its customers/clients. You are also liable to be transferred to any office or branch of the Company anywhere in India or abroad. During deputation to any customer/client's premises you shall abide by the terms and conditions pertaining to such premises and Country

12. Deputation/ Transfer:

Company may also depute you to work with any of the Group Companies or transfer your services to any Group Company. On such transfer of your employment, the present terms and conditions will cease and the employment will be governed by the terms of employment of the Company you are transferred to. You shall however be entitled to continuity of service.

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HCL TECHNOLOGIES LTD.

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www.hcl.com

13. Retirement:

You will retire from service on attaining superannuation at the age of 55 years.

14. Other benefits:

You shall be eligible for other benefits related to leaves, perquisites etc. in accordance with the prevailing terms of employment in the Company. Notwithstanding the above, the Company reserves the right to change the above-mentioned benefits as and when it deems necessary and you will be notified accordingly.

15. Transport Facility

You shall be provided the shift cabs for pick and drop from home to office and vice versa within the limit of 20 KMs as per the company policy.

16. IP, Copyright, Inventions and Patents

All inventions, discoveries, improvements, copyrightable material, trademarks ideas and concepts and other intellectual property rights that you may make or conceive, either solely or jointly with others, during the period of your employment, shall be deemed to be sole property of the company and you hereby waive any and all right, title or interest, if any, in the same in favor of the company. Further, it shall be your duty to promptly reduce to writing and disclose to the Company all such inventions, discoveries, improvements, copyrightable material, trademarks ideas and concepts and other intellectual property rights, which you may make or conceive. You agree to, at all times, assist the company in every proper and possible way to patent or register the said ideas, concepts, inventions, discoveries, improvements, copyrightable material and/or trademarks in any and all countries and to vest the title thereto in the company, its successors, assigns and nominees. Your obligations under this clause shall survive expiration or termination of your employment with the Company.

17. Data Protection:

- a) The Employee consents to the holding & processing of personal data provided to the Employer for all purposes of the administration and management of his/her employment and/or the Company's business.
- b) The Employee hereby agrees to his/her personal data being collected & the same being transferred, stored and processed by the Company in India and any other countries where the Company, its Group Company and Company Clients have offices, in accordance with the applicable laws.
- c) The Employee also agrees that the Company may make such data available to its advisors, other agencies, such as pension providers, medical, insurance providers, payroll administrators, background verification agencies and various regulatory authorities.
- d) During employment, the employee will have the right to amend/modify/alter his/her personal information. The employer will exercise all reasonable diligence for safeguarding personal information, as have been disclosed by the employee. It is clarified that the said obligation will not be applicable in case of legally compelled disclosures.
- e) The Employee further acknowledges and agrees that the Employer may, in the course of business, be required to disclose personal data relating to him/her, after the end of his/her employment to any group/statutory bodies/authorities as required under applicable law/requirements. However, any personal data, which is no longer required, will be deleted without undue delay.

18. Exclusivity of service

7

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www.hcl.com

You agree not to undertake employment whether full time or part time, as the Director/ Partner/member/employee of any other organization or entity engaged in any form of business activity without the consent of **HCL TECH LTD.** - **IOMC.** The consent may be given subject to any terms and conditions that the company may think fit and may be withdrawn at the discretion of the company.

19. Confidentiality & Non-Disclosure:

You acknowledge that the disclosure of any commercially sensitive information, trade secrets or other confidential information (which may not be readily available to competitors or to the general public) will cause significant harm to the Company.

You agree that you shall not at any time during your employment (except in the proper performance of your duties) with the Company, or at any time (without limit) after the termination thereof, directly or indirectly use or exploit for your own purposes or those of any other person, company, business entity or other organization whatsoever, or disclose to any person, company, business entity or other organization whatsoever, any trade secrets of the Company or its associated companies; any confidential information relating or belonging to the Company including but not limited to any such information relating to customers, customer lists or requirements, price lists or pricing structures, marketing and information, Intellectual Property, business plans or dealings, technical data, employees or officers, financial information and plans, designs, formulae, product lines or research activities; source codes and computer systems, software, any document marked "Confidential"; any information which you have been told is confidential or which you might reasonably expect the Company in confidence by customers, suppliers and other persons. You shall not at any time during the continuance of your employment with the Company make any notes or memoranda relating to any matter within the scope of the Company's or any Associated Company's business, dealings or affairs otherwise than for the benefit of the Company or any Associated Company.

You must not make or communicate (or cause or facilitate the making or communication of) any oral or written statement to any representative of the press, television, radio or other media on any matter connected with or relating to the Company or any of its Associated Companies, without the prior written consent of the Company.

The obligations contained in this provision shall not apply to, any information which you are required to disclose in accordance with an order of a Court of competent jurisdiction, any information or knowledge which may subsequently come into the public domain other than by way of unauthorized disclosure (whether by you or a third party); any act of yours in the proper performance of the duties of your employment; any use or disclosure where such use or disclosure has been properly authorized by the Company.

Your obligations under this paragraph would continue even beyond the cessation/termination of your employment. Any violation of the above obligations/conditions shall render you liable for appropriate disciplinary action including termination of your employment.

20. Rules, Policies, Procedures:

8

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.hcitech.com

www.hcl.com

The Employee must comply at all times with the Company's rules, policies and procedures relating to equal opportunities, harassment, health and safety, e-mail and internet use, and all other rules, policies and procedures introduced by the Company from time to time. For the avoidance of doubt such rules, policies and procedures are not incorporated by reference into this contract and they may be changed, replaced or withdrawn at any time at the discretion of the Company.

Further, during the period of your employment with HCL, you will be required to inter alia comply with the Company's Code of Business Ethics & Conduct, Anti Bribery & Anti-Corruption, Business Gift and Entertainment policy and failure to do so shall entitle HCL to take appropriate disciplinary action which may lead & include upto termination of your employment with HCL.

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of **HCL TECH LTD. - IOMC** as applicable to you and the changes therein from time to time.

21. Correctness of the Details Furnished:

You have been appointed on the presumption that the particulars furnished in your application and resume are correct. In the event the said particulars are found to be incorrect or that you have concluded or withheld some other relevant facts, your appointment with the Company shall stand terminated/cancelled without any notice.

22. Warranty and Undertaking:

You represent and warrant that you are not subject to any agreement, arrangement, contract, understanding, court order or otherwise, which in any way directly or indirectly restricts or prohibits you from fully performing the duties of your employment or any of them, in accordance with the terms and conditions of this Agreement.

You warrant and agree that you are not entering into this Agreement in reliance on any representation not expressly set out in this Agreement.

23. Changes to the terms & conditions:

The Company reserves the right to make reasonable changes to any of your terms and conditions of employment. If the Company changes any of the terms and conditions of your employment, it will notify you in writing of the changes taking effect.

In case of any dispute as to the interpretation of the terms and conditions of your service, the decision of the Company shall be final and binding on you.

Authorized Signatory January 14, 2020

9

SIGNATURE OF EMPLOYEE:

NCL 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: 805 Siddbath, 05, Note: 500

Registered Office: 806 Siddharth, 96, Nehru Place, New Delhi-110019, India. www.hcltech.com

www.hci.com

Amrita Das

Vice President, Head-Global Rewards

I confirm receipt of and accept the above Terms & Conditions of Employment.

| | Annexure III |
|---------|---|
| LIS | T OF DOCUMENTS/INFORMATION TO BE SUBMITTED ONLINE TO FACILITATE PRE-EMPLOYMENT BGV (BACKGROUND |
| | VERIFICATION / VALIDATION) AND APPOINTMENT PROCESS IN HCL |
| S.No. | Particulars (To be submitted to the Recruiter/Online of the BGV link) |
| 1 | Highest Qualification - Degree Certificate, All Years Mark sheets. Provisional Degree Certificate required for courses completed in the last 6 months from the current date |
| 2 | Permanent/Current Address Proof – Passport, Ration Card, Voter ID, Driving License, , Rental agreement or Lease agreement etc. |
| 3 | Previous Employer - Relieving and Experience Letter, latest salary slips & offer letter with Employee ID Number |
| 4 | A duly filled and signed copy of the BGV(Joining Form) Form and LOA (letter of authorization) |
| 5 | Identity Verification - Copy of valid passport and PAN card required |
| Additi | onal documents (To be submitted on request - Only if required) |
| 1. | Highest Qualification- Admit card, college and university official's (Registrar and Director) detail |
| 2. | Previous Employer – Direct HR Contact, PF account details, bank statement showing salary transfer and Form 16, If company is active, employer's active address. |
| | Things to Remember |
| | 1. The information provided in Resume and background verification form must be same. |
| | 2. Information provided in background verification form must be accurate. |
| | Period of stay mentioned in the background verification form should be correct and in continuation (without any GAP). |
| | 4. Any Gap in Employment or Education must be informed explicitly to the recruiter. |
| ddition | |

Additional document can be requested to clear background verification therefore to avoid delay it is advisable to submit these documents along with the mandatory documents.

SIGNATURE OF EMPLOYEE:

B-BCL

HRD/3T/18-19/12514053

Ms. Sai Prathyusha Chaparala Candidate ID: 12514053 22463 Vijayawada Andhra Pradesh Vijayawada - 521356 India Ph: (91) 99662 70164

Dear Sai Prathyusha,

Welcome to Infosys!

It is a time of transformation for us, under the direction of new leadership. In our new journey, learnability, our values and the deeply-held, trusted relationships with our clients continue to be the cornerstones of our organization.

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

Warm regards,

RICHARD LOBO EVP - Head HR

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: 2018.07.09 19:03:22 +05:30 Reason: Offer Letter Location: Bangalore

July 09, 2018

IS 485A05 20



TRUEBLUE INDIA LLP 101/1,3RD FLOOR, CONDOR MIRAGE, RICHMOND ROAD,RICHMOND TOWN, BANGALORE -560025

Payslip for the month of July 2020

| Name: Designation: Department: Location: Effective Work Days: Days In Month: | Punukollu Srikavya [Business Operations Sp Bangalore 31 31 | | | Bank Name: Bank Account No.: PF No.: ESI No.: PAN No.: LOP: | HDFC Bank 50100250891671 GNGGN15519660000011591 ETRPP2655G 0 | 2 |
|---|---|-----------------------------------|-----------------------|--|--|----------|
| UAN: | 101363241617 | P-11 | Actual | Deduct | tions | Actual |
| Earni | ings | Full | | | | 1,500.00 |
| BASIC HRA STATUTORY BONUS | | 14,074.00 7,037.00 2,725.00 | 7,037.00 2,725.00 | PROF TAX | | 200.00 |
| SPECIAL ALLOWAN Total Earnings: Rs. | CE | 2,511.00 26,347.00 | 2,511.00 26,347.00 | Total Deductions: | Rs. | 1,700.00 |

(Rupees Twenty Four Thousand Six Hundred Forty Seven)

This is a system generated payslip and does not require signature.

Dear SriKavya,

Good afternoon, we are pleased to make an offer to work with us at our Client Location.

| Work Location | Dell International Services, Plot No. 42, Hitec City Layout Madhapur, Hyderabad Hyderabad, AP 500081 |
|--|---|
| Your date of JOINING IS C | ONFIRMED: 26 th September, 2018 |
| Reporting Manager Name and Badge # : | Arun Subramanyam |
| Reporting Manager's email ID and contact number # : | 9845238077 |
| Reporting time of the candidate: | 10.30 am |

Once you read this email please revert at the earliest.

Note: Without receiving the papers your joining formalities will be incomplete and you would not be able to report to work. You will not be paid for the days till we receive your papers.

Today we have couriered you the file with 2 copies of offer letter to your residence address, on receipt of the courier kindly fill the details highlited as * and courier back the file + **one copy of offer letter + NDA (Non Disclosure Agreement) +** list of documents mentioned below. Pls do courier all the below listed documents along with a copy of Offer Letter to the below mentioned Trueblue office address at the earliest.

TrueBlue India LLP

3rd Floor, #101/1, Condor Mirage,

Richmond Road, Richmond Town,

Landmark- Near Richmond Circle (Herbalife)

Bangalore 560025

PH: 41242000

Note- ADHAR & PAN Card is mandate, if the same is missing in your courier, your offer would be dropped.

| SI. No. | Particulars | | | | |
|------------|--|--|--|--|--|
| 1 | Adhar Card - Photocopy (Mandate) - without Adharcard number we car | | | | |
| 2 | PAN - Photocopy (Mandate)- withouth this we cannot process your sala | | | | |
| 3 | Cancelled Cheque Leaf / Photo copy of cheque leaf- of your personal Ba | | | | |
| 4 | Identity proof self attested (Driving license/Pass port/ Voter ID) | | | | |
| 5 | Address proof self attested | | | | |
| ~ | One set photo copies of all academic certificate, SSLC, PUC/ Diploma, | | | | |
| 6 | Degree & Masters (Provisional/ Convacation Certificate is Mandate) | | | | |

| 7 | Last drawn salary Pay slip |
|---|---|
| 8 | Relieving letter of latest two previous employers |
| 9 | 6 coloured passport size photograph |

Note- Post completing the joining formalities with TrueBlue, pls check your personal e-mail id and get registered in field glass immediately. These need to be done before your DOJ, only then access would be created at client. (if you don't find mail in inbox, check in junk / spam folder), and get registered, without registering into these portal you would not be able to mark your attendance and salary couldn't be processed. If you don't find the e-mail with link

contact <u>vijay.k.h@dellteam.com</u> immediately and request for link and get registered.

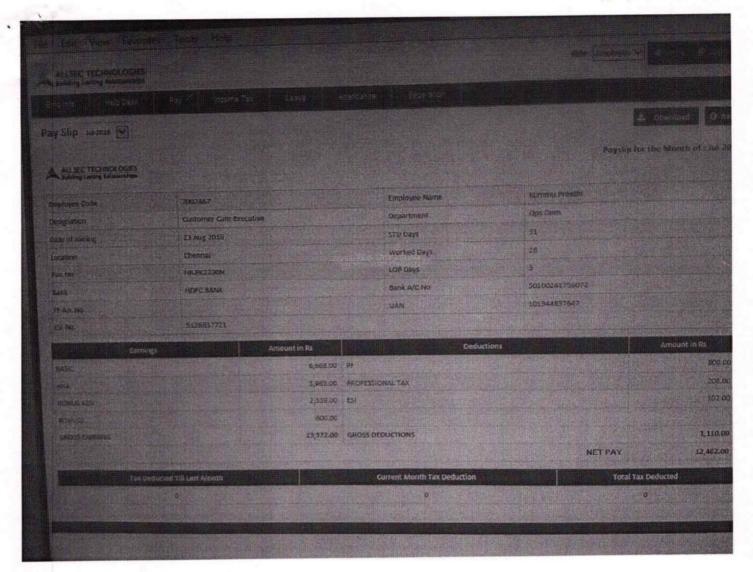
After the first month salary you will get an access to our payroll tool called Greytip, if your annual CTC is more that 2.5 lakh then you need to login to these portal and declare your tax planning (Physical copies would be collected by year ending Dec) if there is any delay in receiving these link after your first month salary, get in touch with <u>trueblue@bartontrust.com</u>, payslips also can be downloaded from same site. For the first month you can put your investment details in an excel sheet and send to <u>trueblue@bartontrust.com</u> however after you get link you have to show online declaration, if not tax would get deducted from your salary, which is non refundable.

Wishing you good LUCK & SUCCESS.

Regards,

Sathish.J Senior HR Executive staff management peoplescout studentscout Outsourcing Solutions| True Blue Off: +91 80 4124 2000 | Email : jsathish@trueblue.com

15485A0522



15485A0523

| CYIENT | | 3.140 | Cyient | Limited | d | |
|---|--|--|--|---|---|--------|
| CHENI | Pay Slip for the Month of July 2020 | | | | | |
| EMP CODE EMPNAME DOJ DEPARTMENT DESIGNATION LOCATION PF UAN NUMBER LOP REVOKE ADDITION | : JUNIOR GIS : H24_Hyderab : 10141943579 : 0.00 | GEOSPATIAL-T&N_ ENGINEER - DMS ad-LancoHills_SEZ | INDIA CURREN NEW JOI LEVEL BANK NA BANK IF | ER S CURRENT T MONTH LO NER ARREAF | P : 0.00 R DAYS : : Band A : HDFC Bank : HDFC0004064 | |
| LOP REVOKE DELETION | : 0.00 | EARNED | ACCOUN | T NUMBER | : 50100270348199 | AMOUNT |
| EARNINGS | | 11 11 11 11 11 11 11 11 11 11 11 11 11 | | | | 788 |
| BASIC PAY | 6,567 | 6,567 | 0 | 6,567 | | 83 |
| HOUSE RENT ALLOWANCE | 4,368 | 4,368 | 0 | | and the second se | 03 |
| ADVANCE BONUS | 2,200 | . 2200 | 0 . | 2,200 | | |
| BCP INVENTIVE | 0 | 2000 | 0 | 2,000 | | |
| GROSS EARNINGS | 13,135 | 15,135 | 0 | 15,135 | GROSS DEDUCTIONS | 871 |
| NET PAY : 14,264 | | | | | | |
| REIMBURSEMENTS | | | | | | AMOUNT |
| TOTAL REIMBURSEMENT | | | | | | 0 |
| NET TRANSFER : 14,264 IN WORDS : Rupees Fourteen | Thousand Two H | lundred and Sixty-F | our Only | | | |

This is a computer generated document, hence no signature is required.

CYIENT

Date: 11-Feb-2019

Personal & Confidential

Renukamma Tankasala (C115199)

Offer of employment

Dear Renukamma Tankasala,

This has reference to the discussions you had with us, we are pleased to make an offer to you as **Junior GIS Engineer (Level 1)** and the details given below. This offer is subject to your acceptance of the enclosed terms and conditions.

Total Compensation: ₹175001 per annum Start date: On or before 13-Feb-2019

Place of Work: Hyderabad-LancoHills_SEZ

Address: Cyient Limited (u6) 12th to 17th Floors, M/s. Lanco Hills Technology Park Pvt. Limited, IT/ITES SEZ, Manikonda Village, Rajendra Nagar Mandal, Ranga Reddy District.

We welcome you to the Cyient family and look forward to a mutually beneficial and purposeful association. Should you need some clarification, please contact Mr. Korikoppula Suman from the Talent Acquisition Team at Suman.Korokoppula@cyient.com.

Please indicate the acceptance of the offer by 12-Feb-2019.

 Service
 You are required to execute a Service Agreement for 2 years (Liquidated damages

 Commitment
 for breach of agreement- 50000/- (Fifty Thousand only) Rupees) & Employee Non-Disclosure Agreement

We will initiate the pre onboarding processes and provide you any additional requirements for onboarding separately.

For Cyient Ltd.

of Wigh

VIJAYA KRISHNA MAGULURI ASSISTANT GENERAL MANAGER - TA

<u>Annexures:</u> 1) Compensation Structure Details (if applicable) 2) Instructions for onboarding 3) Terms and conditions

Internal Reference: JR-010480

15-5-524



Date: 02-09-2019 To: MURALA NEELIMA

OFFER OF EMPLOYMENT

Dear Neelima

We are pleased to make an offer as "ASSISTANT SOFTWARE ENGINEER". You will receive a detailed appointment letter after you join & clear your certificate test.

It gives us immense pleasure in inviting you to join **TECHWARE SOLUTION** as one of its valuable member. We believe that corporate grows and flourishes fuelled by the enthusiam and energy of the people who are willing to invest in to the future. We therefore believe that all our employees are truly our ASSOCIATES. We are happy that you are one such associate joining us in our effort to create a truly global corporation.

On your joining will be required to undergo Process Training for a period of 15 days. Only on successful completion of this training you will be absorbed in the company.

On reporting, please bring seven recent passport size photographs, photocopy of all Educational Certificates, Aadhar Card copy, PAN Card copy, Address Proof copy, Last Employer's salary certificate and Relieving Letter(if applicable).

You will be governed by the rules, regulations and other Company policies including without limitation the Employee Handbook ("Company policy") of TECHWARE Solution as applicable, enforced, amended or altered from times to tome during the course of your employment.

Your date of joining will be 23-09-2019

We look forward to a mutually rewarding relationship.

Thanking you,

TECHWARE SOLUTION

GER

Accepted & Agreed,

Signature: M. Noelima

Name : M Neelima

#4-85/2,PMR Residency, Brundavan Nagar, Street No.8,Habsiguda, Hyderabad-500007 www.techwaresolution.in

Cognizant

Cognizant Technology Solutions India Private Ltd Payslip for the month of Feb 2020 Financial Period 2019-2020

Private & Confidential

| Associate Information Mr. Gudavalli Durga Subrahmanyam | | | | | | | |
|--|----------------------|-------------------------|-----------------|--|--|--|--|
| | | | | | | | |
| Designation | System Analyst | PAN | EYxxxxxxfJ | | | | |
| Gender | Male | Bank A/C | xxxxxxxx8674 | | | | |
| Date Of Joining | 21-Dec-2018 | ESI Number | 33xxxxxx57 | | | | |
| PF A/C | TN/MAS/31309/1754627 | Status | Salary Credited | | | | |
| UAN | 101398332324 | Available Calendar Days | 29 | | | | |
| SA Policy No | - | Paid Days | 29 | | | | |
| SA LIC ID | - | Loss of Pay Days | 0 | | | | |

| Earnings | Amount | Deductions | Amount |
|-------------------------|--------|--------------------------------------|--------|
| Basic | 7,700 | ESI | 132 |
| House Rent Allowance | 4,620 | ProfessionTax | 300 |
| Conveyance Allowance | 800 | Provident Fund-Employee Contribution | 1,626 |
| Medical Allowance | 1,250 | TDS | 0 |
| Special Allowance | 3,228 | | |
| Advance Statutory Bonus | 2,000 | | |
| AVM Project Allowance | 11,500 | | |
| | | | |
| (A) Total Earnings | 31,098 | (B) Total Deduction | 2,058 |

Net Salary = (A) - (B)

29,040

This is a computer generated payslip, and is not valid unless authorized.



ACRUX IT SERVICES PVT LTD Unit No. (201, 202, 203, 204), NRT Tech Park, Mangalagiri Bypass, Amaravathi, Andhra Pradesh -522 503

| Payslip for the month: | JUNE - 2020 | | |
|--|---|---|---|
| NAVYA KONDETI 631450 Data Conversion Trainee 01-09-2019 ICICI Bank 384601501153 | Working Days Present Days LOP Leave Balance PF UAN No. ESI No. | 30.0 30.0 0.0 4.0 101443093831 6208727542 | |
| | | | |
| | Description | Deductions | Amount |
| | | Carlo and an and a second second second | 798 |
| 6,648 | PF | | |
| 2,659 | ESI | | 91 |
| 1,600 | Professional Tax | : | 0 |
| 1,197 | | | |
| 0 | | | |
| S 12,104 | TOTAL DEDU | ICTIONS | 889 |
| 872/- | | | |
| Rs. 12,087/- | | | |
| | y Seven Only | | |
| | NAVYA KONDETI 631450 Data Conversion Trainee 01-09-2019 ICICI Bank 384601501153 ARNINGS Amount 6,648 2,659 1,600 1,197 0 S 12,104 872/- | 631450Present DaysData Conversion TraineeLOP01-09-2019Leave BalanceICICI BankPF UAN No.384601501153ESI No.ARNINGSDescription6,648PF2,659ESI1,600Professional Tax1,1970012,104872/-872/- | NAVYA KONDETI Working Days 30.0 631450 Present Days 30.0 Data Conversion Trainee LOP 0.0 01-09-2019 Leave Balance 4.0 ICICI Bank PF UAN No. 101443093831 384601501153 ESI No. 6208727542 Amount Description 10 Amount Description 10 6,648 PF 1,600 1,600 Professional Tax 1,197 0 12,104 TOTAL DEDUCTIONS 872/- 872/- 12,104 |

BE YOURSELF, MAKE A DIFFERENCE.

accenture

Strictly Private and Confidential

19-Dec-2018

VUSALA KARTHIK 9-48,Balarampuram,Kowtharam,Gudlavalleru,Krishna, Andhra Pradesh. 8688083759

Dear VUSALA,

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 7.25 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.

Version 8.0 (Dec 2018)

Candidate's Signature

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.

Candidate's Signature

2

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 campus.queries@accenture.com.

We look forward to hearing from you regarding your decision to join the Company. I wish you a successful career ahead of you and look forward to your joining us.

Yours sincerely,

ACKNOWLEDGED AND AGREED:

Mohan Sekhar

Mohan Sekhar Senior Managing Director Lead, Advanced Technology Centers, India

[Insert full legal name]

3

Candidate's Signature

ANNEXURE - I

COMPENSATION & BENEFITS

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

| | Annual (INR) |
|--|--------------|
| (A) Annual Fixed Compensation | 314,225 |
| (B) Local Variable Bonus (LVB) earning potential (at maximum 8.5%) | 26,709 |
| Maximum Annual Total earning potential (A+B) | 340,934 |

| (C) Additional Benefits | |
|--|---------|
| Gratuity as per law# | 5,290 |
| Insurance Premium (notional value) | 3,776 |
| Total Cash Compensation + Total Additional Benefits (A+B+C) | 350,000 |

Annual Fixed Compensation

• Your annual fixed compensation is INR 314,225. This includes allowances structured in accordance with the Company compensation guidelines and applicable statutory norms. Please note the annual fixed compensation includes employer's contribution to Provident Fund, as applicable.

Note: For International Worker Only*

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

*As defined by applicable law from time to time.

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

Version 8.0 (Dec 2018)

Candidate's Signature

4

Local Variable Bonus (LVB)

• As part of your annual total cash compensation, you are eligible to participate in the Local Variable Bonus program. At your career level, the annual target variable pay-out is estimated as INR 26,709. The LVB will be paid out subject to you being on the rolls of the Company on the date of disbursement of these payouts and will be prorated based on your tenure in the Company during the year. The pay-out that you receive will depend on but not limited to your performance achievement and the performance of Advanced Technology Centers, India in the current Company fiscal year. Details of the program will be communicated to you separately. The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the Local Variable Bonus guidelines.

Benefits applicable for current Company financial year:

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

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

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

b. For Permissible claims under the Medical Insurance plans detailed above, you will be required to contribute a defined percentage of each claim, as under:

- 10% of such claims for self, spouse and 2 dependent children
- 20% of such claims for parents, parents in-law and additional children under the separate

Insurance plan

2. Personal Accident coverage for self, up to three times your gross annual fixed compensation.

3. Life Insurance coverage equivalent to one time of your annual fixed compensation with minimum cover of INR 5,00,000

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

1. Gratuity as per law

2. One time relocation allowance subject to a maximum of INR 2,500 on submission of actual supporting as per policy.

3. Transport facility, as per Company guidelines, can be availed at no cost.

5

Details pertaining to relocation allowance will be provided to you at the time of joining the Company. In the unlikely event you choose to leave the Company, or your services are terminated, before the completion of 1 year of employment with the Company, the relocation assistance will be construed as debt due and payable by you and should be repaid on termination of your employment. Any dues payable by you on termination will be recovered from your final settlement to the extent possible. The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the Medical Insurance, Personal Accident Insurance and Life Insurance and Relocation Assistance program guidelines.

Version 8.0 (Dec 2018)

Candidate's Signature

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

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

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

ANNEXURE - II

Mandatory documentation at the time of onboarding:

- 1. Two copies of your recent passport size photographs.
- 2. Copy of X, XII and all semester mark sheets of PG & UG Degrees.
- 3. Copy of Degree/PG/Diploma (as applicable) certificates.
- Passport copy, if available (if not please apply immediately).
- 5. Pan Card (Mandatory)
- 6. Copy of Aadhaar Card or copy of receipt of Aadhaar enrollment number

Version 8.0 (Dec 2018)

Bectran IT Solutions Pvt. Ltd.

The Platina , Unit No 304 , B Block Gachibowli Hyderabad - 500032 Payslip for the month of : Jun-2020



| Employee Code Name | : IN914000055 : Busam Bala Subrahmanyam | PF Account Number UAN | |
|-----------------------|--|-----------------------------|--------------|
| Designation | 1. 1. 1. 1. 1. 1. 1. 1. 1. 1. 1. 1. 1. 1 | PAN Number | : BZLPB2620Q |
| Department | · · · · · · · · · · · · · · · · · · · | Bank Detail | . BZLFB2020Q |
| Location | : Hyderabad | ESI Number | : N/A |

| Attendance Details | Days |
|--------------------|------|
| Casual Leave | 2.00 |
| Earned Leave | 0.00 |
| Loss of Pay | 0.00 |

| Earnings | Amount(Rs) | Deductions | Amount(Rs) |
|----------------------|------------|--------------------------|------------|
| BASIC | 6000.00 | | |
| House Rent Allowance | 2400.00 | | |
| Conveyance Allowance | 1600.00 | | |
| Medical Allowance | 1250.00 | | |
| Special Allowance | 3750.00 | the subset of the subset | |
| Total(Rs.) | 15000.00 | Total(Rs.) | 0 |
| | | Net Amount : | 15000.00 |

"This payslip is computer generated, hence no signature is required"

PURVIEW INDIA CONSULTING AND SERVICES LLP

3rd Floor, Plot No. 28, Sonthalia Mind Space, Gafoor Nagar, Near Westin Hotel, Hitech City, Hyderabad - 500081

Payslip For the month of May 2019

| Employee details: | | | | |
|-------------------|-------------------------------|-------------|------------------------|--|
| Employee ID | PMG006 | UAN | 101443102003 | |
| Employee Name | Satya Sravanthi Pasupuleti | PF No | APHYD16544130000010137 | |
| Gender | F | ESI No | 6208727604 | |
| Date of Joining | 01/Apr/2019 | Pan No | PANNOTAVBL | |
| Date of Birth | 01/Jan/1997 | Aadhar No | 651088018541 | |
| Designation | XML Developer | Bank A/c No | 384601501155 | |
| Paid days | 31 | Bank Name | ICICI BANK | |

| E | arnings | | | Deductions | |
|----------------------|----------|--|------------------|------------|--------------|
| Description | Amount | Year to Date | Description | Amount | Year to Date |
| Basic Salary | 6250.00 | 12395.83 | EPF | 750.00 | 1488.00 |
| House Rent Allowance | 2500.00 | 4958.33 | ESI | 195.00 | 387.00 |
| Transport Allowance | 1288.00 | 2554.53 | | 155.00 | 507.00 |
| Medical Allowance | 1083.00 | 2147.95 | | | |
| Gross Earnings | 11121.00 | 22056.64 | Gross Deductions | 945.00 | 1875.00 |
| Net Pay (In Rupees) | 1017 | The second s | | | 10/2.00 |

| Other Statutory Deductions | | | | |
|----------------------------|-----------|--------------|--|--|
| Description | Projected | Year to Date | | |
| Income Tax | | | | |
| Profession Tax | 0 | | | |

| Provident Fund(PF) Details | | | | |
|------------------------------|--------|--------------|--|--|
| Description | Amount | Year to Date | | |
| Employee Contribution to PF | 750 | 1488 | | |
| Employee V P F Contribution | | 1.00 | | |
| Employer Contribution to EPS | 521 | 1033 | | |
| Employer Contribution to EPF | 229 | 455 | | |

| Leave Type | Leave Balance |
|------------|---------------|
| CL | 1.00 |
| SL | 0.50 |

Remarks: This is a computer generated Payslip and does not require authentication.



Purview India Consulting & Services LLP

Branch Office : Plot No 9, Survey No 49, Phycare Building , 1st Floor, IT Park, Mangalagiri, Guntur Dist, Pincode-522503 <u>www.purviewservices.com</u> Email: <u>hr@purviewservices.com</u> LLP IN: AAG-4202

APPOINTMENT LETTER

Dear Satya sravanthi pasupuleti,

Congratulations! With reference to your application and subsequent interview with us for a career in our organization, we are pleased to inform you that you have been selected for Employee in our organization as XML Developer location Mangalagiri.

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 our work and life in perfect balance, because that is the prerequisite for success.

We take this opportunity to thank & appreciate your decision to join Purview Services. You are requested to join us 25th March 2019.

This offer will be valid subject to successful clearance of your pre-employment background verification check conducted by Purview Services. Your written consent and requisite copies of documents is necessary to complete the pre-employment check.

You are requested to complete the submission of requisite documents for pre-employment background check within two business days from the date of acceptance of our offer of employment. Your cooperation solicited in this regard to enable us to complete the necessary pre-employment check on time and enable you onboard us.

Any change in the date of joining needs to be communicated to the concerned recruiter at least one week in advance. Looking ahead, we see exciting times – we look up to you to provide impetus in being accomplishing our mutual endeavor of the best in the business of IT Services. forward to Welcome to our Organization! We look a mutually fruitful association For Purview Consultancy Services.

GENERAL TERMS AND CONDITIONS OF EMPLOYMENT

1. Increments and promotions

Your growth in terms of role, compensation etc. in the company will solely be based on your performance. Unless Notified in writing, you will be deemed as "confirmed" on completion of your probation period i.e. 3 months from Date of joining. Subsequently, your annual performance appraisal and compensation review will be aligned and effected from the first day of the subsequent quarter thereafter. Your Variable / Performance pay will be paid annually upon your performance and company growth with your completion of 258 days billing from the start date.

Business office:

#3 rd Floor, Sonthalia Mindspace, Gafoor Nagar, Hitechcity, Hyderabad-500081 www.purviewservices.com **Registrar office:**

D.No: 7-1-58, Flat No.104/1-A, Surekha Chambers, Opp: Lal Bunglaw, Ameerpet, Hyderabad, Telangana, 500038 **Purview India Consulting & Services LLP**

Branch Office : Plot No 9. Survey No 49, Phycare Building , 1st Floor, IT Park, Mangalagiri, Guntur Dist, Pincode-522503 <u>www.purviewservices.com</u> Email: <u>hr@purviewservices.com</u> LLP IN: AAG-4202

2. Notice Period/ Separation

Your employment with the Company can also be terminated either by the Company or by you by giving the other party Two Months' notice. If the Company terminates the employment and decides to relieve you before the completion of the notice period, the "Basic" component of the salary for the balance notice period would be paid to you. If at your request, the Company agrees to relieve you before serving the full notice period, you will be liable to pay the Company the "Basic" component of the salary for the balance notice period.

However, please note that accepting any such early relieving request would be entirely at the discretion of the Company.

On termination of your employment for any reason, you shall comply with the Company's termination procedures, sign all documents and return all Company/Clients property. The Company will not be bound to pay the dues, if any, till you have completed all the separation procedures.

3. Other benefits

You shall be eligible for other benefits related to leaves, perquisites etc. in accordance with the prevailing terms of employment in the Company. Not with standing the above, the Company reserves the right to change the above-mentioned benefits as and when it deems necessary and you will be notified accordingly.

LIST OF DOCUMENTS/INFORMATION TO BE SUBMITTED TO FACILITATE JOINING, Particulars (To be submitted to the HR)

- a. Highest Qualification Degree Certificate,
- b. Permanent & current Residential address proof (Aadhar Card / Voter ID Card etc.,)
- c. Previous Employer Relieving and Experience Letter with Employee ID Number,
- d. Experience Letter (s) from all your PAST employers including details of period of employment,
- e. Latest Pay-slip / Salary Certificate from the last two employers,
- f. Two COLOUR PHOTOGRAPHS with WHITE BACKGROUND (Name & blood group to be mentioned.

Code of Conduct and Work Ethics

- 1. Make sure that you submitted photocopies of your educational qualification and passport.
- 2. Make sure that your latest residential address and contact numbers have updated correctly in the office records.
- 3. Please ensure that the confidentiality clauses in your appointment letter are strictly adhered to and are not violated.

Business office:

#3 rd Floor, Sonthalia Mindspace, Gafoor Nagar, Hitechcity, Hyderabad-500081 www.purviewservices.com

Registrar office:

D.No: 7-1-58, Flat No.104/1-A, Surekha Chambers, Opp: Lal Bunglaw, Ameerpet, Hyderabad, Telangana, 500038



Purview India Consulting Services LLP Branch Office:Plot No:9, Survey No 49, Phycare Building , 1st Floor, IT Park, Mangalagiri, Guntur Dist, Pincode-522503. www.purviewservices.com Email:hr@purviewservices.com LLP IN: AAG-4202

- 4. Please don't misuse your e-mail id.
- Maintain professional relationship with your colleagues and no interpersonal feelings should be 5. allowed to interfere with the work
- 6. The visitors should not be taken to the work area.
- 7. For any out of the pocket expenses for the company, please fill up the Expense Claim Form to get your amount reimbursed.

Guideline for Probationers

The purpose of these guide lines is to establish the rules towards the probationary period and employment conformation of employees. This is applicable to all new employees / probationer of Purview India Consulting & Services LLP.

- 1. During the period of probation including the period of extension(s) if any, the appointing authority believes the employee is not fit for conformation; the appointing authority may terminate the services by giving 2 months' notice or salary in lieu of notice.
- 2. Employee can utilize and entitled to use 1 GL every month.
- 3. No credit / accumulation / encashment of this leave is permissible.
- 4. All new employees / probationer is abided by the code of conduct and company policies.

Disclaimer

Please note that all components mentioned above may or may not be a part of your compensation structure.

Cheers!!

Please accept the offer and confirm your acceptance for the same by signing a copy of this letter.

sign: M. Chiranjeau

Date: 11/3/2019

CANDIDATE NAME:

DATE: /

1

SIGNATURE:

Business office:

#3 rd Floor, Sonthalia Mindspace, Gafoor Nagar, Hitechcity, Hyderabad-500081 www.purviewservices.com

Registrar office:

D.No: 7-1-58, Flat No.104/1-A, SurekhaChambers, Opp: Lal Bunglaw, Ameerpet, Hyderabad, Telangana, 500038

PROCEEDINGS OF THE DISTRICT COLLECTOR (PW), KRISHNA Present: SRI A.Md. IMTIAZ, IAS.,

Roc. No.81/2019, Pts.4,

Dt. 30-11-2019

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.02/2019,dt.26.07.2019 for the post of Panchayat Secretary Grade-VI (Digital Assistant)
- 3) Rc.No: 81/2019 Pts.4 Dt 28.09.2019/DSC-2019 of the Chairman, DSC & District Collector and Magistrate, Krishna District.
- 4) Option of the individual dt 30.11.2019. //00//

ORDER:

The Chairman and District Collector, District Selection Committee in the progs 3rd cited has allotted Sri/Smt. SAMBANGI SUBRAHMANYAM 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 30.11.2019, he/she is hereby posted as Panchayat Secretary Grade VI (Digital Assistant) to PEDAGONNURU Village Secretariat of MUDINEPALLI Mandal and directed to report before the Panchayat Secretary of concerned 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 of joining.

for Collector

To

Sri/Smt. SAMBANGI SUBRAHMANYAM.SINGARAYAPALEM,MUDINEPALLI MANDAL. 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 Collector, Krishna for favour of information.

Copy submitted to the Commissioner of Panchayat RaJ& Rural Development, A.P., Tadepalli, Gunturu.

/2019

GOVERNMENT OF ANDHRA PRADESH

OFFICE OF THE DISTRICT COLLECTOR & MAGISTRATE, KRISHNA DISTRICT

PROCEEDINGS OF THE CHAIRMAN, DISTRICT SELECTION COMMITTEE & DISTRICT COLLECTOR

DSC - 2019

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

Rc.No.81/2019, PTS4 dt 28-09-2019/DSC-2019/ Dated: Siddramar ar

-:0:-

ORDERS :

- Sub : Recruitment of Posts to Village Secretariats DSC-2019 Provisional offer of Appointment in the A.P. Panchayat Raj Subordinate Service - Appointment Orders - Selection to the post of Panchayat Secretary (Grade-VI) Digital Assistant - Orders issued.
- Read: 1. G.O.Ms.No.110, PR & RD Dept (MDL-1), dated:19-07-2019.
 - 2. Recruitment NOTIFICATION NO. 02/2019, DATED:26-07-2019 for the Post of Panchayat Secretary (Grade-VI) Digital Assistant
 - 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 : RCN0.4202/19 P5 Dt 28-09-2019 ,Dated: /2019

-:0:-

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 SAMBANGI S/o,D/0,W/o SAMBANGI MUSALAIAH SUBRAHMANYAM (HT No:190609017795) is hereby provisionally appointed as Panchayat Secretary (Grade-VI) Digital Assistant and directed to report at O/o Collectorate Compound, Panchayat Officer Krishna, District Chilakalapudi, Machilipatnam, Pin: 521002 on /2019 at 10.00 A.M upon accepting the following Terms and Conditions:-

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

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

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

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

c) You are otherwise found ineligible or unsuitable to be retained in the service.

- 4. Your appointment to the Post of Panchayat Secretary (Grade-VI) Digital Assistant in PANCHAYAT RAJ AND RURAL DEVELOPMENT DEPARTMENT is provisional and subject to the verification of character, antecedents and Social category/Community/Tribe against which your selection has been made. If, at any stage, information provided by you is false or certificates furnished by you in respect of qualifications viz., local area, caste, PHC/Ex-Servicemen /Sports etc., are found to be nongenuine, 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;

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:

- You are instructed to produce the Physical Fitness Certificate issued by a Medical Officer not below the rank of Civil Assistant Surgeon of a Government Hospital in original.
- 11. The District Panchayat Officer, KRISHNA District is directed to post the selected candidate in the Village Secretariat and assign duties as per the job chart as per the instructions of the Government and report compliance.
- 12. Your employment conditions will be governed by A.P. State and Subordinate Service Rules and/or Special Rules, as applicable, and as amended from time to time in respect of the post.
- 13. You are hereby informed to report for duty within 30 days of receipt on failing which the offer of appointment may be treated as cancelled.

-Inlis Chairman DSC & District Collector. **KRISHNA District.**

To,

SAMBANGI SUBRAHMANYAM, 2-140,BANTUMILLI ROAD, SINGARAYAPALEM,RURAL MUDINEPALLI, KRISHNA,521329 Mobile No : 7799882653

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

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)

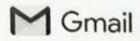
| Year | Name of student placed and contact details | Program graduated from | Name of the employer with contact details | Pay package at appointment |
|------|---|------------------------|---|----------------------------|
| 2018 | ADUSUMILLI DEEPA MANASA | Information Technology | | appointment |
| 2018 | ADUSUMILLI SWARNA PRIYA | Information Technology | MAINTEC TECHNOLOGIES | 180000 |
| 2018 | AMBATIPUDI NAGA VENKATA SAI SRUTHI | Information Technology | IBM | 360000 |
| 2018 | ANAGANI HARITHA | Information Technology | MAINTEC TECHNOLOGIES | 180000 |
| 2018 | ANUMAKONDA INDRANI | Information Technology | HCL TECHNOLOGIES | |
| 2018 | ARUMILLI SRI LAKSHMI ALEKHYA | Information Technology | PIERSOFT | 180000 |
| 2018 | BHAVIREDDY RADHA KRISHNA | Information Technology | IBASE SOFTWARE SOLUTIONS | 120000 |
| 2018 | BOYINAPALLI SRAVANI | | EFFTRONICS | 300000 |
| 2018 | BURRA MANOJ SAI KIRAN | Information Technology | HCL TECHNOLOGIES | |
| 2018 | CHENNUPATI LASYA | Information Technology | PIERSOFT | 180000 |
| 2018 | CHIGURUPATI ALEKHYA | Information Technology | PIERSOFT | 180000 |
| 2018 | CHIRUNOMULA VASAVI | Information Technology | MAINTEC TECHNOLOGIES | 180000 |
| 2018 | CHITHALURI KAVITHA | Information Technology | Tech Mahindra | |
| 2018 | DEVISETTI LALITHYA | Information Technology | EFFTRONICS | 300000 |
| 2018 | DOPPALAPUDI NIKITHA SRI DURGA | Information Technology | MAINTEC TECHNOLOGIES | 180000 |
| 2018 | DORADLA PRASANNA LAKSHMI | | PIERSOFT | 180000 |
| 2018 | | | LTI | 318000 |
| 2018 | G B JYOTHI SWAROOPA OBILLANENI GOLLA MEGHANA | | PIERSOFT | 180000 |
| 2018 | | | EFFTRONICS | 300000 |
| 2018 | GONGATI SHIRISHA | Information Technology | VALUE LABS | |
| 2018 | GUDISE NARSAREDDY | Information Technology | Tech Mahindra | 160000 |
| 2018 | HARI SOWMYA | | Wipro | |
| | JAGARLAMUDI SURYA ADITHYA | | HCL TECHNOLOGIES | |
| 2018 | KANUMARLA VENKATA DIVYASRI | | WELLS FARGO | |
| 2018 | KETHIREDDY SWATHI | | MAINTEC TECHNOLOGIES | 444000 |
| 2018 | KOLLA JYOTHI SRI | | HCL TECHNOLOGIES | 180000 |
| 2018 | KOLLI JAYA TEJA | | EFFTRONICS | |

| Year | Name of student placed and contact details | Program graduated from | Name of the employer with contact details | Pay package at appointment |
|------|--|------------------------|---|-------------------------------|
| 2018 | KOLLI SAI TEJA | Information Technology | GLOBAL LOGIC | |
| 2018 | KOTHA SAI KINNERA | Information Technology | Xsillica Software solutions | |
| 2018 | KUNAPAREDDY PRATHYUSHA | Information Technology | MAINTEC TECHNOLOGIES | - 240000 |
| 2018 | MANDALA L S RAJYA LAKSHMI ANDAL | Information Technology | Wipro | 320004 |
| 2018 | MANDALAPU MANEESHA | Information Technology | Atos SYNTEL PVT LTD | 300000 |
| 2018 | MEGHANATH DEVENDAR BORRA | Information Technology | VALUE LABS | |
| 2018 | MUDRAGADDA PRAVALLIKA | Information Technology | EFFTRONICS | 300000 |
| 2018 | MURARI SAI KRISHNA | Information Technology | MAINTEC TECHNOLOGIES | 180000 |
| 2018 | PERNI HARIKA | Information Technology | TCS | 350000 |
| 2018 | PULIKKOTTIL CHIMMAN ANAGHA MARY ANILSON | Information Technology | HCL TECHNOLOGIES | |
| 2018 | RAVILLA LAKSHMI SARASWATHI | Information Technology | AllSec | 193284 |
| 2018 | SHAIK ASHA | Information Technology | Capgemini | 202980 |
| 2018 | SINGAMSETTI SRI POOJITHA | Information Technology | PIERSOFT | |
| 2018 | SUGASANI VIJAYA DURGA | Information Technology | HCL TECHNOLOGIES | |
| 2018 | TATTUKOLLA NAGA VAMSI KRISHNA | Information Technology | Lodestone Software Services Pvt. Ltd | |
| 2018 | TULABANDULA VAISHNAVI | Information Technology | HCL TECHNOLOGIES | |
| 2018 | TUMMALA PRATHIMA CHOWDARY | Information Technology | ATTRA INFOTECH | 285581 |
| 2018 | TUMMALA SRINEETHA | Information Technology | GlobalLogic | |
| 2018 | TUNIKIPATI SRILAKSHMI MADHAVI | Information Technology | Wipro | 320004 |
| 2018 | VEMULA NAGA SINDHU SRI | Information Technology | PIERSOFT | 180000 |
| 2018 | VENNAMANENI NAVYA SRI | Information Technology | HCL TECHNOLOGIES | |
| 2018 | VISHNUBHOTLA LAKSHMI TAPASVI | Information Technology | MAINTEC TECHNOLOGIES | 180000 |
| 2018 | VOORA YESWANTH ANANDAKRISHNA | Information Technology | LCUBE INNOVATIVE SOLUTIONS | 241812 |
| 2018 | VUNDAVALLI SAI SRI RAMYA | Information Technology | COGNIZANT | 383755 |

OK

HOD, IT HEAD OF DEPARTMENT INFORMATION TECHNOLOGY GUDLAVALLERU ENGINEERING COLLEGE GUDLAVALLERU-521 358

14-1202



K K Praneeth Tellakula <praneeth.tkk@gmail.com>

Fwd: Date of Joining - MAINTEC (2nd May'18)

deepa adusumilli <deepa.adusumilli09@gmail.com> To: praneeth.tkk@gmail.com

Sun, Jul 29, 2018 at 10:55 AM

- Forwarded message -From: Sukrutha K <sukrutha.K@maintec.in> Date: Tue 24 Apr, 2018, 5:24 PM Subject: Date of Joining - MAINTEC (2nd May'18) To: <sukrutha.k@maintec.in> Cc: <kskbharadwaj@gmail.com>

Dear Candidate,

Further to our placement drive, we are happy to offer you training for the position of Network Analyst with our company. Your initial place of work will be at Chennai.

WE ARE PLEASED TO LET YOU KNOW THAT YOUR DATE OF JOINING IS 2ND OF MAY'18(Wednesday). At the time of training, you are requested to bring copies of the OFFER LETTER and the following self-attested documents along with original school certificate of 10th/12th for our records:

1.Original Certificates in support of your qualification (10th, 12th and Graduation certificates)

- 2.Four Passport Size photographs.
- 3. Address proof (Election ID/Driving License/Aadhaar Card)
- 4. Pan card (MANDATORY/ Apply if not applied)
- 5. Accommodation and food has to be taken care by the candidates.

Upon successful appointment your Annual CTC will be Rs.1,80,000/-(Rupees One Lakh Eighty Thousand only), subject to all applicable statutory deductions. While your initial core focus is on "Network Analyst" and other areas of Services that Maintec's client offers, the opportunity is also available to grow to a senior position from a future career perspective subject to tangible accomplishments.

Your date of joining would be 2nd of May'18 (Wednesday).

Details as follows:

VENUE:

Maintec Technologies Pvt. Ltd.

'Tek Meadows', Tower-C, 1st Floor,

51, Old Mahabalipuram Road (OMR)

Sholinganallur (Near Hotel Gateway)

Chennai-600 119.

For Any Queries:

Sukrutha.K POC:

Mob #: 8220619177



IBM India Private Limited Manyata Embassy Business Park Block –D 1, 4th Floor Outer Ring Road, Nagavara Bangalore - 560 045, India Tel : 91-80-40257777/40259999 Fax : 91-80-40257416/40257515 <u>www.lbm.com.in</u> CIN Number: U72200KA1997PTC022382

02/06/2019

Swarnapriya Adusumilli holds the Business Title of Graduate and is a Regular employee of IBM India Pvt Ltd with Employee ID 0009P1744 from 01/01/2019.

The employee's work location is currently HYDERABAD.



For IBM India Pvt Ltd,

fren N 32

Neethu Nagaraj Manager - Employee Data Management Authorized Signatory Human Resources

Registered Office : Subramanya Arcade, No. 12, Bannerghatta Main Road, Bangalore - 560 029



K K Praneeth Tellakula <praneeth.tkk@gmail.com>

Fwd: Miracle Software Systems - On Boarding Confirmation

1 message

Priya Chowdary <priyaadusumilli8@gmail.com> To: praneeth.tkk@gmail.com

Sun, Jul 29, 2018 at 10:52 AM

121-1203

 Forwarded message -From: Srinivas Tekkam <stekkam@miraclesoft.com> Date: Mon, Jun 18, 2018, 20:57 Subject: Miracle Software Systems - On Boarding Confirmation To: <priyaadusumilli8@gmail.com> Cc: Raja Thamada <rthamada@miraclesoft.com>, VishnuPriya Neeli <vneeli@miraclesoft.com>

Hello Priya,

Congratulations!!!

As you have been offered Software Trainee Position with Miracle Software Systems. (I) Pvt Ltd, you are getting scheduled to complete all the On-boarding formalities with MSS on 22nd June, 2018 by 11:30 AM. And for this Position you were offered 2.16 L/A with 45 Days of Probation and after completing the probation offered Salary will be issued with Annual Appraisal.

On boarding Location Details:

: Miracle Software Systems, (I) Pvt. Ltd. MIG-49, Lawson's Bay Colony, Visakhapatnam, Address AP 530 017.

:Near Lawson's Bay Post Office, Opposite lane to Ravindra Bharathi School - 4th Landmark building.

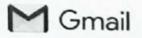
Contact Number: 0891-6696666

You are required to bring the following documents along with you for on-boarding with 3 Sets of Photocopies.

- Original Certificates are needed at the time of On-Boarding
- o 10th Certificate
- o Intermediate/+2
- Degree (B.Tech/B.Sc)marks memos / certificates
- MCA(For PG Graduates)
 - Identity Proof
 - Address Proof
 - PAN Card
 - 5 Passport Size Photographs
 - Medical Fitness Certificate Issued by a doctor. (Stating with No chronic diseases)
 - Family Photograph

24/01/2019

14-1205



K K Praneeth Tellakula <praneeth.tkk@gmail.com>

Fwd: Date of Joining - MAINTEC (2nd May'18)

Sruthi Ambatipudi <asruthi217@gmail.com> To: praneeth.tkk@gmail.com

Sun, Jul 29, 2018 at 10:54 AM

 Forwarded message From: Sruthi Ambatipudi <asruthi217@gmail.com> Date: Thu, Apr 26, 2018, 3:57 PM Subject: Fwd: Date of Joining - MAINTEC (2nd May'18) To: <gecitdept@gmail.com>

 Forwarded message -From: Sruthi Ambatipudi <asruthi217@gmail.com> Date: Tue, Apr 24, 2018 at 9:16 PM Subject: Fwd: Date of Joining - MAINTEC (2nd May'18) To: nallurimurthy@gmail.com

 Forwarded message -From: Sukrutha K <sukrutha.K@maintec.in> Date: Tue, Apr 24, 2018, 5:24 PM Subject: Date of Joining - MAINTEC (2nd May'18) To: <sukrutha.k@maintec.in> Cc: <kskbharadwaj@gmail.com>

Dear Candidate,

Further to our placement drive, we are happy to offer you training for the position of Network Analyst with our company. Your initial place of work will be at Chennal.

WE ARE PLEASED TO LET YOU KNOW THAT YOUR DATE OF JOINING IS 2ND OF MAY'18(Wednesday). At the time of training, you are requested to bring copies of the OFFER LETTER and the following self-attested documents along with original school certificate of 10th/12th for our records:

- 1.Original Certificates in support of your qualification (10th, 12th and Graduation certificates)
- 2. Four Passport Size photographs.
- 3. Address proof (Election ID/Driving License/Aadhaar Card)
- 4. Pan card (MANDATORY/ Apply if not applied)
- 5. Accommodation and food has to be taken care by the candidates.

Upon successful appointment your Annual CTC will be Rs.1,80,000/-(Rupees One Lakh Eighty Thousand only), subject to all applicable statutory deductions. While your initial core focus is on "Network Analyst" and other areas of Services that Maintec's client offers, the opportunity is also available to grow to a senior position from a future career perspective subject to tangible accomplishments.

Your date of joining would be 2nd of May'18 (Wednesday).

Details as follows:

VENUE:

Maintec Technologies Pvt. Ltd.

https://mail.google.com/mail/u/0?ik=52d945bb6c&view=pt&search=all&permmsgid=msg-f%3A1607301211236543303&simpl=msg-f%3A1607301... 1/2

14-206

ASSIGNMENT LETTER

May 28, 2018

Ms. ANAGANI HARITHA SAP Code: 51735155 Mail ID:

SUB: Organizational Assignment

Dear ANAGANI HARITHA,

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



3rd August 2018

Ms. A Indrani, Pamarru, Krishna (DL), Andhra Pradesh

Dear Ms A Indrani,

Subject: Appointment as a Software Trainee in Piersoft Technologies.

Further to the interview you had with us, we are pleased to appoint you as Software Trainee in our company.

PIERS

www.piercoll.com | inio@piercoll.com

14-1207

The Terms and Conditions governing your training are given below: -

1. Training Period:

You will be on training for a period of 2 to 3 months effective **20th Aug 2018**. During this training period, you are required to observe, learn and practice the assigned functions by the BU Head.

2. Stipend:

You will be paid Rs.8000/- per month as stipend during training period.

You will not be eligible for any other benefits from the company during training period. After successful completion of training and based on your performance in the tests, your stipend will be revised. Further, for the next four months, you will be on "On-the-job Training". Thus, at the end of six months you will be confirmed and salary will be determined as per the norms. As such, you will be absorbed as a "Trainee Software Engineer". This is all subject to your performance.

3. Working hours, Holidays and Leave:

The regular working hours of the company are from **9:30am to 6:30pm** including 30 minutes for lunch break. However, the Company works five days in a week. Office would be closed on holidays, as declared.

4. Notice Period during Training:

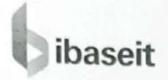
The company reserves the right to terminate services of Trainees on the grounds of misconduct or non-performance or breach of the terms and conditions of the Undertaking to be furnished by the Trainee as per Clause 5 of this letter. Any violation of this will tantamount to cessation of services.

Manthe

rendz Dwataka, Plot # 21 & 22, Telecom Nagar, Gachibowli, Hyderabad 500032 Tel: +40 23000321

uite # 3801, 250, Single Business Tower, Sheikh Zayed Rd, Dubai Tet: 043388788

Lawrenceville, NJ 08648 Tet 11972-805-4422



13/11/2018

To Ms. Sri Lakshmi Alekhya Arumilli Hyderabad.

Sub: Offer of Employment

Dear Alekhya,

On behalf of I Base Software Solutions (India) Pvt Ltd, we are very pleased to offer you the position of a "Software Trainee". Your salary would be Rs. 1.2 Lakhs/-annum as per the terms that we discussed and agreed. We would expect you to join us on 19.11.2018 beyond which the offer would stand withdrawn, unless a new date is mutually agreed upon. You will be on probation for a Period of Six Months and later will be confirmed subjected to your performance for this period.

On the date of your joining, you may please bring the following:

- 1. Proof of Age.
- 2. Copies of all Educational Certificates from X Class/SSC (Original & Xerox).
- Copies of professional Certificates.
- Appointment letter of the previous employer and salary revision letters (if any)
- 5. Relieving letter/ experience certificate from all the previous employers (if any)
- Last two month's pay slips of the previous employer (If any)
- 7. 3 Passport Size (Recent) photographs.

We are very excited about the possibility of you joining us. We hope that you will accept this offer and look forward to a productive and mutually beneficial working relationship.

Sincerely,

For I Base Software Solutions (India) Pvt Ltd.

y.k. chaitanya

Authorized Signatory

CANDIDATE ACCEPTANCE

I accept employment with the Company under the terms set forth in this letter:

Signature

Date

I Base Software Solutions (India) Pvt . Ltd.

Plot #76&76A, Ramakrupa Towers, Jubilee Enclave, Madhapur(V), Seri Lingampally (M), Hyderabad - 500081.

24/01/2019

M Gmail

Fwd: Efftronics Joining Formalities

BHAVIREDDY RADHA KRISHNA<radhakrishnabhavireddy@gmail.com> To: K K Praneeth Tellakula <PRANEETH.tkk@gmail.com>

Forwarded message ------From: hr <hr@efftronics.com> Date: Thu, Jul 12, 2018 at 1:32 PM Subject: Efftronics -Joining Formalities To:

bexbe hr (hr@efftronics.com) is not on your Guest List | Approve sender | Approve domain

Dear Aspirant,

Greetings from Efftronics..!!

Congratulations!!! Your offer is confirmed & your joining date will be on 16-Jul-18 i.e., Monday... :-) :-)

Please go through the enclosed attachment of Joining formalities.

Guidelines to fill the atached documents:

| DECLARATION form | Medical declaration | |
|---|--|--|
| 1) Get the declaration form signed by your parents/guardian | Column - III - If you/your family members are having | |
| Mention the details of any govt employee known to you along with their designation and Phone number | any of the mentioned health disorder, mention "YES" and write reason. If no such disorders are there, | |

Gmail - Fwd. Efftronics -Joining Formalities

Mandatory Documents need to be submited through mail:-

1. Photo copies of your Academic Certificates up to your highest qualification starting from SSC

https://mail.google.com/mail/u/0?ik=52d945bb6c&view=pl&search=all&permthid=thread-f%3A1607299530738222196&simpl=msg-f%3A1607299530738222196

Sun, Jul 29, 2018 at 10:27 AM

K K Praneeth Tellakula <praneeth.tkk@gmail.com>

14-1211



ASSIGNMENT LETTER

May 28, 2018

Ms. BOYINAPALLI SRAVANI SAP Code: 51731743 Mail ID:

SUB: Organizational Assignment

Dear BOYINAPALLI SRAVANI,

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



4-1212



Ref. No: Piersoft/HR/2018-19/ST008

3rd August 2018

Mr. Burra Manoj Sai Kiran, D No: 2-611/1, Avanigadda, Krishna (Dt), Andhra Pradesh.

Dear Mr Burra Manoj Sai Kiran,

Subject: Appointment as a Software Trainee in Piersoft Technologies.

Further to the interview you had with us, we are pleased to appoint you as Software Trainee in our company.

The Terms and Conditions governing your training are given below: -

1. Training Period:

You will be on training for a period of 2 to 3 months effective **20th Aug 2018**. During this training period, you are required to observe, learn and practice the assigned functions by the BU Head.

2. Stipend:

You will be paid Rs.8000/- per month as stipend during training period.

You will not be eligible for any other benefits from the company during training period. After successful completion of training and based on your performance in the tests, your stipend will be revised. Further, for the next four months, you will be on "On-the-job Training". Thus, at the end of six months you will be confirmed and salary will be determined as per the norms. As such, you will be absorbed as a "Trainee Software Engineer". This is all subject to your performance.

3. Working hours, Holidays and Leave:

The regular working hours of the company are from **9:30am to 6:30pm** including 30 minutes for lunch break. However, the Company works five days in a week. Office would be closed on holidays, as declared.

4. Notice Period during Training:

The company reserves the right to terminate services of Trainees on the grounds of misconduct or non-performance or breach of the terms and conditions of the Undertaking to be furnished by the Trainee as per Clause 5 of this letter. Any violation of this will tantamount to cessation of services.

oor, Trendz Dwaraka, Plot # 2I & 22, Telecom Nagar, Gachibowli, Hyderabad 500032 Tet +40 23000321

38, Suite # 3801, 250, Single Business Tower, Sheikh Zayed Rd, Dubai Tet 043388788

s CL Lawrenceville, NJ - 08648 Tel: 11 972-805-4422

Ref. No: Piersoft/HR/2018-19/ST011

3rd August 2018

Ms. Chennupati Lasya, H No: 1-9, Rajavaram, Gampalagudem (M), Krishna (Dt), Andhra Pradesh.

Dear Ms Chennupati Lasya,

Subject: Appointment as a Software Trainee in Piersoft Technologies.

10

www.piersoll.com [info@piersoll.com

Further to the interview you had with us, we are pleased to appoint you as Software Trainee in our company.

The Terms and Conditions governing your training are given below: -

1. Training Period:

You will be on training for a period of 2 to 3 months effective **20th Aug 2018**. During this training period, you are required to observe, learn and practice the assigned functions by the BU Head.

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Manthe

A Toor, Trendz Dwaraka, Plot # 21 & 22, Telecom Nagar, Gachibowli, Hyderabad 500032 Tel: +40 23000321

#38, Suite # 3801, 250, Single Business Tower, Sheikh Zayed Rd, Dubai Tel: 043388788

Gmail - Fwd: Date of Joining - MAINTEC (2nd May'18)

24/01/2019

MGmail 14-1215

K K Praneeth Tellakula <praneeth.tkk@gmail.com>

Fwd: Date of Joining - MAINTEC (2nd May'18)

CHIGURUPATI ALEKHYA <alekyachigurupati920@gmail.com >

Wed, Aug 1, 2018 at 10:05 AM

To: praneeth.tkk@gmail.com

From: Sukrutha K < sukrutha.K@maintec.in> Date: Tue 24 Apr, 2018, 5:24 PM Subject: Date of Joining - MAINTEC (2nd May'18) To: <sukrutha.k@maintec.in> Cc: <kskbharadwaj@gmail.com>

Dear Candidate,

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WE ARE PLEASED TO LET YOU KNOW THAT YOUR DATE OF JOINING IS <u>2ND OF MAY'18(Wednesday</u>). At the time of training, you are requested to bring copies of the OFFER LETTER and the following self-attested documents along with original school certificate of 10th/12th for our records:

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Your date of joining would be 2nd of May'18 (Wednesday).

Details as follows:

VENUE:

Maintec Technologies Pvt. Ltd.

'Tek Meadows', Tower-C, 1st Floor,

51, Old Mahabalipuram Road (OMR)

Sholinganallur (Near Hotel Gateway)

Chennai-600 119.

For Any Queries:

POC: Sukrutha.K

Mob #: 8220619177

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Gmail

Gmail - Fwd: Effironics -Joining Formalities

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K K Praneeth Tellakula <praneeth.tkk@gmail.com>

Sun, Jul 29, 2018 at 11:15 AM

Fwd: Efftronics -Joining Formalities

1 message

To: K K Praneeth Tellakula <PRANEETH.tkk@gmail.com> CHITHALURI KAVITHA<kavitha.ch96@gmail.com>

From: hr <hr@efftronics.com> Date: Thu, Jul 12, 2018 at 1:32 PM Subject: Efftronics - Joining Formalities To: --- Forwarded message ----

bexbe hr (hr@efftronics.com) is not on your Guest List | Approve sender | Approve domain

Dear Aspirant,

Greetings from Efftronics..!!

Congratulations!!! Your offer is confirmed & your joining date will be on 16-Jul-18 i.e., Monday... :-) :-)

Please go through the enclosed attachment of Joining formalities.

Guidelines to fill the atached documents:

| DECLARATION form | Medical declaration |
|--|--|
| 1) Get the declaration form signed by your parents/guardian | Column - III - If you/your family members are having |
| 2) Mention the details of any govt employee known to you along with their designation and Phone number No need to get the signature of the mentioned govt.employee | any of the mentioned health disorder, mention "YES" and write reason. If no such disorders are there, mention "NO" |

U

Mandatory Documents need to be submited through mail:-

1. Photo copies of your Academic Certificates up to your highest qualification starting from SSC

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Gmail - Fwd: Date of Joining - MAINTEC (2nd May'18)

M Gmail

K K Praneeth Tellakula <praneeth.tkk@gmail.com>

Fwd: Date of Joining - MAINTEC (2nd May'18)

14-1220

DEVISETTI LALITHYA<lalithyadevisetty@gmail.com > To: praneeth.tkk@gmail.com

Mon, Jul 30, 2018 at 9:10 AM

Forwarded message ------From: Sukrutha K <sukrutha K@maintec.in> Date: Tue 24 Apr, 2018, 5:24 PM Subject: Date of Joining - MAINTEC (2nd May'18) To: <sukrutha k@maintec.in>

Cc: <kskbharadwaj@gmail.com>

Dear Candidate,

Further to our placement drive, we are happy to offer you training for the position of Network Analyst with our company. Your initial place of work will be at Chennai.

WE ARE PLEASED TO LET YOU KNOW THAT YOUR DATE OF JOINING IS 2ND OF MAY'18(Wednesday). At the time of training, you are requested to bring copies of the OFFER LETTER and the following self-attested documents along with original school certificate of 10th/12th for our records:

- 1. Original Certificates in support of your qualification (10th, 12th and Graduation certificates)
- 2 Four Passport Size photographs.
- 3. Address proof (Election ID/Driving License/Aadhaar Card)
- 4. Pan card (MANDATORY/ Apply if not applied)
- 5. Accommodation and food has to be taken care by the candidates.

Upon successful appointment your Annual CTC will be Rs.1,80,000/-(Rupees One Lakh Eighty Thousand only), subject to all applicable statutory deductions. While your initial core focus is on "Network Analyst" and other areas of Services that Maintec's client offers, the opportunity is also available to grow to a senior position from a future career perspective subject to tangible accomplishments.

Your date of joining would be 2nd of May'18 (Wednesday).

Details as follows:

VENUE:

Maintec Technologies Pvt. Ltd.

'Tek Meadows', Tower-C, 1st Floor,

51, Old Mahabalipuram Road (OMR)

Sholinganallur (Near Hotel Gateway)

Chennai-600 119.

For Any Queries:

POC: Sukrutha.K

Mob #: 8220619177

https://mail.google.com/mail/u/0?ik=52d945bb6c&view=pt&search=all&permmsgid=msg-f%3A1607301243666322442&dsqt=1&simpl=msg-f%3A... 1/2

Ref. No: Piersoft/HR/2018-19/ST007

3rd August 2018

Ms. D Nikitha Sri Durga, Chigurukota, Mudenepalli, Krishna (Dt), Andhra Pradesh - 521345

Dear Ms D Nikitha Sri Durga,

Subject: Appointment as a Software Trainee in Piersoft Technologies.

Further to the interview you had with us, we are pleased to appoint you as Software Trainee in our company.

4-1223

www.piersoft.com | info@piersoft.com

The Terms and Conditions governing your training are given below: -

1. Training Period:

You will be on training for a period of 2 to 3 months effective 20th Aug 2018. During this training period, you are required to observe, learn and practice the assigned functions by the BU Head.

2. Stipend:

You will be paid Rs.8000/- per month as stipend during training period.

You will not be eligible for any other benefits from the company during training period. After successful completion of training and based on your performance in the tests, your stipend will be revised. Further, for the next four months, you will be on "On-the-job Training". Thus, at the end of six months you will be confirmed and salary will be determined as per the norms. As such, you will be absorbed as a "Trainee Software Engineer". This is all subject to your performance.

3. Working hours, Holidays and Leave:

The regular working hours of the company are from 9:30am to 6:30pm including 30 minutes for lunch break. However, the Company works five days in a week. Office would be closed on holidays, as declared.

4. Notice Period during Training:

The company reserves the right to terminate services of Trainees on the grounds of misconduct or non-performance or breach of the terms and conditions of the Undertaking to be furnished by the Trainee as per Clause 5 of this letter. Any violation of this will tantamount to cessation of services.

Floor, Trendz Dwaraka, Plot # 21 & 22, Telecom Nagar, Gachibowli, Hyderabad 500032 Tel: +40 23000321

#38, Suite # 3801, 250, Single Business Tower, Sheikh Zayed Rd, Dubai Tel: 043388788

: February 13, 2019 Date Name : Prasanna Doradla Salary Grade : GET(I) Amount Rs. /Per Month Amount Rs./Per Annum Component MONTHLY REMUNERATION 10,000 Basic 5,000 House Rent Allowance (H.R.A.) 1,600 **Conveyance Allowance** 1,250 Medical Allowance 5,414 Adhoc Allowance 1,210 Meal Allowance 24,474 293,688 Sub-Total (A) DEFERRED BENEFITS 1200 Provident Fund (P.F.) 481 Gratuity 1,681 20.172 Sub-Total (B) 26,155 313,860 Total (A+B) 4,140 Mediclaim Premium 318,000 Grand Total

ANNEXURE-1

Notes:

- Basic will be reckoned for PF, Gratuity (If applicable) and Leave Encashment as per rules.

H.R.A. will be deducted for accommodation (if any) provided by the Company.

- You are covered under the ESIC Act and there will be statutory deductions as per the ESI Policy. - The Company can set off or make appropriate adjustment from Adhoc Allowance towards bonus

payable, if any, subsequent to the amendments of payment of Bonus Act. - The PF amount shown is the Employer's contribution. An equal amount will be deducted as

Employee's contribution - Any or all of the above allowances may be altered / withdrawn at the sole discretion of the management and the payment of allowances will be governed by the rules and regulations of the Company as may be applicable from time to time. For all salary components refer to the respective policy documents.

Medical Insurance:

The Group Mediclaim Policy of Company covers Employee, Spouse & upto 2 dependent children (below 25 yrs of age) for maximum amount of Rs. 3,00,000/- p.a.

LTI



151223

Date: February 13, 2019 Ref: LTI/HR/Campus/2018 Name: Prasanna Doradla College: Gudlavalleru Engineering College, Gudlavalleru

OFFER OF EMPLOYMENT

Dear Prasanna Doradla,

Welcome to LTI (hereinafter referred as the "Company"). Congratulations on successfully completing our initial selection process and being selected as Graduate Engineer Trainee.

During the initial training period of 12 months, your CTC including all benefits will be **Rs.3,18,000/-** as per the details mentioned in 'Annexure-1'.

You will also be issued a detailed 'Letter of Appointment' at the time of your joining LTI subject to you meeting the eligibility criteria as mentioned in 'Annexure-2'.

The date of commencement of training and venue for reporting will be intimated to you in advance. During the training period, you will be continuously appraised and your confirmation is subjected to your performance during this period.

As a part of your transition from campus to corporate world, you may be engaged in various learning and development programs prior to your joining LTI. You are therefore requested to actively participate in such programs and add maximum value to your professional and personal growth.

TERMS AND CONDITIONS

1. Increments and Promotions

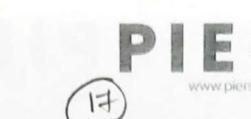
Your performance and contribution to LTI will be an important consideration for your salary increments, promotions and your career progressions which is subject to Company's policy and guidelines in force.

2. Overseas Deputation/International Assignment

It would be to your advantage to possess a valid passport and driving license. In case you do not already have one, you are required to apply for the same at your own expense. Based on the business requirements and your performance, you may be given an International Assignment subjected to the guidelines defined by the Company.

3. Documents

Your offer is subject to you submitting all the mandatory documents at the time of joining, the details of which will be intimated to you prior to your joining LTI. You may also need to submit other such documents as Company deems fit from time to time.



www.piersoft.com [info@piersoft.com

14-1225

Ref. No: Piersoft/HR/2018-19/ST012

3rd August 2018

201.9

Ms. Jyothiswaroopa, D No: 6-54, Marapalam, Chatrai (M), Krishna (Dt), Andhra Pradesh - 521214.

Dear Ms Jyothiswaroopa,

Subject: Appointment as a Software Trainee in Piersoft Technologies.

Further to the interview you had with us, we are pleased to appoint you as Software Trainee in our company.

The Terms and Conditions governing your training are given below: -

1. Training Period:

You will be on training for a period of 2 to 3 months effective **20th Aug 2018**. During this training period, you are required to observe, learn and practice the assigned functions by the BU Head.

2. Stipend:

You will be paid Rs.8000/- per month as stipend during training period.

You will not be eligible for any other benefits from the company during training period. After successful completion of training and based on your performance in the tests, your stipend will be revised. Further, for the next four months, you will be on "**On-the-job Training**". Thus, at the end of six months you will be confirmed and salary will be determined as per the norms. As such, you will be absorbed as a "**Trainee Software Engineer**". This is all subject to your performance.

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or, Trendz Dwaraka, Plot # 21 & 22, Telecom Nagar, Gachibowli, Hyderabad 500032 Tel: +40 23000321

3, Suite # 3801, 250, Single Business Tower, Sheikh Zayed Rd, Dubai Tel: 043388788

24/01/2019

M Gmail

Gmail - Fwd: Etttronics -Joining Formalities

K K Praneeth Tellakula <praneeth.tkk@gmaii.com>

Sun, Jul 29, 2018 at 9:25 AM

Fwd: Efftronics -Joining Formalities

1 message

GOLLA MEGHANA < g.meghanasmiley@gmail.com> To: K K Praneeth Tellakula <PRANEETH.tkk@gmail.com>

10 Date: Thu, Jul 12, 2018 at 1:32 PM From: hr <hr@efftronics.com> Subject: Efftronics - Joining Formalities

bexbe hr (hr@efftronics.com) is not on your Guest List | Approve sender | Approve domain

Dear Aspirant,

Greetings from Efftronics..!!

Congratulations!!! Your offer is confirmed & your joining date will be on 16-Jul-18 i.e., Monday ... :-) :-)

Please go through the enclosed attachment of Joining formalities.

Guidelines to fill the atached documents:

| DECLARATION form | Medical declaration |
|---|--|
| 1) Get the declaration form signed by your parents/guardian | Column - III - If you/your family members are having |
| 2) Mention the details of any govt employee known to you along with their designation and Phone number | any of the mentioned health disorder, mention "YES" and write reason. If no such disorders are there, mention "NO" |

Mandatory Documents need to be submited through mail:-

https://mail.google.com/mail/w0?ik=52d945bb6c&view=pt&search=all&permthid=thread-f%3A1607299530738222196&simpl=msg-f%3A1607299530738222196 1. Photo copies of your Academic Certificates up to your highest qualification starting from SSC

257

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11-1990

14-1230





ValueLabs LLP PER # 41, HITEC City, Phase II, Madhapur, Hyderabad - 500 081, India Phone: +91-40-6623-9000, Fax, +91-40-6623-9100

www.valuetabs.com

Ref VLI/5753/A1/19

Date February 01, 2019

Emp ID: 16165 Ms. Shirisha Gongati Hyderabad.

Sub Appointment Letter

Dear Shirisha.

1

With reference to your application for employment with our organization, we are pleased to offer you the position of **Traince** at the band "A1" with ValueLabs starting February 01, 2019.

Your salary will be INR. 13333/- per month.

| Salary Structure | Annual Compensation | | |
|--|---------------------|----------------|--|
| Components | Per Month Per Annum | | |
| Basic | 4000 | | |
| HRA | | 48000 | |
| Special Allowances | <u> </u> | 19200 | |
| Bonus - Payable | 333 | 73846 | |
| Gross Pay | 11754 | 3996 141046 | |
| ESI | 574 | 6890 | |
| EPF | 480 | 5760 | |
| Gratuity as per "The payment of Gratuity Act, 1972" | 192 | 2308 | |
| Total Compensation (CTC) | 13333 | 160000 | |

Your employment with us will be governed by terms and conditions referred in Annexure-A.

Please sign the duplicate copy of the Appointment Letter on all sheets at the bottom, on the right corner, and return to the HR Group.

5

4

In case of further clarifications, please communicate with the HR Group

We welcome you to ValueLabs LLP and look forward to a long and mutually beneficial association.

for ValueLabs LLP

Prashant Kumar Ayavari VP – HR & Operations

Encl: Annexure - A (Terms & Conditions of Employment)

61.1 Signature of Employee

14-1236



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ASSIGNMENT LETTER

May 28, 2018

Mr. JAGARLAMUDI SURYA ADITHYA SAP Code: 51730001 Mail ID:

SUB: Organizational Assignment

Dear JAGARLAMUDI SURYA ADITHYA,

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



254

Annexure 'A'

Compensation and Benefits Summary

September 21, 2018

Team Member Name: Kanumarla Venkata Divyasri Designation: Apps Programmer/Analyst 1 Grade Code: ASE1

Your total annual compensation package is as follows:

| Salary Head | Monthly INR |
|--|-------------|
| Basic @ 50% of Total Annual Fixed Compensation | 18500 |
| House Rent Allowance | 7400 |
| Provident Fund (Employer Contribution, 12% of Gross Basic) | 2220 |
| Gratuity (4.81% of Gross Basic) | 890 |
| Flexible Allowance | 7990 |
| Total Monthly Gross | 37000 |
| | Annual INR |
| Total Cost to Company | 444000 |

Insurance Benefits and other benefits shall be provided to team members, as per the existing Company policy and may be amended from time to time. Any statutory benefits (including, but not limited to maternity leaves where applicable) that may be provided under the applicable laws will also be available to eligible team members.

Notwithstanding anything herein, Wells Fargo may at its sole discretion amend or repeal discretionary benefits without giving any notice to team members. It is hereby declared that benefits provided to team members (except Total fixed Compensation) are not the consideration of the employment. Currently, Insurance Benefits are as under:

- Group Medical Insurance = INR 5,00,000 for all Team Members (Coverage for Team member, Spouse, Children and Parents). Parental Medical insurance limit would be INR 200,000. This is a sub-limit of the overall annual benefit limit and will cover either one or both parents.
- Personal Accident Cover = 3 times total annual fixed compensation
- Term life cover = 3 times total annual fixed compensation

14- 1238



Wells Fargo EGS (India) Private Limited (formerly known as Wells Fargo India Solutions Private Limited) Wells Fargo Centre Embassy Tech Village Deverabeesanabali. Outer Bing Road

Embassy Tech Village Deverabeesanahalli, Outer Ring Road Varthur Hobli, Bengaluru, India 560103 wellsfargo.com

September 21, 2018

Kanumarla Venkata Divyasri Bangalore

OFFER OF EMPLOYMENT

Dear Kanumarla,

We are pleased to offer you a position at Wells Fargo EGS (India) Private Limited ("Wells Fargo"), and your appointment shall be effective from the Date of Joining as mentioned below, on the following terms and conditions:

- Designation: You will be designated as Apps Programmer/Analyst 1. Notwithstanding anything herein, this offer is conditional on Wells Fargo receiving a satisfactory reference and background check on you. On your first day of employment October 22, 2018 (DOJ) you will need to report before 7:30 a.m. at Wells Fargo EGS (India) Private Limited, Wells Fargo Centre, Embassy Tech Village, Devarabeesanahalli, Outer Ring Road, Varthur Hobli, Bengaluru, India 560103.
- Compensation: Your total annual fixed compensation (inclusive of contributions to be made towards various social security schemes such as Wells Fargo's contribution to Provident Fund), would be INR 444000/-(Rupees Four Lakh Forty Four Thousand Only). Please note that tax will be deducted at source from your gross compensation above in compliance with prevailing tax regulations. The detailed break-up of the compensation offered to you is outlined in Annexure 'A' to this letter.
- Place of Work: You will be initially based at the Wells Fargo office in Bengaluru. However, Wells Fargo
 reserves the right to transfer you from one office to another, at its discretion during the term of your service.
 You may be required to work from different offices and in different shifts from time to time. Wells Fargo
 further reserves the right to change your shift timings, job title, designation, reporting lines and reporting
 manager, in line with applicable laws, during the term of your service.
- Duties: You will perform all acts, duties and obligations and comply with such instructions as may be specified by Wells Fargo and which are reasonably consistent with your job title and profile. Wells Fargo may require you to undertake the duties of another position, either in addition to or instead of the above duties, it being understood that you will not be required to perform duties, which are not reasonably within your capabilities. Wells Fargo may also require you (as part of your duties of employment) to perform duties or services not only for Wells Fargo but also for any Affiliate/Associated Company where such duties or services are of a similar status to or consistent with your position with Wells Fargo.
- **Confidential Information and Inventions:** As an employee of Wells Fargo, you will have access to Wells Fargo's confidential information and you may, during the course of your employment, develop certain information or inventions, which will become the property of Wells Fargo, or it's Affiliate/Associated Company or that of its customers or partners. Accordingly you agree to sign a separate employee information and inventions assignment agreement ("Employee Proprietary Information and Inventions Assignment Agreement"), Non-Disclosure Agreement and a deed of assignment as and when necessary. We wish to impress upon you that we do not wish you to bring any confidential or proprietary material of any former employer or to violate any other obligation to your former employers. Also, you represent that you are not subject to any restrictions that prevent you from working for Wells Fargo.



K K Praneeth Tellakula <praneeth.tkk@gmail.com>

Fwd: Date of Joining - MAINTEC (2nd May'18)

KETHIREDDY SWATHI <swathikethireddy39@gmail.com >

To: praneeth.tkk@gmail.com



Tue, Jul 31, 2018 at 11:10 AM

Forwarded message ------From: Sukrutha K <sukrutha.K@maintec.in> Date: Tue 24 Apr, 2018, 5:24 PM Subject: Date of Joining - MAINTEC (2nd May'18) To: <sukrutha.k@maintec.in> Cc: <kskbharadwaj@gmail.com>

Dear Candidate,

Further to our placement drive, we are happy to offer you training for the position of Network Analyst with our company. Your initial place of work will be at Chennai.

WE ARE PLEASED TO LET YOU KNOW THAT YOUR DATE OF JOINING IS <u>2ND OF MAY'18(Wednesday</u>). At the time of training, you are requested to bring copies of the OFFER LETTER and the following self-attested documents along with original school certificate of 10th/12th for our records:

1. Original Certificates in support of your qualification (10th, 12th and Graduation certificates)

14-1239

- 2. Four Passport Size photographs.
- 3. Address proof (Election ID/Driving License/Aadhaar Card)
- 4. Pan card (MANDATORY/ Apply if not applied)
- 5. Accommodation and food has to be taken care by the candidates.

Upon successful appointment your Annual CTC will be Rs.1,80,000/-(Rupees One Lakh Eighty Thousand only), subject to all applicable statutory deductions. While your initial core focus is on "Network Analyst" and other areas of Services that Maintec's client offers, the opportunity is also available to grow to a senior position from a future career perspective subject to tangible accomplishments.

Your date of joining would be 2nd of May'18 (Wednesday).

Details as follows:

VENUE:

Maintec Technologies Pvt. Ltd.

'Tek Meadows', Tower-C, 1st Floor,

51, Old Mahabalipuram Road (OMR)

Sholinganallur (Near Hotel Gateway)

Chennai-600 119.

For Any Queries:

POC: Sukrutha.K

Mob #: 8220619177

https://mail.google.com/mail/u/0?ik=52d945bb6c&view=pt&search=all&permmsgid=msg-f%3A1607301243666322442&dsqt=1&simpl=msg-f%3A... 1/2

15-1242

ASSIGNMENT LETTER

May 28, 2018

Ms. KOLLA JYOTHI SRI SAP Code: 51731492 Mail ID:

SUB: Organizational Assignment

Dear KOLLA JYOTHI SRI,

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



Fwd: Efftronics -Joining Formalities 1 message

Jaya Teja Kolli <k.jayateja@gmail.com> To: K K Praneeth Tellakula <PRANEETH.tkk@gmail.com>

From: hr <hr@efftronics.com> Date: Thu, Jul 12, 2018 at 1:32 PM Subject: Efftronics -Joining Formalities

bexbe hr (hr@efftronics.com) is not on your Guest List | Approve sender | Approve domain

Dear Aspirant,

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Greetings from Efftronics..!!

Congratulations!!! Your offer is confirmed & your joining date will be on 16-Jul-18 i.e., Monday... :-) :-)

Please go through the enclosed attachment of Joining formalities.

Guidelines to fill the attached documents:

| DECLARATION form | Medical declaration | |
|---|--|--|
| 1) Get the declaration form signed by your parents/guardian | Column - III - If you/your family members are having | |
| Mention the details of any govt employee known to you | any of the mentioned health disorder, mention "YES" and write reason. If no such disorders are there, | |
| No need to get the signature of the mentioned govt.employee | mention "NO" | |

Mandatory Documents need to be submitted through mail:-

1. Photo copies of your Academic Certificates up to your highest qualification starting from SSC

https://mail.google.com/mail/w/0?ik=52d945bb6c&view=pt&search=all&permthid=thread-f%3A1607299530738222196&simpl=msg-f%3A1607299530738222196

K K Praneeth Tellakula <praneeth.tkk@gmail.com>

Sun, Jul 29, 2018 at 10:27 AM

10- 1243

GlobalLogic

22-Mar-19

Kolli Sal Teja Hyderabad

Dear Sai, As per our offer letter dated 08-Feb-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 01-Apr-19 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 Appexure 1.

The following terms & condition will apply with regards to your employment at GlobalLogic Technologies Ltd.

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.

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.

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.

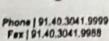
You shall at all times keep the information that may come to your knowledge regarding company's plans, business affairs, operations etc confidential.

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.

You will ablde 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.

stered | Pict No. 590 A, Phase - I, No. 31, Jubliee Hills, Hyderabed, Telangana 500033, India

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Web | www.globallogic.com

Mall | info@globallogic.com

m

CIN: U72200TG2006PLC067980 GlobalLogic Technologies Limited





K K Praneeth Tellakula <praneeth.tkk@gmail.com>

Fwd: Date of Joining - MAINTEC (2nd May'18)

prathyusha kunapareddy <prathyushakunapareddy6@gmail.com> To: K K Praneeth Tellakula <praneeth.tkk@gmail.com>

Sun, Jul 29, 2018 at 10:55 AM

On Mon 30 Apr, 2018, 9:46 PM prathyusha kunapareddy, <prathyushakunapareddy6@gmail.com> wrote:

Forwarded message — From: prathyusha kunapareddy <prathyushakunapareddy6@gmail.com> Date: Thu 26 Apr. 2018, 3:58 PM Subject: Fwd: Date of Joining - MAINTEC (2nd May'18) To: <gecitdept@gmail.com>

Forwarded message — From: Sukrutha K <sukrutha K@maintec.in> Date: Tue, Apr 24, 2018 at 5:22 PM Subject: Date of Joining - MAINTEC (2nd May'18) To: sukrutha k@maintec.in Cc: kskbharadwaj@gmail.com

Dear Candidate,

Further to our placement drive, we are happy to offer you training for the position of Network Analyst with our company. Your initial place of work will be at Chennai.

WE ARE PLEASED TO LET YOU KNOW THAT YOUR DATE OF JOINING IS <u>2ND</u> OF <u>MAY'18(Wednesday)</u>. At the time of training, you are requested to bring copies of the OFFER LETTER and the following self-attested documents along with original school certificate of 10th/12th for our records:

1. Original Certificates in support of your qualification (10th, 12th and Graduation certificates)

2 Four Passport Size photographs.

3. Address proof (Election ID/Driving License/Aadhaar Card)

- 4. Pan card (MANDATORY/ Apply if not applied)
- 5. Accommodation and food has to be taken care by the candidates.

Upon successful appointment your Annual CTC will be Rs.1,80,000/-(Rupees One Lakh Eighty Thousand only), subject to all applicable statutory deductions. While your initial core focus is on "Network Analyst" and other areas of Services that Maintec's client offers, the opportunity is also available to grow to a senior position from a future career perspective subject to tangible accomplishments.

Your date of joining would be 2nd of May'18 (Wednesday).

Details as follows:

VENUE:



ANNEXURE III

SALARY OFFER SHEET

Name

: Mandala LSRajyalakshmiAndal

Position : Project Engineer

Career Group: TRB - II

a. You will be on training (classroom/on the job) for the first three months or end of training period whichever is later, from your date of joining. During the training period, you will receive a stipend of Rs.18000 consolidated, without any other benefits. After satisfactory completion of the training you will receive your salary as given below.

| COMPONENT | AMOUNT (INR) |
|----------------------------------|--------------|
| Basic | 10,667 |
| HRA | 5,334 |
| Bonus | 2,133 |
| Wipro Benefits Plan (WBP) | 4,753 |
| Additional allowance | - |
| Total Fixed Cash | 22,887 |
| PF (Employer Contribution) | 1,280 |
| Gratuity | 566 |
| Total Fixed Compensation | 24,733 |
| Other Compensation Benefits | |
| Health benefit (Medical) | 600 |
| ESI | |
| Variable Pay | |
| Target Variable Pay | 1,334 |
| Target Cost to Company per month | 26,667 |
| Total Cost to Company per annum | 3,20,004 |

*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.

Registered Office:

- Wipro Limited Doddakannelli Sarjapur Road Bengaturu 560.035 W : wipro.com India
- T :+91 (80) 2844 0011 F : +91 (80) 2844 0054

 - E : info@wipro.com
 - C :L32102KA1945PLC020800

Sensitivity: Internal & Restricted





APPOINTMENT LETTER

September 17, 2018

Ms. Mandala LSRajyalakshmiAndal Bantumilli Road Gudivada- 521301 Andhra Pradesh

Dear Mandala LSRajyalakshmiAndal,

Welcome to Wipro Limited ('Wipro') and congratulations on your appointment as Project Engineer.

1. Appointment Details:

- a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing
- b. You will be on probation for a period of 12 months from the date of the appointment. On completion of the Probationary period, your appointment will be confirmed and communicated to you in writing. Unless confirmation is communicated in writing, the probation period is deemed extended.
- c. The retirement age is 58 years.
- d. You may be transferred in such capacity as Wipro may from time to time determine to any other location, department, function, establishment, or branch of Wipro or subsidiary, associate or affiliate of Wipro. In such 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 Wipro locations in India to suit customer time including on 24x7 basis. You agree to operate from any of these locations and in any of the shifts, including night shift, as may be decided by Wipro keeping in mind business needs and deliverables to customers.
- This letter of appointment is subject to your successful completion of all curriculum requirements as laid down by your University/Institution for award of the degree/diploma with a minimum aggregate, specified by Wipro for your role, and any other criteria specified by Wipro in terms of your educational qualifcations before joining.
- g. Kindly ensure you submit the second copy of the appointment letter signed by you on the day of reporting for work.

2. Compensation:

You will be eligible for:

- a. Compensation and benefits in accordance with Annexure III titled 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 management.

Registered Office:

Wipro Limited Doddakannelli Sarjapur Road Bengaturu 560 035 W : wipro.com India

T :+91 (80) 2844 0011 F :+91 (80) 2844 0054 E : info@wipro.com C : L32102KA1945PLC020800

Sensitivity: Internal & Restricted

Page I

Dear Maneesha Mandalapu,

14-1254

1

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 Syntel.

Date of Joining: 13th February 2019, Wednesday

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/UjfsGZTMmF22

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.

NOTE: For any queries please reach out to campushelpdesk@syntelinc.com

Warm Regards

Campus Recruitment Team

www.atos-syntel.net

1256

Value Labs

ValueLabs Setutions LLP H-05 Building, Phoenix Infocily PvL Ltd. IT/ITES Special Essenties Zone, Hitech City 2, Behind Dell Campus, Gachibovis, Hyderabad-505081

www.yaluelabs.com

Letter for Temporary Employment

Ret VLC/1970/CT/18

Name Meghanath Devender B Address 30/623-1, Musthakhan Pet, Ramalayam Street, Machilipatnam, Telangana

Dear Meghanath,

We are pleased to extend to you a formal offer of temporary employment as Traince Software Engineer within the QA department at ValueLabs Solutions LLP. Your appointment is conditional on the terms and conditions stated in this letter.

- Duration: Your temporary employment under this letter with the Company shall commence effective as of March 13, 2019 and end on September 12, 2019. As a temporary appointee, your employment may be extended by mutual agreement between you and the Company. It may also be ended or modified at any time, including prior to the scheduled End Date should the needs of the Company change. While you would be notified of such a change no formal written notice is required.
- 2 Duties and Hours of Work: You will be responsible to discharge all the services as were assigned to you from time to time and you have to and are expected to discharge duties in a drigent, trustworthy, business like and efficient manner. You will abide by the policies and procedures of the Company that will become applicable to you from time to time. You will devote substantially all of your full working time and attention to the performance of your duties as communicated to you from time to time. Without limiting the foregoing, you shall perform such hours of work as are necessary to fulfil your job function as determined by the Company, including abiding by the Company's formal hours of work from 9.30 AM to 6.30 PM. Monday through Friday, subject to modification based on the Company's business needs in its sole discretion.
- 3 Company Policies and Procedure: This letter for temporary employment incorporates the Company's policies, and the same may be amended from time to time by the Company with or without prior written intimation. By signing this letter, you agree that, you will regularly visit the intranet of the Company and apprise yourself of the existing policies and procedures
- 4 Location: Your principal location of employment shall be at such locations as designated from time to time by the Company
- 5 Compensation: Your total compensation for the entire duration of this employment is INR. 15,000/- (INR fifteen thousand only) per month. The Company is authorized to deduct or cause to be deducted from any payment or benefit under this Agreement all taxes and amounts required or authorized by law to be withheld.
- Leaves: Any leaves granted to you shall be governed as per the existing Company policy on the subject. Due to the brief duration of this employment, the legislative provisions pertaining to maternity/paternity leave will not apply.
- 7 Benefits: As a temporary employee, you will not be eligible to participate in any of the Company's benefits plans.

Date: March 12, 2019

24/01/2019

M Gmail

Fwd: Efftronics -Joining Formalities 1 message

MUDRAGADDA PRAVALLIKA < pravallikamudragadda@gmail.com > To: K K Praneeth Tellakula <PRANEETH tkk@gmail.com>

From: hr <hr@efftronics.com> Date: Thu, Jul 12, 2018 at 1:32 PM Subject: Efftronics -Joining Formalities To:

bexbe hr (hr@efftronics.com) is not on your Guest List | Approve sender | Approve domain Dear Aspirant,

Greetings from Efftronics..!!

Congratulations!!! Your offer is confirmed & your joining date will be on 16-Jul-18 i.e., Monday - ->) ->) Please go through the enclosed attachment of Joining formalities.

Guidelines to fill the atached documents:

| DECLARATION form | |
|---|--|
| 1) Get the declaration form signed by your parents/guardian | Medical declaration |
| Mention the details of any govt employee known to you along with their designation and Phone number No need to get the simple. | Column - III - If you/your family members are having any of the mentioned health disorder, mention "YES" and write reason. If no such disorders are there, mention "NO" |

Mandatory Documents need to be submited through mail-

1. Photo copies of your Academic Certificates up to your highest qualification starting from SSC https://mail.google.com/mail/u07ik=52d9452b6c&view=pt&search=al&permthid=thread=f%3A1607298530738222196&simplemag=f%3A1607298530738222196

Gmail - Fwd Effronics Join

Wed, Aug 1, 2018 at 10:13 AM

K K Praneeth Tellakula <praneeth.tkk@gmail.com>

24/01/2019

Gmail - Fwd: Date of Joining - MAINTEC (2nd May'18)



K K Praneeth Tellakula <praneeth.tkk@gmail.com>

Fwd: Date of Joining - MAINTEC (2nd May'18)

MURARI SAI KRISHNA <nani18051992@gmail.com >

To: praneeth.tkk@gmail.com

Mon, Jul 30, 2018 at 1:10 PM

From: Sukrutha K <sukrutha.K@maintec.in> Date: Tue 24 Apr, 2018, 5:24 PM Subject: Date of Joining - MAINTEC (2nd May'18) To: <sukrutha.k@maintec.in> Cc: <kskbharadwaj@gmail.com>

Dear Candidate,

Further to our placement drive, we are happy to offer you training for the position of Network Analyst with our company. Your initial place of work will be at Chennai.

WE ARE PLEASED TO LET YOU KNOW THAT YOUR DATE OF JOINING IS <u>2ND OF MAY'18(Wednesday)</u>. At the time of training, you are requested to bring copies of the OFFER LETTER and the following self-attested documents along with original school certificate of 10th/12th for our records:

1. Original Certificates in support of your qualification (10th, 12th and Graduation certificates)

14-1262

- 2. Four Passport Size photographs.
- 3. Address proof (Election ID/Driving License/Aadhaar Card)
- 4. Pan card (MANDATORY/ Apply if not applied)
- 5. Accommodation and food has to be taken care by the candidates.

Upon successful appointment your Annual CTC will be Rs.1,80,000/-(Rupees One Lakh Eighty Thousand only), subject to all applicable statutory deductions. While your initial core focus is on "Network Analyst" and other areas of Services that Maintec's client offers, the opportunity is also available to grow to a senior position from a future career perspective subject to tangible accomplishments.

Your date of joining would be 2nd of May'18 (Wednesday).

Details as follows:

VENUE:

Maintec Technologies Pvt. Ltd.

'Tek Meadows', Tower-C, 1st Floor,

51, Old Mahabalipuram Road (OMR)

Sholinganallur (Near Hotel Gateway)

Chennai-600 119.

For Any Queries:

POC: Sukrutha.K

Mob #: 8220619177

https://mail.google.com/mail/u/0?ik=52d945bb6c&view=pt&search=all&permmsgid=msg-f%3A1607301243666322442&dsqt=1&simpl=msg-f%3A... 1/2

19-1264

ASSIGNMENT LETTER

May 28, 2018

Ms. KOLLA JYOTHI SRI SAP Code: 51731204 Mail ID:

SUB: Organizational Assignment

Dear KOLLA JYOTHI SRI,

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

ASSIGNMENT LETTER

May 28, 2018

Ms. Pulikkottil Chimman Anagha Mary Anilson SAP Code: 51734095 Mail ID:

SUB: Organizational Assignment

Dear Pulikkottil Chimman Anagha Mary,

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



APPOINTMENT LETTER

REF: QUESS /HR/ APP-L/2018/0

Ms. Ravilla Lakshmi Saraswathi 17/84 Telaprolu Guntur Andhra Pradesh - 522202 29/11/2018

Dear Ravilla Lakshmi Saraswathi

With reference to your application and the subsequent interview you had with us, we are pleased to offer you an oppointment in our organization on the following terms and conditions:

1. DESIGNATION TRAINEE- DEVELOPMENT ENGINEER

2. JOB PROFILE

TRAINEE- DEVELOPMENT ENGINEER is an important person to the organization who reflects the professional competence of the company to the external world. You are required to interact with the client (existing, potential or internal) to the client's satisfaction, and for the work carried out by you. You are required to report daily to your Reporting Head at your place of posting.

COMPENSATION : 3.

Basic Salary Rs. 16107/-

Perquisites &

: As detailed in annexure No.: QUESS/HR/2018/0 dated 29/11/2018 Allowances Attached

PROBATION

You will be under probation for a period of 6 months. Depending upon your performance you will be confirmed in writing on successful completion of the probation period. The company reserves itself the right to extend your probation period if necessary. The company also reserves itself the right to terminate your services if your performance is un-satisfactory during and after the probation.

5. INCREMENTS:

Increments are annual at the company's discretion i.e., if granted to us by the customer, and the date of increment will be reckoned from the date of confirmation. You will have to meet the company's performance standards to become eligible for the increment

GROWTH POTENTIAL: 6.

Promotion and other forms of growth are based on opportunities and your performance, rather than sensority.

Shaik Asha ...

Analyst

Total Cost to Company (CTC).

Rs.240,003.00

1

| Monthly Components | Per Month | Annualized |
|---|--------------|---------------------|
| | | |
| Basic | Rs 10,000.00 | Rs 120,000.0 |
| House Rent Allowance | Rs. 3,974.00 | Rs 47,688.00 |
| <u> </u> | | |
| Other Reimbursements & Allowances# | Rs. 0.00 | Rs.0.00 |
| Personal Allowance | Rs. 0.00 | Rs. 0.00 |
| Advance Statutory Bonus | Rs. 2,941.00 | Rs. 35,292.00 |
| 0 | | |
| Gross monthly salary | Rs.16,915.00 | Rs. 202,980.00 |
| | | |
| Statutory payments ++ | | |
| Capgemini's contribution to PF ++ | Rs.1,200.00 | Rs.14,400.00 |
| Gratuity (accrual only) | | Rs.5,772.00 |
| Total Fixed Compensation | | Rs.223,152.00 |
| Fotal Cash Compensation | | Rs.223,152.00 |
| Benefits | | |
| | | Do 7.015.00 |
| Medical, Accident & Life Insurance Premium | | Rs. 7,215.00 |
| The second se | | Rs.9,636.00 |
| Capgemini contribution to ESI | | |
| otal Cost to Company | | Rs. 240,003.00 |

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14-1278



Candidate ID: 1973271 /289316.

Date of Joining: 03/20/2019,

Joining Location. Chennai-PCT,

Designation: Analyst.

Dear Shalk Asha ..

To ensure that you experience a smooth onboarding, we would like to help you with a brief agenda for your day one at Capgemini.

| 1, | Welcome Address |
|----|--|
| 2. | Verification of master data sheet, which contains your detailed information. |
| 3. | Verification of joining documents* |
| 4. | Receipt of employee handbook and visitor-cum-bus pass |
| 5. | Submission of signed documents |
| 6 | Receipt of hard copy of offer letter |
| 7. | ID cum access card formalities |
| 6. | Bank account opening formalities |
| 9. | Meeting the buddy |
| | |

Please report by 8:30 am at Chennai-PCT office, for joining formalities as per the address mentioned below:

Address

B-45 & B-46, SIPCOT IT Park, Old Mahabalipuram Road, Siruseri, Chennai – 603103, India

Page 1 of 22



www.persoft.com/interspecial.com 14-1280

Ref. No: Plersoft/HR/2018-19/ST014

3rd August 2018

Ms, S Sri Poojitha, Vuyyuru, Krishan (Dt), Andhra Pradesh.

Dear Ms S Sri Poojitha,

Subject: Appointment as a Software Trainee in Piersoft Technologies.

Further to the interview you had with us, we are pleased to appoint you as Software Trainee

The Terms and Conditions governing your training are given below: -

1. Training Period:

You will be on training for a period of 2 to 3 months effective 20th Aug 2018. During this training period, you are required to observe, learn and practice the assigned functions by the BU Head.

2. Stipend:

You will be paid Rs.8000/- per month as stipend during training period.

You will not be eligible for any other benefits from the company during training period. After successful completion of training and based on your performance in the tests, your stipend will be revised. Further, for the next four months, you will be on "On-the-job Training". Thus, at the end of six months you will be confirmed and salary will be determined as per the norms. As such, you will be absorbed as a "Traince Software Engineer". This is all subject to your performance.

3. Working hours, Holidays and Leave:

The regular working hours of the company are from 9:30am to 6:30pm including 30 minutes for lunch break. However, the Company works five days in a week. Office would be closed on holidays, as declared.

4. Notice Period during Training:

The company reserves the right to terminate services of Trainees on the grounds of misconduct or non-performance or breach of the terms and conditions of the Undertaking to be furnished by the Trainee as per Clause 5 of this letter. Any violation of this will tantamount to cessation of services.

Manthe

INDIA

- th Floor, Trendz Dwaraka, Plot # 21 & 22, Telecom Nagar, Gachibowli, Hyderabad 500032 Tel: +40 23000321

UAE

Hoor#38, Suite # 3801, 250, Single Business Tower, Sheikh Zayed Rd, Dubai Tel: 043388788

DSA

1/ Hamis CI, Lawrencevilk; NJ 08648 Tet +1 972-805-4422

14-1281

ASSIGNMENT LETTER

May 28, 2018

Ms. SUGASANI VIJAYA DURGA SAP Code: 51730549 Mail ID:

SUB: Organizational Assignment

Dear SUGASANI VIJAYA DURGA,

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

14-1285

ASSIGNMENT LETTER

May 28, 2018

44

Ms. TULABANDULA VAISHNAVI SAP Code: 51731119 Mail ID:

SUB: Organizational Assignment

Dear TULABANDULA VAISHNAVI,

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

Atta

ANNEXURE - A

Name: Ms. Tummala Prathima Chowdary Designation: Associate Engineer Career Band: T

| Description | Monthly Gross (INR) | Annual Gross (INR) |
|---------------------------------------|---------------------|--------------------|
| Description | 7,729 | 92,750 |
| Basic Salary | | 37,100 |
| House Rent Allowance | 3,092 | 7,729 |
| Leave Travel Assistance | 644 | 107,891 |
| Flexible Benefit Package | 8,991 | |
| Statutory Bonus | 700 | 8,400 |
| | 928 | 11,130 |
| Provident Fund Employers Contribution | 22,083 | 265,000 |
| Sub Total | | 14000 |
| Mediclaim | | 1,060 |
| Personal Accident Insurance | | 1,060 |
| Life Insurance Term Cover | | 4,461 |
| Gratuity | | 285,581 |
| Total Cost to Company | | |

For Attra Infotech Private Limited

Wated

Ravikrishnan V Senior Vice President

Attra Infotech (P) Ltd., AMR Tech Park II, No 23&24,2nd Floor, Hongasandra, Hosur Main Road,Bangalore-560068 Ph: + 91 80 41970900, Website: www.attra.com

14-1286

Atta

7-August-18

Ms. Tummala Prathima Chowdary 1-53, R Apparaopeta Village, Bapulapadu Mandal, Krishna Dist – 521106.

Dear Prathima,

We are pleased to appoint you as 'Associate Engineer' in Career Band 'T' with Attra InfoTech Private Limited ("the Company"). Your location of posting will be AMR Tech Park-2, No. 23 & 24, Second Floor, Hongasandra, Hosur Main Road, Bangalore-560 068.

- Your annual gross salary along with the break-up of salary is as per details contained in Annexure
 - A.
- Your employment with us will be governed by the specific terms and conditions referred in Annexure - B.
- 3. You are required to join on **10-Aug-18**, and the offer stands withdrawn thereafter, unless the date is extended by us and communicated to you in writing.
- You are requested to report at 09:00 AM to complete the joining formalities at the address mentioned above. At the time of joining, you are requested to submit the copies of the documents as per Annexure - C.
- 5. You will be required to execute and be bound by a Non-Disclosure Agreement and an Employment Invention Assignment Agreement given to you at the time of joining.
- You shall be on probation for a period of six (6) months from the date of joining the Company. On completion of such time, based on performance, you would be considered confirmed.
- 7. Mediclaim and Personal AccidentInsurance will be extended to you and your family on you joining the company.
- 8. Gratuity Benefits would also accrue to you upon your completion of 5 continuous years of service.

Attra Infotech (P) Ltd., AMR Tech Park II, No 23&24,2nd Floor, Hongasandra, Hosur Main Road,Bangalore-560068 Ph: + 91 80 41970900, Website: www.attra.com

Ref. No: Piersoft/HR/2018-19/ST006

3rd August 2018

Ms. V Naga Sindhu Sri, 24/543, Buttalepet, Machilipatnam, Krishna (Dt), Andhra Pradesh - 521001.

Dear Ms V Naga Sindhu Sri,

Subject: Appointment as a Software Trainee in Piersoft Technologies.

Further to the interview you had with us, we are pleased to appoint you as Software Trainee in our company.

PIERS

were present to any indexigner and com-

14-1293

The Terms and Conditions governing your training are given below: -

1. Training Period:

You will be on training for a period of 2 to 3 months effective **20th Aug 2018**. During this training period, you are required to observe, learn and practice the assigned functions by the BU Head.

2. Stipend:

You will be paid Rs.8000/- per month as stipend during training period.

You will not be eligible for any other benefits from the company during training period. After successful completion of training and based on your performance in the tests, your stipend will be revised. Further, for the next four months, you will be on "On-the-job Training". Thus, at the end of six months you will be confirmed and salary will be determined as per the norms. As such, you will be absorbed as a "Trainee Software Engineer". This is all subject to your performance.

3. Working hours, Holidays and Leave:

The regular working hours of the company are from **9:30am to 6:30pm** including 30 minutes for lunch break. However, the Company works five days in a week. Office would be closed on holidays, as declared.

4. Notice Period during Training:

The company reserves the right to terminate services of Trainees on the grounds of misconduct or non-performance or breach of the terms and conditions of the Undertaking to be furnished by the Trainee as per Clause 5 of this letter. Any violation of this will tantamount to cessation of services.

Manthe

1 Hoor, hendz Dwaraka, Plot # 21 & 22, Telecom Nagar, Gachibowli, Hyderabad 500032 Tet +40 23000321

200138. Suite # 3801-250. Single Business Tower, Sheikh Zayed Rd, Dubai Tet 043388788

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taurs (1, Lawrenceville, NJ 08648 Tel: +1 972 805 4422

19-1295



ASSIGNMENT LETTER

May 28, 2018

Ms. VENNAMANENI NAVYA SRI SAP Code: 517316451 Mail ID:

SUB: Organizational Assignment

Dear VENNAMANENI NAVYA SRI,

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



M Gmail 14-1297

K K Praneeth Tellakula <praneeth.tkk@gmail.com>

Fwd: Date of Joining - MAINTEC (2nd May'18)

VISHNUBOTLA LAKSHMI TAPASVI <tapasvivishnubotla@gmail.com >

Wed, Aug 1, 2018 at 11:54 AM

To: praneeth.tkk@gmail.com

Forwarded message ------From: Sukrutha K <sukrutha K@maintec.in> Date: Tue 24 Apr, 2018, 5:24 PM Subject: Date of Joining - MAINTEC (2nd May'18) To: <sukrutha.k@maintec.in> Cc: <kskbharadwaj@gmail.com>

Dear Candidate,

Further to our placement drive, we are happy to offer you training for the position of Network Analyst with our company. Your initial place of work will be at Chennai.

WE ARE PLEASED TO LET YOU KNOW THAT YOUR DATE OF JOINING IS **<u>2ND OF MAY'18(Wednesday)</u>**. At the time of training, you are requested to bring copies of the OFFER LETTER and the following self-attested documents along with original school certificate of 10th/12th for our records:

- 1. Original Certificates in support of your qualification (10th, 12th and Graduation certificates)
- 2. Four Passport Size photographs.
- 3. Address proof (Election ID/Driving License/Aadhaar Card)
- 4. Pan card (MANDATORY/ Apply if not applied)
- 5. Accommodation and food has to be taken care by the candidates.

Upon successful appointment your Annual CTC will be Rs.1,80,000/-(Rupees One Lakh Eighty Thousand only), subject to all applicable statutory deductions. While your initial core focus is on "Network Analyst" and other areas of Services that Maintec's client offers, the opportunity is also available to grow to a senior position from a future career perspective subject to tangible accomplishments.

Your date of joining would be 2nd of May'18 (Wednesday).

Details as follows:

VENUE:

Maintec Technologies Pvt. Ltd.

'Tek Meadows', Tower-C, 1st Floor,

51, Old Mahabalipuram Road (OMR)

Sholinganallur (Near Hotel Gateway)

Chennai-600 119.

For Any Queries:

POC: Sukrutha.K

Mob #: 8220619177

https://mail.google.com/mail/u/0?ik=52d945bb6c&view=pt&search=all&permmsgid=msg-f%3A1607301243666322442&dsqt=1&simpl=msg-f%3A... 1/2



L-CUBE INNOVATIVE SOLUTIONS PVT. LTD.

No. 1148, 1-Block, 6th Avenue Anno Nagar West, Chennoi - 600 040 Phone - +91-44-26185320, 26184180

OFFER OF EMPLOYMENT

(Strictly confidential)

Feb 16, 2018

Voora Y Ananda Krishna D.No: 14/377-1, Edapalli, Machilipatnam Andhra Pradesh - 521001,

Dear Krishna.

With reference to your application and the subsequent interview you had with us, we are pleased to offer you the position of Software Programmer – Trainee in our Organization.

Your remuneration would be INR 20,151 /- (Rupees Twenty thousand One hundred and fifty one only) CTC per Month. You will be on probation for a period of three months and your employment will be confirmed based on your performance.

Your probation is liable to be extended by a further period of three months or part thereof at the discretion of the Management. During the period of employment with us, if your performance is not satisfactory, your services are liable to be terminated without notice.

You shall be governed by the rules and regulations of the company at all times without exception. You shall be eligible for all statutory provisions according to the laws in force from time to time. This offer is subject to successful completion of the agreement tenure.

You will be required to execute a Service Agreement as undertaking to serve the Management for a period of three years from the date of joining. As already accepted during the final interview you are required to furnish us a Bank Guarantee sum of Rs.1,00,000/- (Rupee One Lakh only) valid for 3 years.

The following documents should be submitted to the HR Department as per the required format with the necessary supporting documents within 30 days from the date of acceptance of offer, failing which your offer remains cancelled:

- 1. Service Agreement Document
- 2. Bank Guarantee Document
- 3. Four passport size & two stamp size photograph
- 4. ID proof & Address proof (Aadhar and PAN card)
- Attested copies of Certificate in support of Academic / Technical / Educational Qualifications along with originals for verification.

Cognizant

Annexure A

| - | Name: Saisnramya Vundavalli | Designation: | Programmer Analyst Ti | ainee |
|-----------------------------|--|--------------|-----------------------|---------|
| SI. No. | Description | | Monthly | Yearly |
| 1 | Basic | | 8675 | 104,100 |
| 2 | HRA @60% of basic* | | | |
| 3 | Conveyance Allowance* | | 5205 | 62,460 |
| 4 | Nedical Allowance* | | 800 | 9,600 |
| | | | 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 |
| an associate Floating Me | e you are also entitled to the following additional benefits: sdical Insurance Coverage | | | |

• Round the Clock Group personal accident Insurance coverage

· Group Term Life Insurance Coverage

As

· 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 soits 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 offer 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://lonecognizant.cognizant.com/>Total Rewords App for more details

RPad. Office: 115/535, Old Mahabalipuram Road, Okkiam Thoraipakkam, Chennai - 600 097



Cognizant

09-Dec-2018

Dear Saisriramya Vundavalli, B.Tech-B.E., Information Technology Gudlavalleru Engineering College

Condidate ID - 12712507

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 gaverned by the terms and conditions of employment presented in Annexure B. You will also be governed by the other rules, regulations and practices in vague 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 jaining 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.,

5.6-1

Suresh Bethavandu Global Head-Talent Acquisition I have read the offer, understand and accept the above mentioned terms and conditions.

Signature :

Date:

Rl'qd, Office: 115/535, Old Mahabalipuram Road, Okkiam Thoraipakkam, Chennai - 600 097



GECTPO Placementofficer <placementofficer@gecgudlavalleru.ac.in>

| Re: Gen 3 messages | ntle Reminder: Drive confirmation at Gudlavalleru Englneering College regarding. | |
|----------------------------|--|---------------------|
| To: TPO-Gu Co: Sakthipi | nni <ssubramani@hdfosales.com> udlavalleru Engineering College <ptacementofficer@geogudlavalleru.ac.in>, kskbharadwaj <kskbharadwaj@gmall.com> rlya <sakthipriyag@hdfosales.com>, Shruti Kuman <strutik@hdfosales.co.ln>, K Raghuveer <raghuveerk@hdfosales.com>, M Chakravarthi <mekataro@hdfosales.c @hdfosales.com>, B Jayaprakash <bjayaprakash@hdfosales.com>, Narayana Muppidi <narayanamupiddi@hdfosales.com></narayanamupiddi@hdfosales.com></bjayaprakash@hdfosales.com></mekataro@hdfosales.c </raghuveerk@hdfosales.com></strutik@hdfosales.co.ln></sakthipriyag@hdfosales.com></kskbharadwaj@gmall.com></ptacementofficer@geogudlavalleru.ac.in></ssubramani@hdfosales.com> | 30 Mary om≻, Ven |

Dear Sir,

Following list of students are provisionally selected for the position of Sales Officer – Homa loans. Kindly send the selected candidates to our Vijayawada office on 02nd June 2018(Saturday) for Formal Induction.

Contact person ; Mr. Raghuveer / Mr. Ravi

Venue : HDFC Sales Pvt Lld. 73-1-10/1, Shri Chakra Tower 3rd Floor, Above Reliance Fresh, M.G. Road, Patamata, Vijayawada - 520010

List of students Selected

| Name of the student | |
|----------------------|---------------------------------------|
| BADDANI JAYA RAJU | |
| BAYISETTI SREE SAI D | EEPIKA |
| BOLLA VENKATA RAO | |
| BOYINA MAHESH BABL | · · · · · · · · · · · · · · · · · · · |
| CHANDIKA VASAVI LAT | HA · |
| CH CHAITANYA PRASA | NNAVI |
| DONEPUDI SRINIVAS | 1 |
| ELETI PRATHYUSHA RA | NNI , |
| GHANTASALA AMRUTH | AVALLI |
| KAKUMANI PRAVALLIKA | REDDY |
| KAMIREDDY GEETHA | |
| KANTHETHEMANTH MA | ANI KUMAR |
| KANULLA SRINIVASARA | 0 |
| KATTA USHA RANI | |
| KATTEKOTA NAGA PRIY | ANKA |
| KATURU SIVA PARVATH | l |
| KOLLI HARISH BABU | |

| KORE BH | AVANI |
|-----------|----------------|
| LAKKAMF | CAJU SNEHA |
| MADALA | ANITHA |
| MAGI SAI | MOUNICA LAHARI |
| MARTHA | KISHORE |
| MERUGU | MALA ANUSHA |
| MOHAN S | UJITH RAMADENI |
| M VENKAT | TA SAI MOUNIKA |
| NAGULLA | RAMGOPAL |
| NAGULLA | SIVA NAGA RAJU |
| PASUPUL | ETI NIHARIKA |
| S NAREND | RANATH |
| SANNENI J | IAYA VARSHINI |
| SEELAM N | AGA SAGARIKA |
| SUKHAVAS | SI MANVITHA |
| ΤΑΜΜŲ ΝΑ | GAPRASANNA |
| THOTA AP/ | 4RNA |

Note: Kindly inform selected candidates to bring the copies of below mentioned documents, while coming to our office.

1. Current and permanent address and parents hame with their DOB.

2. Current address proof (Aadhar card, Voter ID card, Pass book, Driving License, Passport) 3. Permanent address proof (Aadhar card, Voter ID card, Pass book, Driving License, Passport)

4. PAN card

5. 10th Mark sheet or passing certificate 8. 12th Mark sheet or passing certificate

7. Graduation all semester mark sheets

* A map showing the location of the interview vanue is attached.

Thanks and Regards, Subramani S Human Resources Mob:9790830508

On Wed, May 23, 2018 at 2:50 PM, S Subramani <ssubramani@hdfcsales.com> wrote: Dear Sir.

As discussed, Kindly send the shortlisted candidates to our Vijayawada office on 02nd June 2018(Saturday) for Final round.

Venue : HDFC Sates Pvt Ltd. 73-1-10/1, Shri Chakra Tower 3rd Floor, Above Reliance Fresh, M.G. Road, Patamata, Vijayawada - 520010

* A map showing the location of the interview venue is attached

Thanks and Regards, Subrameni S Human Resources

http://mail.google.com/mail/u/0/?ik=58a4e155ee&view=pt&search=all&permthid=thread-f%3A1601890612338986924&simpl=msg-f%3A160189... 1/2

| 04/12/2021, 13:08 | Gudlavalleru Engineering College Mail - Re: Gentie Remind | er: Drive confirmation at Gudlavalleru Engineering College regar |
|--|--|--|
| Mob;9790830506 | | 0 0 |
| On Fri, May 18, 2018 at Dear Sir, | 4:11 PM, S Subramani <ssubramani@hdicsates.com> wrote:</ssubramani@hdicsates.com> | |
| Thank you so much to | or inveiling 125. | |
| As discussed, Pis find | attached shortlisted candidates details conducted on 16th May 2018 drive. | |
| Also final round of in | tterview will be conducted by us and will update the final round date by | next week Tuesday. |
| And shortlisted cand | fidates are requested to attend their final round at our Vijayawada offics | , post interview date confirmed by us. |
| Thanks and Regards, Subramani S Human Resources Mob:9790830506 | | |
| On Wed, May 9, 2018) Dear Sir, | at 3:26 PM, TPO-Gudiavalleru Engineering College <ptacementofficer@geog< td=""><td>udlavallen:.ac.in> wrote:</td></ptacementofficer@geog<> | udlavallen:.ac.in> wrote: |
| Greetings from (| Gudlavalleru Engineering College, Gudlavalleru | |
| As discussed over pl | hone, we hereby confirm that we are ready to conduct recruitment drive at ou | r campus on 16th May 2018 (Wednesday). |
| Thank you very mud | t for the opportunity given to our students. | |
| I sincerely request yo | ou to share the details of interview panel and their travel plan so that we can i | nake necessary arrangements to exacute the event successfully. |
| | the students for your further processing. | |
| Warm Regards | | |
| 1 1 | inna Kota, Associate Prof & Head - Dept of Industry Interface (j Seshadri Rao Knowledge Välage, GUDLAVALLERU-521356, A.P.) 194094040 Kektharadwaj@gmail.com [kww.geogudlavallaru.ac.in] | |
| | Patama_Vijayawada.png 548K | |
| TPO-Gudlavalleru Engineerir To: Hari Krieshna <mnharikries< td=""><td>ng College <placementofficer@gecgudlavatleru.ac.in> shna@gmail.com></placementofficer@gecgudlavatleru.ac.in></td><td>4 December 2021 at 13:00</td></mnharikries<> | ng College <placementofficer@gecgudlavatleru.ac.in> shna@gmail.com></placementofficer@gecgudlavatleru.ac.in> | 4 December 2021 at 13:00 |
| (Quoted (ext hidden) | | |
| - RVaun Regards, | | |
| I SESMADRI RAO GUDLAV Seshedri Rao Knowledge Villa | soc Professor of English & Head - Dept of Industry Interface /ALLERU ENGINEERING COLLEGE age, GUDLAVALLERU-521356, A.P. Micer@geogudlavaileru.ac.in www.geogudlavaileru.ac.in | |
| | Patama_Vijayawada.png 548K | |
| A DESCRIPTION OF A DESC | | |

TPO-Gudiavalleru Engineering College «placementofficer@geogudiavalleru.ac.in> Draft To: S Subramani <ssubramani@hdfcsales.com>

[Quoted faxt hidden]

Worm Regards,

(† Sai Krishna Kota, Assoc Professor of English & Head - Dept of Industry Interface || || SESHADRI RAO GUDLAVALLERU ENGINEERING COLLEGE || || Seshadri Rao Knowledge Village, GUDLAVALLERU-521356, A.P|| |Quoted Lext hidden]

4 December 2021 at 13:07

Statestreet HCL Services (India) Private Limited

CIN : U729000L2512FTC229698

| Module Chernel | : ETA Technoparia - Equalist Essenariis Zone, Upper Ground Peter of Stocks 5, Ho.20, Old Mahalautpenere Road, Newtor Visuge and Penetropol, Thirupour Penetropyat Union, Changed and Stock, Konstremption Old. Changed – 800 100, India |
|--------------------|---|
| Worksho Colubatore | Bindule I.3, 2nd Floor, Tidal Park Colminators Limited (TPCI-3, Chill Aspolizatio Park, Calculative 441 014, India. |
| Watale Puse 1 | : Communication, Linit 401, 4th Flower in Building 7, Barroy He., 144 & 148, Barrow Ashatan Palls, |
| Signifiered Office | Opposite to Alepart Fixed, Versuela, Pane - 411 605, India. ; 806, Siddhadh, 66, Native Pane, New Dabi - 110 819, India. |

Date: September 19, 2018

16-63

Private & Confidential

Mothukuri Lavanya

Bhaskarapuram

21-315-16-5, Chilakalapudi, Krishna, Andhra Pradesh, India - 521002

Document ID - e6143619-875b-48d9-bd61-29379934d712

Dear Mothukuri,

- With reference to your application and subsequent interview, we are pleased to make you an offer -cum - appointment with Statestreet HCL Services (India)
 Private Limited ("SSHS" or "HCL" or "Company") as ANALYST. You are required to report on September 20, 2018 at 09:00 AM at the address: Statestreet HCL Services (India) Private Limited, Colmbatore-TPCL-Floor-2 Modules1,2,3,4,6.
- 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 unfit, this offer will stand withdrawn forthwith. Decision of the company, in that regard will be final & binding.

Signature of the employee

HCL

Statestreet HCL Services (India) Private Limited

CIN : (72000012012FTC229608

| Weskele Chenesi : ECN Technoperk - Baselel Economic Zens, Upper Growth File of Blocks 5, No.53, Oli Modulagipurus No.cl, Namutr Vitage and Panchayer, Thingoner Panchayet Union, Chengalyse Tatolr, Kanshengsoner Dink. Channel – 400 5102, India Worksite Categorizer : Module J. 200 Floor, Tatel Perk, Contenture Limited (TPCL), CAM Anapotrone Finst, Categorizer & Statistics 641 514, India. Washelie Pane I : Commencement, Unit 401, 481 Floor in Building 7, Surray No. 144 4, 146, Sammal Antonia Path, Opporting Sol. Sparse Root, Vennania, Pane, – 411 006, India. Rospitalend Office : 306, Siddharth, SR, Malea Pince, New Dalbi – 116 058, India. | | | | |
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| Workshie Calculations :: Micelale 1-3, 2nd Floor, Table Perit: Calculations Limited (TPCL), Chill Associations Perit, Calculations 641 914, https:// Workshie.Perine 1 Washalie Perine 1 : Commensional, Unit 401, 481 Floor in Guilding 7, Surray Ho, 144 & 145, 30mmit Ashobine Path, Oppositing for Alignet Road, Vennand, Perine - 141 008, indire. | | | Chargetpet Tatele, Kanaharparan Chit. | |
| Surany He. 144 & 146, Sansai Ashoka Path. Opposite to Arpart Read, Venenia, Pana — 411 006, India. | Workalite Calculations | 1. | Meddle 13, 2nd Floor, Tidel Park Collectmicro Limited (TPCL). | |
| Oppositin fa Alepart Road, Venneda, Pana – 411 006, india. Registeradi Olitan – 198 016, india. | Violate Pare 1 | ; | Surany No. 144 & 146, Samuel Antoine Path, | |
| | Registered Office | ; | Opposite to Alexant Road, Vananda, Pana — 411 006, India. 806, Siddharth, 96, Makeu Plana, New Daibi — 116 016, India. | |

Date: September 20, 2018

Private & Confidential

Sakalabathina Narendra Nath

4-73, Lingavaram, Gudivada (Rural), Krishna, Andhra Pradesh, India - 521301 Gudivada

(Mandal)

6-8

Document ID - 1984fe61-1044-40c8-a7e2-07d37a27de93

Dear Sakalabathina,

- With reference to your application and subsequent interview, we are pleased to make you an offer -cum - appointment with Statestreet HCL Services (India)
 Private Limited ("SSHS" or "HCL" or "Company") as ANALYST. You are required to report on September 21, 2018 at 09:00 AM at the address: Statestreet HCL Services (India) Private Limited, Colmbatore-TPCL-Floor-2 Modules1,2,3,4,6.
- 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 unfit, this offer will stand withdrawn forthwith. Decision of the company, in that regard will be final & binding.

Signature of the employee

FICL



Scymes Services Pvt Ltd

6, Navketan Estate, Opp Onida House, Mahakali Caves Road, Andheri (ξ) Mumba) – 400093, India. Ph. (91) 02262585400

Date: 22nd Nov 2019.

Dear Suresh Anangi,

We refer to our recent discussions regarding onboarding as project consultant with Scymes Services Private Limited. We are pleased to offer you as "Project Consultant" with effect from 02-Dec-19.

Based on our internal evaluation& discussion of your candidature, we are pleased to offer you monthly consultation fees as mentioned below.

| Consultation Fees | Inr 22200 | |
|-------------------|-----------|--|
| Less Prof Tax | har 200 | |
| Net Fees Payable | Int 22000 | |

1.

Your project with us would be presently for three months and extended if required.

Soymes Services Pvt Ltd reserves the right to alter your terms and conditions of employment at any time, including your duties & responsibilities and location of work.

You will have to give minimum one-month prior notice if you want to terminate from the services of the company at any time. If you fail to give one month's prior notice, you will have to pay to the company one-month salary in lieu thereof.

The above salary and perquisites will be taxed as per current income Tax rules and compliance with income Tax laws of this country will be your responsibility.

You will have to provide complete and accurate information regarding your personal details and previous employment / experience letter for background verification on acceptance of our offer or later date when required.

Yours faithfully,

Dhiraj Rathod Head-HR Scymes Services Pvt Ltd

Date: 08 November 2019

Av anigadda Siv a Gopi 3-548,3rd Ward, Neredupallem, Av anigadda, Krishna (D)-521121

Dear Avanigadda Siva Gopi.

Subject : Offer Cum Appointment Letter

In furtherance to your application, mutual discussions and based on the credentials submitted by you, we are pleased to fer you the position of **Process Associate-CPZ** in Grade **Trainee-S0** 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 11 November 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 Total Compensation of INR 1,44,600 (One Lakh Forty Four Thousand Six Hundred Rupecs 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 s 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 12 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 written communication upon satisfactory completion of your probation period.

management.

8.5. You shall not defame or attempt to defame the company, its officials or management by words either spoken or written including social media.

(-05 K/

8.6. You shall strictly abstain yourself from involving in any act of fraud, misrepresentation and wilful neglect. You shall also strictly abstain from involving yourself in dealing with company's money, material and documents in any dishonest and/or unethical manner.

8.7. You agree, undertake and acknowledge that you will follow all the terms of the company's policies and code of conduct at all times.

8.8. In case of any violation of company's policies (including but not limited to the above terms), the company shall be entitled to take (including but not limited to), any disciplinary action against you and any appropriate legal action against you, as it deems fit and necessary, including terminating your services with immediate effect.

9. Indemnity

9.1. You shall indemnify and hold harmless the Company, its officers and directors against any losses, damages, proceedings which the Company might suffer due to any wrongful, malafide acts, negligence and gross dereliction of duties on your part.

9.2. Such indemnity shall not prejudice the right of the Company to take necessary disciplinary action including termination of your services and/or legal action on such account, or the right of the Company to seek other remedies which the Company may have to make good the loss or damages.

10. Confidentiality and Intellectual Property Rights (Copyright, Patents, Trade Marks and Geographical Indicators)

10.1. You understand that the company would be providing you sensitive and confidential data (including personally identifiable information, business information and company's proprietary information including but not limited to company's business strategies, standard operating procedures, processes, company's intellectual properties, financials, customer & ient information Lists, price sensitive information including any trading related information of the company, its affiliates and business partners), which if disclosed to any 3rd party would cause irreparable harm and loss to the company. In view thereof, you shall protect and keep all the Data so exchanged in furtherance to this employment strictly confidential during and after the period of your employment with the company, and shall share the data strictly only with the employees and/or clients who are involved with processing such information or data on "Need to Know" basis, only for the limited business purposes

10.2. You shall also maintain strict confidentiality of the information regarding your compensation package and shall not disclose the same to other employees.

10.3. All the intellectual property rights with respect to the work done during your term of employment shall belong solely to the company including copyright, patents and trademarks.

10.4. Any violation or compromise with the intellectual property rights of the company by you and the unauthorized disclosure of confidential information shall constitute a serious misconduct and the company shall be entitled to take

under the circumstances towards other incidental expenses. You shall indemnify the company to the extent of loss the company may have suffered in this regard. In furtherance to the same, you agree to sign & execute any document/s that may be required by the company.

12.6. The company follows highest level of ethics and follows the law of the land in conducting business and offering employment in different geographies. You are required to deal with the Company's information, money, material and documents with utmost honesty and professional ethics, more specifically while dealing with our respective customers and business partners including clients.

12.7. You herewith agree and undertake to abide by the Information Technology policies and rules framed by the Company from time to time.

12.8. You shall, post-resignation & termination from employment, remove your job status as employed with Karvy on any social media network. In the event of resignation or termination, you shall continue to be governed by the company's policies during the notice period.

13. Safe custody of company property and recovery of dues

13.1. You will be responsible for the safekeeping and good condition and order of all the Company property entrusted to your care and charge.

13.2. The Company reserves the right to recover from you any unauthorized expenditure incurred, repossess any company property lying in your possession, seek refund of any unsettled loan or unsettled advances taken and any payments due to the Company from you.

14. Exclusivity

14.1. During the term of your appointment/employment with the company, you will work exclusively for the company and will not engage, in any manner whatsoever, in any other gainful or commercial employment or business or activity, either part time or full time, directly or indirectly, nor will you engage in any activity that conflicts with your obligations towards the Company.

15.1. During the term of your appointment/employment with the company, you will work exclusively for the company and will not engage, in any manner whatsoever, in any other gainful or commercial employment or business or activity, either part time or full time, directly or indirectly, nor will you engage in any activity that conflicts with your obligations towards the Company.

16. Resolution of dispute

16.1. All disputes or differences arising in connection with this letter shall be subject to the jurisdiction of courts in Hyderabad only irrespective of your working location.

KARV FINTECH

20. General

20.1. You undertake to show courteous behaviour towards any member of the public that you come across.

20.2. The company will deduct taxes as appropriate and consistent with the Indian Tax regulations. You shall be responsible for your tax liabilities under all applicable Tax Laws and Regulations.

20.3. In case you are required to undertake travel for company's business, you are entitled to such travel expenses/allowances as may be inforce from time to time.

20.4. In case of any change in your residential address or any relevant changes in your personal data during your employment with the company, it shall be your duty to intimate the same to the company in writing within three days from the date of such change.

20.5. All communications mailed to you by the company to the latest address given by you by Registered post, shall be deemed to have been received by you and also if you provide email address, the information sent to your email address will be treated as sufficient notice to you.

20.6. The terms and conditions contained herein shall be read along with the instructions, guidelines, policies, etcetera, and amendments thereof as applicable to you and as may be amended from time to time.

20.7. Any other terms, conditions, stipulations not specifically mentioned herein shall be governed by HR manual and other policies and procedures of the Company as applicable and as may be amended from time to time.

20.8. You shall not indulge yourself in any activity (verbally, physically or by your behaviour) causing annoyance, disrespect and harassment in any manner whatsoever to your co-employees, seniors, subordinates, clients and customers. You shall also not do anything or cause to do anything which shall bring dishonour and/or disrepute to the company or engage in unlawful/immoral activities.

20.10. You shall not at any time use your association with the company to gain unfair advantage for personal purposes.

20.11. In the event of termination of your employment by the company and/or your resignation before completion of 12 months in service, you will need to refund joining bonus paid to you at the time of joining along with any expenses incurred by the company on account of your relocation&joining.

20.12. The terms and conditions that are not specifically set forth in this letter will be determined pursuant to the applicable laws of India and the company's policies and code of conduct, which may be amended from time to time.

20.13. This Agreement shall be governed by and construed in accordance with the law of India and to the extent applicable any law of the land where you may be transferred or deputed.

Annexure i Compensation Structure

Name : Avanigadda Siva Gopi

Designation : Process Associate

Grade : Trainee-S0

Location : Hyderabad

Breakup of your compensation is as under:

| SALARY COMPUTATION | | | | |
|------------------------|-----------|-----------|--|--|
| Components | Per Annum | Per Month | | |
| Basic | 47,250 | 3,938 | | |
| Hra | 28,350 | 2,363 | | |
| Bonus | 9,450 | 788 | | |
| Provident Fund | 10,414 | 868 | | |
| Special Allow ance | 39,536 | 3,295 | | |
| Fixed CTC | 1,35,000 | 11,250 | | |
| Night Shift Allow ance | 9,600 | | | |
| Total CTC | 1,44,600 | | | |

(One Lakh Forty Four Thousand Six Hundred Rupees only)

Other benefits:

Personal Accident Cover : Personal accident cover for self in cases of death or disability Mediclaim : Covered under ESIC or Mediclaim Insurance for Self, Spouse and Two children, whichever is applicable. Gratuity : As per Gratuity Act

Note:

Compensation is a personal & confidential matter between you and the company. You are not supposed to discuss or share this with anyone. Any discussion or disclosure of your compensation with anybody other than your department head or HR is liable for disciplinary action.



Privileged & Confidential

Date: 02-Aug-2018

Leela Naga Dileep Chennakesavula Kakariamudi Krishna Krishna 521369

Offer Letter

Dear Leela Naga Dileep Chennakasavula,

We are pleased to offer you the position of Relationship Associate - Bancassurance subject to the following terms and conditions:

- 1. This offer remains subject to the terms of the appointment letter to be executed by you on the day of joining and to the procedures, policies, benefits and other terms of Max Life, which will be provided to you at the time of your joining or communicated to you from time to time. All such procedures, policies and benefits will be subject to our periodic review and can be changed with or without notice.
- 2. You will be based at Vijaywada and will be reporting to Deputy Cluster Manager.
- 3. A detailed break-up of your compensation is attached as Annexure I. The compensation including incentives or rewards shall be subject to tax deducted at source as per the applicable tax laws.
- 4. This offer is subject to verification of your credentials and background, completion of all necessary documentation, reference check to our satisfaction.
- 5. Within 2 days of acceptance of this offer, you are requested to submit the documents listed in Appendix A.
- 6. Please note that your employment with Max Life will be "at will" and is not for a specified period. Hence, either you or Max Life may terminate the employment relationship at any time, with or without cause.
- 7. You acknowledge that no prior verbal or prior written agreements, prior promises or representations that are not specifically stated in this offer will be binding on us.
- 8. This document is privileged and confidential. You will maintain confidentiality and secrecy and will not disclose any of the contents of this offer to any third party.
- 9. If you are in agreement with the above terms, you are requested to revert to the undersigned no later than 5 days by signing this offer letter and returning it to the address provided below or sending your acceptance by way of an email to the undersigned, failing which, this offer will expire.

MAX LIFE INSURANCE CO. LTD.

Page: 1

16-12-

3rd, 11th and 12th Floor, DLF Square, Jacaranda Marg, DLF City Phase II, Gurgaon, Haryana - 122002, India T +91-124-4121500 F +91-124-6659611 E Service helpciesk@maxiliteinsurance.com W www.maxilifeinsurance.com Corporate Identity Number - U74899PB2000PLC045626, IRDA Reg No - 104 Registered Office: 419, Bhai Mohan Singh Nagar, Railmaira, Tehsil Balachaur, District Nawanshahr, Punjab -144 533, India.

GA Max Financial Services and MS Joint Venture

Cipla

13/08/2019

Offer Letter

Mr. Devagalla Charan Surya Saí D.No:28-234.

Circlepel, Machilipatnam . Krishna District Andhra Pradesh - 521001

Dear Devagalla Charan Surya Sai,

We are delighted to offer you, the position of Assistant Manager - C 1 in our Respiratory PAEDIA team at Cipla based in Vijayawada. You will be assigned a role of "Therapy Manager"

Post your interactions with our leaders at Cipla, we believe that you have the qualifications for a great career with us. At Cipla, we are committed towards *Caring for Life*. By joining Cipla you will be assured of working with fine individuals in an excellence focused and innovation driven environment.

The complete break up of your current cost to company is altached in Annexure A of this letter. You shall also be entitled to various benefits of the Company as applicable including Leave, Health Insurance, Travel expenses etc.

This offer is subject to you clearing the medical examination and reference check successfully.

Kindly confirm your acceptance in the next 3 days. You are expected to join us on or before 20/08/2019.

We welcome you to Ciple family!

For Cipla Ltd

Elest

Alpana Vartak Senior Director

Cipla Ltd. Regd. Office Cipla House. Peninsula Business Park, Ganpatro Kadam Marg. Lower Parel, Mumbai-400 013 Phone +91 22 24826000 Fax +91 22 24826120 E-mail contactus@cipla.com Website www.cipla.com Corporate Identity Number L24230MH1935PLC002380

https://mail.google.com/mail/u/0/?ogbl#inbox/FMfcgzGkZQPXTwMcwCXcZDqJfBDFzwXq?projector=1&messagePartId=0.4

SCR023:Andhra Circle _ANDH/AXISB/HR/REC/South/41021 29-Nov-2019

AXIS BANK

Mr. Dirisam Kumar Komaravolu,komaravolu,Gudivada,Andhra Pradesh521322

; Dear Dirlsam Kumar,

LETTER OF APPOINTMENT

We are delighted to welcome you to Axis Bank for an exciting career of learning, development and value driven performance linked growth. Subsequent to the selection process, we take pleasure in offering you the position of Officer-Sales in NA. The said appointment shall be governed by the under mentioned terms and conditions apart from other Service Rules and conditions that are applicable or may become applicable from time to time.

As an Officer - Sales you are required to proactively identify sales prospects and acquire new customers for the Bank. You are required to understand the customer needs and accordingly guide them in choosing the Bank's products and services suited to them.

1. Remuneration & Benefits

| | SB | |
|-----------------------------|---|---|
| Total Fixed Cash + Retirals | Rs. | 18,733.00p.m. |
| Statulory Bonus * | Rs. | 1,400.00g.m. |
| Fixed Cash + Retirals | Rs. | 17,333.00p.m. |
| Gratuity | Rs. w | .361 .00p .m. |
| Provident Fund | Rs. | 1,417.00p.m. |
| Basket of Allow ance | Rs. | 8,055.00p.m. |
| Basic Salary | Rs. | 7,500.00p.m |
| Remuneration: | | |
| | Basic Salary Basket of Allow ance Provident Fund Gratuity Fixed Cash + Retirals Statulory Bonus * | Basic Salary Rs. Basket of Allow ance Rs. Provident Fund Rs. Gratuity Rs. Fixed Cash + Retirals Rs. Statulory Bonus * Rs. Total Fixed Cash + Retirals Rs. |

Upon your transfer/ deputation to any other location, the Remuneration above is subject to change basis HRA of the new place of posting.

1.2 Retirals:

1.2.1 Contributory Provident Fund:

You will be covered under the Provident Fund Trust. You will be required to contribute to the Provident Fund of the Bank in accordance with the regulations in force. At present this is 12% of the basic salary. In addition, the Bank will contribute 12% of your basic salary to this fund.

1.2.2 Voluntary Provident Fund (VPF):

The Bank also has a voluntary provident fund scheme wherein you will be allowed to opt for a percentage of your Basic Pay, up to a maximum of 23% as Voluntary Contribution to Provident Fund (VPF). The window for opting for VPF will be open on the Bank's HRMS for two months from your date of joining. Employees opting for VPF will be allowed to discontinue their contribution during the year, but they will not be permitted to re-start the contribution during the year.

The contribution under this scheme will be in addition to the statutory Provident Fund contribution of 12% deducted from salary, and there will be no matching contribution from the Bank towards VPF.

* Statutory Bonus shall be paid as per the provisions made in Payment of Bonus Act 1965 and is subject to change as per the provisions of the act.

Apex Advanced GeoSpatia) Private Limited

Otho: 29-4-30 Maheswer Palace Kodanda Rami Reddy Street Governorpet, VLJAVAWADA - 520 002 Phone: 0666 - 3244789 Fax: 0866 - 2433212 Email: www.craneindia.net

DT: 03-JUN-2019

LETTER OF APPOINTMENT

16-26

To, I.TULASI, D/O. I.PENTAIAH, #1-151, JINJERU,PEDANA, kRISHNA-521369.

Dear Miss I.TULASI,

You are hereby appointed as an Human Resource Executive at APEX ADVANCED GEOSPATIAL PRIVATE LIMITED you will be under Probation for a period of six months from the date of joining. You will be paid a salary of 11000/-Per month which includes fixed plus variable salary.

The above appointment is subject to the general terms & conditions as given below:

- You will abide by the Rules& Regulations of the company.
- A notice of at least one month should be given to discontinue your service to APEX ADVANCED GEOSPATIAL PRIVATE LIMITED
- You will be required to report for duties with effect from 03-jun-2019.

This letter for appointment is sent to you in duplicate. The duplicate copy may be returned to this office duly signed as a token of your acceptance of this appointment.

For Apex Advanced Geospatial Private Limited

(B.Sridhar)

Production Manager

Date: 16/11/2018

Ref: AL/00/161120180028

Τo,

Ms. Jonnalagadda Suma ,

D/O J Ramesh Babu,

8-29/1 , Kosuru(V),

Movva(M.D),Krishna(D.S)

Dear Ms. Jonnalagadda Suma,

Sub: Appointment for the Position of HR Executive.

This is reference to your interview with us for Job Positions with EURTH TECHTRONICS PVT LTD. The Management congratulates you and is pleased to appoint you as '**HR Executive**' to work with the HR Department and Support Production, Testing, and SMT teams for the companies Vision & Goals. Your Joining Date is 16 Nov 2018.

The First Three Months will be probationary period and you will be paid a salary as Per the Annexure – I Attached, excluding company benefits that may apply to you. After the successful completion of Probationary period you will be employed and there is scope for further reviewing your Salary Package, is subjected to Performance during this period.

Your appointment is subject to the following:

TERMS AND CONDITIONS OF APPOINTMENT:

Probation/Confirmation

- You will initially be on probation, for Three months, which may be extended or reduced at the sole discretion of the Management.
- 2. The appointment is terminable either by the Management or by you with 1 months of notice or payment in lieu thereof, during this period.
- 3. On completion of the probation period, till such time that you are intimated in writing about your confirmation, you will be on probation.

Medical Fitness

The Management having the right to get you medically examined by any certified medical practitioner during the period of your service. In case you are found medically unfit to continue with the job, you will lose your lien on the job.

Verification of the particulars mentioned in your application

If and when information furnished by you in your Application Form regarding your credentials are found to be incorrect or not true, you will be liable for termination or such other action as the Management deems fit.

Documents to Submit

(As 150 molt-3008 & 150 7 7001 2,005 6 ampane

PhyCare Services India Pvt. Ltd., Plot No.9, Survey No.49, IT Park, Mangalagiri, Guntur District – 522 505 Andhra Pradesh, INDIA Tel : +91 9354411007 www.phycaresolutions.com

Letter of Appointment

16-20

Date: 19 Märch, 2021 Ref: Appt./AR/HR/03/2021

Dear Mr. Gopi Kagitala,

We are happy to offer you the letter of appointment with following position in our Organization under the terms and conditions indicated below:

Position: Junior - Process Associate

Department: Accounts Receivable - RCM

Date of Joining: 19 March, 2021

Your consolidated salary and other benefits (CTC) have been fixed at INR. 10,000.00 (Rupees Ten Thousand Only) per month payable on the Sth of the subsequent month. The payment of salary and other benefits will be subject to the deduction of Income Tax in accordance with the provisions of the Income Tax Act, 1961, and provisions of other applicable statutes, as at the time of payment.

All statutory deductions viz., PF, Professional Tax, IY, if applicable, will be done as per the prevailing rules of the Government and employers' contribution, where applicable, will be paid to the concerned department to the credit of your account. Gratuity and other benefits will be as per law. And annual performance incentives will be as per Company policy.

Income Tax Liability

The Income Tax Liability with regards to your salary and perks will be your liability, and will be governed by the tax laws of the country as applicable from time to time including TDS. You will have to work out your tax planning with us and advise us accordingly for IT TDS deduction failing which, the company will make the necessary calculations based on assumptions and deduct the TDS as shown above, in which case you will have to apply for refund of excess tax paid, if any, with IT Dept., on your own.

The cost to the company (CTC) of your employment works out to INR. 10,000.00.

Probationary Period: (IF mentioned as NIL in the period of probation, this section is not applicable to you).

You will be on probation for a period of Six Months from the date of joining. Upon satisfactory completion of this period & after the background verification which should be positive, you may be confirmed in the regular cadre of the Company.

During the period of probation, in the event of your resignation/leaving the company you will be required to give 60 days' notice to ensure smooth transition/takeover of duties without loss to the Company. In cases where adequate notice is not given, salary for the period of shortfall will be deducted while carrying out the full and final settlement. Also, during the period of probation, the Company may terminate the services of an individual without assigning any reasons, but with a minimum of one-weeks' notice or salary in lieu thereof. However, the management reserves the right to waive or reduce the notice period required to be given by the employee based on special circumstances of each case. Subsequently, on confirmation, you will have to give 60 working days notice. In the event that requisite period of notice is not being given by the employee, they will be liable to compensate proportionately to the extent of salary and allowances due for the period of shortfall in notice period or as mentioned in relieving point.

Professional Ethics

You are required to deal with the Company's money, material and documents with utmost honesty and professional othics. 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, not withstanding other terms and conditions mentioned in the appointment letter.

Performance Appraisal

Your next review of salary will be done on satisfactory completion of one-year service with us, subject to your appointment being confirmed as permanent, if you have been appointed on a probationary basis. Your performance appraisal will be conducted as per prevailing Company's policy. There shall be no automatic increments expect performance based incentives that may be given as per the Company policy for rewarding the performance of individuals after one year. The performance will in turn depend on the business prosperity appraisal of the whole business of the Company as conducted by the management. Your performance to other positions or opportunities depends on your performance as mentioned above. And at point if your performance is not appreciated or not according to the standards then it can also be a negative appraisal or even no appraisal at all, until your performance is at par with others or as per the standards.

Confidentiality or Secrecy

- You acknowledge that you may gain access to and possession of confidential information relating to the Company during the term of your employment.
- You will not divulge to any outside persons or concerns any information and secrets connected with the Company that you may come across during the performance of your duties.
- You will treat all matters relating to our Company in strict confidence and not disclose them to outsiders except with the prior written authorization of our Company. In particular, you are expected to maintain complete confidentiality in respect of work methods at our Company, Systems developed / modified by our Company for its clients and software developed or modified or acquired by the Company.
- You are not allowed to copy or sell the Company's data/software packages outside without the Company's prior permission.
 You acknowledge that conditions of this appointment are reasonable and necessary to protect disclosure of confidential information belonging to the Company and any disclosing thereof will cause irreparable damages, hardship and injury to the Company.
- You acknowledge that your obligations relating to confidentiality survive the termination of your employment and you will be liable to pay damages and be subject to injunctive or other relief for any breach of aforesaid obligation.
- You are expected to maintain utmost secrecy in regard to the affairs of the Company and shall keep confidential any information, whether written or oral, which relates to internal controls, computer or Accounts Receivable RCM programs, algorithms, electronic Accounts Receivable RCM applications, routines, subroutines, techniques, or systems or information concerning the business of financial affairs and methods of operations or proposed methods of operation, accounts, transactions, proposed transactions, security procedures, trade secrets, know-how or inventions of PCS or its affiliate or any client, agent, contractor, or vendor. You shall not disclose the identities and other related information of any of its clients.
- Intellectual Property Rights (IPR's) such as copyrights, patents, trademarks, secrets etc. with respect to any product including any e-commerce solutions developed by you while in the employment of the Company shall remain in the exclusive ownership of the Company and you shall have no right title or interest in respect of such IPR's.
- Confidential information includes all IPR's, information regarding quality control, business, financial information, places, customer's list, marketing data and any other information that are generally not known to the public.

Conflict of Interest

- You will treat all client information as confidential and will not disclose it to outsiders except when authorized.
- In the course of your association with us, you are bound to come across information that is of a vital and confidential nature, pertaining to our industry. It is therefore expressly agreed, as an important component of this appointment, that you will not associate yourself, either directly or indirectly, either during your association with us or for a period of two years thereafter, with any industry of a competitive nature.
- Any information or data made available to you by the Company or by the customers or by any other party, or any innovation or improvement in process, design, etc., effected in the course of your association with us will belong to the Company and will be kept by you in strict confidence and will not be used by you to the detriment of the Company's interests at any time.
- In the course of your service with us or even after your discharge from our service, if any malaise intention on your part is established, resulting in crippling of the Company's functioning, or causing the financial loss to the Company, or damage to the Company's image, reputation or goodwill, the Company has the right to sue you under relevant laws and seek redress.
- You will authorize the Company and also authorize and request each former employer and persons, firm or corporation given in the application form as reference to answer any and all questions that may be sought in connection with this application or concerning you or your work, habit, character or skill or any action in any transaction.
- You should declare your interest, financial or otherwise in any Company or firm or any other individuals who have dealings with
 us in any capacity. In the event of yourself acquiring or becoming interested in the future in such a Company or partnership or
 firm or individual, you should immediately disclose the nature and extent of your interest.

Non-Compete Clause

On the termination/resignation of your services, you shall not engage in a business/employment on your own account or as a
partner with any another employer in a like business so as to cause damage to the business interests of our Company or the
market it sells to for a period of 1 (one) year from the date of cessation of employment.

Leaves

 You are not eligible for any leave during probation period. Any leave, you are entitled to can be availed only with prior notice and proper permission. The Company reserves the right to deny you leave, in case of failure on your part to comply with Company policy in this regard. Any instance of relaxation by the management on this account will not form a precedent nor will it confer on you any right to similar relaxations in future.

Pay Structure

| Name of the Employee | : | Gopi Kagitala |
|----------------------|-----|----------------------------|
| Date of Joining | : | 19 March, 2021 |
| Designation | : | Junior - Process Associate |
| Department | : . | Accounts Receivable – RCM |

| | Amount per Annum (in Rupees) | Amount per Month (in Rupees) |
|-----------------------------------|------------------------------|------------------------------|
| Basic | 36000 | 3000 |
| HŔA | 14400 | 1200 |
| Conveyance Allowance | 19200 | 1600 |
| Medical Allowance | 15000 | . 1250 |
| Special Allowance | 31080 | 2590 |
| Gross Salary | - 115680 | + 9640 |
| Others | 0 O | 0 |
| CTC (A) | 120000 | 10000 |
| Deductions | | |
| EPF | 4320 | 360 |
| Profession Tax | C | 0 |
| FSI | 900 | 75 |
| Others | 0 | 0 |
| TDS (As per the Income Tax norms) | As per income Tax rules | As per Income Tax rules |
| Total (B) | 5220 | 435 |
| NET (A-B) Approx. C | 114780 | 9565 |
| PF Company Contribution | | 360 |
| Take Home* | | 9565 |

(Rupees Ten Thousand Only CTC)

Note:

All matters relating to compensation are STRICTLY CONSIDENTIAL.

Any breach of this may result in immediate termination of services.

All the liabilities arising out of the above shall be borne by the associate.

*Take home pay will be net of PF & Income Tax deductions depending on your savings under various schemes. You are entitled to Health Insurance (i.e. 1 Lakh) and personal accident insurance benefits as per the company policy (over and above the CTC offered) after the probation period of six months.

Authorized by

Signature Name Designation Date

Auf-

Hiraman Roop Rao P Manager - Human Resources 19 March, 2021

16-32

| - | | |
|-----|-------------------------------|--|
| - | NCDIDA | |
| | NSPIRA | |
| 1 7 | Management Services Pvt. Ltd. | |

Dated: 03/10/2019 Ref: Nspira/RO HYD/10/19-20/02/035 To,Mr. K Gopi Ramu, Orno:2-110/A, Yadava Colony, Rajupalem With reference to your application and the subsequent discussions that we had, we are pleased to offer you a position with us as a Jr.Executive-Internal Audit and your positing will be at Vijayawada. Matur Mandalam, Prakasam dst, AP-523301 The following are the terms and conditions 1) See Annexure I for Compensation (Confidential) 2) You will be an probation for a period of stu months of your joining the Napira Central Office or any other location with in India. Your confirmation is subject to our evaluation of your performance. 3) Your role, duties and responsibilities will be as assigned to you from time to time by your assigned supervisor(s) as authorized by the Organization. 4) Under any circumstances if the recipient opts to heave the company, he/she should serve 1 month as a notice period. As par the company norms if the notice is not served, he/she is liable to pay the company towards the same 5) This offer is made to you on a good faith on the basis of the information provided by you through your profile and discussion during your Interview. This offer as well as the appointment with the organization is subject to verification of your credentials. In case any of your professional or personal predentials is found to be negative or not in line with the details provided by year, your employment with the organization will become null and void. 5) You are required to join the office on or before 63/10/2019 and report to the duties along with your document such as Your Resignation and refleving latter from your previous Employer al Joining Roport. indemnity Bond/Bond as per the requirement. bi C1 Proof of Address. d PAN Card. e) Your Qualification certificates. n Your Experience certificates if any. g) Two Passport Size Photograph. 14

If exese terms are acceptable you, kindly sign and raturn the duplicate of this letter in acknowledgement thereol.

For Nspiranagen in Services of LLtd. Human Resources

I agree & accept employment on the terms and conditions mentioned in the letter. I shall be reporting to work on _3-10-2.019. (1) Sayavada).

Separare K. Gopifar Date 3-10-2019.

10th Floor, Melange Towars, No. 89-84, Fatelka Nagar, Hirech City, Madhapur, Hyderabad - 500 081. Web: www.nepira.in Phone: 040 - 45009999.

э,

16-51

To provide Insight for enhancing wealth

Date: 4-Apr-18

EFFTRONICS SYSTEMS PVT. LTD. 90-15-9, Bronousan Colony. Vijayawada-520 010, AP. INDIA

C :+ 91 (866) 246-6675, 249-3375, Fax, +91 (866) 247-4097

e-mail: info@elftronios.com - Website: www.effronios.com

EFF/HRD/18-19/OFF-MKG/016

To

Ms. MADIVADA KAVYA SREE, D/O MADIVADA V NARASIMHA RAO, D NO: 715, GUDLAVALLERU POLICE STATION, GUDLAVALLERU, KRISHNA DT, ANDHRA PRADESH,

Dear Ms. MADIVADA KAVYA SREE,

Subject: Provisional Offer Letter as MARKETING EXECUTIVE TRAINEE in Administration Department.

Further to your application for employment with us, and the subsequent selection process, we are pleased to offer you the position of Trainee (MARKETING) in Efftronics Systems Pvt Ltd.

Your Scheduled date of joining will be in first week of JUNE-2018 (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,

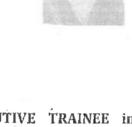
TB Sankar

(T BHAVANI SANKAR) VICE-PRESIDENT



Mirs: Networking Oata Loopers and LED Displays

Page 1 of 3 Embedded Systems, Software



Continuation Sheet ...

SYSTEMS PVT. LTD.

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 starting gross salary would be **Rs.15,042/-** per month, depending on your performance during the training.
- 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 has to pay **Recruitment cost and Training cost** on pro-rate basis to the company.

Page 2 of 3

Verified by

Continuation Sheet ...

11. At any time during the Training, if the Trainee is found to be will fully 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 training cost from you for the above said acts.



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

(T BHAVANI SANKAR) 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

Page 3 of 3

Verified by



Date: Saturday, 12 September 2020

To,

Karre Puranaiah [[CANDIDATE_ADDRESS]],

Dear Karre,

Subject: Offer-cum-appointment letter.

With reference to your application and the subsequent interview, we are pleased to offer you a promising career with us. Your appointment with HDFC Life Insurance Company Limited ("Company") will be subject to your agreement/ acceptance of the terms and conditions as defined therein, else the letter shall automatically stand invalidated without any further obligation on the part of the Company. The details of "he terms and conditions are as mentioned below:-

16-36

Designation - Business Development Manager

Department - Agency

Organizational Band/ Grade - J2

Location - Machilipatham Sales Hub

Date of Joining - Within 15 days of Monday, 14 September 2020

Job Detail:

Although your normal work will consist of the duties and business targets as assigned to you from time to time, which shall be achieved by you to the satisfaction of the Company; you may at any time be called upon to discharge any other duties which in the opinion of the Company are within capacity to discharge and you will forthwith undertake to discharge those duties with diligence and care.

Compensation & other Benefits

- 1 Your annual emoluments will be 240000 per annum on Cost to Company basis. The brief details of which are shown in Annexure-1. The Company will deduct taxes and other statutory dues as may be applicable from time to time from the remuneration payable to you.
- 2. Your Variable Pay for performance (VPP) is subject to your individual performance as well as Company's performance (as declared by the Company from time to time).

HDFC Life Insurance Company Limited (Formerly HDFC Standard Life Insurance Company Limited)

Corporate & Registered Office

13th Flaor, Lodha Excelus, Apollo Mills Compound, N. M. Joshi Marg, Mahalaxmi, Mumbai – 400011

CIN: L651 (0MH2000PLC 128245

 • +91 226751 6666
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 • 1860-267-9999
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 • valable Man Satism 10 am to 7 pm (uscal charges apple)
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 • 0 NUT point any country code of 19Loc 00.
 •.

 • www.hdfclife.com
 •.



Dear,

Mr. KONDAVEETI SURI BABU

16-45

Greetings from VISUALPATH IT SERVICES PVT.LTD.

We are pleased to offer you the position of "HR RECRUITER" and your base location will be "Hyderabad".

Your employment will be governed by the terms and conditions of the employment agreement, as contained in the employment letter, which will be given to you once you have formally join us on **28th Dec 2018, Friday at 09:30 AM.**

Salary: 1,80,000 COST TO THE COMPANY PER YEAR.

This offer letter is open and valid up to the date of joining, as mentioned above. Your appointment is subject to you submitting the following documents to the HR department on your arrival at our office.

- Passport size photograph
- Original Educational certificate copies (Marksheet of all semesters/classes) – for personnel records
- Your detailed Curriculum Vitae (in case not submitted earlier) for personnel records
- Copy of Aadhar Card(Identity Proof)
- Current Address Proof
- Last month's Salary slip / certificate of previous organization (if applicable)

Please confirm your acceptance of this offer letter by sending a confirmation mail from your personal email id that your joining **Visualpath IT Services Pvt. Ltd.** Is not in any contravention of your present employment agreement.

Your contact point in HR would be Supriya(HR MANAGER) (Email : hr@visualpathit.com Tel : 040-4006-1166)

We welcome you to our organization and trust that we could mutually build a meaningful and rewarding career for you in our company.

VISUALPATH IT SERVICES PVT LTD

Cognizant



Ref No: 13022006

25-Jun-2019

កំព ហារថថ អ៊ីចែកោជាខ្លា

Cear Amarnad,

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.200,004. The other details about your compensation is presented in Annexure A. We would like to of an apprication for Considered Contents 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 crises, you may discuss it only with your Manager.

We request you to join us on or before 28-Jun-2019.

Cognizant is keen that there is a secure environment for clients and internally too. You are required to be registered with the Notional Skills Registry (NSR) and provide that in order while participation argument for Annexure 8 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 commoncing 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 took forward to your joining us. Should you have any further questions or clarifications, please feer free to contact us.

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.

5-9-1-

Global Head-Talent Acquisition

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature :

Date:

Cognizant

Annexpre A

| l. No. | Description | Monthly | Yearly |
|--------|---|---------|---------|
| 1 | Rosi | 9175 | 110,100 |
| 2 | · Company's contribution of PF # | 1101 | 13,212 |
| 3 | Advance Statutory Bonus*** | 2000 | 24,000 |
| 4 | Special Allowance* | | 45,312 |
| 5 | Company's Cantribution of ESI @ 4.75% of Monthly Gross minus statutory exclusions | 615 | 7,380 |
| | Annual Gross Compensation | | 200,004 |
| | Annual Total Compensation | | 200,004 |
| | Compony's contribution towards benefits (Medical, Accident and Life Ensurance) | | 16,000 |
| | Annual Total Remuneration | | 216,004 |

Group Term Life Insurance Coverage

· Employees' compensation insurance benefit as per the Employees' Compensation Act; 1923

· Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act, 1972

• Women associates joining Cognizant will be entitled to Maternity leave as per the Maternity Benefit Act, 1961

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 KRA

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. Cheose from a bauquet of allowance or benefits

2. Redefine your salary structure within prescribed guidelines

3. Optimize your comings:

** 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 bone salary and the Annual Gross Compensation will remain the same.

* Cognizont has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will jain us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of forther planning und 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 Cognizent.

Login to https:\\onecognizant.cognizant.com->Total Rewards App for more details.

Statestreet MCL Services (India) Private Limited

CIN : U72900DL2012FTC229698

| Workshie Chenetal | | ETA Technopark – Spadał Ecnosonio Zone, Upper Grostoł Piour of Blocks S, No.33, Old Mahabaliparem Road, Navalur Village and Parchayat, Thinpporu: Paschayat Usloh, Changalpet Takik, Kanchespuram Dist. Chansal – 903 103, helia |
|---------------------|---|--|
| Worksite Colmbaiore | ļ | Nodule 43, 2nd Roor, Tidel Park Colmbature Limited (TPCL). Civil Aerodrome Post, Colmbatore 641 014, India. |
| Worksite Pune 1 | ł | Commenzone, Linik 401, 4th Floor In Bullding 7, Survey No. 144 & 145, Samat Asheke Path, Opposite to Airport Road, Verwada, Pune – 411 096, India. |
| Registered Office | i | 836, Siddherth, 96, Nahru Piece, New Delhi 110 019, India. |

16-54

Offer Release Date: April 9, 2019

Offer and Appointment Letter

Marriwada Siddhartha

Narayana Rao Nagar Challapalli,Krishna dst, Vijayawada, Andhra Pradesh, India - 521126

Dear Marriwada,

With reference to your application and subsequent interview, we are pleased to make you an offer and appointment with State Street HCL Services (India) Private Limited ("SSHS" or "HCL" or "Company") as ANALYST. You are required to report on or before April 15, 2019 at 10:00 a.m., at the address: State Street HCL Services (India) Private Limited, Chennai-SEZ, SDB2 Sholinganallur 602/3

- 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 unfit, this offer will stand withdrawn forthwith. The
 decision of the company will be final & binding
- Please note that this offer is valid till 7 days subjected to your offer letter acceptance.
- You will be paid total of **Rs. 200000 per annum** that is inclusive of Basic salary, other monthly allowances, Provident Fund, Gratuity and other annual components. Your emoluments/ salary/ Cost to Company (CTC) include monthly as well as annual allowances as attached (Annexure I) herewith.
- Your growth in terms of role, compensation etc., in the company will solely be based on your performance. Unless notified in writing, you will be deemed as "confirmed" on completion of your probation period i.e. 12 months from date of joining. Subsequently, your annual performance appraisal and compensation review will be aligned and effected from the first day of the subsequent quarter thereafter
- During your employment if the company comes to know of any negative instances/ irregularities relating to your previous background we would be constrained to withdraw your appointment.
- You and your family (spouse, dependent children, and dependent parents) will be covered under our comprehensive Medical Insurance scheme/ESI.

Statestreet HCL Services (India) Private Limited

CIN: U729000L2012FTC229698

| Worksite Chervial | | ETA TactimoparkSpecial Economic Zone, Upper Ground Floor of Blocks 3, No.33, Old Mahabalipuram Road, Navalur Village and Ranchayat, Thiruporur Panchayat Union, Chengelpet Taluk, Kancheopuram Dist. Chengel – 603 103, India |
|---------------------|---|---|
| Workshe Coinsbatore | : | Modula I-3, 2nd Picor, 11del Park Colmbatore Limited (TPCL), Civil Aerodroms Post, Cuimbatore 641 014, India. |
| Wostesite Pane 1 | | Commerzone, Unit 401, 401 Fibor In Building 7, Survey No. 144 & 148, Samat Ashoka Path, Opposite to Aliport Road, Vaneada, Pune – 411 006, India. |
| Registered Office | 2 | 806, Siddharth, 96, Nohru Place, New Dolhi 118 015, India. |

agree that the company will not accept any liability in respect of any unauthorized use of software and you shall be personally liable for any damages or other liability arising on account of violation of SAM policy

- You may be required to attend specialized training, either in India, or abroad, and it is expected that you will be ready and willing to undertake such training, as the same is necessary to enable you to effectively discharge your duties with the Company. The training period would be 6 days a week. The Company shall be expending considerable sums of money on the said training, and it is expected that you shall work for the Company for a certain minimum stipulated period of time after completion of the said training, so as to enable the Company to get the benefit of the amount expended by it. It is the practice of the Company to execute a training and/or Service agreement at the commencement of training in which the rights and liabilities of the respective parties are set out. You will be required to promise to compensate the company for the amounts expended by it on the training in the event of your committing breach of your obligations under the training and service agreement. You may also be required to furnish at least one surety to guarantee due compliance with the terms of the training and/or service agreement.
- During your employment with the company, you will be governed by the policies, service rules
 and regulations of the company being in force or introduced/amended later. In this regard, a
 confidentiality undertaking at the time of joining and/or any other agreement that may be
 required from time to time will be required to be executed by you.
- You shall not divulge, communicate or pass on any information, secrets which you may come to possess as a result of your employment with the company to any outsider or to anyone not employed by the company. At all times you shall maintain absolute integrity. You shall not communicate, in any manner, any information regarding your remuneration / terms of employment to any other employee of the company except your immediate superior. Indulgence in such activities or any violation of this norm shall lead to termination of your service immediately.
- You would be initially posted at Chennai where you are requested to report to Human Resources Group on joining. Upon joining, you will be required to sign a standard undertaking on your obligations to conform to organizational discipline, policies and norms.
- During your employment with the company, you will not take up employment elsewhere either part time or otherwise. Besides you will not engage in any commercial activity.
- Your duty hours will be as advised to you by your superiors from time to time but will not exceed 48 hours a week. It is expressly agreed that if you fail to perform the work according to the scheduled working hours or you resort to stoppage of work, whether alone, or with others, you will be entitled to receive salary only in proportion to the working hours during which you actually performed work.
- In case you absent yourself from duty for 7 days or more or extend leaves at your own and without consent of management beyond originally granted leaves, you shall be deemed to have left and relinquished your service. Such automatic relinquishment of the contract of

Statestreet HCL Services (India) Private Limited

CIN : U729000L2012FTC229698

| Workalité Chennal | : | ETA Technopark – Special Economic Zone, Upper Ground Roos of Blocks 3, No.33, Old Mahabaljuäram Road, Mavalur Välage and Pandrayat, Thiruppont Panchayat Union, Changalpat Taluk, Kancheopurem Dist. Changal = R03 103, India |
|---------------------|---|---|
| Workshie Colmbatore | ; | Module 8-9, 2nd Floor, Tidel Perk Colembators Limited (TFCL), Civil Aerodroms Post, Coirebators 641 014, India. |
| Worksille Perse 1 | | Cammerzone, Unit 401, 4th Floor in Building 7. Survey No. 144 & 145, Samrat Astroke Path, Opposite to Airport Road, Verwada, Pune441 066, India. |
| Devictorial Office | | and Sidebarth Of Klebry Place New Fleth - 118 019, 19639. |

DECLARATION

I, Marriwada Siddhartha, hereby declare that I have completely understood the contents of the instant Letter and I agree to abide by the below mentioned clauses:

- 1. Flexible to work in any shifts, process, Centre and location.
- 2. All the required documents to be submitted on the date of joining.
- 3. Salary will be subject to revision in case of non-submission of the required experience certificates.
 - Unsatisfactory responses from the previous employment references may lead to reduction in salary or/and termination of employment with us.
- 4. Non-disclosure of prior experience with HCL will lead to termination of employment.

State Street HCL Services

Statestreet HCL Services (India) Private Limited

CIN: U72900DL2012FTC229698

| Herkelle Channel | : | ETA TechnoparkSpecial Economic 2016, Upper Ground Flour of Blocks 3, No.33, CM Mehabaliperam Road, - Navalur Village and Panchayat, Triiruponur Panchayat Union, Chengelpel Talvá, Kancheopunam Dist. Chennal - 603 3103, India |
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| Workshie Colmbatore | 1 | Modula 1-3, 2nd Floor, Tidel Park Colmbatore Limbad (TPCL), Civil Aerodroma Post, Coirebatore 641 014, India. |
| Worksille Putrie 1 | | Gersmerzone, Unit 401, 4th Rizor In Bullding 7, Survey No. 144 & 145, Samrat Ashoka Path. Opposite & Arport Road, Verwada, Pune ~ 411 006, India. |
| Registered Office | ì | 606, Siddharth, 56, Nehru Flace, New Dolhi - 110 019, India. |

| S. No | Document Check List | Number of Photocopies |
|-------|--|-----------------------|
| 1 | Latest Offer/Appointment Letter with Cost to Company (CTC and ALL ANNEXURES) | 2. |
| 2 | Extension Letter (if the Date of Joining in the offer letter is past dated) | 1 |
| 3 | Relieving Letter/ Resignation Acceptance-FOR EXPERIENCED EMPLOYEES (With LAST WORKING DATE clearly mentioned - From Immediate LAST EMPLOYER ONLY) | 1 |
| 4 | PAN Card | 2 |
| S | Passport – First and last page – Name and Date of Birth Proof. | 2 |
| 6 | 10 ^m Mark Sheet | 1 |
| 7 | 12 th Mark Sheet | . 1 |
| 8 | Address Proof: Any Govt. photo ID / address proof e.g. Passport, Driver's License, Voter ID card, electricity bill of last 3 months, etc. *Please note that we do not accept the Adhaar Card as ID or address proof. | 2 |
| 9 | Highest Qualification Mark-sheets/Degree/ PDC - For Fresher's Only | 1 |
| 10 | Passport Size Photographs (white background) | . 7 |

Please ensure all documents are Self-attested (Photocopies).

Please ensure that the photocopies are clearly visible as dark and hazy photocopies are not accepted.

- Please avoid clicking pictures of documents and taking printouts.
- Please do not send soft copies through Emails.
- Please keep your PF account number (immediate previous employment), UAN information handy as these details are required on the induction day.
- Induction Timings are 0900 to 1830 IST.

You are required to report to HCL Onboarding Team for completing joining formalities on the day of joining by 9:00 a.m. at your respective location of joining as following.

| S. No | Location | Address |
|-------|-----------|--|
| 1 | NOIDA . | HCL Technologies Ltd, A-9, Sector-3, Noida-UP, 201301 |
| 2 | CHENNAJ | HCL Technologies Ltd,Sez Unit-2 (Sdb2 Buid), Eclot-Special Economic Zone, 602/3, Shollinganallur Village, Shollinganallur-Medavakkm High Road, Chennai-600119 |
| 3 | BANGLORE | HCL Technologies Ltd,Surya Saphire, Plot#3, 1St Phase, Hosur Road, Electronic City Banglore-S60100 |
| 4 | KOLKATA | HCL Technologies Ltd, Level-4, Building -A3 Unitech Infospace, Dh Street, Rajarhat, Kolkata-700091 |
| 5 | HYDERABAD | HCL Technologies Ltd, Special Economic Zone, Phoenix Infocity Pvt Ltd, H-01, Level -2, Hitec City 2-Survey |

7

State Street HCL Services

Statestreet HCL Services (India) Private Limited

CIN : U729000L2012FTC229698

| Worksille Chennal | ; | ETA TechnoparkSpadal Economic Zone, Upper Ground Floor of Blocks 3, No.33, Old Mahabelp Park Koad, Narabit Millage and Fanchayat Thingport Panchayat Union, Changelpet Taluk, Katcheepurtum Dist. Channel603 103, Itelia |
|------------------------|---|--|
| Worksite Columbiatoria | : | Mocule I-3, 2nd Floor, Tidel Park Cotababane Limited (TPCL), Civil Aerodrome Post, Cointeatore 641 014, Iadia. |
| Worksite Pune 1 | : | Coinmerzone, Unit 401, 4th Flaor In Bullding 7, Survey No. 144 & 145, Samrat Achteka Path, Opposite to Akpert Read, Vervada, Pune – 411 006, India. |
| Registered Office | i | 809, Siddharth, 96, Nahru Place, New Delhi - 110 019, India. |
| 91 | | |

Annexure III

EXPLANATION OF COMPENSATION STRUCTURE AND EMPLOYEE BENEFITS

To facilitate an easy understanding of your compensation structure (Cost to Company, CTC), the various components are explained as following:

BASIC SALARY The Basic Salary is standard across organization and brought to a certain value of the CTC. Basic salary has an impact on various other components such as the PF contribution, medical insurance cover, Gratuity, HRA etc. and hence has to be balanced so as not to substantially reduce the employee's take home salary.

<u>House Rent Allowance (HRA)</u> The HRA is payable maximum Up to 100% of the Basic Salary and paid monthly. This includes the Company Leased Accommodation value. For those who are not staying in a rented accommodation, can declare the same in the system post joining and this amount would be paid as taxable component.

<u>Advance Statutory Bonus</u> Applicable where monthly gross does not exceed INR 21,000 (excluding variable component) as per the Payment of Bonus Act.

Attendance Allowance Attendance Allowance is payable max. up to INR.1000/- per month.

<u>Food Wallet</u> Food Wallet is a voluntary benefit and is applicable for payments related to food and nonaicoholic beverages only. Once enrolled, the benefit should be availed within HCL Cafeterias or food joints outside HCL campus which serves only food and non-alcoholic beverages. This Food Wallet cannot be used in any other outlet other than designated food outlet.

<u>Compensatory Allowance</u> Compensatory Allowance is a buffer component that adjusts the amount of CTC against all other fixed components.

Medical Insurance Some of the salient features of the Group Health Medical Insurance policy are as follows

- The policy covers Hospitalization expenses and Maternity expenses.
- By default, the employees (who are not covered under the ESI Act, 1948] will be mandatorily covered under the benefit. The benefit will also be available to cover Spouse, dependent children, dependent parents/in-laws, dependent brothers who are unemployed but below the age of 25 and sisters (unmarried & unemployed), additionally, by declaring them as dependants and on confirming that they are NOT covered under any other employer-sponsored medical scheme (e.g., Central Government Health Scheme) and that they are wholly or substantially dependent on you for their medical needs.
- ' The premium payable depends on the dependants declared.
- The hospitalization coverage limit will be same as defined in compensation structure.
- Company reserves the right to amend the benefit plan and shall keep all employees informed/updated.

9

State Street HCL Services

Statestreet HCL Services (India) Private Limited

CHI : U720000L2012FTC220608

| Workpille Chymnell | : EDA Teulosport - Openial Economic Zone, Algore Ground Plear of Blocks S. No.33, CA: Midmitellaware Plant, Nevelar Visign and Pranchayat, Tabapone Planthayat Union, Changada - Statis, Konsteepange Club. Changada - Statis, Konsteepange Club. |
|--------------------------|---|
| Workalta Columbrations : | Module I-8, 2nd Floor, Tidel Park Gelekatore Limited (TPCL), Chil Januahame Peat, Catybalane 841 014, Initia. |
| Watelio Pero 1 | : Consenses, Unit 407, 48: Piece in Ballulay 7, Starwy Mo. 144 5, 145, Rimmat Aniocim Path, Opposie in Aspact Read, Vacanda, Parce – 411 008, India. |
| Registered Office | : BUD, Stadbardt, 40, Halter Place, New Dalbi 115 018, Italia. |

Offer Release Date: January 30, 2019

16-58

Offer and Appointment Letter

Meda Janardhan

Pittallanka,Koduru,Mandal Viswanadhapalli, Kothapalem, Andhra Pradesh, India - 53522

Dear Meda,

- With reference to your application and subsequent interview, we are pleased to make you an offer and - appointment with State Street HCL Services (India) Private Limited ("SSHS" or "HCL" or "Company") as ANALYST. You are required to report on January 31, 2019 at 10:30 AM at the address: Statestreet HCL Services (India) Private Limited, VijayawadaSEZ-U1-3F (ODC 1&2).
- 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 preemployment 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 unfit, this offer will stand withdrawn forthwith. Decision of the company, in that regard will be final & binding.

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16-70



Date: 21/12/18

Dear Miss. N.VNL SOWMYA

Sub: Employment Offer Letter

We are pleased to offer you employment with Career3S (Company) in the position of, iT Recruiter with Career3S (hereinafter referred to as the Company) having it's registered office at Hyderabad.

IT Recruiter Designation

Hyderabad Location

Annual Compensation (Fixed): INR 1,20,000 (Rupees One Lakh Twenty Thousand)

The starting date of your employment will be no longer than 24/12/18.

1. Duties

a. You shall be using your best energies and abilities on a full-time basis to perform, at locations designated by the company: including customer offices, the employment duties assigned you from time to time. You also shall comply with all rules, regulations and procedures of the Company. During your employment, you shall not directly or indirectly usurp any corporate opportunities or otherwise engage in any conduct adverse to the best interests of the company.

Also, you are instructed not to divulge any confidential information of, or violate any agreement with, your prior employers or their clients.

b. Your duties may vary from time to time and you are liable to be transferred from one department to another either temporarily or permanently or at any of the companies offices or its customers offices in India or abroad. In the event of transfer, the terms and conditions applicable to your category of employees at the place of transfer unless would govern you.

c. During your employment with the company you will not work for any other firm, institution or person either whole time nor in any way be associated with any firm or firms or as any persons advisor, director, partner, whether paid or not for your services.

d. Owing to the mission critical assignments undertaken by the company, you may be required to work on weekdays / paid public holidays for the company, whenever called upon to do so.

Career3S

Plot no. 3-339, 2nd Floor, Manjula Nilayam, Ayyappa Society, Mega Hills, Madhapur, Hyderabad, Telangana, 500081, Tel: + 040-48521939 Mobile: 6300972391 www.career3s.com

6-

HDB FINANCIAL

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

December 7, 2018

Ref:HDBFS/18-19/HRIC188146/Appt/159708

Ms. OLIPALLI USHA RANI, Vijayawada

Dear OLIPALLI,

LETTER OF APPOINTMENT

Further to your application and subsequent discussions for employment, HDB Financial Services Limited ("Company") is pleased to appoint you as SALES OFFICER 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 GOVERNORPET. 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.
- e) You will be responsible for the safe keeping and return in good condition and order, of any properties and / or assets which may be entrusted to you by the Company. The Company shall have the right to deduct the money value of all such properties and / or other assets from your dues and take such other action as it may deem proper in the event of your failure to account for such properties to the Company's satisfaction.

Registered Office : Radhika, 2nd Floor, Law Garden Road, Navrangpura, Ahmedabad-380 009.

Page 1 of 6

Scodda Soliware Solutions Private Ltd. * (A subsidiary of Scadea Solutions, Inc., USA) (NDIA: + 91-40-668066697/86816699 USA: +1 908-635/2727 info@scadea.net www.scadea.net

Ref. No: SSSPL/HYD/2019/176

Date: December, 16th 2019

MR. PARUCHURI TARUN VENKAT EWS- 1047, KPH8 Phase 2, Near Temple Bus Stop, Kukatpally, Hyderabad- 500072

Sub: Offer of Appointment for the position of Technical Recruiter.

Dear Tarun,

Further to our telephonic & personal discussions, we are pleased to issue this 'Offer of Appointment' for the position of Technical Recruiter. Your joining date with the company will be from, Monday, December 16th, 2019. You are requested to confirm your willingness to accept this Offer of Appointment by acknowledging and countersigning this offer letter.

Probation:

You will be on probation for a period of SIX months from the date of joining. Based on your performance during the probation period, the Management reserves the right either to extend the probation period or confirm the services.

Salary:

You will be paid a Gross Salary of Rs. 2, 76,000 /- per annum (Annexure A attached). The management may grant increment in salary during annual review as it deems fit. This salary is subject to deductions for taxes, & other statutory enactments applicable in this regard and policies of the company depending on the place of your employment.

Documentary Evidence:

.

In proof of the details incorporated in your resume, you are required to submit photocopies of your date of birth, academic / technical qualifications, experience certificates, and any other testimonials along with your originals at the time of reporting to duty. You are required to furnish three professional references which include the Reporting Managers from two most recent previous employments, along with their full name, designation, company and contact details. Scadea shall do the background verification and references validation at its discretion and take the same into due consideration.

FDC Limited

MANUFACTURERS & EXPORTERS OF FOODS, DRUGS & CHEMICALS

REF : ELEC:MS:PSB:OFFER - LTR:2018 DATE : 13.07.2018

Mr. PUNNAM KOTESWARARAO 2-246, BC-COLONY VILL: KARLA KUNTA MDL: RMOPICHARLA DIST: GUNTUR (AP) - 522615 MOB : 9603186590

Dear Mr. Koteswararao.

With reference to your application dated 12.07.2018 and the subsequent interviews you had with us, we are pleased to offer you the post of "TERRITORY MANAGER - VIJAYWADA-1 [ELECTRAL DIVISION]" in our Organisation, on salary and, terms and conditions offered by us and agreed by you, during the interviews.

16-7

You have agreed to join us on 16.07.2018.

This offer of appointment is based on the information provided by you in your Bio-Data and during the interviews. Therefore, appointment offer is subject to the correctness and validity of information provided by you in your bio-data and interview. This offer of appointment is subject to successful completion of your training program.

The appointment will also be subject to your being medically fit certified by registered medical practitioner.

Please bring following documents at the time of joining.-

- Original and one set of photocopies of all your certificates, testimonials and experience certificate/s.
- 2 Relieving letter / certificate from the last employer.
- 3 Proof of last drawn salary.
- 4 Two passport and two I/Card size photographs and Blood Group.
- 5 Carry original PAN Card & Aadhar card alongwith two copies for opening Bank accounts.
- 6 Copy of previous employer PF Number, PF UAN Number & ESIC Number if applicable.
- 7 Bank details (Cancelled cheque) for KYC update.
- 8 Previous employer Income Proof if any,
- 9 Aadhar Card Xerox of Family Members (Father, Mother, Wife/Husband and children)

10 Post Card Size Photo of self with family Members (2 Nos)

Your formal appointment letter will be issued to you on receipt of above, and at the time of joining.

For FDC LIMITED

MANOJ SHETTY SR. MANAGER (HR)

 CORPORATE OFFICE
 : 142-48, S. V. Road, Jogeshwari (W), Mumbal - 400 102. INDIA Tel.: +91-22-3071 9100 - 399 / 2678 0652 / 2653 / 2656 * Fax : +91-22-2678 6393 / 8123 / 1912 E-mail: fdc@fdcindia.com * Website : www.fdcindia.com

 REGISTERED OFFICE
 8-8, M.I.D.C. Industrial Area, Waluj - 431 136, Dist. Aurangabad, INDIA Tel.: 0240-255 4407 / 255 4299 / 255 4967 * Fax: 0240-255 4299 E-mail: waluj@fdcindia.com * CIN: L24239MH1940PLC003176



04-February-2019 BSCPL/HR/19/498758/039

To Mr. Ranga Phanindra S/o Sri R Srinivasarao D.No. 11-4-63, Rajula Colony, Sattenapalli, Guntur (DT), Andhra Pradesh 522403

Dear Mr. Phanindra,

Sub: Appointment Order.

This Appointment Order issued to Mr. Ranga Phanindra, S/o Sri R Srinivasarao, Age 22 Years, residing at D.No. 11-4-63, Rajula Colony, Sattenapalli, Guntur (DT), Andhra Pradesh, 522403, Herein-after referred to as the "Employee"

By: M/s BSCPL infrastructure Limited, a company incorporated under Indian Companies act 1956, having its registered office at M.No.8-2-502/1/A, JIVI Towers, Road No.7, Banjara Hills, Hyderabad, PIN - 500 034, Telangana, India, represented by its Chief General Manager, Sri V Jagadeesh, Age 46 years, Here in after referred to as the "Company and Employer" with the following terms and conditions.

Terms and Conditions

1.0 Designation:

You are designated as "Post Graduate Trainee- HR". This Appointment is given 1.1 under the clear understanding that you will serve in the Company for a minimum period of 03 years. The date of your joining is 04-February-2019.

2.0 Place of Posting:

You will be posted at Nashik Project, but your services are liable to be transferred to 2.1 any other site in India or abroad, depending on the exigencies.

3.0 Reporting:

Initially, you will be reporting to the Project Manager, Nashik Project. He will decide 3.1 your further reporting.

4.0 Compensation:

Your Annual CTC will be ₹189,360 (Rupees One lakh Eighty Nine Thousand Three 4.1 Hundred Sixty Only) subject to all statutory deduction and TDS as applicable.

(Authorized Signatory)

Your Salary structure is detailed as Annexure - I. 4.2

(Employee's Signature)

[1]

BSCPL Infrastructure Ltd. CIN: U45203AP1998PLC029154

8-2-502/1/A, JIVI Towers, Road No.7, Banjara Hills, Hyderabad - 500 034. Tel: +91 40 23307704, 23307831, Fax: +91 49 23307385, Email : info@bscpl.net Web : www.bscpl.net

D.O.No.795/2020 C.No.02/A1/2020

ORDER

Sub:-Police Commissionerate, Vijayawada City – Postings of Prob. Police Constables (Civil) (Men) for the year 2020 – Orders – Issued – Reg.

Ref:-This Office D.O.No. 787/2020 C.No.4157/A2/2018, dt.09.09.2020.

'The Police Establishment Board of Vijayawada City met today i.e., on 12.09.2020 and having gone through the records and service particulars of the following Police Constables (Civil) who were appointed as Probationary Police Constables of Vijayawada City vide reference cited are posted to the following Police Stations as noted against each.

| S.No | Regd. No | Geni. No | Name of the Candidate | Total Marks | Posted to |
|------|-------------|-------------|------------------------------------|----------------|---------------------------|
| 1 | 4268888 | | VELICHETI SURENDRANADH CHOWDARY | 1387.5 | UNGUTURU |
| 2 | 4077293 | 76 | KANUMULA SAI PRASAD | 1381.6 | SATYANARAYANAPURAN |
| 3 | 4158413 | 159 | KILARAPU ANJANEYULU | 1380.4 | PENAMALURU |
| 4 | 4131975 | 393 | DAGGU LOKESH | 1374.5 | GOVERNORPET |
| 5 | 4296790 | 238 | BANDI SESHU | 1369,5 | GOVERNORPET |
| . 6 | 4063811 | 563 | SHAIK JAKRIYA | 1359.6 | PATAMATA |
| 7 | 4159486 | 5791 | TANGIRALA PREMKUMAR | 1353.3 | IBRAHIMPATNAM |
| 8 | 4004813 | 451 | BALLA PANDURANGA RAO | 1352.5 | THOTLAVALLURU |
| 9 | 4142298 | 91 | GARA CHANTI | 1350.1 | PAMIDIMUKKALA |
| 10 | 4221689 | 208 | MADIVADA SUDEER BABU | 1349.75 | MACHAVARAM |
| 11 | 4314932 | 53 | KARANAM MAHESH | 1348.6 | ATKURU |
| 12 | 4218495 | 574 | DASARI LIKHESH | 1348.35 | NUNNA |
| 13 | 4071137 | 89 | KONARI TIRUPATHI RAO | 1348.15 | PAMIDIMUKKALA |
| 14 | 4192683 | 599 | RAMALA VIGNAN KUMAR | 1345 | L&O I TOWN VIJAYAWADA |
| 15 | 4000032 | 230 | PYDIPATI SRINIVASA RAO | 1344.65 | PENAMALURU |
| , 16 | 4287.136 | 536 | VUNDRAJAVARAPU NAVEEN | 1342,85 | ATKURU |
| 17 | 4232659 | 147 | AKULA V S SUMANTH | 1341.6 | VUYYURU TOWN |
| 18 | 4038378 | 555 | JANGALA SRUJANKUMAR | 1336.95 | GOVERNORPET |
| 19 | 4077787 | 87 | KALISETTI SIVA | 1336.4 | SATYANARAYANAPURAN |
| 20 | 4124503 | 427 | PARASA RAMSIVA | 1335.7 | VUYYURU RURAL |
| 21 | 4105748 | 134 | BONGU RAMAKRISHNA | 1334.3 | PAMIDIMUKKALA |
| 22 | 4149431 | 136 | PANCHADARLA SATYANARAYANA | 1334.2 | PENAMALURU |
| 23 | 4006513 | .161 | GUGULOTHU VENKATESWARA RAO | 1332.95 | L&O I TOWN VIJAYAWADA |
| 24 | 4206062 | 63 | KOTTALA SAI | 1331.9 | SATYANARAYANAPURAM |
| 25 | 4199702 | 1049 | GUDIVADA SURESH | 1331.3 | AJITH SINGHNAGAR |
| 26 | 4226729 | 520 | BEJAGAM MAHESH | 1329.5 | ATKURU |
| 27 | 4199178 | 54 | IJJAPU SIVAJI | 1328.5 | ATKURU |
| 28 | 4046864 | 556 | MOPURI GOPI | 1327.25 | L&O II TOWN VIJAYAWADA |
| Z9 j | 4252119 | 539 | RANGUBHUKTA SURESH | 1326.95 | VUYYURU RURAL |
| | ····· | | | | |

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| ١ | 14 | 4038179 | 537 | KURMA ANIL KUMAR | 1291.65 | ELEVADAODET |
|--------------|-----------|--|-------------|---------------------------------------|---------|--|
| | 15 | 4291937 | | INAPANURTHI SOBHITHA | | |
| 1. | 76 | 4105409 | | | 1291 | H TOWN (Att.to BHAVANIPURAM) |
| 1 | Lanna and | and the second s | 1 | PALAGANI CHENNARAO | 1290,45 | KANKIPADU |
| M | • 77 | 4043566 | 1. | PINNIBOINA VENKATESWARARAO | 1289.95 | L&O II TOVAL VIJAYAWADA |
| 1 | 78 | 4165386 | 61 | KUDIPUDI NAGA VENKATESH | 1289.8 | GANNAVARA4 |
| | 79 | 4171453 | 594 | VAMGURI VAMSI KRISHNA | 1287.8 | SATYAHAPAYAHAPUPAN |
| | 80 | 4079855 | 172 | MATLE MADHAVRAO | 1287,35 | |
| | 81 | 4099626 | 505 | SOMAGANT BALA GOWD | 1286.3 | PATAMATA |
| | ·82 | 4195564 | 571 | MD MAQBULE | 1285.85 | |
| 1 | 58 | 4088237 | 415 | SHAIK HASEEN BABU | 1285,15 | |
| | 84 | 4053083 | 1 | MEENUGU KOTESWARI | 1285 | GOVERNORPET |
| | \$5 | 4006577 | -la se | SEELAM ASHOK | 1284.3 | ИАСНАУАРАИ |
| | 86 | + | | KUMPATI NAGA PRATHAP | 1283.6 | Lange and the second se |
| - | 87 | | 586 | GOLLA DILEEP KUMAR | 1281.9 | KRISHNALANKA |
| | SS | 4033315 | 572 | SHAIK KARIMULLA | | MACHAVARAM |
| | | | | SUDAY WALTHOLDA | 1281.8 | II TOWN (Att.10 BHAVANIPURAM) |
| | 89 | 4133595 | 578 | DEVARAPALLI PRAVEEN KUMAR | 1280.8 | MACHAVARAM |
| 4 | . 90 | 4007749 | 387 | PUTHOTA VENKATESH | 1770 0 | |
| | 91 | 4239287 | 633 | BALUSUPATI SRUTHI | 1278.9 | NUNNA |
| | 92 | 4032964 | 587 | MATTA NAVEEN BABU | | SURYARAOPET |
| Ì | 93 | 4121627 | 461 | KESANI AJAYA BABU | 1275.05 | MACHAVARAM |
| - | 94 | 4303406 | 1039 | MAHAMMAD JILANI | 1273.8 | |
| | | 1000.00 | 1000 | I I I I I I I I I I I I I I I I I I I | 1272.65 | L&O II TOWN VDAYAWADA |
| | 95 | 4102904 | 582 | VALLABHAPURAPU SUNEEL KUMAR | 1270.95 | KRISHNALANKA |
| | 96 | 4296320 | 568 | SHAIK MAHABOOB BHASHA | 1270.9 | II TOWN (Att.to BHAVANIPURAM) |
| | 97 | 4258621 | 808 | RATNA KUMARI VELPULA | 1269 | GOVERNORPET |
| | 98 | 4083372 | 372 | SAGI PAVAN KUMAR | 1267.25 | KRISHNALANKA |
| ł | 99 | 4301882 | 551 | JALASUTRAM SEKHAR BABU | 1266.5 | L&O II TOWN |
| | 100 | 4035455 | 561 | THOTA JITHENDRA | 1261.1 | VUAYAWADA SATYANARAYANAPURAM |
| | | 4095546 | | SWATHI VASAM | 1261 | SURYARAOPET |
| | | 4266896 | | TULAM HIMAJA | 1261 | KRISHNALANKA |
| | | 4148598 | | MATHE DILEEP | 1260.6 | PATAMATA |
| ł | 104 | 4216030 | · · · · · · | CHENNU KALYANI | 1260.0 | SATYANARAYANAPURAM |
| ł | 105 | 4173591 | 632 | YEBBILI NAGA DURGARAO | 1259.1 | PATAMATA |
| ŀ | 105 | 4182986 | 699 | KATRAGADDA SRI LAKSHMI | 1259.1 | KRISHNALANKA |
| ŀ | 107 | 4110864 | | PUTTURI SINDHU | 1256 | KRISHNALANKA |
| | 108 | 4015677 | <u>-</u> | NAGAVENKATESWARA RAO P | 1253.8 | MACHAVARAM |
| | 109 | 4186647 | 788 | NARALA PUJITHA | 1253 | L&O II TOWN |
| - | 110 | 4149639 | 701 | THOTA APARNA | 1251 | VDAYAWADA L&O I TOWN |
| - | 111 | 4033919 | 787 | DULAM ANURADHA | 1251 | VIJAYAWADA II TOWN (Att.to |
| - | 112 | 4065467 | 378 | VENKATA KRISHNA RAO V | | BHAVANIPURAM) |
| ┝ | 112 | 4060763 | | YUNUS MOHAMMED | 1250.6 | SATYANARAYANAPURAM |
| + | 113 | | | · · · · · · · · · · · · · · · · · · · | 1250.3 | VUYYURU TOWN |
| | | 4039712 | 723 | VANGALA LAVANYA | 1248 | MACHAVARAM |
| - | 115 | 4156631 | 775 | | 1247 | PENAMALURU |
| | 116 | 4071884 | | GUNTURU NAGAMANI | 1246 | PATAMATA |
| - - | 117 | 4313019 | 814 | DONDAPATI SUSHMA | 1246 | L&O I TOWN VIJAYAWADA |
| | 118 | 4081227 | 116 | NALAM VARA PRASAD | 1245 | VUYYURU TOWN |

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TO WHOMSOEVER IT MAY CONCERN

Date: 03/06/2019

This is to certify that Mr.SANCHI OM SAFTARUN (EMP id:80020) is employed with us from 10/4/2018. At the time of relieving his designation is Customer Service Executive.

He was relieved from all his duties and responsibilities on closing office hours of **31/05/2019**.

During his tenure with our company his services were exceptional.

The management would like to thank him for the services with the company and wish him all the best in his future endeavours.

For SISRB Technologies Pvt Ltd. Hadhuri Yeleswarapu Manager-Human Resource

SIX SIGMA DATA SOLUTIONS PRIVATE LIMITED

Date: - 08-Jul- 2019

Miss Chandra Sowjanya Udayagiri, Hyderabad.

Subject: Appointment Letter- "Junior Associate - Data & Operations"

Dear G.Sowjanya,

With reference to our recent interview regarding your possible employment, we are pleased to appoint you at the position of "Junior Associate – Data & Operations", the following are the terms and conditions defined herein:-

- 1. Date of Joining: Your appointment will be effective from 10th July 2019.
- Place of Work: Your place of work is Hyderabad.
- <u>Remuneration</u>: Your Monthly remuneration during your probation period would consolidated amount of Rs.10,000 Per Month. On Successful completion of your probation period you would be absorbed on company roles with ESI and PF benefits.
- 4. Non-Disclosure: You agree to sign and be bound by the terms of the Non-Disclosure, Non-Solicitation and Non-Competition Agreement required to be signed by you during the term of your employment with the Company and at all times thereafter. You are required to strictly maintain as confidential and not divulge or communicate in any manner, or get involved/promote discussions about any information regarding your remuneration / terms of employment to any other employee of the Company except your immediate superior or HR as advised to you by the management. Any disclosure of confidential information will be considered as a serious misconduct and breach of the company's policy which may also result in termination of your services from the company without any previous notice.
- 5. Business Unit: You will be associated with Six Sigma Data Solutions Private Limited.
- Performance Review: The Company follows annual performance review cycle. The performance review will take place only in the month of January every year nearest month January after completion of one year.
- 7. <u>Transfer of Services</u>: At the discretion of the company, your services can be transferred from one job to another, one department to another to be set up in future, within the same city without any extra allowance. You could also be transferred to an associate company or a company yet to be formed. You will be bound and obligated to accept such transfers upon the company's request and as required by the company.

Regd Office : Flat No. 203, "KAIZEN MIRZA WHITE HOUSE" H.No : 1-20-268, Sy.No.72 Opp : Hockey Stadium Entrance, Rasoolpura, Begumpet, Secunderabad-3 Telangana State, India. Mobile Number : 9885487222 , email : somesh@ssdspl.com CIN No.: U74999TG2018PTC127125



SUBJECT: LETTER OF APPOINTMENT

Dear Mr. VELAGALETI PREMKUMAR,

We are pleased to appoint you as Junior Research Analyst (Consultant) for a specific process with a tentative joining date of 26 Sept 2018 and shall remain in effect till 26 Dec 2018.

Your terms and conditions are as follows.

- 1. You shall serve as Junior Research Analyst (Consultant) and shall provide service to Shore Infotech India Private Ltd at Hyderabad.
- Your Monthly fee is fixed Rs. 16,666/- (Rupees Sixteen Thousand Six Hundred Sixty-Six only). Applicable TDS will be deducted.
- 3. During Employment employee may voluntarily resign from the services of the organization by providing prior written notice to the company, for the period which shall be One (1) Week.
- 4. You agree that you shall perform your duties with diligence, devotion and discretion and SHORE INFOTECH INDIA PRIVATE LTD may hold you responsible for gross negligence.
- 5. You are in no way allowed to be employed by any other company or offer your service with or without pay to any person, legal entity or public authority to be occupied in your own business without the prior written permission of the SHORE INFOTECH INDIA PRIVATE LTD
- 6. The normal working hours will be 45 hours per week but this may be varied from time to time, depending upon the exigencies of the work.
- 7. You shall keep SHORE INFOTECH INDIA PRIVATE LTD posted with any change in your postal address. Postal address communicated by you or available in the SHORE INFOTECH INDIA PRIVATE LTD record will be deemed as your postal address for the purpose of all communication from the management.
- 8. You will be responsible for the safe custody of any tools, equipment, books, or property of the SHORE INFOTECH INDIA PRIVATE LTD, which may be in your charge. SHORE INFOTECH INDIA PRIVATE LTD will have the right to deduct from your dues the money value of any damage or loss caused by you to its property.

UNITED TAX SOLUTIONS

Dear Sindhupriya,

Congratulations! Further to your application for employment with us,and the subsequent Selection process, we are delighted to offer you the Role of **Tax Analyst** at United Tax Solutions. The location of your reporting and training will be at Flat no 1, near Gramapanchayithi office, Nizampet, Hyderabad, India. The date of your joining will be 20th May 2019 at 10 AM.

The CTC is fixed at **Rs. 10,000 per month** and it is subjected to necessary deductions as per the applied laws in the State/Country.

The terms of this offer letter shall remain confidential and are not to be disclosed. To any third party.

We request you to please carry a signed copy of the offer letter on the day of your joining as a token of your acceptance.

Welcome to United Tax Solutions. We wish you a long, rewarding and fulfilling career and look forward to your joining us.

UNITED TAX SOLUTIONS

07. Agreement on minimum employment period, you are required to work with the company until the end of probation period (2 months from the joining date) failing which the company may exercise necessary consequential measures on the employee.

You are required to mandatorily furnish the below on your joining.

B) Aadhar

C) 2 Passport Size photos

D) Signed Offer Letter

E) Pay slips issued by the previous employer, if applicable F) Relieving letter issued by the previous employer, if applicable

By signing this letter, I solemnly undertake that all the data and the information (material or otherwise) that is received by me or supplied to me from the company whether electronically or manually or in a stored format or by whatever other means of receipt or supply of such information or data, shall be kept in strict confidence and secrecy and used or transferred by me only for an authorized official purpose without copying, printing, imaging, sharing or electronically or verbally exchanging either for personal use or for use by and third parties without the express written permission of the company. I agree that all the data such as Company information or its customers shall not be copied, saved, transferred to any personal computers, emails, books or any other media.

Welcome to the UNITED TAX SOLUTIONS family.

Sincerely, N. Chandu Head of Operations United Tax Solutions



HRD/COV/13366480/19-20

Ms. Bhima Gayathri No.12-174/1, Donepudi Street, Ramanagaram, Challapalli - 521126 India

Ph: (91)6300645818

Dear Bhima,

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

SEZ Survey No. 41 (pt) 50 (pt), Pocharam Village Singapore Township PO, Ghatkesar Mandal Rangareddy District, Hyderabad 500 088, India T 040 40600000 F 040 666341356

Signature Not Verified

Digitally signed by Fichard Lobo Date: 2019.09.03 4:41:16 IST Reason: OFFER LETTER Location: BENGALURU

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

September 03, 2019



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Services at its nest AND DESCRIPTION OF A DE

Employee Name: Palukuri Satya Venkata Lakshman Mani kumar

Employee Code: PD0291

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Appointment Lefter

We are pleased to appoint you in our organization as TSR Based at Rejamandry subject to the following terms and

Your contract will commence from 15/97/2921 and expire on 14/96/2822 during which you will render services to our 1 Client at their premises subject to the terms and conditions of the engagement letter executed by you on 15/87/2021 and in accordance to the instructions received by you from us or any other authorized person and will be bound by our rules and regulations.

hereby agree to be liable for the following lenus and conditions

- Fully perform the services, in a professional manner, at the Client's location until the completion of the (i) term of the work assignment. (6)
- During the term of the work assignment, render services exclusively to the Client and such performance shall not be inconsistent with any obligation you may have to other third parties (m)
- Not engage in any conduct which is detrimental to the interest of the Client or Adhaen Solution. (iv)
- Not receive any payments of any nature directly or indirectly from the Client unless agreed to by Adhean $(\mathbf{\dot{\gamma}})$
- Neither directly nor indirectly offers you for employment with the Client or its although during the period of the work assignment without prior permission of Adhean Solution. (Vi)
- Extend all cooperation to the Client's employees, consultants, representatives, etc, and do all such things as may be necessary and comply with all terms of the Appointment letter so as to effectively undertaké the work (Vii)
- The Employee has to undergo process of verification of his identity from the nearest police station of his a reconficertificate issued by the said notice station the sain occurre submitted by him will be consider as part of his personal tiles of employment. If the employee fail to do
- so our company shall not be responsible for any act of criminal nature committed by him. Report and be present at the designated location during the working hours mentioned herein and abide (viii)
- by the rules and regulations as required by the Client. Comply with the safety, health and other rules and regulations of Adhaan Solution and the Adhaan (ix)Solution Client that you have been made aware of.

contract yes can be transferred to a location within the territory or local or and when required by Adhaen Solution for executing the services provided herein.

- Should you be selected to perform the Work Assignment, the nature of your relationship with Adhaan Solution will be that of a Contract of Service for a fixed period. By executing this letter of angagement neither do we offer you employment with Adrean Solution nor do you become an employee of Adrean Solution, Upon expiry or termination of the Work Assignment, your employment with Adhaan Solution shall stand terminated forthwith
- 4. Except for expiry of a Work Assignment due to completion/expiry of the same or in respect of a Work Assignment of one week or a lesser period of time, either party may terminate this Work Assignment Letter by issuing 15 days notice in writing or payment thereof. ÷.,
- to case of resignation from services you shall serve 15days notice Period or salary in lieu thereof. 6

, a segueration and anect the configurate of are barries that have been arrived by a such termination and Adhaan Solution shall promptly settle all your dues after making the applicable deductions.

You agree to defend, indemnify and hold Adhaan Solution or the Cflent harmless from any and all claims, damages, Tability, atomevs fees and expenses on account of your failure to satisfy any al your obligations under this work coordination of violation of any low or creation of any tecal racially by you

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- 7. Any dispute between you and Adhaan Solution shall be referred to a sole arbitrator appointed by Adhaan Solution. The arbitration shall be conducted in English language, is accordance with the Arbitration and Conciliation Act 1996, at Ahmetabad, Gujarai, India. This Engagement Letter shall be governed by the laws of India.
- Attendance cycle is from 16th to 15th of every month and the salary payout will be made latest by 7th of the following month
- 10. In addition to the terms contained herein, your relationship with Adhaan Solution may be subject to such other additional terms and conditions as may be communicated to you from time to time in writing by Adhaan Solution and you hereby acree to have read and clearly understood the terms of employment provided in the Service Rules, which is additional terms of employment provided in the Service Rules, which

We at Adhaan Solution would like to create an environment and outure committed to co-operation, quality and responsiveness that permeates every activity. As a new entrant we would like you to add value to this process.

Please return the copy of the Offer Letter enclosed after officing your signature at the appropriate place on the Office Copy in the of multi-basing read, acreed, folly understood and accepted the terms and conditions of acceptance in the case we do not receive your acceptance of your first salary from Adham Solution will be conclusive groof of your acceptance in accordance of terms and conditions.

thereby-confirm acceptance of the above assignment, on the terms and conditions abputated therein.

DOBERENT

ACTUAL AN AGENTION PVT LTD

Vanion

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Authorized Signatory

Lakshman Mani kumar

Accepted & Agreed,

Kima Signatura:

Name: Palukuri Satya Venkata

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Services at the nest

Employee Name: Palukuri Satya Venkata Lakshman Mani kumar

Employee Code: PD0291

Salary Annexure

| : | EARNINGS | ¥: | AMOUNT (PER MONTH) |
|----------------------------|--------------------------|--------------|-----------------------|
| BASIC WAGES | BASIC | 4 | 5000 |
| | H.R.A | a. | 2000 |
| | TA/DA | | ÷. |
| | BONUS | | 885 |
| | MOBILE ALLOWANCE | | 0 |
| | OTHER ALLOWANCE | • | 3675 |
| | GROSS EARNINGS MONTHY | (A) | 11560 |
| Chock Plant and the second | PROVIDENT FUND @ 13% | | 1128 |
| EMPLOYER | E.S.I.C @ 3.25% | | 376 |
| CONTRIBUTION | L.W.F | | 0 |
| | CTC (COST TO COPANY) | | 13054 |
| EMPLOYEE CONTRIBUTION | PROVIDENT FUND 12% | | 1041 |
| | E.S.I.C @ 0.75% | | 87 |
| | PROFESSIONAL TAX | | Û |
| | L.W.F | 1 X - | Û |
| | TOTAL DEDUCTIONS | (8) | 1128 |
| | NET SALARY /CASH IN HEND | (A-B) | 10433 |

> Company will be allocate CUG SIM

- *-tal Reimbursement for HQ Minimum 40 KM (Up and Down) @ Rs.160/-

> Total Reimbursement for Non HQ. > 46- 80 Km (Up and Down) @220

~ Total Reimbursement for outstation > 80 Km @700

TU, ADIAN SOLUTION PVT LTD

Accepted & Agreed,

AN

Signature:

Nome: Polukuri Satya Venketa

Authorized Signatory

Lakshman Mani kumat

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