SESHADRI RAO
GUDLAVALLERU ENGINEERING COLLEGE
(An Autonomous Institute with Permanent Affiliation to JNTUK, Kakinada)
Seshadri Rao Knowledge Village, GUDLAVALLERU-521 356, Krishna District, A.P., India
(Approved by AICTE, New Delhi and Permitted by A.P. State Government)
Accredited by NAAC
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Placement Annual Report

Academic Year: 2020-21

S.No.	Name of Student Placed	Program graduated from	Name of the employer	Pay package at appointment (in Lakhs per annum)
1	Allaparthi Phani Charan	B.Tech-CE	RamTech Uppal - Ramanthapur Rd · In NSL Arena Tower-1 Open 24 hours · 076720 17732	2.6
2	Andugala Jyothsna	B.Tech-CE	Allsec Technologies Ltd. Vinayaka Complex, 45/7, Residency Rd 1st Cross, above Bank of Baroda (E Dena), Shanthala Nagar, Ashok Nagar, Bengaluru, Karnataka 560025	2.2
3	Ariga Vamsi Krishna	B.Tech-CE	TCS Ninja SEZ Unit, South Tower Bar Building, TSA Business Park, Nanakaramguda, Telangana 500083	3.4
4	Aslamur Rahaman	B.Tech-CE	Tech Mahindra Ltd. Special Economic Zone, Tower - I, Plot No. 22 to, 34, Tech Mahindra SEZ Rd, Jubilee Enclave, Madhapur, Telangana 500081	2.6
5	Badinedi Siva Naga Raju	B.Tech-CE	Mindtree Ltd. Divyasree Orion SEZ, 12th Floor, Block #6 North Tower Survey #66/1, Raidurga, Gachibowli, Hyderabad, Telangana 500032	3.1
6	Boddapati Vijayalakshmi	B.Tech-CE	TCS Ninja SEZ Unit, South Tower Bar Building, TSA Business Park, Nanakaramguda, Telangana 500083	3.4
7	Bommanaboyina Venkata Gopi	B.Tech-CE	Infosys 138, Old Mahabalipuram Rd, Nedunchezian Salai, Sholinganallur, Chennai, Tamil Nadu 600119 Phone: 044 2450 9532	3.6

S.No.	Name of Student Placed	Program graduated from	Name of the employer	Pay package at appointment (in Lakhs per annum)
8	Boyina Manohar	B.Tech-CE	Allsec Technologies Ltd. Vinayaka Complex, 45/7, Residency Rd 1st Cross, above Bank of Baroda (E Dena), Shanthala Nagar, Ashok Nagar, Bengaluru, Karnataka 560025	2.2
9	C N V Shalini	B.Tech-CE	Allsec Technologies Ltd. Vinayaka Complex, 45/7, Residency Rd 1st Cross, above Bank of Baroda (E Dena), Shanthala Nagar, Ashok Nagar, Bengaluru, Karnataka 560025	2.2
10	Chandika Vinay Kumar	B.Tech-CE	CTS India Pvt. Ltd. DLF Cybercity Plot.No: 129,130,131 & 132, Gachibowli Rd, APHB Colony, Hyderabad, Telangana 500019	4.0
11	Devanaboina Mani Chandana	B.Tech-CE	TCS Ninja SEZ Unit, South Tower Bar Building, TSA Business Park, Nanakaramguda, Telangana 500083	3.4
12	Ede Chandu Harsha Vardhan	B.Tech-CE	Allsec Technologies Ltd. Vinayaka Complex, 45/7, Residency Rd 1st Cross, above Bank of Baroda (E Dena), Shanthala Nagar, Ashok Nagar, Bengaluru, Karnataka 560025	2.2
13	Gunja Venkatesh	B.Tech-CE	Wipro NTH Survey No.124 and Part of 132/P SEZ vattinagulapally, Gopan Pally, Hyderabad, Telangana 501301 Phone: 040 3097 0189	3.5
14	Harika Annavarapu	B.Tech-CE	Tech Mahindra Ltd. Special Economic Zone, Tower - I, Plot No. 22 to, 34, Tech Mahindra SEZ Rd, Jubilee Enclave, Madhapur, Telangana 500081	2.6
15	Inteti Sai Suresh	B.Tech-CE	TCS Ninja SEZ Unit, South Tower Bar Building, TSA Business Park, Nanakaramguda, Telangana 500083	3.4
16	Janjanam Tarun Manikanta	B.Tech-CE	Infosys 138, Old Mahabalipuram Rd, Nedunchezian Salai, Sholinganallur, Chennai, Tamil Nadu 600119 Phone: 044 2450 9532	3.6

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17	Jujjuvarapu Mamatha	B.Tech-CE	Infosys 138, Old Mahabalipuram Rd, Nedunchezian Salai, Sholinganallur, Chennai, Tamil Nadu 600119 Phone: 044 2450 9532	3.6
18	Kasibhatla Sai Karthikeya	B.Tech-CE	CTS India Pvt. Ltd. DLF Cybercity Plot.No: 129,130,131 & 132, Gachibowli Rd, APHB Colony, Hyderabad, Telangana 500019	4.0
19	Katta Naga Durga Vara Prasad	B.Tech-CE	Infosys 138, Old Mahabalipuram Rd, Nedunchezian Salai, Sholinganallur, Chennai, Tamil Nadu 600119 Phone: 044 2450 9532	3.6
20	Kodali Naveen	B.Tech-CE	TCS Ninja SEZ Unit, South Tower Bar Building, TSA Business Park, Nanakaramguda, Telangana 500083	3.4
21	Korikani Sri Hari	B.Tech-CE	RamTech Uppal - Ramanthapur Rd · In NSL Arena Tower-1 Open 24 hours · 076720 17732	2.6
22	Madala Krishnachaitanya	B.Tech-CE	RamTech Uppal - Ramanthapur Rd · In NSL Arena Tower-1 Open 24 hours · 076720 17732	2.6
23	Madala Naveen	B.Tech-CE	Infosys 138, Old Mahabalipuram Rd, Nedunchezian Salai, Sholinganallur, Chennai, Tamil Nadu 600119 Phone: 044 2450 9532	3.6
24	Mallisetti Gayathri Devi	B.Tech-CE	Moldtek Moldtek Technologies, Plot No.700, Rd Number 36, beside Talwar Hyundai Showroom, Aditya Enclave, Venkatagiri, Jubilee Hills, Hyderabad, Telangana 500035	3.2
25	Manikanta Sunil Chintapalli	B.Tech-CE	RamTech Uppal - Ramanthapur Rd · In NSL Arena Tower-1 Open 24 hours · 076720 17732	2.6

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26	Matthi Teja Sree	B.Tech-CE	CTS India Pvt. Ltd. DLF Cybercity Plot.No: 129,130,131 & 132, Gachibowli Rd, APHB Colony, Hyderabad, Telangana 500019	3.0
27	Maturi Sai Sri Pooja	B.Tech-CE	Allsec Technologies Ltd. Vinayaka Complex, 45/7, Residency Rd 1st Cross, above Bank of Baroda (E Dena), Shanthala Nagar, Ashok Nagar, Bengaluru, Karnataka 560025	2.2
28	Moka Tarun Kumar	B.Tech-CE	Infosys 138, Old Mahabalipuram Rd, Nedunchezian Salai, Sholinganallur, Chennai, Tamil Nadu 600119 Phone: 044 2450 9532	3.6
29	Naganaboina Sivaji	B.Tech-CE	NCC Ltd. M5MP+7PW, Sri Nagar Main Rd, near Gayathri Petrol Pump, Sri Nagar, Gajuwaka, Visakhapatnam, Andhra Pradesh 530012	2.2
30	Nandam Jayasri	B.Tech-CE	TCS Ninja SEZ Unit, South Tower Bar Building, TSA Business Park, Nanakaramguda, Telangana 500083	3.4
31	N Bhagya Nagalakshmi	B.Tech-CE	TCS Ninja SEZ Unit, South Tower Bar Building, TSA Business Park, Nanakaramguda, Telangana 500083	3.4
32	Nukathoti Sravani	B.Tech-CE	Allsec Technologies Ltd. Vinayaka Complex, 45/7, Residency Rd 1st Cross, above Bank of Baroda (E Dena), Shanthala Nagar, Ashok Nagar, Bengaluru, Karnataka 560025	2.2
33	Parime Raja	B.Tech-CE	TCS Ninja SEZ Unit, South Tower Bar Building, TSA Business Park, Nanakaramguda, Telangana 500083	3.4
34	Potu Lakshman Narayana	B.Tech-CE	Allsec Technologies Ltd. Vinayaka Complex, 45/7, Residency Rd 1st Cross, above Bank of Baroda (E Dena), Shanthala Nagar, Ashok Nagar, Bengaluru, Karnataka 560025	2.2

S.No.	Name of Student Placed	Program graduated from	Name of the employer	Pay package at appointment (in Lakhs per annum)
35	Prathipati Manoj	B.Tech-CE	SATRA US Consulate Lane, Centre Point Building, #1-8-359-363, 4th floor, Sardar Patel Rd, Begumpet, Secunderabad, Telangana 500003	2.4
36	Puritipati Mohith Gandhi Reddy	B.Tech-CE	Allsec Technologies Ltd. Vinayaka Complex, 45/7, Residency Rd 1st Cross, above Bank of Baroda (E Dena), Shanthala Nagar, Ashok Nagar, Bengaluru, Karnataka 560025	2.2
37	Putti Ganesh Babu	B.Tech-CE	TCS Ninja SEZ Unit, South Tower Bar Building, TSA Business Park, Nanakaramguda, Telangana 500083	3.4
38	Shaik Rassool	B.Tech-CE	RamTech Uppal - Ramanthapur Rd · In NSL Arena Tower-1 Open 24 hours · 076720 17732	2.6
39	Shaik Subhani	B.Tech-CE	RamTech Uppal - Ramanthapur Rd · In NSL Arena Tower-1 Open 24 hours · 076720 17732	2.6
40	Sravanam Rajkumar	B.Tech-CE	Allsec Technologies Ltd. Vinayaka Complex, 45/7, Residency Rd 1st Cross, above Bank of Baroda (E Dena), Shanthala Nagar, Ashok Nagar, Bengaluru, Karnataka 560025	2.2
41	Yemineni Hemanth Kumar	B.Tech-CE	Allsec Technologies Ltd. Vinayaka Complex, 45/7, Residency Rd 1st Cross, above Bank of Baroda (E Dena), Shanthala Nagar, Ashok Nagar, Bengaluru, Karnataka 560025	2.2
42	B Naga Venkata Raghavaiah	B.Tech-CE	RamTech Uppal - Ramanthapur Rd · In NSL Arena Tower-1 Open 24 hours · 076720 17732	2.6
43	Panjala Rama Rao	B.Tech-CE	RamTech Uppal - Ramanthapur Rd · In NSL Arena Tower-1 Open 24 hours · 076720 17732	2.6

S.No.	Name of Student Placed	Program graduated from	Name of the employer	Pay package at appointment (in Lakhs per annum)
44	Ch A V Naga Bapineedu	B.Tech-CE	Infosys 138, Old Mahabalipuram Rd, Nedunchezian Salai, Sholinganallur, Chennai, Tamil Nadu 600119 Phone: 044 2450 9532	2.6
45	Kodali Sivaji	B.Tech-CE	Power Mech Projects Ltd. 2nd Floor, Lohia Towers, Nirmala Convent Rd, Gurunanak Nagar, Patamata, Benz Circle, Vijayawada, Andhra Pradesh 520010	2.2
46	Munipalli Kalwari	B.Tech-CE	AANM&VVRSR Polytechnic Gudlavalleru	2.4
47	Bommasani Vijay Kumar	B.Tech-CE	RamTech Uppal - Ramanthapur Rd · In NSL Arena Tower-1 Open 24 hours · 076720 17732	2.6
48	Ganneboina Prasanna	B.Tech-CE	Sachivalayam Govt Of AP	2.6
49	Govada Vinay	B.Tech-CE	RamTech Uppal - Ramanthapur Rd · In NSL Arena Tower-1 Open 24 hours · 076720 17732	2.6
50	Matta Priyanka	B.Tech-CE	Infosys 138, Old Mahabalipuram Rd, Nedunchezian Salai, Sholinganallur, Chennai, Tamil Nadu 600119 Phone: 044 2450 9532	3.6
51	Anasuri Manikanta	B.Tech-CE	RamTech Uppal - Ramanthapur Rd · In NSL Arena Tower-1 Open 24 hours · 076720 17732	2.6
52	Bandreddy Naga Naresh	B.Tech-CE	RamTech Uppal - Ramanthapur Rd · In NSL Arena Tower-1 Open 24 hours · 076720 17732	2.6

S.No.	Name of Student Placed	Program graduated from	Name of the employer	Pay package at appointment (in Lakhs per annum)
53	Gujjarlamudi Venkatesh	B.Tech-CE	AANM&VVRSR Polytechnic Gudlavalleru	2.4
54	J Siva Rama Koteswara Rao	B.Tech-CE	TCS Ninja SEZ Unit, South Tower Bar Building, TSA Business Park, Nanakaramguda, Telangana 500083	3.4
55	Jarugu Ramanjaneyulu	B.Tech-CE	Accenture Building No 1A Nd 1B Raheja Mind Space Madhapur, HUDA Techno Enclave, HITEC City, Hyderabad, Telangana 500086	4.5
56	K P Naga Shanmukha Kumar	B.Tech-CE	Cadeploy Engineering Pvt. Ltd. 8th Floor, Water Mark Building Whitefields Road, Plot No. 11, Sy. No.9, Kondapur, HITEC City, Hyderabad, Telangana 500081	3.2
57	Kollipara Rohit Sai	B.Tech-CE	CTS India Pvt. Ltd. DLF Cybercity Plot.No: 129,130,131 & 132, Gachibowli Rd, APHB Colony, Hyderabad, Telangana 500019	4.0
58	Majji Chanti Babu	B.Tech-CE	Bharat Electronics Ltd. C/O Wvd 91rsd Area, Kancharapalem Post, Visakhapatnam, Andhra Pradesh 530008	3.2
59	Nandyala Jogendra Sai Babu	B.Tech-CE	Infosys 138, Old Mahabalipuram Rd, Nedunchezian Salai, Sholinganallur, Chennai, Tamil Nadu 600119 Phone: 044 2450 9532	3.6
60	Padam Yeshwanth Dinakar	B.Tech-CE	Power Mech Projects Ltd. 2nd Floor, Lohia Towers, Nirmala Convent Rd, Gurunanak Nagar, Patamata, Benz Circle, Vijayawada, Andhra Pradesh 520010	2.2
61	Palanki Naveen	B.Tech-CE	Allsec Technologies Ltd. Vinayaka Complex, 45/7, Residency Rd 1st Cross, above Bank of Baroda (E Dena), Shanthala Nagar, Ashok Nagar, Bengaluru, Karnataka 560025	2.2

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62	Chinta Girish Varma	B.Tech-EEE	NOVUS GREEN ENERGY SYSTEMS LTD. FG95+28F, Mornington Rd, P & T Colony, Tirumalagiri, Secunderabad, Telangana 500015	1.56
63	Gunji Navya	B.Tech-EEE	Mphasis Limited, Madhapur Sundew Properties Limited Building #12C TSIIC Software Layout, Mindspace Madhapur Rd, Cyberabad, Mindspace, Hyderabad, Telangana 500149	4.00
64	Chimata Uday Kiran	B.Tech-EEE	Million Minds Infotech Pvt, Ltd.Vimal Building, Plot No. 31B, Road Number 5, Jubilee Hills, Hyderabad, Telangana 500033	5
65	Bethala Ravi Kiran	B.Tech-EEE	ALLSEC TECHNOLOGIES LIMITED, Chennai	1.464
66	Devanaboina Jeevan Rajeev Kumar Raju	B.Tech-EEE	Tech Mahindra Survey No. 64, Unit No.12, Plot No. 35 & 36 Hi-Tech City Layout, Jubilee Enclave, Madhapur, Telangana 500084	3.10
67	Boya Hema	B.Tech-EEE	ALLSEC TECHNOLOGIES LIMITED, Chennai	1.464
68	Ghanta Sri Jaswanth	B.Tech-EEE	L&T Technology Services, Smartworks Spaces Pvt. Ltd Amar Madhuban Tech Park 7th Floor, Opp Audi Showroom Near Radha Chowk, Baner Highway	6.02
69	K Baby Naga Pranitha	B.Tech-EEE	Mphasis Limited, Madhapur Sundew Properties Limited Building #12C TSIIC Software Layout, Mindspace Madhapur Rd, Cyberabad, Mindspace, Hyderabad, Telangana 500149	4
70	Kotcherlakota Sridhar	B.Tech-EEE	ALLSEC TECHNOLOGIES LIMITED, Chennai	1.464

S.No.	Name of Student Placed	Program graduated from	Name of the employer	Pay package at appointment (in Lakhs per annum)
71	Mekala Vineetha	B.Tech-EEE	ALLSEC TECHNOLOGIES LIMITED, Chennai	1.464
72	Kadiyam Lakshmi Pavan Kumar	B.Tech-EEE	L&T Technology Services, Smartworks Spaces Pvt. Ltd Amar Madhuban Tech Park 7th Floor, Opp Audi Showroom Near Radha Chowk, Baner Highway	6.02
73	Mynampudi Sujith	B.Tech-EEE	ALLSEC TECHNOLOGIES LIMITED, Chennai	1.464
74	Pasupuleti Harsha Vardhani	B.Tech-EEE	ACCENTURE, Building 1A & 1B, Raheja Mindspace, Near HUDA Techno Enclave, Hitech City Road, Madhapur-500081	4.5
75	Lanke Ravisai	B.Tech-EEE	Mphasis Limited, Madhapur Sundew Properties Limited Building #12C TSIIC Software Layout, Mindspace Madhapur Rd, Cyberabad, Mindspace, Hyderabad, Telangana 500149	4.00
76	Porna Chandana Sri	B.Tech-EEE	ALLSEC TECHNOLOGIES LIMITED, Chennai	1.464
77	Vanga Khyathi Naidu	B.Tech-EEE	ALLSEC TECHNOLOGIES LIMITED, Chennai	1.464
78	Velagapudi Rakesh	B.Tech-EEE	ALLSEC TECHNOLOGIES LIMITED, Chennai	1.464
79	Gangula Ramesh	B.Tech-EEE	ALLSEC TECHNOLOGIES LIMITED, Chennai	1.464

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80	Mujje Harshavardhan Babu	B.Tech-EEE	ACCENTURE, Building 1A & 1B, Raheja Mindspace, Near HUDA Techno Enclave, Hitech City Road, Madhapur-500081	2.32
81	Nerusu Vamsi Sai	B.Tech-EEE	RESOLUTE STAR PRIVATE LIMITED Building – 2, Plot No. S-1/Part /B, S Sy. No. 114/1, TSIIC E-City, FAB City Ravirala, village, Maheshwaram, Hyderabad, Telangana 501359	1.8
82	Mandanakka Sri Ram	B.Tech-EEE	RESOLUTE STAR PRIVATE LIMITED Building – 2, Plot No. S-1/Part /B, S Sy. No. 114/1, TSIIC E-City, FAB City Ravirala, village, Maheshwaram, Hyderabad, Telangana 501359	1.8
83	Nagireddy Pandu Ranga Rao	B.Tech-EEE	RESOLUTE STAR PRIVATE LIMITED Building – 2, Plot No. S-1/Part /B, S Sy. No. 114/1, TSIIC E-City, FAB City Ravirala, village, Maheshwaram, Hyderabad, Telangana 501359	1.8
84	Sala Bhagyesh Kumar	B.Tech-EEE	TCS Ninja SEZ Unit, South Tower Bar Building, TSA Business Park, Nanakaramguda, Telangana 500164	3.36
85	Peetha Surya	B.Tech-EEE	RESOLUTE STAR PRIVATE LIMITED Building – 2, Plot No. S-1/Part /B, S Sy. No. 114/1, TSIIC E-City, FAB City Ravirala, village, Maheshwaram, Hyderabad, Telangana 501359	1.8
86	Kota Gautham	B.Tech-EEE	ACCENTURE, Building 1A & 1B, Raheja Mindspace, Near HUDA Techno Enclave, Hitech City Road, Madhapur-500081	2.32
87	Basu Sridhar Reddy	B.Tech-EEE	RESOLUTE STAR PRIVATE LIMITED Building – 2, Plot No. S-1/Part /B, S Sy. No. 114/1, TSIIC E-City, FAB City Ravirala, village, Maheshwaram, Hyderabad, Telangana 501359	1.8
88	Dondapati Kishore Babu	B.Tech-EEE	RESOLUTE STAR PRIVATE LIMITED Building – 2, Plot No. S-1/Part /B, S Sy. No. 114/1, TSIIC E-City, FAB City Ravirala, village, Maheshwaram, Hyderabad, Telangana 501359	1.8

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89	Boppana Ramnivas	B.Tech-EEE	TCS Ninja SEZ Unit, South Tower Bar Building, TSA Business Park, Nanakaramguda, Telangana 500164	3.36
90	Yanamadala Harsha Vardhan	B.Tech-EEE	RESOLUTE STAR PRIVATE LIMITED Building – 2, Plot No. S-1/Part /B, S Sy. No. 114/1, TSIIC E-City, FAB City Ravirala, village, Maheshwaram, Hyderabad, Telangana 501359	1.8
91	Lakkaraju Anil Kumar	B.Tech-EEE	RESOLUTE STAR PRIVATE LIMITED Building – 2, Plot No. S-1/Part /B, S Sy. No. 114/1, TSIIC E-City, FAB City Ravirala, village, Maheshwaram, Hyderabad, Telangana 501359	1.8
92	Madina Vamsi Krishna	B.Tech-EEE	Tech Mahindra Survey No. 64, Unit No.12, Plot No. 35 & 36 Hi-Tech City Layout, Jubilee Enclave, Madhapur, Telangana 500084	3.10
93	Tekkem Tarun	B.Tech-EEE	JBM AUTO LIMITD, RM9V+9VM, Vedachalam Nagar Extension, Gem Nagar, Kanchipuram, Tamil Nadu 631502	1.8
94	Venuturumilli Venkat Royal	B.Tech-EEE	JBM AUTO LIMITD, RM9V+9VM, Vedachalam Nagar Extension, Gem Nagar, Kanchipuram, Tamil Nadu 631502	1.8
95	Choppara Akash	B.Tech-EEE	L&T Technology Services, Smartworks Spaces Pvt. Ltd Amar Madhuban Tech Park 7th Floor, Opp Audi Showroom Near Radha Chowk, Baner Highway	6.02
96	Maram Reddy Venkata Chandrahas Reddy	B.Tech-EEE	JBM AUTO LIMITD, RM9V+9VM, Vedachalam Nagar Extension, Gem Nagar, Kanchipuram, Tamil Nadu 631502	1.8
97	Pasivedala Gopi Krishna	B.Tech-EEE	JBM AUTO LIMITD, RM9V+9VM, Vedachalam Nagar Extension, Gem Nagar, Kanchipuram, Tamil Nadu 631502	1.8

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

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107	Bade Bala Bhanusha	B.Tech-EEE	Wipro NTH Survey No.124 and Part of 132/P SEZ vattinagulapally, Gopan Pally, Hyderabad, Telangana 501301 Phone: 040 3097 0189	3.5
108	Kagitha Padmapriya	B.Tech-EEE	BSA CORPORATION LIMITEED, 18-20, Sukhwani Forture, Morwadi Road, Pimpri, Pune, Maharashtra, 411018 India	1.8
109	Kattepaga Pragna	B.Tech-EEE	BSA CORPORATION LIMITEED, 18-20, Sukhwani Forture, Morwadi Road, Pimpri, Pune, Maharashtra, 411018 India	1.8
110	Chatragadda Eswar Chand	B.Tech-EEE	ACCENTURE, Building 1A & 1B, Raheja Mindspace, Near HUDA Techno Enclave, Hitech City Road, Madhapur-500081	2.32
111	Matta Deepika	B.Tech-EEE	BSA CORPORATION LIMITEED, 18-20, Sukhwani Forture, Morwadi Road, Pimpri, Pune, Maharashtra, 411018 India	1.8
112	Venna Sravani	B.Tech-EEE	BSA CORPORATION LIMITEED, 18-20, Sukhwani Forture, Morwadi Road, Pimpri, Pune, Maharashtra, 411018 India	1.8
113	Vesapogu Greeshma	B.Tech-EEE	BSA CORPORATION LIMITEED, 18-20, Sukhwani Forture, Morwadi Road, Pimpri, Pune, Maharashtra, 411018 India	1.8
114	Anagani Himakar	B.Tech-EEE	TCS Ninja SEZ Unit, South Tower Bar Building, TSA Business Park, Nanakaramguda, Telangana 500164	3.36
115	Gudlavalleti Nagamani Deepika	B.Tech-EEE	BSA CORPORATION LIMITEED, 18-20, Sukhwani Forture, Morwadi Road, Pimpri, Pune, Maharashtra, 411018 India	1.8

S.No.	Name of Student Placed	Program graduated from	Name of the employer	Pay package at appointment (in Lakhs per annum)
116	Kodali Sri Tejaswi	B.Tech-EEE	BSA CORPORATION LIMITEED, 18-20, Sukhwani Forture, Morwadi Road, Pimpri, Pune, Maharashtra, 411018 India	1.8
117	Gorla Harika	B.Tech-EEE	BSA CORPORATION LIMITEED, 18-20, Sukhwani Forture, Morwadi Road, Pimpri, Pune, Maharashtra, 411018 India	1.8
118	Miriyala Mounika	B.Tech-EEE	TCS Ninja SEZ Unit, South Tower Bar Building, TSA Business Park, Nanakaramguda, Telangana 500164	3.36
119	Arumulla Bhavani Shankar	B.Tech-EEE	BSA CORPORATION LIMITEED, 18-20, Sukhwani Forture, Morwadi Road, Pimpri, Pune, Maharashtra, 411018 India	1.8
120	Vasana Nagenndrra Babu	B.Tech-EEE	BSA CORPORATION LIMITEED, 18-20, Sukhwani Forture, Morwadi Road, Pimpri, Pune, Maharashtra, 411018 India	1.8
121	Manam Nikhil	B.Tech-EEE	Tech Mahindra Survey No. 64, Unit No.12, Plot No. 35 & 36 Hi-Tech City Layout, Jubilee Enclave, Madhapur, Telangana 500084	3.10
122	Prathipati Hema Naga Mounika	B.Tech-EEE	ATOS-SYNTEL, Hyderabad, Telangana	3
123	Uppuleti Krupa Rao	B.Tech-EEE	Mphasis Limited, Madhapur Sundew Properties Limited Building #12C TSIIC Software Layout, Mindspace Madhapur Rd, Cyberabad, Mindspace, Hyderabad, Telangana 500149	4.00
124	Deekshitha Vutla	B.Tech-EEE	ACCENTURE, Building 1A & 1B, Raheja Mindspace, Near HUDA Techno Enclave, Hitech City Road, Madhapur-500081	4.5

S.No.	Name of Student Placed	Program graduated from	Name of the employer	Pay package at appointment (in Lakhs per annum)
125	Kodali Naveen Kumar	B.Tech-EEE	Tech Mahindra Survey No. 64, Unit No.12, Plot No. 35 & 36 Hi-Tech City Layout, Jubilee Enclave, Madhapur, Telangana 500084	3.10
126	Eluri Manideep	B.Tech-EEE	First data development pvt ltd, Mumbai, India	6.62
127	Lukka Sai Teja	B.Tech-EEE	ACCENTURE, Building 1A & 1B, Raheja Mindspace, Near HUDA Techno Enclave, Hitech City Road, Madhapur-500081	4.5
128	Bethapudi Samuel Sanjeeva Reddy	B.Tech-EEE	TCS Ninja SEZ Unit, South Tower Bar Building, TSA Business Park, Nanakaramguda, Telangana 500164	3.36
129	Veerla Naga Venkata Ravi Kumar	B.Tech-EEE	ACCENTURE, Building 1A & 1B, Raheja Mindspace, Near HUDA Techno Enclave, Hitech City Road, Madhapur-500081	4.5
130	Mohammad Zulkhar Nain	B.Tech-EEE	Mphasis Limited, Madhapur Sundew Properties Limited Building #12C TSIIC Software Layout, Mindspace Madhapur Rd, Cyberabad, Mindspace, Hyderabad, Telangana 500149	4.00
131	Kotaprolu Avinash	B.Tech-EEE	TCS Ninja SEZ Unit, South Tower Bar Building, TSA Business Park, Nanakaramguda, Telangana 500164	3.36
132	Repalle Ganesh Babu	B.Tech-EEE	Wipro NTH Survey No.124 and Part of 132/P SEZ vattinagulapally, Gopan Pally, Hyderabad, Telangana 501301 Phone: 040 3097 0189	3.5
133	Teki Lakesh Dharma	B.Tech-EEE	Infosys 138, Old Mahabalipuram Rd, Nedunchezian Salai, Sholinganallur, Chennai, Tamil Nadu 600119 Phone: 044 2450 9531	3.6

S.No.	Name of Student Placed	Program graduated from	Name of the employer	Pay package at appointment (in Lakhs per annum)
134	Lingam Nagalakshmi	B.Tech-EEE	Tech Mahindra Survey No. 64, Unit No.12, Plot No. 35 & 36 Hi-Tech City Layout, Jubilee Enclave, Madhapur, Telangana 500084	3.1
135	Murala Venkata Sri Sai Ramesh	B.Tech-EEE	Tech Mahindra Survey No. 64, Unit No.12, Plot No. 35 & 36 Hi-Tech City Layout, Jubilee Enclave, Madhapur, Telangana 500084	3.10
136	Dokku Niharika	B.Tech-EEE	US TECHNOLOGY PVT LTD Awfis, N heights, plot no 38, phase 2, Siddiq Nagar, HITEC City, Hyderabad, Telangana 500081	3.5
137	Anupoju Sai Teja	B.Tech-EEE	Cognizant Technology Solutions - GENC C9PM+JPF, Madhapur, Hyderabad, Telangana Phone: 040 4451 0003	4.02
138	Devi Satwika Chirala	B.Tech-EEE	Cognizant Technology Solutions - GENC C9PM+JPF, Madhapur, Hyderabad, Telangana Phone: 040 4451 0003	4.02
139	Ankunuri Parimala	B.Tech-EEE	Mphasis Limited, Madhapur Sundew Properties Limited Building #12C TSIIC Software Layout, Mindspace Madhapur Rd, Cyberabad, Mindspace, Hyderabad, Telangana 500149	4.00
140	Koduri Navya Sai	B.Tech-EEE	Cognizant Technology Solutions - GENC C9PM+JPF, Madhapur, Hyderabad, Telangana Phone: 040 4451 0003	4.02
141	Swarna Maruthi Lakshman	B.Tech-EEE	ACCENTURE, Building 1A & 1B, Raheja Mindspace, Near HUDA Techno Enclave, Hitech City Road, Madhapur-500081	2.32
142	Majety Durga Lahari	B.Tech-EEE	Cognizant Technology Solutions - GENC C9PM+JPF, Madhapur, Hyderabad, Telangana Phone: 040 4451 0003	4.02

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

S.No.	Name of Student Placed	Program graduated from	Name of the employer	Pay package at appointment (in Lakhs per annum)
152	Kolagatla Dinesh Reddy	B.Tech-EEE	TCS Ninja SEZ Unit, South Tower Bar Building, TSA Business Park, Nanakaramguda, Telangana 500164	3.36
153	Bhavanasi Karishma	B.Tech-EEE	TCS Ninja SEZ Unit, South Tower Bar Building, TSA Business Park, Nanakaramguda, Telangana 500164	3.37
154	Nomula Durga Raju	B.Tech-EEE	TCS Ninja SEZ Unit, South Tower Bar Building, TSA Business Park, Nanakaramguda, Telangana 500164	3.37
155	Yemmani Suresh	B.Tech-EEE	ACCENTURE, Building 1A & 1B, Raheja Mindspace, Near HUDA Techno Enclave, Hitech City Road, Madhapur-500081	2.32
156	Palli Sridevi	B.Tech-EEE	Phenom People Pvt.Ltd Plot No.5&6, 6th floor, White Field Rd, Kondapur, Telangana 500093	6.74
157	Morampudi Ravi	B.Tech-EEE	I BASEIT LTD, Plot No:76 & 76A, Jubilee Enclave, Madhapur, Telangana 500081	8.5
158	Madasu Vishnu Priya	B.Tech-EEE	Infosys 138, Old Mahabalipuram Rd, Nedunchezian Salai, Sholinganallur, Chennai, Tamil Nadu 600119 Phone: 044 2450 9531	3.6
159	Kolasani Venkata Harika	B.Tech-EEE	ACCENTURE, Building 1A & 1B, Raheja Mindspace, Near HUDA Techno Enclave, Hitech City Road, Madhapur-500081	2.32
160	Beeram Ranga Sai	B.Tech-EEE	PANCHAYATHY SECRETARY (DIGITAL ASSISTANT), Andhra Pradesh	1.8

S.No.	Name of Student Placed	Program graduated from	Name of the employer	Pay package at appointment (in Lakhs per annum)
161	Thokala Hemalatha	B.Tech-EEE	Tech Mahindra Survey No. 64, Unit No.12, Plot No. 35 & 36 Hi-Tech City Layout, Jubilee Enclave, Madhapur, Telangana 500084	3.1
162	Kunapa Reddy Venkat Yashwanth	B.Tech-EEE	Capgemini Technology Solutions India Ltd. 1-7 Floors, Building H-07 Phoenix Infocity Special Economic Zone Sy No. 30(P), Lingampally, Gachibowli Rd, Hyderabad, Telangana 500082	3.00
163	Kotaprolu Akhilesh	B.Tech-EEE	Tech Mahindra Survey No. 64, Unit No.12, Plot No. 35 & 36 Hi-Tech City Layout, Jubilee Enclave, Madhapur, Telangana 500084	3.10
164	Goriparthi Sai Kiran	B.Tech-EEE	Infinite Computer Solutions Unit No 45, Block 3, SDF Phase - 1,, Madras Export Processing Zone, Tambaram, Chennai, Tamil Nadu 600047	4.50
165	Bobbarapalli Krishnapriya	B.Tech-EEE	Infinite Computer Solutions Unit No 45, Block 3, SDF Phase - 1,, Madras Export Processing Zone, Tambaram, Chennai, Tamil Nadu 600047	4.50
166	Ramisetty Rajesh	B.Tech-EEE	Infinite Computer Solutions Unit No 45, Block 3, SDF Phase - 1,, Madras Export Processing Zone, Tambaram, Chennai, Tamil Nadu 600047	4.50
167	Surugula Chaitanya Kumar	B.Tech-EEE	Infinite Computer Solutions Unit No 45, Block 3, SDF Phase - 1,, Madras Export Processing Zone, Tambaram, Chennai, Tamil Nadu 600047	4.50
168	Mohammad Hussain	B.Tech-EEE	Infinite Computer Solutions Unit No 45, Block 3, SDF Phase - 1,, Madras Export Processing Zone, Tambaram, Chennai, Tamil Nadu 600047	4.50
169	Geddam Pavan Kalyan	B.Tech-EEE	Million Minds Infotech Pvt, Ltd.Vimal Building, Plot No. 31B, Road Number 5, Jubilee Hills, Hyderabad, Telangana 500033	5.00

S.No.	Name of Student Placed	Program graduated from	Name of the employer	Pay package at appointment (in Lakhs per annum)
170	Kukkala Satya Vara Prasad	B.Tech-EEE	Million Minds Infotech Pvt, Ltd.Vimal Building, Plot No. 31B, Road Number 5, Jubilee Hills, Hyderabad, Telangana 500033	5.00
171	Thummapudi Raghavendra Sesha Sai	B.Tech-EEE	Million Minds Infotech Pvt, Ltd.Vimal Building, Plot No. 31B, Road Number 5, Jubilee Hills, Hyderabad, Telangana 500033	5.00
172	Porapu Kishore	B.Tech-EEE	Million Minds Infotech Pvt, Ltd.Vimal Building, Plot No. 31B, Road Number 5, Jubilee Hills, Hyderabad, Telangana 500033	5.00
173	Medanki Pavan Kumar	B.Tech-EEE	Million Minds Infotech Pvt, Ltd.Vimal Building, Plot No. 31B, Road Number 5, Jubilee Hills, Hyderabad, Telangana 500033	5.00
174	Yenugudhati Pavan Kumar Raju	B.Tech-EEE	Tech Mahindra Survey No. 64, Unit No.12, Plot No. 35 & 36 Hi-Tech City Layout, Jubilee Enclave, Madhapur, Telangana 500084	3.10
175	Karampudi Jagadeesh	B.Tech-EEE	Tech Mahindra Survey No. 64, Unit No.12, Plot No. 35 & 36 Hi-Tech City Layout, Jubilee Enclave, Madhapur, Telangana 500084	3.10
176	Talari Raja Kullayappa	B.Tech-EEE	Tech Mahindra Survey No. 64, Unit No.12, Plot No. 35 & 36 Hi-Tech City Layout, Jubilee Enclave, Madhapur, Telangana 500084	3.10
177	Anudeep Dasari	B.Tech -ME	TCS Limited,Nirmal Buliding,9th floor,Narimari Point,Mumbai 400021,India	3.36
178	Bandhamravuri Sunilkumar	B.Tech -ME	Cigniti Technologies 46-C,Velachery Main Road ,Velachery,Chennai-600042	3.2

S.No.	Name of Student Placed	Program graduated from	Name of the employer	Pay package at appointment (in Lakhs per annum)
179	Batta Urmila	B.Tech -ME	BSA Corporation Limited 18-20,Sukhwani Fortune,Morwadi Road,pimpri,Pune - 411018	2.6
180	Beeram Thanuja	B.Tech -ME	CENERG Global Tools, Isnapur-Indira Karan Rd, Pashamylaram, Telangana 502307	1.92
181	Bellani Rajesh	B.Tech -ME	TCS Limited,Nirmal Buliding,9th floor,Narimari Point,Mumbai 400021,India	3.36
182	Bezawada Krishna Chaitanya Kumar	B.Tech -ME	TCS limited,Nirmal Buliding,9th floor,Narimari Point,Mumbai 400021,India	3.36
183	Chepuri Susmitha	B.Tech -ME	Allsec Technologies Ltd. 46-C Velachery Main Road,Velachery,Chennai-600042	3.36
184	Chitturi Eswar Naga Sai Mani Kumar	B.Tech -ME	TCS Limited,Nirmal Buliding,9th floor,Narimari Point,Mumbai 400021,India	3.36
185	Dasari Prudhvi Sagar	B.Tech -ME	JBM Auto Limited #601,Hemkunt Chambers,89 ,Nehru Place,New Dehli - 110019	1.8
186	Davuluri Pradeep	B.Tech -ME	JBM Auto Limited #601,Hemkunt Chambers,89 ,Nehru Place,New Dehli - 110019	1.8
187	Devanth Parchuri	B.Tech -ME	Capgemini Technology Services India Limited 164-165,EPIP Phase 2,EPIP Industrial Area,Whitefield,Benguluru 560056	3.8

S.No.	Name of Student Placed	Program graduated from	Name of the employer	Pay package at appointment (in Lakhs per annum)
188	Domathoti Varun	B.Tech -ME	TCS Limited,Nirmal Buliding,9th floor,Narimari Point,Mumbai 400021,India	3.36
189	Dondapati Vijay Kumar Reddy	B.Tech -ME	Resolute Star Private Limited Buildind-2,Plot No S-1/part/B,Sy.No 114/1,TSIIC E-City,FAB City,RaviralaVillage,Maheshwaram Mandal,R.R District ,Telangana-501359	1.8
190	Elchuri Kiran Kumar	B.Tech -ME	TCS Limited,Nirmal Buliding,9th floor,Narimari Point,Mumbai 400021,India	3.36
191	Garikimukku Manoj	B.Tech -ME	Ramtech, 3rd floor, Usha Kiran 141, S.D. Road Secunderabad – 500003, India	1.4
192	Grandhi Jaya Siva Rama Naga Vamsi	B.Tech -ME	TCS Limited,Nirmal Buliding,9th floor,Narimari Point,Mumbai 400021,India	3.36
193	Gude Kesava Manikanta Siva	B.Tech -ME	JBM Auto Limited #601,Hemkunt Chambers,89 ,Nehru Place,New Dehli - 110019	1.8
194	Gutti Joga Syama Sundara Rao	B.Tech -ME	Tech mahindra Limited,Gateway Buliding ,Apollo Bunder,Mumbai 400001,India	3.25
195	Jujjhavarapu Raghava	B.Tech -ME	Infosys Limited 44,Infosys Avenue,Electronics City,Hosur Roadf,Bangalore 560100,India	3.6
196	Jwala Lohitt	B.Tech -ME	Resolute Star Private Limited Buildind-2,Plot No S-1/part/B,Sy.No 114/1,TSIIC E-City,FAB City,RaviralaVillage,Maheshwaram Mandal,R.R District ,Telangana-501359	1.8

S.No.	Name of Student Placed	Program graduated from	Name of the employer	Pay package at appointment (in Lakhs per annum)
197	Kanikanti Ramsai	B.Tech -ME	TCS limited,Nirmal Buliding,9th floor,Narimari Point,Mumbai 400021,India	3.36
198	Karamsetty Venkata Satya Manikanta Gopal	B.Tech -ME	Allsec Technologies Ltd. 46-C Velachery Main Road,Velachery,Chennai-600042	1.46
199	Kethireddy Hari Durga Prasad Reddy	B.Tech -ME	TCS limited,Nirmal Buliding,9th floor,Narimari Point,Mumbai 400021,India	3.36
200	Kodali Venkata Praveen Kumar	B.Tech -ME	RamTech Consulting, Ramanthapur Rd, Ramanthapur, Hyderabad, Telangana 500013	1.4
201	Kotte Raja Babu	B.Tech -ME	Allsec Technologies Ltd. 46-C Velachery Main Road,Velachery,Chennai-600042	1.46
202	Kuchipudi Akshay	B.Tech -ME	TCS limited,Nirmal Buliding,9th floor,Narimari Point,Mumbai 400021,India	3.36
203	Kukkala Pavan Kumar	B.Tech -ME	TCS limited,Nirmal Buliding,9th floor,Narimari Point,Mumbai 400021,India	3.36
204	Kuraku Lokesh Manikanta	B.Tech -ME	RamTech Consulting 2nd Floor,Wing-A,Block-1,M/s.NSI.SEZ)PVT.LTD,Polt NO-6,Sy No-1,IDA,UPpat,Hyd-0500039	1.4
205	Maddula Manikanta	B.Tech -ME	Cognizant Technology Solutions India Private Limited 115/535.Old Mahabalipuram Road,Okkirm Thoraipakkam,Chennai-600097	2.29

S.No.	Name of Student Placed	Program graduated from	Name of the employer	Pay package at appointment (in Lakhs per annum)
206	Madiri Vasavi	B.Tech -ME	TCS limited,Nirmal Buliding,9th floor,Narimari Point,Mumbai 400021,India	3.36
207	Manda Prasanth Kumar	B.Tech -ME	Cognizant Technology Solutions India Private Limited 115/535.Old Mahabalipuram Road,Okkirm Thoraipakkam,Chennai-600097	4.01
208	Mandava Likesh Sai	B.Tech -ME	Resolute Star Private Limited Buildind-2,Plot No S-1/part/B,Sy.No 114/1,TSIIC E-City,FAB City,RaviralaVillage,Maheshwaram Mandal,R.R District ,Telangana-501359	1.8
209	Manikonda Sree Latha	B.Tech -ME	BSA Corporation Limited 18-20,Sukhwani Fortune,Morwadi Road,pimpri,Pune - 411018	2.6
210	Matti Bhargava Sai	B.Tech -ME	BSA Corporation Limited 18-20,Sukhwani Fortune,Morwadi Road,pimpri,Pune - 411018	2.6
211	Munagala Venkata Naga Sai	B.Tech -ME	Cognizant Technology Solutions India Private Limited 115/535.Old Mahabalipuram Road,Okkirm Thoraipakkam,Chennai-600097	4.01
212	Munipalli Pavan Kalyan	B.Tech -ME	Ramtech, 3rd floor, Usha Kiran 141, S.D. Road Secunderabad – 500003, India	1.4
213	N Dheeraj Srinivas	B.Tech -ME	Infosys Limited 44,Infosys Avenue,Electronics City,Hosur Roadf,Bangalore 560100,India	3.6
214	Narepalepu Saket Baba	B.Tech -ME	TCS limited,Nirmal Buliding,9th floor,Narimari Point,Mumbai 400021,India	3.36

S.No.	Name of Student Placed	Program graduated from	Name of the employer	Pay package at appointment (in Lakhs per annum)
215	Nidumolu Raja Ganesh	B.Tech -ME	ICICI Home Finance Company Limited Andheri Kurla Road,J.B Road Andheri ,Mumbai 400059,India	3.6
216	Padamata Pavan Venkateswararao	B.Tech -ME	JBM Auto Limited #601,Hemkunt Chambers,89 ,Nehru Place,New Dehli - 110019	1.8
217	Pagolu Hemanth Babu	B.Tech -ME	Resolute Star Private Limited Buildind-2,Plot No S-1/part/B,Sy.No 114/1,TSIIC E-City,FAB City,RaviralaVillage,Maheshwaram Mandal,R.R District ,Telangana-501359	1.8
218	Parise Ramesh	B.Tech -ME	Allsec Technologies Ltd. 46-C Velachery Main Road,Velachery,Chennai-600042	1.45
219	Pedamallu Dinesh Sai	B.Tech -ME	JBM Auto Limited #601,Hemkunt Chambers,89 ,Nehru Place,New Dehli - 110019	1.8
220	Perumalla Mohith	B.Tech -ME	Kantar GDC India Private Ltd.7tgh Floor Orion BLock,The 5,Ascendas IT Park,Plot No.17,Software Units Layout,Madhapur,Hyderbad-500081,India	1.92
221	Pisupati Chandrakanth	B.Tech -ME	Resolute Star Private Limited Buildind-2,Plot No S-1/part/B,Sy.No 114/1,TSIIC E-City,FAB City,RaviralaVillage,Maheshwaram Mandal,R.R District ,Telangana-501359	1.8
222	Polagani Jagadesh	B.Tech -ME	JBM Auto Limited #601,Hemkunt Chambers,89 ,Nehru Place,New Dehli - 110019	1.8
223	Polukonda Sai Kumar	B.Tech -ME	Resolute Star Private Limited Buildind-2,Plot No S-1/part/B,Sy.No 114/1,TSIIC E-City,FAB City,RaviralaVillage,Maheshwaram Mandal,R.R District ,Telangana-501359	1.8

S.No.	Name of Student Placed	Program graduated from	Name of the employer	Pay package at appointment (in Lakhs per annum)
224	Potnuri Sai Prakash	B.Tech -ME	JBM Auto Limited #601,Hemkunt Chambers,89 ,Nehru Place,New Dehli - 110019	1.8
225	Pulletikurthi Sai Krishna	B.Tech -ME	JBM Auto Limited #601,Hemkunt Chambers,89 ,Nehru Place,New Dehli - 110019	1.8
226	Ravi Vamsi	B.Tech -ME	Wipro IN-TG-Hyderbad	4
227	Shaik Mohammed Ibraheem Naseer	B.Tech -ME	RamTech Consulting, Ramanthapur, Hyderabad, Telangana 500013	1.4
228	Shaik Nayak Rasul	B.Tech -ME	Wipro IN-TG-Hyderbad	4
229	Shaik Rafi	B.Tech -ME	JBM Auto Limited #601,Hemkunt Chambers,89 ,Nehru Place,New Dehli - 110019	1.8
230	Sunkara Mohan Rama Krishna Ganesh	B.Tech -ME	Resolute Star Private Limited Buildind-2,Plot No S-1/part/B,Sy.No 114/1,TSIIC E-City,FAB City,RaviralaVillage,Maheshwaram Mandal,R.R District ,Telangana-501359	1.8
231	Sunkara Pavan Kumar	B.Tech -ME	JBM Auto Limited #601,Hemkunt Chambers,89 ,Nehru Place,New Dehli - 110019	1.8
232	Tadepalli Sai Aneesh	B.Tech -ME	Allsec Technologies Ltd. 46-C Velachery Main Road,Velachery,Chennai-600042	1.46

S.No.	Name of Student Placed	Program graduated from	Name of the employer	Pay package at appointment (in Lakhs per annum)
233	Talari Manoah Daniel	B.Tech -ME	TCS Limited,Nirmal Buliding,9th floor,Narimari Point,Mumbai 400021,India	3.36
234	Thota Teja Rakesh Kumar	B.Tech -ME	JBM Auto Limited #601,Hemkunt Chambers,89 ,Nehru Place,New Dehli - 110019	1.8
235	Tummala Sujith Kumar	B.Tech -ME	JBM Auto Limited #601,Hemkunt Chambers,89 ,Nehru Place,New Dehli - 110019	1.8
236	Uppala Revanth Sai	B.Tech -ME	JBM Auto Limited #601,Hemkunt Chambers,89 ,Nehru Place,New Dehli - 110019	1.8
237	Uppala Vivek	B.Tech -ME	Accenture, Shivaji Gardens, Mount Poonamallee Rd, Chennai, Tamil Nadu 600089	4
238	Valluru Pavan Kumar	B.Tech -ME	JBM Auto Limited #601,Hemkunt Chambers,89 ,Nehru Place,New Dehli - 110019	1.8
239	Vampugani Sumanth	B.Tech -ME	RamTech Consulting, Ramanthapur, Hyderabad, Telangana 500013	1.4
240	Vatrapu Komali	B.Tech -ME	BSA Corporation Limited 18-20,Sukhwani Fortune,Morwadi Road,pimpri,Pune - 411018	2.6
241	Veeranki Konda Babu	B.Tech -ME	JBM Auto Limited #601,Hemkunt Chambers,89 ,Nehru Place,New Dehli - 110019	1.8

S.No.	Name of Student Placed	Program graduated from	Name of the employer	Pay package at appointment (in Lakhs per annum)
242	Virivada John Babu	B.Tech -ME	Cognizant Technology Solutions India Pvt. Ltd.	4.5
243	Kurama Pavan Kumar	B.Tech -ME	JBM Auto Limited #601,Hemkunt Chambers,89 ,Nehru Place,New Dehli - 110019	1.8
244	Gattu Venkata Rajasekhar	B.Tech -ME	INFOSYS, Hyderabad	3.6
245	Kolluri Beryl Samudralu	B.Tech -ME	BYJU'S Vijay-Door No :46-11-16,4th Floor,Grand Palace Building ,NEar ANR Shopping mall,Beside HOTEL SAROVAR,Visakhapatanam,Andhra Pradesh 530016	3
246	Tunduru Subba Raju	B.Tech -ME	JBM Auto Limited #601,Hemkunt Chambers,89 ,Nehru Place,New Dehli - 110019	1.8
247	Sadineni Jaya Krishna	B.Tech -ME	Resolute Star Private Limited Buildind-2,Plot No S-1/part/B,Sy.No 114/1,TSIIC E-City,FAB City,RaviralaVillage,Maheshwaram Mandal,R.R District ,Telangana-501359	1.8
248	Kolapalli Sai Krishna Sathwik	B.Tech -ME	Avineon India Private Limited Cyber Gateway,Block'A' 1st Floor ,HITEC City Madhapur,Hyderbad,Telangana,INdia-500081	1.92
249	Ganji Pavan Kumar	B.Tech -ME	JBM Auto Limited #601,Hemkunt Chambers,89 ,Nehru Place,New Dehli - 110019	1.8
250	Dhulupudi Ravi Chandra	B.Tech -ME	JBM Auto Limited #601,Hemkunt Chambers,89 ,Nehru Place,New Dehli - 110019	1.8

S.No.	Name of Student Placed	Program graduated from	Name of the employer	Pay package at appointment (in Lakhs per annum)
251	Settipalli Nagaraju	B.Tech -ME	INFOSYS, Hyderabad	3.6
252	Gopisetti Ravindra Saradhi	B.Tech -ME	TCS limited,Nirmal Buliding,9th floor,Narimari Point,Mumbai 400021,India	3.36
253	Sane Anantha Bhaskar	B.Tech -ME	JBM Auto Limited #601,Hemkunt Chambers,89 ,Nehru Place,New Dehli - 110019	1.8
254	Tammana Murali Sai Samba Siva Kumar	B.Tech -ME	BSA Corporation Limited 18-20,Sukhwani Fortune,Morwadi Road,pimpri,Pune - 411018	2.6
255	Bodigadda Satish Kumar	B.Tech -ME	INFOSYS, Hyderabad	3.6
256	Gandreddi Appala Raju	B.Tech -ME	TCS limited,Nirmal Buliding,9th floor,Narimari Point,Mumbai 400021,India	3.36
257	Mohammad Imran	B.Tech -ME	BYJUS, Bangalore	3
258	Tatakula Jagadeesh	B.Tech -ME	Infosys Limited 44,Infosys Avenue,Electronics City,Hosur Roadf,Bangalore 560100,India	3.6
259	Tankasala Naga Sai Venkata Vara Prasad	B.Tech -ME	RamTech Consulting, Ramanthapur, Hyderabad, Telangana 500013	1.4

S.No.	Name of Student Placed	Program graduated from	Name of the employer	Pay package at appointment (in Lakhs per annum)
260	Manepalli Pavan Satya Naga Sai Ram	B.Tech -ME	TVS Educational Society Jayalakshmi Este,29,Haddaws Road,Chennai - 600006,Tamilnadu,India	1.8
261	Gunturu Vinay Kumar	B.Tech -ME	JBM Auto Limited #601,Hemkunt Chambers,89 ,Nehru Place,New Dehli - 110019	1.8
262	Garapati Venkata Sai Durga	B.Tech -ME	TCS Limited,Nirmal Buliding,9th floor,Narimari Point,Mumbai 400021,India	3.36
263	Pamarthi Eswar Veera Venkata Mani Shankar	B.Tech -ME	TVS Educational Society Jayalakshmi Este,29,Haddaws Road,Chennai - 600006,Tamilnadu,India	1.8
264	Avanigadda Kishore	B.Tech -ME	Allsec Technologies Ltd. 46-C Velachery Main Road,Velachery,Chennai-600042	1.46
265	Doddaka Chandra Sekhar	B.Tech -ME	2COMS Consulting Pvt. Ltd, Hyderabad, Telangana 500082	2.16
266	Anagani Naga Ganesh	B.Tech -ME	TCS Limited,Nirmal Buliding,9th floor,Narimari Point,Mumbai 400021,India	3.36
267	Chakka Chakravarthi	B.Tech -ME	TCS Limited,Nirmal Buliding,9th floor,Narimari Point,Mumbai 400021,India	3.36
268	Devanaboina Sri Krishna	B.Tech -ME	TCS Limited,Nirmal Buliding,9th floor,Narimari Point,Mumbai 400021,India	3.36

S.No.	Name of Student Placed	Program graduated from	Name of the employer	Pay package at appointment (in Lakhs per annum)
269	Garikipati Dinesh Varma	B.Tech -ME	TCS Limited,Nirmal Buliding,9th floor,Narimari Point,Mumbai 400021,India	3.36
270	Gattireddy Dinesh	B.Tech -ME	Allsec Technologies Ltd. 46-C Velachery Main Road,Velachery,Chennai-600042	1.46
271	Mangadoddi Sankar Kumar	B.Tech -ME	JBM Auto Limited #601,Hemkunt Chambers,89 ,Nehru Place,New Dehli - 110019	1.8
272	Pampana Durga Naveen	B.Tech -ME	Allsec Technologies Ltd. 46-C Velachery Main Road,Velachery,Chennai-600042	1.46
273	Veliventi Naga Venkata Sai Prabhakar	B.Tech -ME	JBM Auto Limited #601,Hemkunt Chambers,89 ,Nehru Place,New Dehli - 110019	1.8
274	Kagitha Lokesh	B.Tech -ME	Capgemini Technology Services India Limited	4
275	Kollareddy Praneethreddy	B.Tech -ME	Resolute Star Private Limited Buildind-2,Plot No S-1/part/B,Sy.No 114/1,TSIIC E-City,FAB City,RaviralaVillage,Maheshwaram Mandal,R.R District ,Telangana-501359	1.8
276	Lukka Chaitanya Kumar	B.Tech -ME	Resolute Star Private Limited Buildind-2,Plot No S-1/part/B,Sy.No 114/1,TSIIC E-City,FAB City,RaviralaVillage,Maheshwaram Mandal,R.R District ,Telangana-501359	1.8
277	Matta Nareshbabu	B.Tech -ME	JBM Auto Limited #601,Hemkunt Chambers,89 ,Nehru Place,New Dehli - 110019	1.8

S.No.	Name of Student Placed	Program graduated from	Name of the employer	Pay package at appointment (in Lakhs per annum)
278	Nalluri Vamsi Krishna	B.Tech -ME	TCS Limited,Nirmal Buliding,9th floor,Narimari Point,Mumbai 400021,India	3.36
279	Mohammed Gouse Pasha	B.Tech -ME	JBM Auto Limited #601,Hemkunt Chambers,89 ,Nehru Place,New Dehli - 110019	1.8
280	Amballa Ravi Kumar	B.Tech -ME	JBM Auto Limited #601,Hemkunt Chambers,89 ,Nehru Place,New Dehli - 110019	1.8
281	Peram Pandu	B.Tech -ME	Resolute Star Private Limited Buildind-2,Plot No S-1/part/B,Sy.No 114/1,TSIIC E-City,FAB City,RaviralaVillage,Maheshwaram Mandal,R.R District ,Telangana-501359	1.8
282	Perumalla Sai Prakash	B.Tech -ME	INFOSYS, Hyderabad	3.6
283	Veeravarapu Gowtham	B.Tech -ME	JBM Auto Limited #601,Hemkunt Chambers,89 ,Nehru Place,New Dehli - 110019	1.8
284	Devineni Teja Chandra Ravikumar	B.Tech -ME	INFOSYS, Hyderabad	3.6
285	Pasupuleti Krishna Sai Ram	B.Tech -ME	JBM Auto Limited #601,Hemkunt Chambers,89 ,Nehru Place,New Dehli - 110019	1.8
286	Annepu Yageswara Rao	B.Tech -ME	JBM Auto Limited #601,Hemkunt Chambers,89 ,Nehru Place,New Dehli - 110019	1.8

S.No.	Name of Student Placed	Program graduated from	Name of the employer	Pay package at appointment (in Lakhs per annum)
287	Munakala Madhu	B.Tech -ME	JBM Auto Limited #601,Hemkunt Chambers,89 ,Nehru Place,New Dehli - 110019	1.8
288	Polagani Venkata Sai Abhimanyu	B.Tech -ME	JBM Auto Limited #601,Hemkunt Chambers,89 ,Nehru Place,New Dehli - 110019	1.8
289	SAMMETA YOGA SRIDHAR	B.Tech -ME	JSW Paints Private Limited , Mumbai	4.5
290	Battipati Susmitha	B.Tech -ME	Wipro IN-TG-Hyderbad	3.5
291	Chitroju Satyanarayana	B.Tech -ME	TCS, Mumbai	3.6
292	Jammula Gopi	B.Tech -ME	TCS, Mumbai	3.6
293	Vatapalli Siva Dev	B.Tech -ME	TCS, Mumbai	3.6
294	Adavi Brahmaiah	B.Tech-ECE	Wipro, Bangalore	3.5
295	Mahabub Afroz Khan	B.Tech-ECE	Fareportal, Pune	1.32

S.No.	Name of Student Placed	Program graduated from	Name of the employer	Pay package at appointment (in Lakhs per annum)
296	Allu Harinadh Reddy	B.Tech-ECE	Galaxe Solutions, Bangalore	4.5
297	Amarlapudi Vijay Kumar	B.Tech-ECE	Infinite, Bangalore	3.5
298	Anagani Ramu	B.Tech-ECE	Quest, Bangalore	3
299	Andraju Ganesh	B.Tech-ECE	Fareportal, Pune	1.32
300	Angadala Mahesh Babu	B.Tech-ECE	Galaxe Solutions, Bangalore	4.5
301	Anipireddy Mahendra	B.Tech-ECE	TCS, Hyderabad	3.36
302	Bhavana Ankem	B.Tech-ECE	TCS, Hyderabad	3.36
303	Ankem Venkata Raghavendra Kalyan	B.Tech-ECE	Accenture WaveRock SEZ,Survey No.115, WaveRock Building, Financial District, Nanakaramguda, Telangana 500032 Phone: 040 6713 0000	4.5
304	Arava Priskilla	B.Tech-ECE	Quest, Bangalore	3

S.No.	Name of Student Placed	Program graduated from	Name of the employer	Pay package at appointment (in Lakhs per annum)
305	Arigelaleela Kalyani	B.Tech-ECE	Quest, Bangalore	3
306	Asuri Jyotsna	B.Tech-ECE	Infosys, Bangalore	3.6
307	Atmuri Tejaswi	B.Tech-ECE	Moschip, Hyderabad	1.8
308	Balla Dani Hemanth	B.Tech-ECE	TCS Core, Hyderabad	3.36
309	Bandaru Venkata Appala Sai Janardhan	B.Tech-ECE	CTS, Chennai	4
310	Bandarupalli Naga Vinay	B.Tech-ECE	Fareportal, Pune	1.32
311	Batraju Kusuma Naga Lalitha	B.Tech-ECE	Wipro, Bangalore	3.5
312	Batta Hema Sundari	B.Tech-ECE	Galaxe Solutions, Bangalore	4.5
313	Battina Vijaya Durga	B.Tech-ECE	TCS, Hyderabad	3.36

S.No.	Name of Student Placed	Program graduated from	Name of the employer	Pay package at appointment (in Lakhs per annum)
314	Battu Priyanka	B.Tech-ECE	Mphasis, Pune	4
315	Bezawada Sudheer	B.Tech-ECE	TCS, Mumbai	3.36
316	Bhiravabhotla Venkata Mounika	B.Tech-ECE	TCS, Bhubaneswar	3.36
317	Boddu SivaRamaKrishna	B.Tech-ECE	Infinite, Bangalore	3.5
318	Bodi Leela Prabhakar	B.Tech-ECE	Accenture WaveRock SEZ,Survey No.115, WaveRock Building, Financial District, Nanakaramguda, Telangana 500032 Phone: 040 6713 0000	4.5
319	Bommidi Akhila	B.Tech-ECE	BSA Corporation Limited Kavingnar Bharathidasan, Tiruvalluvar Salai, Seethammal Colony, Teynampet, Chennai, Tamil Nadu 600018	1.8
320	Boyina Padmaja	B.Tech-ECE	BSA Corporation Limited Kavingnar Bharathidasan, Tiruvalluvar Salai, Seethammal Colony, Teynampet, Chennai, Tamil Nadu 600018	1.8
321	Bura Triveni	B.Tech-ECE	Moschip, Hyderabad	1.8
322	Ch.Yogaanjaneya Krishna Sujith	B.Tech-ECE	Quest, Bangalore	3

S.No.	Name of Student Placed	Program graduated from	Name of the employer	Pay package at appointment (in Lakhs per annum)
323	Chandana Manoj Kumar	B.Tech-ECE	Hexaware Technologies Ltd H-5, Sipcot IT park, Navallur Post, Kancheepuram District, Siruseri-603103,Chennai	3.5
324	Chandika Ramya	B.Tech-ECE	BSA Corporation Limited Kavingnar Bharathidasan, Tiruvalluvar Salai, Seethammal Colony, Teynampet, Chennai, Tamil Nadu 600018	1.8
325	Chilamkurthi Harivardhan	B.Tech-ECE	TCS ELXSI-Core, Pune	3.5
326	Chinneni Bhanu Teja	B.Tech-ECE	Prodapt, Bangalore	4
327	Chintada Sai Suresh	B.Tech-ECE	Fareportal, Pune	1.32
328	Chitturu Pavan Kumar	B.Tech-ECE	Galaxe Solutions, Bangalore	4.5
329	Chowdavarapu Yamini	B.Tech-ECE	Infinite, Bangalore	3.5
330	Chowta Mani Naga Surendra	B.Tech-ECE	Accenture 8-266/7,Mantri Celestia,ISB Rd,Financial District, Nanakaramguda, Telangana 500032 Phone: 040 6713 0000	4.5
331	Daggubati Hari Priya	B.Tech-ECE	TCS, Mumbai	3.36

S.No.	Name of Student Placed	Program graduated from	Name of the employer	Pay package at appointment (in Lakhs per annum)
332	Deekshit Kumar Reddy Chevuru	B.Tech-ECE	Accenture SEZ,IT/ITES,Nanakramguda Village, Serilingampally Mandal, Ranga Reddy District Hyderabad, Telangana 500008 Phone: 099859 30061	4.5
333	Ratna Mani Dharmavarapu	B.Tech-ECE	Iopex, Bangalore	3
334	Dhulipala Jagadeeswari	B.Tech-ECE	Quest, Bangalore	3
335	Aruna Divve	B.Tech-ECE	TCS, Chennai	3.36
336	Veeranjaneyulu Doddakula	B.Tech-ECE	Colruyt, Hyderabad	3.5
337	Edha Sai Nikhil Reddy	B.Tech-ECE	Fareportal, Pune	1.32
338	Fareeda	B.Tech-ECE	TCS, Chennai	3.36
339	Gandrapu Rama Harika	B.Tech-ECE	Infosys, Bangalore	3.6
340	Gangula Yadu Vamsi	B.Tech-ECE	Mind Tree, Bhubaneswar	4

S.No.	Name of Student Placed	Program graduated from	Name of the employer	Pay package at appointment (in Lakhs per annum)
341	Ganisetti Keerthi Naidu	B.Tech-ECE	Wipro, Bangalore	3.5
342	Ganjikunta Nikil	B.Tech-ECE	Soctronics, Guntur	1.44
343	Garikipati Chiranjeevi	B.Tech-ECE	TCS, Chennai	3.36
344	Garikipati Raghava Ranjith Kumar	B.Tech-ECE	Wipro , Bangalore	3.5
345	Gatti Gani Babu	B.Tech-ECE	Infosys , Mysore	3.6
346	Suma Gera	B.Tech-ECE	TCS , Hyderabad	3.36
347	Godavarthi Samyuktha	B.Tech-ECE	Apps Associates , Hyderabad	4.5
348	Goduguluri Lakshmi Durga	B.Tech-ECE	Accenture No.7, DivyaSree Point, OMR Service Rd, Laxmi Nagar Extension, Sholinganallur, Chennai, Tamil Nadu 600119 Phone: 044 4078 2183	4.5
349	Goli Nagavenkata Pavankumar	B.Tech-ECE	TCS , Hyderabad	3.36

S.No.	Name of Student Placed	Program graduated from	Name of the employer	Pay package at appointment (in Lakhs per annum)
350	Gorle Saikumar	B.Tech-ECE	BSA Corporation Limited Kavingnar Bharathidasan, Tiruvalluvar Salai, Seethammal Colony, Teynampet, Chennai, Tamil Nadu 600018	1.8
351	Gottipati Ranjith Kumar	B.Tech-ECE	TCS-ELXI , Hyderabad	3.36
352	Guddanti Tirumala Krishna Sai Prasad	B.Tech-ECE	TCS , Tiruvananthapuram	3.36
353	Naga Venkata Siva Sai Gudibandla	B.Tech-ECE	TCS , Hyderabad	3.36
354	Gummadi Vidhya Sree	B.Tech-ECE	Infosys , Bangalore	3.6
355	Gunji Poojitha	B.Tech-ECE	Innominds , Hyderabad	2.4
356	Injam Venkatarao	B.Tech-ECE	Capgemini C83J+J45, Kokapet, Hyderabad,Telangana 500075	3.8
357	Jagarlapudi Lakshmi Indrani	B.Tech-ECE	TCS , Hyderabad	3.36
358	Jammigumpula Koteswara Rao	B.Tech-ECE	TCS , Hyderabad	3.36

S.No.	Name of Student Placed	Program graduated from	Name of the employer	Pay package at appointment (in Lakhs per annum)
359	Jidagam Deepthi	B.Tech-ECE	Kaptius , Hyderabad	5
360	Jonnala Diwakar Reddy	B.Tech-ECE	Wipro , Bangalore	3.5
361	Kakumanu Rohith	B.Tech-ECE	APPS Associates , Hyderabad	4.5
362	Kalavala Harika	B.Tech-ECE	TCS , Chennai	3.36
363	Kallagunta Ajay Kumar	B.Tech-ECE	TCS , Hyderabad	3.36
364	Kallepalli Krishna Veni	B.Tech-ECE	Thundersoft India Pvt Ltd. , Hyderabad	4
365	Kama Isaac	B.Tech-ECE	All Sec Technologies 46B, Velachery Rd, Nehru Nagar, Velachery, Chennai, Tamil Nadu 600042	1.8
366	Kancharla Navya Jyothi	B.Tech-ECE	Accenture SEZ,IT/ITES,Blk6(S Twr) Flr 7,8&15 Blk 7, Orion 66/1, Raidurg, Ranga Reddy District Hyderabad, Telangana 500032 Phone: 040 6764 7000	4.5
367	Kancharla Veera Venkata Sai Krishna	B.Tech-ECE	All Sec Technologies 46B, Velachery Rd, Nehru Nagar, Velachery, Chennai, Tamil Nadu 600042	1.8

S.No.	Name of Student Placed	Program graduated from	Name of the employer	Pay package at appointment (in Lakhs per annum)
368	Kancherla Suma Sree	B.Tech-ECE	TCS , Mumbai	3.36
369	Kanolla Siva Kumar	B.Tech-ECE	Manjeera Trinity Corporate , Hyderabad	2.5
370	Kanumolu Kali Vara Prasad	B.Tech-ECE	CTS DLF Cybercity Plot.No: 129,130,131 & 132, Gachibowli Rd, APHB Colony, Hyderabad, Telangana 500019	5.4
371	Kareti Bhavana	B.Tech-ECE	Infosys , Bangalore	3.6
372	Katti Nani Babu	B.Tech-ECE	CTS DLF Cybercity Plot.No: 129,130,131 & 132, Gachibowli Rd, APHB Colony, Hyderabad, Telangana 500019	4
373	Kolli Pujitha Sai	B.Tech-ECE	Amdocs Tower 2, CYBER CITY, Magarpatta Inner Circle, Cybercity, Magarpatta, Hadapsar, Pune, Maharashtra 411028	4
374	Phaneendra Kommanamanchi	B.Tech-ECE	TCS , Hyderabad	3.36
375	Konatham Himasree	B.Tech-ECE	Accenture , Hyderabad	4.5
376	Konatham Lakshmi Poojitha	B.Tech-ECE	Infosys , Mysore	3.6

S.No.	Name of Student Placed	Program graduated from	Name of the employer	Pay package at appointment (in Lakhs per annum)
377	Konatham Vijay Krishna	B.Tech-ECE	Accenture , Hyderabad	4.5
378	Kondapaturi Mahit Sai	B.Tech-ECE	TechM , Hyderabad	3.25
379	Kota Satish	B.Tech-ECE	Kaptius , Hyderabad	5
380	Kotha Sai Ganesh Manikanta	B.Tech-ECE	Mphasis , Pune	4
381	Arundhathi Kuricheti	B.Tech-ECE	TCS , Hyderabad	3.36
382	Lanka Chandana	B.Tech-ECE	BSA Corporation Limited Kavingnar Bharathidasan, Tiruvalluvar Salai, Seethammal Colony, Teynampet, Chennai, Tamil Nadu 600018	1.8
383	M Om Sai Venkata Revanth	B.Tech-ECE	Infosys , Bangalore	3.6
384	Madipalli Chaitanya Prudhvi	B.Tech-ECE	Wipro , Bangalore	3.5
385	Madupalli Venkata Sai Praneeth	B.Tech-ECE	Infosys , Bangalore	3.6

S.No.	Name of Student Placed	Program graduated from	Name of the employer	Pay package at appointment (in Lakhs per annum)
386	Manepalli Vasudeva Rao	B.Tech-ECE	Infosys , Bangalore	3.6
387	Manti Ramanjaneyulu	B.Tech-ECE	TechM , Hyderabad	3.25
388	Mavuluri Swathi	B.Tech-ECE	BSA Corporation Limited Kavingnar Bharathidasan, Tiruvalluvar Salai, Seethammal Colony, Teynampet, Chennai, Tamil Nadu 600018	1.8
389	Meda Navyasri	B.Tech-ECE	Infosys , Bangalore	3.6
390	Merugu Vijaya Sri	B.Tech-ECE	Infosys , Bangalore	3.6
391	Merugumilli Naga Sai Krishna	B.Tech-ECE	All Sec Technologies 46B, Velachery Rd, Nehru Nagar, Velachery, Chennai, Tamil Nadu 600042	1.8
392	Mohammad Asgar Ali Ansari	B.Tech-ECE	Infosys , Bangalore	3.6
393	Moka Bhagya Raj	B.Tech-ECE	TCS , Hyderabad	3.36
394	Murala Sai Naga Sandeep	B.Tech-ECE	Accenture SEZ,IT/ITES,Blk6(S Twr) Flr 7,8&15 Blk 7, Orion 66/1, Raidurg, Ranga Reddy District Hyderabad, Telangana 500032 Phone: 040 6764 7000	4.5

S.No.	Name of Student Placed	Program graduated from	Name of the employer	Pay package at appointment (in Lakhs per annum)
395	Muthireddy Akash	B.Tech-ECE	INFYTQ , Mysore	3.8
396	Nagabothu Sri Ram	B.Tech-ECE	TCS , Hyderabad	3.36
397	Naganaboina Pavan Kumar	B.Tech-ECE	Infosys , Mysore	3.6
398	Namburu Venkata Siva Mohith	B.Tech-ECE	Wipro , Hyderabad	3.5
399	P. Ravi Chandrika	B.Tech-ECE	Infosys , Hyderabad	3.6
400	Palle Saran Kumar Reddy	B.Tech-ECE	Accenture WaveRock SEZ,Survey No.115, WaveRock Building, Financial District, Nanakaramguda, Telangana 500032 Phone: 040 6713 0000	4.5
401	Panchanapu Surya Varunkanth	B.Tech-ECE	Aptroid , Hyderabad	3
402	Panthagani Madhulatha	B.Tech-ECE	TCS , Hyderabad	3.36
403	Parisa Harsha Naga Sai Kiran	B.Tech-ECE	Accenture WaveRock SEZ,Survey No.115, WaveRock Building, Financial District, Nanakaramguda, Telangana 500032 Phone: 040 6713 0000	4.5

S.No.	Name of Student Placed	Program graduated from	Name of the employer	Pay package at appointment (in Lakhs per annum)
404	Paruchuru Sai Nithin	B.Tech-ECE	CTS DLF Cybercity Plot.No: 129,130,131 & 132, Gachibowli Rd, APHB Colony, Hyderabad, Telangana 500019	4
405	Penta Jyothirmai	B.Tech-ECE	Accenture , Hyderabad	4.5
406	Penumaka Suma	B.Tech-ECE	CTS , Hyderabad	4
407	Penumudi Saipriya	B.Tech-ECE	Accenture , Hyderabad	4.5
408	Perapragada Sai Naga Alekhya	B.Tech-ECE	Accenture , Hyderabad	4.5
409	Pittu Venkat Reddy	B.Tech-ECE	Accenture , Hyderabad	4.5
410	Pothula Gopi Krishna	B.Tech-ECE	Wipro , Bangalore	3.5
411	Pothuri Lilli Srinija	B.Tech-ECE	TCS , Hyderabad	3.36
412	Puppala Naimesha	B.Tech-ECE	Kaptius , Hyderabad	5

S.No.	Name of Student Placed	Program graduated from	Name of the employer	Pay package at appointment (in Lakhs per annum)
413	Pusala Sreedatta	B.Tech-ECE	Accenture , Hyderabad	4.5
414	Putta Kalyani	B.Tech-ECE	CTS DLF Cybercity Plot.No: 129,130,131 & 132, Gachibowli Rd, APHB Colony, Hyderabad, Telangana 500019	4
415	Rayapudi Uday	B.Tech-ECE	Wipro , Hyderabad	3.5
416	Rayigiri Venkata Sirisha	B.Tech-ECE	Infosys , Mysore	3.6
417	Rentala Venkata Saidulu	B.Tech-ECE	BSA Corporation Limited Kavingnar Bharathidasan, Tiruvalluvar Salai, Seethammal Colony, Teynampet, Chennai, Tamil Nadu 600018	1.8
418	Sambangi Sneha Latha	B.Tech-ECE	All Sec Technologies 46B, Velachery Rd, Nehru Nagar, Velachery, Chennai, Tamil Nadu 600042	1.8
419	Sanaka Ojeswini	B.Tech-ECE	BSA Corporation Limited Kavingnar Bharathidasan, Tiruvalluvar Salai, Seethammal Colony, Teynampet, Chennai, Tamil Nadu 600018	1.8
420	Sanikommu Indra Kumar Reddy	B.Tech-ECE	Accenture , Hyderabad	4.5
421	Shaik Anees Ahammed	B.Tech-ECE	Infosys , Bangalore	3.6

S.No.	Name of Student Placed	Program graduated from	Name of the employer	Pay package at appointment (in Lakhs per annum)
422	Shaik Riyaz	B.Tech-ECE	Accenture , Hyderabad	4.5
423	Shaik Saida	B.Tech-ECE	All Sec Technologies 46B, Velachery Rd, Nehru Nagar, Velachery, Chennai, Tamil Nadu 600042	1.8
424	Shaik Yousuf Ismail	B.Tech-ECE	Infosys , Mysore	3.6
425	Siddula Spandana	B.Tech-ECE	Smart Rotamac , Hyderabad	2.6
426	Sri Tanuja Machina	B.Tech-ECE	CTS DLF Cybercity Plot.No: 129,130,131 & 132, Gachibowli Rd, APHB Colony, Hyderabad, Telangana 500019	4
427	Venkata Siri Suvva	B.Tech-ECE	TCS , Hyderabad	3.36
428	Talari Ramya Sree	B.Tech-ECE	Infosys , Mysore	3.6
429	Talluri Lalitha Aishwarya Lakshmi	B.Tech-ECE	Accenture SEZ,IT/ITES,Blk6(S Twr) Flr 7,8&15 Blk 7, Orion 66/1, Raidurg, Ranga Reddy District Hyderabad, Telangana 500032 Phone: 040 6764 7000	4.5
430	Tankala Laya Sri	B.Tech-ECE	Accenture , Hyderabad	4.5

S.No.	Name of Student Placed	Program graduated from	Name of the employer	Pay package at appointment (in Lakhs per annum)
431	Tankala Venkata Lakshmi	B.Tech-ECE	TCS Core , Hyderabad	3.36
432	Thota Rajasree	B.Tech-ECE	Accenture WaveRock SEZ,Survey No.115, WaveRock Building, Financial District, Nanakaramguda, Telangana 500032 Phone: 040 6713 0000	4.5
433	Thummala Gagana Sai	B.Tech-ECE	Iopex, Bangalore	3
434	Udayagiri Dileep	B.Tech-ECE	Accenture SEZ,IT/ITES,Blk6(S Twr) Flr 7,8&15 Blk 7, Orion 66/1, Raidurg, Ranga Reddy District Hyderabad, Telangana 500032 Phone: 040 6764 7000	4.5
435	Uppala Naga Malleswara Rao	B.Tech-ECE	Infosys, Mysore	3.6
436	Upputholla Loknivas	B.Tech-ECE	TCS, Hyderabad	3.36
437	Vaddineni Hari Siva Prakash	B.Tech-ECE	TechM-Cerum Pvt. Ltd. , Bangalore	3.1
438	Vadlamannati Valli Yamini	B.Tech-ECE	TCS , Hyderabad	3.36
439	Valluri Anusha	B.Tech-ECE	Accenture SEZ,Blok-5B,7A,7B,SyNos.51 to 64/4Bellandur Village,Varthur Hobli,Bengaluru-56037,Karnataka	4.5

S.No.	Name of Student Placed	Program graduated from	Name of the employer	Pay package at appointment (in Lakhs per annum)
440	Veeraboina Sivani	B.Tech-ECE	Infosys , Mysore	3.6
441	Veeranki Ramya	B.Tech-ECE	TCS , Hyderabad	3.36
442	Vijjirouthu Mounica	B.Tech-ECE	Accenture Global Villasge Tech Park Mindtree Phase-5, RV Vidyaniketan, Mailasandra, Bengaluru, Karnataka 560059	4.5
443	Vikkurthi Pujitha	B.Tech-ECE	Infosys , M ysore	3.6
444	Vura Mohan Vamsi	B.Tech-ECE	TCS , Hyderabad	3.36
445	Yarra Narendra Kumar	B.Tech-ECE	CTS , Bangalore	4
446	Yekula Bhavani	B.Tech-ECE	Wipro , Bangalore	3.5
447	Yelchuri Bindu Naga Venkata Sai Suneela	B.Tech-ECE	Accenture SEZ,IT/ITES,Blk6(S Twr) Flr 7,8&15 Blk 7, Orion 66/1, Raidurg, Ranga Reddy District Hyderabad, Telangana 500032 Phone: 040 6764 7000	4.5
448	Vatte Pravallika	B.Tech-ECE	Capgemini Financial District,IT Park, Nanakramaguda, Gachibowli, Hyderabad, Telangana 500006,phone: 040 6652 6000	3.8

S.No.	Name of Student Placed	Program graduated from	Name of the employer	Pay package at appointment (in Lakhs per annum)
449	Paka Venkata Sai Ram	B.Tech-ECE	CTS , Hyderabad	4
450	Adi Durga Sravanthi	B.Tech-ECE	Wipro , Bangalore	3.5
451	Katari Thirumala Reddy	B.Tech-ECE	TCS , Mumbai	3.36
452	Madabathula Syam Sundar	B.Tech-ECE	Accenture SEZ,Blok-5B,7A,7B,SyNos.51 to 64/4Bellandur Village,Varthur Hobli,Bengaluru-56037,Karnataka	4.5
453	Chakka Revan	B.Tech-ECE	TCS , Hyderabad	3.36
454	Sesetti Harshavardhini	B.Tech-ECE	TCS , Hyderabad	3.36
455	Badiga Kishore	B.Tech-ECE	CTS , Chennai	4
456	Mohammed Faizan	B.Tech-ECE	All Sec Technologies 46B, Velachery Rd, Nehru Nagar, Velachery, Chennai, Tamil Nadu 600042	1.8
457	Musunuru Preethi Sailaja	B.Tech-ECE	Wipro , Bangalore	3.5

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

S.No.	Name of Student Placed	Program graduated from	Name of the employer	Pay package at appointment (in Lakhs per annum)
467	Indla Nagendra Babu	B.Tech-ECE	TCS , Kolkota	3.36
468	Kolluri Ashokachakravarthy	B.Tech-ECE	TCS , Chennai	3.36
469	Annabathula Vyshnavi	B.Tech-ECE	Accenture SEZ,IT/ITES,Nanakramguda Village, Serilingampally Mandal, Ranga Reddy District Hyderabad, Telangana 500008 Phone: 099859 30061	4.5
470	Dokku Gopi Raju	B.Tech-ECE	HCL, Gannavaram, Andhrapradesh	3.8
471	Jogi Prathusha	B.Tech-ECE	Moschip , Hyderabad	1.8
472	Naveen Kumar Kathika	B.Tech-ECE	TCS , Hyderabad	3.36
473	Lukka Sai Sampath Kumar	B.Tech-ECE	Amdocs Tower 2, CYBER CITY, Magarpatta Inner Circle, Cybercity, Magarpatta, Hadapsar, Pune, Maharashtra 411028	4
474	Machavarapu Chaitanya	B.Tech-ECE	Infosys , Mysore	3.6
475	Mallavolu Manasa	B.Tech-ECE	HCL , Bangalore	3.5

S.No.	Name of Student Placed	Program graduated from	Name of the employer	Pay package at appointment (in Lakhs per annum)
476	Mutyala Deepa Sri	B.Tech-ECE	TCS , Chennai	3.36
477	Namburi Sasi Kumar	B.Tech-ECE	Amdocs Tower 2, CYBER CITY, Magarpatta Inner Circle, Cybercity, Magarpatta, Hadapsar, Pune, Maharashtra 411028	4
478	Toneswari Nandam	B.Tech-ECE	Intellect , Chennai	3.5
479	Padarthi Yasaswini	B.Tech-ECE	Wipro , Bangalore	3.5
480	Vasi Stanes Dany	B.Tech-ECE	ILenSys Technology , Hyderabad	2.5
481	Chimakurthi Dhanush Sai Sankar	B.Tech-ECE	Kony India Pvt. Ltd. , Chennai	3
482	Gopu Manikanta	B.Tech-ECE	TechM-Cerum Pvt. Ltd. , Vishakapatnam	3.6
483	Katragadda Pujith Chowdary	B.Tech-ECE	Accenture 8-266/7,Mantri Celestia,ISB Rd,Financial District, Nanakaramguda, Telangana 500032 Phone: 040 6713 0000	4.5
484	Ponnapalli Lakshmi Satya Vaishnavi	B.Tech-ECE	Atos Paladion , Bangalore	3

S.No.	Name of Student Placed	Program graduated from	Name of the employer	Pay package at appointment (in Lakhs per annum)
485	Chowtapalli Tilak	B.Tech-ECE	Wipro , Chennai	3.5
486	Gopisetti Ravi Teja	B.Tech-ECE	Moschip , Hyderabad	1.8
487	Irfan Baig	B.Tech-ECE	Efftronics , Mangalagiri	3.8
488	Nagamalla Sai Teja	B.Tech-ECE	Medhaservo , Hyderabad	2.8
489	Rakesh Pamarthi	B.Tech-ECE	Moschip , Hyderabad	1.8
490	Alla Yaswanth	B.Tech-ECE	TCS , Hyderabad	3.36
491	Chimata Vamsi	B.Tech-ECE	Kantar , Hyderabad	3
492	Jampani Dinesh	B.Tech-ECE	Acuvate , Hyderabad	3
493	Nunna Revathi	B.Tech-ECE	BSA Corporation Limited Kavingnar Bharathidasan, Tiruvalluvar Salai, Seethammal Colony, Teynampet, Chennai, Tamil Nadu 600018	1.8

S.No.	Name of Student Placed	Program graduated from	Name of the employer	Pay package at appointment (in Lakhs per annum)
494	Peddapalli Manasa	B.Tech-ECE	TCS , Hyderabad	3.36
495	Veeranki Tirumala Gopi	B.Tech-ECE	Moschip , Hyderabad	1.8
496	Achanta Kavya Sri	B.Tech-CSE	"Infosys 138, Old Mahabalipuram Rd, Nedunchezian Salai, Sholinganallur, Chennai, Tamil Nadu 600119 Phone: 044 2450 9532"	3.6
497	Adapa Deepthi	B.Tech-CSE	"Cognizant Technology Solutions - Elevate C9PM+JPF, Madhapur, Hyderabad, Telangana Phone: 040 4451 0154"	4.01
498	Addanki Veena Madhuri	B.Tech-CSE	"Cognizant Technology Solutions - Elevate C9PM+JPF, Madhapur, Hyderabad, Telangana Phone: 040 4451 0154"	4.01
499	Amruthaluri Triveni	B.Tech-CSE	Amdocs, CYBER CITY TOWER 2 6THFLOOR MAGARPATTA CITY HADAPSAR PUNE	4
500	Amudalapalli Nagamanikanta	B.Tech-CSE	Technovert, AddressPlot No104, Madhapur, Hyderabad	8
501	Aregela Yoganandam	B.Tech-CSE	"Cognizant Technology Solutions - Elevate C9PM+JPF, Madhapur, Hyderabad, Telangana Phone: 040 4451 0154"	4.01
502	Armanda Sri Ram Reddy	B.Tech-CSE	Deck5 Software Inc.	7.2

S.No.	Name of Student Placed	Program graduated from	Name of the employer	Pay package at appointment (in Lakhs per annum)
503	Asma Begum	B.Tech-CSE	MiMomentous	4.4
504	Attunuru Navya Sri	B.Tech-CSE	"Wipro NTH Survey No.124 and Part of 132/P SEZ vattinagulapally, Gopan Pally, Hyderabad, Telangana 501301 Phone: 040 3097 0189"Tnxt-TalentNext	3.5
505	Bade Navya	B.Tech-CSE	Revature	5
506	Bale Lasya	B.Tech-CSE	acuvate	7.02
507	Bandi Reshitha	B.Tech-CSE	Dhunis Technologies Pvt. Ltd.	6.8
508	Bathili Mahesh	B.Tech-CSE	Amdocs	4
509	Lakshmi Bharathi Battina	B.Tech-CSE	"Wipro NTH Survey No.124 and Part of 132/P SEZ vattinagulapally, Gopan Pally, Hyderabad, Telangana 501301 Phone: 040 3097 0189"Tnxt-TalentNext	3.5
510	Bezawada Mohana Sowmya	B.Tech-CSE	Hexaware	3.5
511	Bhavanam Prema Jyothi	B.Tech-CSE	Techware Solutions	2

S.No.	Name of Student Placed	Program graduated from	Name of the employer	Pay package at appointment (in Lakhs per annum)
512	Bheemavarapu Sai Jyothi	B.Tech-CSE	L V Global Solutions, 11-29-180, BANK COLONY-II, RAMANTHAPURI, ROAD NO-1 WARANGAL Hyderabad TG 506002 IN	2.5
513	Boddu Smily	B.Tech-CSE	Unisoft Global Services Pvt Ltd #115/3, 11th cross, Margosa Road Opposite Kalyan Jewellers, Malleswaram Bangalore, Karnataka – 560003 Global Services Pvt. Ltd.	11.4
514	Bolla Sai Sushma	B.Tech-CSE	"TCS Ninja SEZ Unit, South Tower Bar Building, TSA Business Park, Nanakaramguda, Telangana 500083"Ninja-CV	3.36
515	Bonthu Lalitha Priyanka	B.Tech-CSE	Survey No 240, 242 & 243, Alladi Building, Opposite Chinna Thokatta Hanuman Temple, New Bowenpally-500011	2
516	Boppa Bhavya	B.Tech-CSE	"Wipro NTH Survey No.124 and Part of 132/P SEZ vattinagulapally, Gopan Pally, Hyderabad, Telangana 501301 Phone: 040 3097 0189"Tnxt-Nth	3.5
517	Boyapati Jaswanth	B.Tech-CSE	Techware Solutions	2
518	Chadalavada Dasharna	B.Tech-CSE	"TCS Ninja SEZ Unit, South Tower Bar Building, TSA Business Park, Nanakaramguda, Telangana 500083"Ninja-Ninja	3.36
519	Challa Venkata Krishna	B.Tech-CSE	"MindTree Block No. 6 Divyasree Orion SEZ North Tower 66/1 Accenture Ranga Reddy District Gachibowli Raidurgam, Hyderabad, Telangana 500032 Phone: 040 6723 0000"	4.5
520	Chaparala Naga Akhil	B.Tech-CSE	Nalin Soft Techologies	6

S.No.	Name of Student Placed	Program graduated from	Name of the employer	Pay package at appointment (in Lakhs per annum)
521	Chinta Jeevanajyothi	B.Tech-CSE	"Infosys 138, Old Mahabalipuram Rd, Nedunchezian Salai, Sholinganallur, Chennai, Tamil Nadu 600119 Phone: 044 2450 9532"	3.6
522	Chinta Mounika	B.Tech-CSE	"Cognizant Technology Solutions - Elevate C9PM+JPF, Madhapur, Hyderabad, Telangana Phone: 040 4451 0154"	4.01
523	Chintalapudi Sai Madhava	B.Tech-CSE	Survey No 240, 242 & 243, Alladi Building, Opposite Chinna Thokatta Hanuman Temple, New Bowenpally-500011	2
524	Chunduru Praveen	B.Tech-CSE	Survey No 240, 242 & 243, Alladi Building, Opposite Chinna Thokatta Hanuman Temple, New Bowenpally-500011	2
525	Daka Sandhya	B.Tech-CSE	"TCS Ninja SEZ Unit, South Tower Bar Building, TSA Business Park, Nanakaramguda, Telangana 500083"Ninja-Cv	3.36
526	Dasi Kalyani	B.Tech-CSE	L V Global Solutions	2.5
527	Desaboina Sai Kiran	B.Tech-CSE	Techware Solutions	2
528	Rama Sai Devanaboina	B.Tech-CSE	OpenXtro Virtual Services LLP	3.6
529	Dhulipalla Uday Gopi	B.Tech-CSE	Survey No 240, 242 & 243, Alladi Building, Opposite Chinna Thokatta Hanuman Temple, New Bowenpally-500011	2

S.No.	Name of Student Placed	Program graduated from	Name of the employer	Pay package at appointment (in Lakhs per annum)
530	Donepalli Sravanthi	B.Tech-CSE	Innominds	2.4
531	Donthamsetti Sai Pushpak Hruday	B.Tech-CSE	Techware Solutions	2
532	Venkata Sai Satya Prasad	B.Tech-CSE	OpenXtro Virtual Services LLP	2.42
533	Dova Siva Naga Lakshmi	B.Tech-CSE	Survey No 240, 242 & 243, Alladi Building, Opposite Chinna Thokatta Hanuman Temple, New Bowenpally-500011	2
534	Edpuganti Sai Mahija	B.Tech-CSE	"Wipro NTH Survey No.124 and Part of 132/P SEZ vattinagulapally, Gopan Pally, Hyderabad, Telangana 501301 Phone: 040 3097 0189"Tnxt	3.5
535	Elluru Hari Haranath	B.Tech-CSE	"TCS Ninja SEZ Unit, South Tower Bar Building, TSA Business Park, Nanakaramguda, Telangana 500083"Ninja-Ninja	3.36
536	Fathima Zahera	B.Tech-CSE	"TCS Ninja SEZ Unit, South Tower Bar Building, TSA Business Park, Nanakaramguda, Telangana 500083"Ninja-Ninja	3.36
537	Gaddam Venkata Sivareddy	B.Tech-CSE	"Cognizant Technology Solutions - Elevate C9PM+JPF, Madhapur, Hyderabad, Telangana Phone: 040 4451 0154"	4.01
538	Gantasala Siva Manga Raju	B.Tech-CSE	Nalinsoft Technologies	6

S.No.	Name of Student Placed	Program graduated from	Name of the employer	Pay package at appointment (in Lakhs per annum)
539	Goda Gayathri	B.Tech-CSE	"TCS Ninja SEZ Unit, South Tower Bar Building, TSA Business Park, Nanakaramguda, Telangana 500083"Ninja	3.36
540	Gontla Koushik	B.Tech-CSE	OpenXtro Virtual Services LLP	4.8
541	Grandhi Sai Nitish	B.Tech-CSE	"TCS Ninja SEZ Unit, South Tower Bar Building, TSA Business Park, Nanakaramguda, Telangana 500083"Ninja-Ninja	3.36
542	Gumpa Gayathri Priya	B.Tech-CSE	Efftronics	3.98
543	Gunja Purna Durga Prasad	B.Tech-CSE	OpenXtro Virtual Services LLP	2.42
544	Gunji Vamsi Krishna	B.Tech-CSE	"Wipro NTH Survey No.124 and Part of 132/P SEZ vattinagulapally, Gopan Pally, Hyderabad, Telangana 501301 Phone: 040 3097 0189"Tnxt-NTH	3.5
545	Guntakani Sravya	B.Tech-CSE	G6 Technology Services India LLP	1.8
546	Gunturu Vamsi Krishna	B.Tech-CSE	Accuvate	7.02
547	Haseena Noori	B.Tech-CSE	Survey No 240, 242 & 243, Alladi Building, Opposite Chinna Thokatta Hanuman Temple, New Bowenpally-500011	2

S.No.	Name of Student Placed	Program graduated from	Name of the employer	Pay package at appointment (in Lakhs per annum)
548	Jagathapurao Jyothsna Navyasri	B.Tech-CSE	"TCS Ninja SEZ Unit, South Tower Bar Building, TSA Business Park, Nanakaramguda, Telangana 500083"Ninja-Ninja	3.36
549	Jalluri Setu Sai Sowmya Kumari	B.Tech-CSE	"TCS Ninja SEZ Unit, South Tower Bar Building, TSA Business Park, Nanakaramguda, Telangana 500083"Ninja-Ninja	3.36
550	Jonnalagadda Madhu Sudhana Rao	B.Tech-CSE	Deck5 Software Inc.	7.2
551	Jujjuri Chandrasekhara Chari	B.Tech-CSE	"Infosys 138, Old Mahabalipuram Rd, Nedunchezian Salai, Sholinganallur, Chennai, Tamil Nadu 600119 Phone: 044 2450 9532"-Hackwithinfy	6.25
552	Mohith Krishna Sai Kakani	B.Tech-CSE	"MindTree Block No. 6 Divyasree Orion SEZ North Tower 66/1 Accenture Ranga Reddy District Gachibowli Raidurgam, Hyderabad, Telangana 500032 Phone: 040 6723 0000"	4.5
553	Kakani Pragna	B.Tech-CSE	"Wipro NTH Survey No.124 and Part of 132/P SEZ vattinagulapally, Gopan Pally, Hyderabad, Telangana 501301 Phone: 040 3097 0189"Tnxt	3.5
554	Kalakota Sai Priya	B.Tech-CSE	"TCS Ninja SEZ Unit, South Tower Bar Building, TSA Business Park, Nanakaramguda, Telangana 500083"Ninja-Ninja	3.36
555	Kalathoti Suvarna Divya Sheela	B.Tech-CSE	"TCS Ninja SEZ Unit, South Tower Bar Building, TSA Business Park, Nanakaramguda, Telangana 500083"Ninja-Ninja	3.36
556	Kalva Thrinadh	B.Tech-CSE	"MindTree Block No. 6 Divyasree Orion SEZ North Tower 66/1 Accenture Ranga Reddy District Gachibowli Raidurgam, Hyderabad, Telangana 500032 Phone: 040 6723 0000"	4.5

S.No.	Name of Student Placed	Program graduated from	Name of the employer	Pay package at appointment (in Lakhs per annum)
557	Kanaparthi Sujay	B.Tech-CSE	"Wipro NTH Survey No.124 and Part of 132/P SEZ vattinagulapally, Gopan Pally, Hyderabad, Telangana 501301 Phone: 040 3097 0189"Tnxt-TalentNext	3.5
558	Kandula Sravani Devi	B.Tech-CSE	"TCS Ninja SEZ Unit, South Tower Bar Building, TSA Business Park, Nanakaramguda, Telangana 500083"Ninja	3.36
559	Hemanth Katta	B.Tech-CSE	Mphasis	4
560	Katta Naga Raju	B.Tech-CSE	Nalinsoft Technologies	6
561	Kattupalli Jessy	B.Tech-CSE	"TCS Ninja SEZ Unit, South Tower Bar Building, TSA Business Park, Nanakaramguda, Telangana 500083"Ninja-Ninja	3.36
562	Khateeja	B.Tech-CSE	"Cognizant Technology Solutions - Elevate C9PM+JPF, Madhapur, Hyderabad, Telangana Phone: 040 4451 0154"	4.01
563	Kodali Venkatalikhith	B.Tech-CSE	"Infosys 138, Old Mahabalipuram Rd, Nedunchezian Salai, Sholinganallur, Chennai, Tamil Nadu 600119 Phone: 044 2450 9532"	3.6
564	Kodali Vijaya Bhargavi	B.Tech-CSE	Dhunis Technologies Pvt. Ltd.	6.8
565	Kode Sai Gayathri	B.Tech-CSE	"Cognizant Technology Solutions - Elevate C9PM+JPF, Madhapur, Hyderabad, Telangana Phone: 040 4451 0154"	5.4

S.No.	Name of Student Placed	Program graduated from	Name of the employer	Pay package at appointment (in Lakhs per annum)
566	Kokkiligadda Monika Keerthana	B.Tech-CSE	"TCS Ninja SEZ Unit, South Tower Bar Building, TSA Business Park, Nanakaramguda, Telangana 500083"Ninja-Ninja	3.36
567	Kolla Venkatesh	B.Tech-CSE	"Wipro NTH Survey No.124 and Part of 132/P SEZ vattinagulapally, Gopan Pally, Hyderabad, Telangana 501301 Phone: 040 3097 0189"Tnxt-TalentNext	3.5
568	Kollipara Dhyanesh	B.Tech-CSE	"MindTree Block No. 6 Divyasree Orion SEZ North Tower 66/1 Accenture Ranga Reddy District Gachibowli Raidurgam, Hyderabad, Telangana 500032 Phone: 040 6723 0000"	4.5
569	Kollipara Jhansi Lakshmi	B.Tech-CSE	"Wipro NTH Survey No.124 and Part of 132/P SEZ vattinagulapally, Gopan Pally, Hyderabad, Telangana 501301 Phone: 040 3097 0189"Tnxt-TalentNext	3.5
570	Kollu Kiranmayee	B.Tech-CSE	"MindTree Block No. 6 Divyasree Orion SEZ North Tower 66/1 Accenture Ranga Reddy District Gachibowli Raidurgam, Hyderabad, Telangana 500032 Phone: 040 6723 0000"	4.5
571	Konakanchi Lakshmi Supraja	B.Tech-CSE	"MindTree Block No. 6 Divyasree Orion SEZ North Tower 66/1 "MindTree Block No. 6 Divyasree Orion SEZ North Tower 66/1 Accenture Ranga Reddy District Gachibowli Raidurgam, Hyderabad, Telangana 500032	4
572	Kondapalli Anjaneya Sai Phani	B.Tech-CSE	abjayon	3.3
573	Kondaveeti Teja Praveen Kumar	B.Tech-CSE	"Infosys 138, Old Mahabalipuram Rd, Nedunchezian Salai, Sholinganallur, Chennai, Tamil Nadu 600119 Phone: 044 2450 9532"-Hackwithinfy	6.5
574	Kondeti Alekhya	B.Tech-CSE	Survey No 240, 242 & 243, Alladi Building, Opposite Chinna Thokatta Hanuman Temple, New Bowenpally-500011	2

S.No.	Name of Student Placed	Program graduated from	Name of the employer	Pay package at appointment (in Lakhs per annum)
575	Kondrathi Suresh	B.Tech-CSE	Accuvate	7.02
576	Kota Rency	B.Tech-CSE	"TCS Ninja SEZ Unit, South Tower Bar Building, TSA Business Park, Nanakaramguda, Telangana 500083"Ninja	3.36
577	Kuchipudi Anusha	B.Tech-CSE	"TCS Ninja SEZ Unit, South Tower Bar Building, TSA Business Park, Nanakaramguda, Telangana 500083"Ninja	3.36
578	Kumpati Sravani	B.Tech-CSE	Unisoft Global Services Pvt Ltd #115/3, 11th cross, Margosa Road Opposite Kalyan Jewellers, Malleswaram Bangalore, Karnataka – 560003 Global Services Pvt. Ltd.	11.4
579	Maddala Vamsi Babu	B.Tech-CSE	Deck5 Software Inc.	7.2
580	Maddu Prathibha	B.Tech-CSE	"Infosys 138, Old Mahabalipuram Rd, Nedunchezian Salai, Sholinganallur, Chennai, Tamil Nadu 600119 Phone: 044 2450 9532"INFYTQ	6.5
581	Mallineni Priyanka	B.Tech-CSE	Tcloud	4.1
582	Mandapati Hema	B.Tech-CSE	"Cognizant Technology Solutions - Elevate C9PM+JPF, Madhapur, Hyderabad, Telangana Phone: 040 4451 0154"	4.01
583	Marni Tharun Kishore	B.Tech-CSE	"Cognizant Technology Solutions - Elevate C9PM+JPF, Madhapur, Hyderabad, Telangana Phone: 040 4451 0154"	4.01

S.No.	Name of Student Placed	Program graduated from	Name of the employer	Pay package at appointment (in Lakhs per annum)
584	Matlapudi Jaya Abhigna	B.Tech-CSE	"Cognizant Technology Solutions - Elevate C9PM+JPF, Madhapur, Hyderabad, Telangana Phone: 040 4451 0154"	4.01
585	Matta Prathyusha	B.Tech-CSE	Dhunis Technologies Pvt. Ltd.	6.8
586	Maya Leelavathi	B.Tech-CSE	Innominds	2.4
587	Medepalli Kamal Jostna	B.Tech-CSE	Fission Labs	3
588	Medikonda Ramya	B.Tech-CSE	"Cognizant Technology Solutions - Elevate C9PM+JPF, Madhapur, Hyderabad, Telangana Phone: 040 4451 0154"	4.01
589	Menda Anusha	B.Tech-CSE	"Infosys 138, Old Mahabalipuram Rd, Nedunchezian Salai, Sholinganallur, Chennai, Tamil Nadu 600119 Phone: 044 2450 9532"INFYTQ	6.5
590	Methukumilli Dali Naga Sri Sai	B.Tech-CSE	Rpatech	12
591	Mirza Sakhavath Ali	B.Tech-CSE	Nalinsoft Technologies	6
592	Mohammad Asha Hazra	B.Tech-CSE	"MindTree Block No. 6 Divyasree Orion SEZ North Tower 66/1 "MindTree Block No. 6 Divyasree Orion SEZ North Tower 66/1 Accenture Ranga Reddy District Gachibowli Raidurgam, Hyderabad, Telangana 500032	4

S.No.	Name of Student Placed	Program graduated from	Name of the employer	Pay package at appointment (in Lakhs per annum)
593	Mohmmad Imanulla	B.Tech-CSE	"Infosys 138, Old Mahabalipuram Rd, Nedunchezian Salai, Sholinganallur, Chennai, Tamil Nadu 600119 Phone: 044 2450 9532"	4.5
594	Muttath Ardra Meghana Simon	B.Tech-CSE	"TCS Ninja SEZ Unit, South Tower Bar Building, TSA Business Park, Nanakaramguda, Telangana 500083"Ninja-Ninja	3.36
595	Nakka Chandrika	B.Tech-CSE	"MindTree Block No. 6 Divyasree Orion SEZ North Tower 66/1 "MindTree Block No. 6 Divyasree Orion SEZ North Tower 66/1 Accenture Ranga Reddy District Gachibowli Raidurgam, Hyderabad, Telangana 500032	4
596	Nandam Kalyan Saradhi	B.Tech-CSE	"TCS Ninja SEZ Unit, South Tower Bar Building, TSA Business Park, Nanakaramguda, Telangana 500083"Ninja-Ninja	3.36
597	Naveen Kumar Ranjyoth Kothari	B.Tech-CSE	"MindTree Block No. 6 Divyasree Orion SEZ North Tower 66/1 Accenture Ranga Reddy District Gachibowli Raidurgam, Hyderabad, Telangana 500032 Phone: 040 6723 0000"	4.5
598	Nemmaluru Sneha Priya	B.Tech-CSE	"TCS Ninja SEZ Unit, South Tower Bar Building, TSA Business Park, Nanakaramguda, Telangana 500083"Ninja-Ninja	3.36
599	Nukala Vinay Sreenadh	B.Tech-CSE	"MindTree Block No. 6 Divyasree Orion SEZ North Tower 66/1 Accenture Ranga Reddy District Gachibowli Raidurgam, Hyderabad, Telangana 500032 Phone: 040 6723 0000"	4.5
600	Obilisetti Chaitanya	B.Tech-CSE	"Cognizant Technology Solutions - Elevate C9PM+JPF, Madhapur, Hyderabad, Telangana Phone: 040 4451 0154"	4.01
601	Palasala Vignesh	B.Tech-CSE	"Cognizant Technology Solutions - Elevate C9PM+JPF, Madhapur, Hyderabad, Telangana Phone: 040 4451 0154"	4.01

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

S.No.	Name of Student Placed	Program graduated from	Name of the employer	Pay package at appointment (in Lakhs per annum)
611	Ponnaganti Poojitha	B.Tech-CSE	"MindTree Block No. 6 Divyasree Orion SEZ North Tower 66/1 Accenture Ranga Reddy District Gachibowli Raidurgam, Hyderabad, Telangana 500032 Phone: 040 6723 0000"	4.5
612	Ponnapati Kavya	B.Tech-CSE	"TCS Ninja SEZ Unit, South Tower Bar Building, TSA Business Park, Nanakaramguda, Telangana 500083"Ninja-Ninja	3.36
613	Pothineni Priyanka	B.Tech-CSE	Accuvate	7.02
614	Pothukuchi Aparna	B.Tech-CSE	"Wipro NTH Survey No.124 and Part of 132/P SEZ vattinagulapally, Gopan Pally, Hyderabad, Telangana 501301 Phone: 040 3097 0189"Tnxt-TalentNext	3.5
615	Pothuri Bhavishya	B.Tech-CSE	IBM, No.12, Subramanya Arcade, Bannerghatta Road, Bangalore, Karnataka, India - 560029	5
616	Potluri Pranay Dath	B.Tech-CSE	"TCS Ninja SEZ Unit, South Tower Bar Building, TSA Business Park, Nanakaramguda, Telangana 500083"Ninja-Ninja	3.36
617	Prabhala Lakshmi Naga Sowjanya	B.Tech-CSE	"Infosys 138, Old Mahabalipuram Rd, Nedunchezian Salai, Sholinganallur, Chennai, Tamil Nadu 600119 Phone: 044 2450 9532"INFYTQ	6.5
618	Prathuri Sesha Sai Satabd Abhishek	B.Tech-CSE	Unisoft Global Services Pvt Ltd #115/3, 11th cross, Margosa Road Opposite Kalyan Jewellers, Malleswaram Bangalore, Karnataka – 560003 Global Services Pvt. Ltd.	11.4
619	Puppala Lakshman Kumar	B.Tech-CSE	VistexAsia-Pacific Pvt.Ltd	4.02

S.No.	Name of Student Placed	Program graduated from	Name of the employer	Pay package at appointment (in Lakhs per annum)
620	Puvvada Venkata Bhavani Prasad	B.Tech-CSE	MindTree Block No. 6 Divyasree Orion SEZ North Tower 66/1 Accenture Ranga Reddy District Gachibowli Raidurgam, Hyderabad, Telangana 500032 Phone: 040 6723 0000	4
621	Sannidhi Naga Veera Venkata Sairaghu Eswar	B.Tech-CSE	MindTree Block No. 6 Divyasree Orion SEZ North Tower 66/1 Accenture Ranga Reddy District Gachibowli Raidurgam, Hyderabad, Telangana 500032 Phone: 040 6723 0000	4.5
622	Sarihaddu Dhanunjay Kumar	B.Tech-CSE	Nalinsoft Technologies	6
623	Setlem Sushmasree	B.Tech-CSE	Infosys 138, Old Mahabalipuram Rd, Nedunchezian Salai, Sholinganallur, Chennai, Tamil Nadu 600119 Phone: 044 2450 9532	4.5
624	Shaik Mahendra Sha	B.Tech-CSE	"Infosys 138, Old Mahabalipuram Rd, Nedunchezian Salai, Sholinganallur, Chennai, Tamil Nadu 600119 Phone: 044 2450 9532"	4.5
625	Shaik Mubina	B.Tech-CSE	"MindTree Block No. 6 Divyasree Orion SEZ North Tower 66/1 Accenture Ranga Reddy District Gachibowli Raidurgam, Hyderabad, Telangana 500032 Phone: 040 6723 0000"	4.5
626	Sidarala Tara Vijaya Lakshmi	B.Tech-CSE	"TCS Ninja SEZ Unit, South Tower Bar Building, TSA Business Park, Nanakaramguda, Telangana 500083"Ninja-Ninja	3.36
627	Sudabattula Chandu Swamy	B.Tech-CSE	Survey No 240, 242 & 243, Alladi Building, Opposite Chinna Thokatta Hanuman Temple, New Bowenpally-500011	2

S.No.	Name of Student Placed	Program graduated from	Name of the employer	Pay package at appointment (in Lakhs per annum)
628	Sugasani Akhila Sri	B.Tech-CSE	"Infosys 138, Old Mahabalipuram Rd, Nedunchezian Salai, Sholinganallur, Chennai, Tamil Nadu 600119 Phone: 044 2450 9532"	4.5
629	Sunkara Vyshnavi Jesu Krishna Saarupya	B.Tech-CSE	Dhunis Technologies Pvt. Ltd.	6.8
630	Suragam Mounika	B.Tech-CSE	Tech Indya IT Services Pvt. Ltd.	8.2
631	Tammana Amani	B.Tech-CSE	Deck5 Software Inc.	7.2
632	Teja Krishna Murali Chelamalasetty	B.Tech-CSE	Wipro NTH Survey No.124 and Part of 132/P SEZ vattinagulapally, Gopan Pally, Hyderabad, Telangana 501301 Phone: 040 3097 0189Tnxt-Nth	3.5
633	Thippabattula Vamsi	B.Tech-CSE	Infosys 138, Old Mahabalipuram Rd, Nedunchezian Salai, Sholinganallur, Chennai, Tamil Nadu 600119 Phone: 044 2450 9532	4.5
634	Thota Sai Venkata Krishna Rao	B.Tech-CSE	L V Global Solutions, 11-29-180, BANK COLONY-II, RAMANTHAPURI, ROAD NO-1 WARANGAL Hyderabad TG 506002 IN	2.5
635	Tiriveedula Sravani	B.Tech-CSE	TechMahindra	4.5
636	Tirukkovalluri Lokesh Jiyyar	B.Tech-CSE	Techware Solutions	2

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

S.No.	Name of Student Placed	Program graduated from	Name of the employer	Pay package at appointment (in Lakhs per annum)
646	Vulavalapudi Gokula Sai Sarvani	B.Tech-CSE	Infosys 138, Old Mahabalipuram Rd, Nedunchezian Salai, Sholinganallur, Chennai, Tamil Nadu 600119 Phone: 044 2450 9532	4.5
647	Vuyyuru Karthik Reddy	B.Tech-CSE	TCS Ninja SEZ Unit, South Tower Bar Building, TSA Business Park, Nanakaramguda, Telangana 500083 Ninja-Ninja	3.36
648	Yarlagadda Phani Sri	B.Tech-CSE	Nalinsoft Technologies	6
649	Yasasvi Kammili	B.Tech-CSE	Hexaware	3.5
650	Yenumula Sanjeevareddy	B.Tech-CSE	"TCS Ninja SEZ Unit, South Tower Bar Building, TSA Business Park, Nanakaramguda, Telangana 500083	3.36
651	Yerramsetty Sai Priya	B.Tech-CSE	Unisoft Global Services Pvt Ltd #115/3, 11th cross, Margosa Road Opposite Kalyan Jewellers, Malleswaram Bangalore, Karnataka – 560003 Global Services Pvt. Ltd.	11.4
652	Zaveria Khulsoom	B.Tech-CSE	TCS Ninja SEZ Unit, South Tower Bar Building, TSA Business Park, Nanakaramguda, Telangana 500083	3.36
653	Merugumala Divya Sri	B.Tech-CSE	TCS Ninja SEZ Unit, South Tower Bar Building, TSA Business Park, Nanakaramguda, Telangana 500083	3.36
654	Nunna Vandana	B.Tech-CSE	Survey No 240, 242 & 243, Alladi Building, Opposite Chinna Thokatta Hanuman Temple, New Bowenpally-500011	2

S.No.	Name of Student Placed	Program graduated from	Name of the employer	Pay package at appointment (in Lakhs per annum)
655	Nunna Naga Pratap	B.Tech-CSE	Innominds	2.4
656	Abdul Kaleem	B.Tech-CSE	TCS Ninja SEZ Unit, South Tower Bar Building, TSA Business Park, Nanakaramguda, Telangana 500083	3.36
657	Korrapati Venkata Ruchitha	B.Tech-CSE	TCS Ninja SEZ Unit, South Tower Bar Building, TSA Business Park, Nanakaramguda, Telangana 500083	3.36
658	Korlepara Hudayesh Ramu	B.Tech-CSE	Technovert	4
659	Yeswanth Polukonda	B.Tech-CSE	MindTree Block No. 6 Divyasree Orion SEZ North Tower 66/1 Accenture Ranga Reddy District Gachibowli Raidurgam, Hyderabad, Telangana 500032 Phone: 040 6723 0000	4.5
660	Kalluri Sarvani	B.Tech-CSE	TCS Ninja SEZ Unit, South Tower Bar Building, TSA Business Park, Nanakaramguda, Telangana 500083	3.36
661	Mamidisetty Sravani	B.Tech-CSE	TCS Ninja SEZ Unit, South Tower Bar Building, TSA Business Park, Nanakaramguda, Telangana 500083	3.36
662	Ganta Vandana	B.Tech-CSE	TCS Ninja SEZ Unit, South Tower Bar Building, TSA Business Park, Nanakaramguda, Telangana 500083	3.36
663	Pulicherla Anjaneyulu	B.Tech-CSE	Dhunis Technologies Pvt. Ltd.	6.8

S.No.	Name of Student Placed	Program graduated from	Name of the employer	Pay package at appointment (in Lakhs per annum)
664	Chigurupati Abhilash	B.Tech-CSE	Deck5 Software Inc.	7.2
665	Manyam Sriniharika	B.Tech-CSE	TCS Ninja SEZ Unit, South Tower Bar Building, TSA Business Park, Nanakaramguda, Telangana 500083	3.36
666	Vanamadi Anusha	B.Tech-CSE	Alllsec Technologies Ltd, Survey No 240, 242 & 243, Alladi Building, Opposite Chinna Thokatta Hanuman Temple, New Bowenpally-500011	2
667	Lakkireddy Maheshreddy	B.Tech-CSE	Alllsec Technologies Ltd, Survey No 240, 242 & 243, Alladi Building, Opposite Chinna Thokatta Hanuman Temple, New Bowenpally-500011	2
668	Garapati Naga Venkata Prudhvi	B.Tech-CSE	TCS Ninja SEZ Unit, South Tower Bar Building, TSA Business Park, Nanakaramguda, Telangana 500083 Ninja-DIGITIAL	7
669	Gajula Sai Teja	B.Tech-CSE	Nalinsoft Technologies	6
670	Allamneni Jayanth	B.Tech-CSE	Unisoft Global Services Pvt Ltd #115/3, 11th cross, Margosa Road Opposite Kalyan Jewellers, Malleswaram Bangalore, Karnataka – 560003 Global Services Pvt. Ltd.	11.4
671	Koduri Sushma	B.Tech-CSE	"MindTree Block No. 6 Divyasree Orion SEZ North Tower 66/1 Accenture Ranga Reddy District Gachibowli Raidurgam, Hyderabad, Telangana 500032 Phone: 040 6723 0000"	4.5
672	Gudavalli Naga Venkata Hemanth	B.Tech-CSE	Fidelity Information Services India Private Ltd	5

S.No.	Name of Student Placed	Program graduated from	Name of the employer	Pay package at appointment (in Lakhs per annum)
673	Guddulothu Kavya	B.Tech-CSE	Deck5 Software Inc.	7.2
674	Nandam Prathyusha	B.Tech-CSE	Survey No 240, 242 & 243, Alladi Building, Opposite Chinna Thokatta Hanuman Temple, New Bowenpally-500011	2
675	Surapaneni Hasitha	B.Tech-CSE	Infosys 138, Old Mahabalipuram Rd, Nedunchezian Salai, Sholinganallur, Chennai, Tamil Nadu 600119 Phone: 044 2450 9532	4.5
676	Eswar Tedla	B.Tech-CSE	Wipro NTH Survey No.124 and Part of 132/P SEZ vattinagulapally, Gopan Pally, Hyderabad, Telangana 501301 Phone: 040 3097 0189	3.5
677	Thanukula Sai Sailesh	B.Tech-CSE	Dhunis Technologies Pvt. Ltd.	6.8
678	Chandana Naveen Teja	B.Tech-CSE	Nalinsoft Technologies	6
679	Palli Lakshmana Durga Rao	B.Tech-CSE	Tech Indya IT Services Pvt. Ltd.	8.2
680	Suresh Sonti	B.Tech-CSE	Dhunis Technologies Pvt. Ltd.	6.8
681	Tata Santhi Priya	B.Tech-CSE	"TCS Ninja SEZ Unit, South Tower Bar Building, TSA Business Park, Nanakaramguda, Telangana 500083"Ninja-Ninja	3.36

S.No.	Name of Student Placed	Program graduated from	Name of the employer	Pay package at appointment (in Lakhs per annum)
682	Vallabhapurapu Naga Venkata Kumar	B.Tech-CSE	Nalinsoft Technologies	6
683	Achanta Harika Sweta	B.Tech-IT	TCS,Hyderabad	3.36
684	Aluri Deepthi	B.Tech-IT	TCS,Hyderabad	3.36
685	Araja Naga Divya	B.Tech-IT	Wipro,Bengaluru	3.5
686	Arepalli Devika Goud	B.Tech-IT	accenture,Chennai	4.5
687	Areti Saikrishna	B.Tech-IT	Qualitykiosk technoligies Mumbai	3
688	Banday Tejaswini	B.Tech-IT	TCS,Hyderabad	3.36
689	Bandi Sushma	B.Tech-IT	TCS,Hyderabad	3.36
690	Battula Premanvitha	B.Tech-IT	TCS,Hyderabad	3.36

S.No.	Name of Student Placed	Program graduated from	Name of the employer	Pay package at appointment (in Lakhs per annum)
691	Bobba Jashwanth	B.Tech-IT	Keerraan Techo Analysis Pvt ltd,Manikonda Hyderabad	1.8
692	Bolem Hima Varshini	B.Tech-IT	Infosys,Mysore	3
693	Chebrolu Chandu	B.Tech-IT	Infosys,Mysore	3
694	Chebrolu Durga Lakshmi Venkata Sai Sneha	B.Tech-IT	Wipro,Bengaluru	3.5
695	Chundi Sai Krishna	B.Tech-IT	Ivy technologies,Bengaluru	7
696	D S S Prathyusha Jallipalli	B.Tech-IT	Infosys,Mysore	3
697	Desu Venkata Lakshmi Kavya Harini	B.Tech-IT	Infosys,Mysore	3
698	Devanaboina Usha Rani	B.Tech-IT	TCS,Hyderabad	3.36
699	Gollapudi Satyavarshini	B.Tech-IT	Cognizant,Chennai	4

S.No.	Name of Student Placed	Program graduated from	Name of the employer	Pay package at appointment (in Lakhs per annum)
700	Gutti Rushitha	B.Tech-IT	Infosys,Mysore	3
701	Jannu Krupa	B.Tech-IT	TCS,Hyderabad	3.36
702	Jaswanth Sai Yerraboyina	B.Tech-IT	Infosys,Mysore	3
703	Jonnala Chandana	B.Tech-IT	TCS,Hyderabad	3.36
704	Kagitha Sudarshan	B.Tech-IT	Infosys,Mysore	3
705	Kakumanu Praveena	B.Tech-IT	Mindtree,Kalinga Bhubaneswar	4
706	Kondapaturi Venkata Naga Sai Manoj Kumar	B.Tech-IT	Infosys,Mysore	3
707	Kuchibhotla Sairama Prasannalakshmi	B.Tech-IT	Wipro,Bengaluru	3.5
708	Kunapareddy Niharika	B.Tech-IT	accenture,Chennai	4.5

S.No.	Name of Student Placed	Program graduated from	Name of the employer	Pay package at appointment (in Lakhs per annum)
709	Kunduru Pavankumar Reddy	B.Tech-IT	Infosys,Mysore	3
710	Lukka Jyothirmai	B.Tech-IT	Infosys,Mysore	3
711	Mendadala Monika Rani	B.Tech-IT	TCS,Hyderabad	3.36
712	Myneni Srimanth	B.Tech-IT	Mindtree,Kalinga Bhubaneswar	4
713	Nadigadda Shafiyabi	B.Tech-IT	TCS,Hyderabad	3.36
714	Nowluri Geetha Naga Gowri	B.Tech-IT	virtusa	4
715	Oleti Charankumar	B.Tech-IT	Infosys,Mysore	3
716	Panidapu Narayana Swami	B.Tech-IT	Wipro,Bengaluru	3.5
717	Pathalapalli Karuna	B.Tech-IT	MiMomentous,Visakhapatnam	4

S.No.	Name of Student Placed	Program graduated from	Name of the employer	Pay package at appointment (in Lakhs per annum)
718	Peram Sai Manju	B.Tech-IT	accenture,Chennai	4.5
719	Ponipireddy Vandana	B.Tech-IT	Cognizant,Chennai	4
720	Pothireddy Bala Vamsi Sri Charan	B.Tech-IT	Infosys,Banglore	3
721	Pothuraju Santhoshi Rupadevi	B.Tech-IT	apps associates,Hyderabad	5.1
722	Potnuri Dakshayani	B.Tech-IT	Infosys,Banglore	3
723	Prathibha Gadireddy	B.Tech-IT	DXC Technology	3.6
724	Puligadda Vyshnavi	B.Tech-IT	Cognizant,Chennai	4
725	Pullela Jagadeesh	B.Tech-IT	ALTIMETRIK,Hyderabad	4.25
726	Rajulapati Aravinda Manikanta	B.Tech-IT	KPIT,Chennai	3.6

S.No.	Name of Student Placed	Program graduated from	Name of the employer	Pay package at appointment (in Lakhs per annum)
727	Ravi Dhatri	B.Tech-IT	MiMomentous,Visakhapatnam	5
728	Ravuri Mahesh	B.Tech-IT	Infosys,Mysore	3
729	Sandadi Lakshmi Narayana	B.Tech-IT	Wipro,Bengaluru	3.5
730	Tadisetty Navya	B.Tech-IT	Cognizant.Chennai	4
731	Thammana Jahnavi Naga Venkata Praneetha	B.Tech-IT	MiMomentous,Visakhapatnam	5
732	Vallepalli Satish	B.Tech-IT	FIS, whitefield road,Bengaluru	5.35
733	Vemuri Likhitha	B.Tech-IT	TCS,Hyderabad	3.36
734	Vura T N V Krishna Priya	B.Tech-IT	TCS,Hyderabad	3.36
735	Yakkati Supraja	B.Tech-IT	TCS,Hyderabad	3.36

S.No.	Name of Student Placed	Program graduated from	Name of the employer	Pay package at appointment (in Lakhs per annum)
736	Allemsetty Preethieka	B.Tech-IT	TIGER ANALTYTICS,Hyderabad	6.5
737	Kumkapalla Chinmai Devi	B.Tech-IT	accenture,Chennai	4.5
738	Velegapudi Sailakshmi Jahnavi,	B.Tech-IT	KPIT,Chennai	3.6
739	Sangoju Haripreetham	B.Tech-IT	Infosys,Mysore	3
740	Devarapalli Ajay Sri Veera Venkata Krishna	B.Tech-IT	TIGER ANALTYTICS	6.5
741	Parimi Subba Rao	B.Tech-IT	TCS,Hyderabad	3.36
742	Dhulipalla Tejaswini	B.Tech-IT	TCS,Hyderabad	3.36
743	Dasari Gayatri Devi	B.Tech-IT	Cognizant,Chennai	4
744	Pullepu Sravya Harini	B.Tech-IT	Cognizant,Chennai	4

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

S.No.	Name of Student Placed	Program graduated from	Name of the employer	Pay package at appointment (in Lakhs per annum)
753	Gotru Surekha	MBA	ICICI Prudentia lLife Insurance D.No. 392/1B, 4th Floor, B.S.R.Residency Buildings, Above ICICI Bank Land Mark - Gunadala, Vijayawada, Andhra Pradesh	2.3
754	Gunabhattu Swajana Raju	MBA	ICICI Prudentia lLife Insurance D.No. 392/1B, 4th Floor, B.S.R.Residency Buildings, Above ICICI Bank Land Mark - Gunadala, Vijayawada, Andhra Pradesh	2.3
755	Kammaganti Mahesh	MBA	ICICI Prudentia lLife Insurance D.No. 392/1B, 4th Floor, B.S.R.Residency Buildings, Above ICICI Bank Land Mark - Gunadala, Vijayawada, Andhra Pradesh	2.3
756	Kollipara Yamini	MBA	ICICI Prudentia lLife Insurance D.No. 392/1B, 4th Floor, B.S.R.Residency Buildings, Above ICICI Bank Land Mark - Gunadala, Vijayawada, Andhra Pradesh	2.3
757	Mamidi Sridevi	MBA	ICICI Prudentia lLife Insurance D.No. 392/1B, 4th Floor, B.S.R.Residency Buildings, Above ICICI Bank Land Mark - Gunadala, Vijayawada, Andhra Pradesh	2.3
758	Mandha Gnana Sri	MBA	ICICI Prudentia lLife Insurance D.No. 392/1B, 4th Floor, B.S.R.Residency Buildings, Above ICICI Bank Land Mark - Gunadala, Vijayawada, Andhra Pradesh	2.3
759	Mohammad Siddiq Hussain	MBA	ICICI Prudentia lLife Insurance D.No. 392/1B, 4th Floor, B.S.R.Residency Buildings, Above ICICI Bank Land Mark - Gunadala, Vijayawada, Andhra Pradesh	2.3
760	Ojji Rama	MBA	ICICI Prudentia lLife Insurance D.No. 392/1B, 4th Floor, B.S.R.Residency Buildings, Above ICICI Bank Land Mark - Gunadala, Vijayawada, Andhra Pradesh	2.3

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

S.No.	Name of Student Placed	Program graduated from	Name of the employer	Pay package at appointment (in Lakhs per annum)
770	Nidumolu Naga Durga Bhavani	MBA	DMART,Plot No B 72 & B 72a, Wagle Industrial Estate Thane West, Mumbai, Maharashtra	3
771	Pallampati Suma Sravani	MBA	DMART,Plot No B 72 & B 72a, Wagle Industrial Estate Thane West, Mumbai, Maharashtra	3
772	Tummalapalli Madhuri	MBA	DMART,Plot No B 72 & B 72a, Wagle Industrial Estate Thane West, Mumbai, Maharashtra	3
773	Yarajarla Sri Latha	MBA	DMART,Plot No B 72 & B 72a, Wagle Industrial Estate Thane West, Mumbai, Maharashtra	3
774	Yarlagadda Ramya	MBA	DMART,Plot No B 72 & B 72a, Wagle Industrial Estate Thane West, Mumbai, Maharashtra	3
775	Paluru Jaya Surya	MBA	Wells Fargo International Solutions Private Limited,Survey No.66/1, Raidurga Village, Serilingampalli Mandal, RR District, Hyderabad - 500032.	2.71
776	Mandapati Venkata Sai Priya	MBA	FACTSET,DVS,SEZ-1 - Orion B4; FL 7,8,9,11, Hyderabad.	3.57
777	Ravulapati Niteesh Kumar	MBA	Manavi Welath Flat No 102, Plot No 126 & 127, Avantika's Sabarmati, Mathrusree Nagar, Hyderabad, Telangana 500049	2.4
778	Gali Yamini	MBA	Value Labs, Plot#41, Hitech City, Phase 2, Madhapur, Hyderabad - 500081	2.4

S.No.	Name of Student Placed	Program graduated from	Name of the employer	Pay package at appointment (in Lakhs per annum)
779	Murala Naveen	MBA	Bhandhan Pvt Ltd, 1-6-45/1/H.Sy.No.52.B, Dammaiguda Cross Road, Alwal Hyderabad - 500010.	3.7
780	Ch David Living Ston	MBA	Tech Bio Media Services, 2nd floor,Divine Hive space, whitefield road, Kondapur, Serilingampally, Hyderabad-500084	2.4
781	Pepati Sai Ram Kiran	MBA	Zenith software Pvt Ltd, Koramangala, Bangalore.	2.4
782	Mothukuri Subramanyam	MBA	Zenith software Pvt Ltd, Koramangala, Bangalore.	2.4

IQAC

IQAC

Principal

PRINCIPAL

Seshadri Rao

Gudlavalleru Engineering College

Seshadri Rao Knowledge Village

Gudlavalleru - 521 356, Krishna District, A.P

GECTPO Placementofficer <placementofficer@gecgudlavalleru.ac.in>

APITA Infosys Selected Students from Krishna District

1 message

Satya Ratnam Marepalli <satyaratnam.m@ap.gov.in> Fri, Jun 4, 2021 at 10:36 PM
To: alietplacement@gmail.com, placements@andhraloyola.org, vimpadithya@sviet.edu.in, principal@sviet.edu.in, placementcell.diet@gmail.com, tpo@diet.ac.in, diet.principal@gmail.com, placements@pscmr.ac.in, nri.placements@gmail.com, cnbhaskar@yahoo.com, principal.vcet@gmail.com, kish.fr@gmail.com, principal.9t@gmail.com, naveen.bza@gmail.com, dachuru@gmail.com, tpckru@gmail.com, srk.placementcell@gmail.com, srktech@gmail.com, vijaya.vitw@gmail.com, vijayatechfw@gmail.com, harithadasari@rediffmail.com, lbrcetpo@gmail.com, principalsrk@gmail.com, placementofficer@gecgudlavalleru.ac.in, srkacehod@gmail.com, tnp_mictech@yahoo.co.in, dvrhsmic@mic.co.in, tnp@mictech.ac.in, kirantsr1@gmail.com, nagapavanjammula@gmail.com, placements@vrsiddhartha.ac.in, placements@pvpsiddhartha.ac.in, vikastpdept <vikastpdept@gmail.com>
Cc: rathodmothilal <rathodmothilal@gmail.com>

Date:3rd June,2021
Vijayawada

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

Sir/Madam,

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

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

****

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

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

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

Thanking you,
Yours faithfully,

Sd/-

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

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

Thanks & Regards

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

Thanking You,

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

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

"INFOSYS" Selects

S.No.	RollNo	Name	Branch	Sec	Selected for	Mobile No
1	17481A0141	JANJANAM TARUN MANIKANTA	Civil	A	INFOSYS	8985895997
2	17481A0155	KASIBHATLA SAI KARTHIKEYA	Civil	A	INFOSYS	9553681778
3	18485A0102	CHINTHALAPUDI AJAY VENKATA NAGA BAPINEEDU	Civil	A	INFOSYS	7981566079
4	17481a0194	NUKATHOTI SRAVANI	Civil	B	INFOSYS	7995757051
5	18485A0144	NANDYALA JOGENDRA SAI BABU	Civil	C	INFOSYS	9866527427
6	17481A0501	ACHANTA KAVYA SRI	CSE	A	INFOSYS	7981562757
7	17481A0522	BONTHU LALITHA PRIYANKA	CSE	A	INFOSYS	6303839369
8	17481A0527	CHAPARALA NAGA AKHIL	CSE	A	INFOSYS	8639633685
9	17481A0529	CHINTA JEEVANAJYOTHI	CSE	A	INFOSYS	8500720434
10	17481A0533	DAKA SANDHYA	CSE	A	INFOSYS	8074001825
11	17481A0544	ELLURU HARI HARANATH	CSE	A	INFOSYS	8096219674
12	17481A0554	GUMPA GAYATHRI PRIYA	CSE	A	INFOSYS	6300561640
13	17481A0571	KALVA THRINADH	CSE	B	INFOSYS	8885142018
14	17481A0575	KASINENI VAMSI KRISHNA	CSE	B	INFOSYS	8331931731
15	17481A0580	KODALI VENKATALIKHITH	CSE	B	INFOSYS	7993931759
16	17481A0582	KODE SAI GAYATHRI	CSE	B	INFOSYS	6302366951
17	17481A0589	KONDAPALLI ANJANEYA SAI PHANI	CSE	B	INFOSYS	8639497899
18	17481a05a5	MARNI THARUN KISHORE	CSE	B	INFOSYS	9398445545
19	17481A05B5	MOHAMMAD ASHA HAZRA	CSE	B	INFOSYS	9182521772
20	17481A05B7	MOHMMAD IMANULLA	CSE	C	INFOSYS	9182136056
21	17481A05B9	MUTTATH ARDRA MEGHANA SIMON	CSE	C	INFOSYS	6304119376
22	17481A05D7	PATNALA VENKATA SAI	CSE	C	INFOSYS	9010732869
23	17481A05D8	PATURI PRAVEEN	CSE	C	INFOSYS	6281843317
24	17481A05E4	PONNAPATI KAVYA	CSE	C	INFOSYS	7036713092
25	17481A05E6	POTHUKUCHI APARNA	CSE	C	INFOSYS	7893990853
26	17481A05F9	SANNIDHI NAGA VEERA VENKATA SAIRAGHU ESWAR	CSE	C	INFOSYS	9959567517
27	17481A05G2	SHAIK MAHENDRA SHA	CSE	C	INFOSYS	9573057599
28	17481A05G9	SUGASANI AKHILA SRI	CSE	C	INFOSYS	9398577424
29	16481A05I8	JYOTHSNA RAJULAPATI	CSE	D	INFOSYS	6305849556
30	17481A05H6	THIPPABATTULA VAMSI	CSE	D	INFOSYS	9398433927
31	17481A05I1	TUMMALA PRIYA ROSHINI	CSE	D	INFOSYS	9398849909
32	17481A05I3	UDATHU MANASA	CSE	D	INFOSYS	7995143040
33	17481A05I5	UDDANTI LEKHASREE	CSE	D	INFOSYS	9182739619
34	17481A05I8	VADDI POOJITHA	CSE	D	INFOSYS	6281603608
35	17481A05J2	VANNAM DIVYA	CSE	D	INFOSYS	7013502572
36	17481A05J6	VULAVALAPUDI GOKULA SAI SARVANI	CSE	D	INFOSYS	9393642345
37	17481a05L8	MAMIDISETTY SRAVANI	CSE	D	INFOSYS	7032285871
38	17481A0414	ASURI JYOTSNA	ECE	A	INFOSYS	8247881753
39	17481A0446	DEEKSHIT KUMAR REDDY CHEVURU	ECE	A	INFOSYS	7330605911
40	17481A0454	GANDRAPU RAMA HARIKA	ECE	A	INFOSYS	9182343942
41	17481A0456	GANISETTI KEERTHI NAIDU	ECE	A	INFOSYS	9704207699
42	18485A0409	MUTYALA DEEPA SRI	ECE	A	INFOSYS	9492488555
43	17481A0470	GUDDANTI TIRUMALA KRISHNA SAI PRASAD	ECE	B	INFOSYS	9642941465
44	17481A0474	GUMMADI VIDHYA SREE	ECE	B	INFOSYS	8008996947
45	17481A0496	KARETI BHAVANA	ECE	B	INFOSYS	9963049792
46	17481A04B8	M OM SAI VENKATA REVANTH	ECE	C	INFOSYS	8639081880
47	17481a04c0	MADIPALLI CHAITANYA PRUDHVI	ECE	C	INFOSYS	7036966605
48	17481A04C1	MADUPALLI VENKATA SAI PRANEETH	ECE	C	INFOSYS	9290544460
49	17481A04C2	MANEPALLI VASUDEVA RAO	ECE	C	INFOSYS	6303627143
50	17481A04C5	MEDA NAVYASRI	ECE	C	INFOSYS	6304364037

GECTPO Placementofficer <placementofficer@gecgudlavalleru.ac.in>

Selected Civil Engineers from GEC @ RAMTeCH

1 message

RAMTeCH, HRDHYD <hrdhyd@ramtech-corp.com> 8 July 2021 at 21:53
To: TPO-Gudlavalleru Engineering College <placementofficer@gecgudlavalleru.ac.in>
Cc: "RAMTeCH, Y Sudhakar Reddy" <ysreddy@ramtech-corp.com>, vrk3007@gmail.com

Dear Sir,

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

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

Appreciate one and all support and cooperation .

Thanks and Regards,

Alekhya Kommi

Assistant Manager - HR

RAMTECH

2nd Floor Wing A, Block 1, NSL SEZ

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

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

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

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GEC - Ramtech - Civil - 8.7.2021.xlsx
11K

"RAMTECH" Selects

S.No.	RollNo	Name	Branch	Sec	Selected for	Mobile No
1	17481A0104	ALLAPARTHI PHANI CHARAN	Civil	A	Ramtech	8309389975
2	17481A0110	BADINEDI SIVA NAGA RAJU	Civil	A	Ramtech	7997020211
3	17481A0164	KORIKANI SRI HARI	Civil	A	Ramtech	9494944176
4	17481A0170	MADALA KRISHNACHAITANYA	Civil	A	Ramtech	9490603447
5	17481A0171	MADALA NAVEEN	Civil	B	Ramtech	9182687259
6	17481A0174	MANIKANTA SUNIL CHINTAPALLI	Civil	B	Ramtech	9701329396
7	17481A0187	NAGANABOINA SIVAJI	Civil	B	Ramtech	9963893171
8	17481A01A5	PURITIPATI MOHITH GANDHI REDDY	Civil	B	Ramtech	8328431481
9	17481A01B2	SHAIK RASSOOL	Civil	B	Ramtech	8187073617
10	17481A01B3	SHAIK SUBHANI	Civil	B	Ramtech	9182344894
11	17481A01D5	BANDREDDI NAGA VENKATA RAGHAVAIAH	Civil	C	Ramtech	9846809667
12	17481A01D6	PANJALA RAMA RAO	Civil	C	Ramtech	8919349927
13	18485A0104	KODALI SIVAJI	Civil	A	Ramtech	6300301340
14	18485a0110	BOMMASANI VIJAY KUMAR	Civil	B	Ramtech	7675844625
15	18485a0114	GOVADA VINAY	Civil	B	Ramtech	8688831174
16	18485A0120	ANASURI MANIKANTA	Civil	C	Ramtech	9010249757
17	18485A0121	BANDREDDY NAGA NARESH	Civil	C	Ramtech	6302339886
18	18485a0133	JARUGU RAMANJANEYULU	Civil	C	Ramtech	9542326001
19	18485a0137	KOLLIPARA ROHIT SAI	Civil	C	Ramtech	7799483438
20	18485a0146	PALANKI NAVEEN	Civil	C	Ramtech	9705542454
21	17481A0419	BANDARUPALLI NAGA VINAY	ECE	A	Ramtech	9603820936
22	17481A0435	CHIGURUPATI HEMANTH SATYA SUNDAR	ECE	A	Ramtech	7901022210
23	17481a0438	CHINNENI BHANU TEJA	ECE	A	Ramtech	9346138168
24	17481a0463	GHANTA PRAVEEN	ECE	B	Ramtech	9182373317
25	17481a04b0	KOTA SATISH	ECE	B	Ramtech	7095873408
26	18485A0418	GOPU MANIKANTA	ECE	B	Ramtech	6301557445
27	17481A04C8	MERUGUMILLI NAGA SAI KRISHNA	ECE	C	Ramtech	9177556385
28	17481A04D6	NAGANABOINA PAVAN KUMAR	ECE	C	Ramtech	9989546972
29	17481A04H4	SHAIK SAIDA	ECE	C	Ramtech	7658957660
30	17481A04H9	SUKASI GOPI KISHORE	ECE	D	Ramtech	8331931831
31	18485A0217	RAMISETTY RAJESH	EEE	A	Ramtech	9100623036
32	17481A0260	MUJJE HARSHAVARDHAN BABU	EEE	B	Ramtech	7675902559
33	18485A0244	SURUGULA CHAITANYA KUMAR	EEE	B	Ramtech	9542289527
34	18485A0248	VEERLA NAGA VENKATA RAVI KUMAR	EEE	B	Ramtech	7330620711
35	17481A02A3	VISSAMSETTY SRI HARSHA	EEE	C	Ramtech	7780473852
36	17481A0307	BANDHAMRAVURI SUNILKUMAR	ME	A	Ramtech	9182455753
37	17481A0317	CHITTURI ESWAR NAGA SAI MANI KUMAR	ME	A	Ramtech	9652573031
38	17481A0324	DOMATHOTI VARUN	ME	A	Ramtech	7036680684
39	17481A0326	ELCHURI KIRAN KUMAR	ME	A	Ramtech	9398052065
40	17481A0328	GARIKIMUKKU MANOJ	ME	A	Ramtech	8639026030
41	17481A0342	KARAMSETTY VENKATA SATYA MANIKANTA GOPAL	ME	A	Ramtech	6302862257
42	17481A0348	KURAKU LOKESH MANIKANTA	ME	A	Ramtech	7337307965
43	17481A0365	MUNIPALLI PAVAN KALYAN	ME	B	Ramtech	6281133404
44	17481A0368	NAREPALEPU SAKET BABA	ME	B	Ramtech	9490049975
45	17481A0369	NIDUMOLU RAJA GANESH	ME	B	Ramtech	8328570967
46	17481A0373	PARISE RAMESH	ME	B	Ramtech	9133589579
47	17481A0375	PERUMALLA MOHITH	ME	B	Ramtech	9949196096
48	17481A0383	RAVI VAMSI	ME	B	Ramtech	9492294023
49	17481A0391	SHAIK MOHAMMED IBRAHEEM NASEER	ME	B	Ramtech	7286913064
50	17481A0392	SHAIK NAYAK RASUL	ME	B	Ramtech	9676638187
51	17481A0394	SHAIK RAFI	ME	B	Ramtech	9948935323
52	17481A03A0	THOTA TEJA RAKESH KUMAR	ME	B	Ramtech	7095482602
53	18485A0332	VELIVENTI NAGA VENKATA SAI PRABHAKAR	ME	B	Ramtech	
54	17481A03A8	VAMPUGANI SUMANTH	ME	C	Ramtech	7658969464
55	17481A03E1	SETTIPALLI NAGARAJU	ME	C	Ramtech	9182783013
56	17481A03F0	MADALA MANIKANTA	ME	C	Ramtech	7997468655
57	18485A0355	MUNAKALA MADHU	ME	C	Ramtech	

1	17481A01A2	POTU LAKSHMAN NARAYANA	Civil	B	Ramtech	8499096391
2	17481A0459	GARIKIPATI CHIRANJEEVI	ECE	B	Ramtech	9491415977
3	17481a0468	GORLE SAIKUMAR	ECE	B	Ramtech	7893401938
4	18485A0422	KATRAGADDA PUJITH CHOWDARY	ECE	B	Ramtech	7661083275
5	17481a04c0	MADIPALLI CHAITANYA PRUDHVI	ECE	C	Ramtech	7036966605
6	17481A04D3	MURALA SAI NAGA SANDEEP	ECE	C	Ramtech	8886977467
7	17481A04D7	NAMBURU VENKATA SIVA MOHITH	ECE	C	Ramtech	9010471465
8	17481A04E4	PARISA HARSHA NAGA SAI KIRAN	ECE	C	Ramtech	8555916259
9	17481A04G1	PUSALA SREEDATTA	ECE	C	Ramtech	8500696753
10	17481A04I9	UDAYAGIRI DILEEP	ECE	D	Ramtech	8331899173
11	17481A04M1	SANGOJU CHAKRAVARTHI	ECE	D	Ramtech	9164243111
12	18485a0218	SENAGAVARAPU SIVANAGARAJU	EEE	A	Ramtech	8106639318
13	18485a0219	SHAIK SALAAM	EEE	A	Ramtech	8125201268
14	18485A0239	LUKKA NAGA VENKATA KARTHIK	EEE	B	Ramtech	9502385938
15	17481A0319	DASARI PRUDHVI SAGAR	ME	A	Ramtech	9398057322
16	17481A0321	DAVULURI PRADEEP	ME	A	Ramtech	6302019982
17	17481A0332	GRANDHI JAYA SIVA RAMA NAGA VAMSI	ME	A	Ramtech	9440629071
18	17481A0395	SIMHADRI SAIDHARAN	ME	B	Ramtech	7993484804
19	17481A0397	SUNKARA PAVAN KUMAR	ME	B	Ramtech	9182121602
20	17481A0398	TADEPALLI SAI ANEESH	ME	B	Ramtech	8501027353
21	17481A03D6	DHULUPUDI RAVI CHANDRA	ME	C	Ramtech	6304134994
22	17481A03E8	TAMMANA MURALI SAI SAMBA SIVA KUMAR	ME	C	Ramtech	9292101324
23	17481A0418	BANDARU VENKATA APPALA SAI JANARDHAN	ECE	A	Ramtech	7993093218

S.No.	Roll No.	Name of the Student
1	17481A0104	ALLAPARTHI PHANI CHARAN
2	17481A0110	BADINEDI SIVA NAGA RAJU
3	17481A0164	KORIKANI SRI HARI
4	17481A0170	MADALA KRISHNACHAITANYA
5	17481A0171	MADALA NAVEEN
6	17481A0174	MANIKANTA SUNIL CHINTAPALLI
7	17481A0187	NAGANABOINA SIVAJI
8	17481A01A2	POTU LAKSHMAN NARAYANA
9	17481A01A5	PURITIPATI MOHITH GANDHI REDDY
10	17481A01B2	SHAIK RASSOOL
11	17481A01B3	SHAIK SUBHANI
12	17481A01D5	BANDREDDI NAGA VENKATA RAGHAVAIAH
13	17481A01D6	PANJALA RAMA RAO
14	18485A0104	KODALI SIVAJI
15	18485a0110	BOMMASANI VIJAY KUMAR
16	18485a0114	GOVADA VINAY
17	18485A0120	ANASURI MANIKANTA
18	18485A0121	BANDREDDY NAGA NARESH
19	18485a0133	JARUGU RAMANJANEYULU
20	18485a0137	KOLLIPARA ROHIT SAI
21	18485a0146	PALANKI NAVEEN

Date: 29th of April 2021
Name: ANDUGALA JYOTHSNA
Roll Number: 17481A0105

Sub: Letter of Intent

Dear ANDUGALA JYOTHSNA

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

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

The offer is subject to:

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

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

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

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

Best Wishes,

For Allsec Technologies Limited,

Authorized Signatory
Human Resources Department

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

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

Dear Vamsi Krishna Ariga,

Sub: Letter of Offer

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

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

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

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

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

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Yantra Park, Opp. Voltas HRD Trg. Center, Subhash Nagar, Pokhran Road No 2, Thane (West) 400 601 India
Tel: 91 22 6778 2000/2222 Fax: 91 22 6778 2190 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

POWER MECH
Grow Unlimited

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

Date: 07.02.2022

Offer Letter

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

Dear Mr. Aslamur Rahaman,

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

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

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

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

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

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

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

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

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

Yours Sincerely,
For Power Mech Projects Ltd.,

Srikant Mamil
Associate Vice President – HR & Admin

Aslamur Rahaman

Mindtree
A Larsen & Toubro Group Company

Date:13-Apr-2022

To

Siva Naga Raju Badinedi
INDIA

Dear Siva Naga Raju Badinedi,

Sub: Offer of Training and Employment

1. This has reference to the selection process for employment opportunity at Mindtree.

2. We take pleasure in informing you that you have been selected for appointment in Mindtree as an **ENGINEER** in the salary grade **C1** subject to the following terms and conditions.

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

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

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

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

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

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

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

Offer: Computer Consultancy
Ref: TCSL/DT20221003431/Lucknow
Date: 05/03/2022

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

Dear Vijayalakshmi Boddapati,

Sub: Letter of Offer

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

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

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

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

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

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

HRD/3T/1003017841/21-22 February 11, 2022

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

Ph: +91-7036776192

Dear Gopi,

Welcome to Infosys!

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

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

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

Warm regards,

RICHARD LOBO
EVP and Head Human Resources - Infosys Limited

Signature Not Verified
Digitally signed by Richard Lobo
Date: 2022.02.11 21:22:11 IST
Reason: Digitally Signed
Location: Bangalore

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

Company Confidential - This communication is confidential between you and Infosys Limited

Date: 29th of April 2021
Name: BOYINA MANOHAR
Roll Number: 17481A0121

Sub: Letter of Intent

Dear BOYINA MANOHAR

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

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

The offer is subject to:

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

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

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

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

Best Wishes,

For Allsec Technologies Limited,

Authorized Signatory
Human Resources Department

Offer: Computer Consultancy
Ref: TCSL/CT20203349712/Lucknow
Date: 20/12/2021

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

Dear Chandu Harsha Vardhan Ede,

Sub: Letter of Offer

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

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

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

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

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

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

APPOINTMENT LETTER

March 22, 2022

Dear GUNJA VENKATESH

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

1. Appointment Details:

a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.

b. You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.

c. The retirement age is 58 years.

d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company ,in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.

e. We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.

f. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.

Tech Mahindra Limited
Info city, Hi-tech City Layout
Madhapur, Hyderabad 500081,India
Tel: +91 40 3063 6363
Fax: +91 40 2311 7011
techmahindra.com

Registered Office:
Gateway Building, Apollo Bunder Mumbai
400 001

Ref: 845856/1964287/Permt **Date: 28th September, 2021**

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

Subject - Offer of Appointment

Dear **Harika Annavarapu,**

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

1. With reference to our discussions, we are pleased to offer you appointment in our Organization as **AssociateTechnical Support** on **U1** band**,** operating out of our **Chennai** office.

2. Your "Annual Total Cash Compensation" will be **Rs. 259205 (Rupees Two Lakhs Fifty Nine Thousand Two Hundred And five Only).** Please refer **Annexure-A** for details on the compensation and statutory deductions.

3. Your remuneration package is strictly confidential between you and here after, referred as The Company and should not be discussed with anyone nor divulged to anyone in any manner whatsoever.

4. Your employment with us will be governed by terms and conditions as specified in **Annexure-B.**

5. You are required to join on **28th September, 2021** at the below mentioned location. The Offer stands withdrawn thereafter, unless the date is extended and communicated to you in writing.

6. On the date of joining, you are requested to report to **Suriyapriya Nagarajan at 12:00 PM** to complete the joining formalities at **Tech Mahindra Limited (SDB-4), 602/3 Elcot SEZ, Old Mahabalipuram Road, Sholinganallur Village, Chennai - 600119**. At the time of joining, you are expected to carry originals of the documents as per **Annexure – D** and submit the copies of the same to the HR Team.

7. Please note that this Offer is subject to your being given a clear background check either at the time of reporting/joining or thereafter depending upon our receipt of the background check report from the agency.

8. Kindly acknowledge acceptance of this Offer of Appointment by signing and returning the 'acceptance copy' to **Suriyapriya Nagarajan** latest by **28th September, 2021**.

Offer: Computer Consultancy
Ref: TCSL/CT20213772259/Lucknow
Date: 16/12/2021

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

Dear Sai Suresh Inteti,

Sub: Letter of Offer

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

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

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

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

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

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

17-141

July 27, 2021

HRD/3T/21-22/1002131417

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

Dear Tarun Manikanta,

SUB: LETTER OF INTENT TO HIRE

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

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

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

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

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

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

Yours sincerely,

RICHARD LOBO
SVP and Head Human Resources – Infosys Limited

HRD/3T/1004476697/22-23

May 13, 2022

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

Ph: +91-9182417744

Dear Jujjuvarapu,

Welcome to Infosys!

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

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

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

Warm regards,

RICHARD LOBO
EVP and Head Human Resources - Infosys Limited

Signature Not Verified
Digitally signed by Richard Lobo
Date: 2022.05.13 19:31:56 IST
Reason: Digitally Signed
Location: Bangalore

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

Company Confidential - This communication is confidential between you and Infosys Limited

Cognizant

23-Mar-2021

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

Candidate ID – 15017742

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

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

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

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

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

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

Please note:

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

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

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

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

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

HRD/3T/21-22/1003973666

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

March 5, 2022

Dear Naga Durga Vara Prasad,

Welcome to Infosys!

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

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

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

Warm regards,

RICHARD LOBO
EVP and Head Human Resources – Infosys Limited

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

askus@infosys.com
www.infosys.com

KAIUS

October 19, 2021

OFFER LETTER

Dear Mr. Naveen,

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

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

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

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

Thanking You
For, Kaius Consulting Pvt. Ltd.

(Authorized Signatory)

Signed in token of acceptance

K. Naveen

KODALI NAVEEN

HRD/3T/1002767462/21-22 November 19, 2021

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

Ph: +91-9182687259

Dear Naveen,

Welcome to Infosys!

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

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

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

Warm regards,

RICHARD LOBO
EVP and Head Human Resources - Infosys Limited

Signature Not Verified
Digitally signed by Richard Lobo
Date: 2021.11.19 20:43:40 IST
Reason: Digitally Signed
Location: Bangalore

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

Company Confidential - This communication is confidential between you and Infosys Limited

EMPLOYMENT OFFER LETTER

Capgemini Ref: 5100398 /1015808,

10/18/2021,

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

Confidential

Dear MATTHI TEJA SREE,

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

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

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

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

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

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

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

Sub: Letter of Intent

Dear MATURI SAI SRI POOJA

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

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

The offer is subject to:

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

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

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

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

Best Wishes,

For Allsec Technologies Limited,

Authorized Signatory
Human Resources Department

NCC Limited

PAYSLIP FOR THE MONTH OF April - 2022

JOB :APTIDCO - JAKKAMPUDI

Employee Code	TS43841	**UAN**	101777403947
Employee Name	NAGANABOINA SIVAJI		
Department	PROJECTS	**Basic Salary**	7,500.00
Designation	Graduate Engineer Trainee (Civil)	**PAN**	NSOPS1356A
Date of Joining	25/03/2022	**PF No**	AP/HYD/13681/ 174179

Leave Status	CL	EL	ESI	LOP	OH	SL	TL
Availed	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Balance	1.0	0.0	0.0	0.0	1.0	0.0	0.0

Days Payable	Days Paid	Arr.Days	LOP Days	Cum Days
30.0	30.0	7.0	0.0	37.0

Loan / Advance Information	Income Tax information

Earnings	Cur.Month	Arrears	Deductions	Cur.Month
BASIC	7500.00	1694.00	**EPF**	1324.00
HRA	6000.00	1355.00		
MBONUS	1500.00	339.00		

Gross Earnings	Deductions	Net pay	Deposited In
18388.00	1324.00	17064.00	

Rupees SEVENTEEN THOUSAND SIXTY FOUR ONLY

--------- Forwarded message ---------
From: jayasri nandam <jayasreenandam@gmail.com>
Date: Sat, Dec 18, 2021, 07:11
Subject: Fwd: TCS Offer Letter
To: bhagyalakshmi naharisetti <naraharisettibhagyalakshmi@gmail.com>

--------- Forwarded message ---------
From: **TCS Recruitment - Entry Level** <recruitment.entrylevel@tcs.com>
Date: Sat, 18 Dec 2021, 02:35
Subject: TCS Offer Letter
To: <jayasreenandam@gmail.com>

Dear **Jayasri Nandam,**

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

Your Offer Letter is available to in your NextStep account.

Follow the instructions given below to accept your Offer Letter:

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

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

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

Warm Regards,
Talent Acquisition Group
TATA Consultancy Services

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

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

Gmail

thanvi net xerox <thanvinetandxerox@gmail.com>

Fwd: TCS Offer Letter

1 message

bhagyalakshmi naharisetti <naraharisettibhagyalakshmi@gmail.com> Sat, Dec 18, 2021 at 1:25 PM
To: thanvinetandxerox@gmail.com

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

Dear **Bhagya Naraharisetti,**

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

Your Offer Letter is available to in your NextStep account.

Follow the instructions given below to accept your Offer Letter:

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

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

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

Warm Regards,
Talent Acquisition Group
TATA Consultancy Services

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

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

DT20207229853_OL.pdf
724K

Date: 29th of April 2021
Name: NUKATHOTI SRAVANI
Roll Number: 17481A0194

Sub: Letter of Intent

Dear NUKATHOTI SRAVANI

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

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

The **offer is subject to:**

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

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

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

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

Best Wishes,

For Allsec Technologies Limited,

Authorized Signatory
Human Resources Department

Offer: Computer Consultancy
Ref: TCSL/DT20229791543/Lucknow
Date: 09/02/2022

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

Dear Raja Parime,

Sub: Letter of Offer

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

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

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

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

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

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

Date: 29th of April 2021
Name: POTU LAKSHMAN NARAYANA
Roll Number: 17481A01A2

Sub: Letter of Intent

Dear POTU LAKSHMAN NARAYANA

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

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

The offer is subject to:

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

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

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

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

Best Wishes,

For Allsec Technologies Limited,

Authorized Signatory
Human Resources Department

SATRA

Declaration of Commitment of an Expert

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

- **Consultancy Services for Supervision Consultant (SC) of Operation & Maintenance of Penchalakona to Yerpedu section from 425.400-509.400 of NH-565 in the state of Andhra Pradesh.**

And therefore, certify that:

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

Place AndhraPradesh

Date: 18-06-2022

Signature: _____

Expert's Full Name: Prathipati Manoj

Mobile : +91 6300483674

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

Sub: Letter of Intant

Dear **PURITIPATI MOHITH GANDHI REDDY** -

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

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

The offer is subject to:

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

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

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

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

Best Wishes,

For Allsec Technologies Limited,

Authorized Signatory
Human Resources Department

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

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

Dear Ganesh Babu Putti,

Sub: Letter of Offer

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

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

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

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

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

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

Date: 29th of April 2021
Name: SRAVANAM RAJKUMAR
Roll Number: 17481A01B5

Sub: Letter of Intent

Dear **SRAVANAM RAJKUMAR**

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

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

The offer is subject to:

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

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

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

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

Best Wishes,

For **Allsec Technologies Limited,**

Authorized Signatory
Human Resources Department

Date: 29th of April 2021
Name: YEMINENI HEMANTH KUMAR
Roll Number: 17481A01D1

Sub: Letter of Intent

Dear YEMINENI HEMANTH KUMAR

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

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

The offer is subject to:

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

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

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

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

Best Wishes,

For Allsec Technologies Limited,

Authorized Signatory
Human Resources Department

POWER MECH®

Growth Unlimited

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

Date: 07.02.2022

Offer Letter

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

Dear Mr. Kodali Sivaji,

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

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

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

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

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

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

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

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

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

Yours Sincerely,
For Power Mech Projects Ltd.,

Srikant Marni
Associate Vice President – HR & Admin

Kodali Sivaji

Infosys
Navigate your next

HRD/3T/1004361471/22-23

June 14, 2022

18465Ad18

Ms. Matta Priyanka
Mig 77 ,Kphb 1 Kukatpally,
Zakir Hussaun College Road,Ibrahimpatnam Vijayawada,Krishna
Hyderabad-500072
India

Ph: +91-8886244744

Dear Matta,

Welcome to Infosys!

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

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

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

Warm regards,

RICHARD LOBO
EVP and Head Human Resources - Infosys Limited

Certification signature by Richard Lobo
Richard Lobo Digitally signed by Richard Lobo
Date: 2022.06.14 18:15:12 IST
Reason: Digitally signed
Location: Bangalore

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

Company Confidential - This communication is confidential between you and Infosys Limited

1848540132

TATA

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

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

Dear Siva Rama Koteswararao Jaddu,

Sub: Letter of Offer

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

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

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

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

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

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

Strictly Private and Confidential

Date:05-Nov-2021

Ramanjaneyulu Jarugu
C10316148

6-75,Jaruguvanipalem,lingareddypalem,krishna,521328

9542326001

Dear **Ramanjaneyulu Jarugu,**

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

Job Profile - Application Development Associate

Management Level - 12

Job Family Group- Software Engineering

Please refer to:

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

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

Reference Id: 8e371ab4-4cad-4974-b425-5b809a8c214a_1
Signed By: Mahesh Vasudeo Zurale

cadeploy
because quality matters

Offer Letter

18th March 2022

To

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

Contact No: +919515650066

Mr. Purna Naga Shanmukha Kumar Karna

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

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

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

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

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

Cognizant

30-Aug-2021

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

Candidate ID – 17785945

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

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

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

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

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

Please note:

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

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

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

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

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

Bharat Electronics Limited : Machilipatnam
Human Resources Division

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

Discipline: Electronics

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

Discipline: Mechanical

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

Discipline: Computer Science

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

Discipline: Civil

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

HRD/3T/1002138087/21-22 October 9, 2021

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

Ph: +91-9866527427

Dear Jogendra Sai Babu,

Welcome to Infosys!

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

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

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

Warm regards,

RICHARD LOBO
EVP and Head Human Resources - Infosys Limited

Signature Not Verified
Digitally signed by Richard Lobo
Date: 2021.10.09 21:07:57 IST
Reason: Digitally Signed
Location: Bangalore

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

Company Confidential - This communication is confidential between you and Infosys Limited

POWER MECH
Growth Limited

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

Date: 07.02.2022

Offer Letter

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

Dear Mr. P. Yeshwanth Dinakar,

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

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

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

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

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

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

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

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

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

Yours Sincerely,
For Power Mech Projects Ltd.,

Srikant Marni
Associate Vice President – HR & Admin

P. Yeshwanth Dinakar

Date: 29th of April 2021
Name: **PALANKI NAVEEN**
Roll Number: **18485a0146**

Sub: Letter of Intent

Dear PALANKI NAVEEN

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

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

The offer is subject to:

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

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

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

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

Best Wishes,

For Allsec Technologies Limited,

Authorized Signatory
Human Resources Department

Novus Green

18-205

Date: 08.10.2021

Mr. Girish Varma,

Position: Service Engineer

Dear Mr. Girish Varma,

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

1. You will be paid a Gross salary of Rs.13,000/- **(Rupees Thirteen thousand only)**.

2. Your compensation package is as per the sheet attached. Applicable deductions will be made from your gross compensation. Your compensation is a confidential matter between you and Novus Green Energy Systems Ltd. It shall not be discussed or disclosed to anyone within or outside the company without the prior written permission.

3. From your day of joining with Novus Green Energy Systems, you will be eligible for leave as per Company's leave rules and public holidays applicable and as declared by the Company. Please provide your manager or any authorized person at Novus Green Energy Systems Ltd a reasonable 2-week notice period before going on vacation or on a single day leave.

4. In addition to all public holidays in India, you will be entitled to 12 days of sick leave, and 12 days of casual leave upon completion of every fiscal year. It is your liability to inform management about any required casual leaves at-least 2 weeks in advance. On a whole, you are entitled to have **24 days** of leave per annum, which starts from the date of your Permanent employment with the Company.

5. You shall be in probation for a period of three months. During this period, you are not entitled to any leave. In emergencies, your absence will be considered as loss of pay. During probation, your services are liable to be terminated with a notice period of one month or immediate effect if your performance is not found to be satisfactory.

6. Unless otherwise specified, your regular working hours will be **Monday – Saturday, 9:30 a.m. – 6.00 p.m.** Based on the requirements of our training schedules, you may be required to work extra hours in exceptional scenarios where training / evaluation / conference calls are scheduled, or delivery schedules need to be met.

(2) 12-229

Mphasis
The Next Applied

DirectCore/RH2541397/254838/Pune/August/V0

PRIVATE AND CONFIDENTIAL

August 10, 2021

GUNJI NAVYA

Andhra Pradesh
, India.

Dear GUNJI NAVYA,

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

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

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

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

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

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

Mphasis
The Next Applied

ANNEXURE - 1

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

Note:

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

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

Million Minds
INFOTECH

17-2.1

(3)

Million Minds Infotech (P) Ltd.
Flat No. 28/803, East End Apartments,
Plot No. 45, Mayur Vihar Extension,
New Delhi-110096.
GSTN: 07AAKCM7313H2ZD

Date: June 17, 2022.

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

Sub: Offer Letter – Software Consultant

Dear Chimata Uday Kiran

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

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

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

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

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

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

Yours sincerely,

Ashok

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

(4) 12-206 (3)

Date: 29th of April 2021
Name: BETHALA RAVI KIRAN
Roll Number: 17481A0206

Sub: Letter of Intent

Dear BETHALA RAVI KIRAN

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

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

The offer is subject to:

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

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

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

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

Best Wishes,

For Allsec Technologies Limited,

Authorized Signatory
Human Resources Department

ALLSEC TECHNOLOGIES LTD.
Regd. Office : 46-C, Whichery Main Road, Velachery, Chennai - 600 042
Tel : +91-44-4299 2020 www.allsectech.com
Corporate Identity Number : [illegible] Email : contactus@allsectech.com

17-216

Tech Mahindra
Cerium Systems

(3)

Cerium Systems Pvt Ltd
No 527, 22nd Main Road, Sector 1
Sector 1, HSR Layout
Bangalore, Karnataka 560102, India
Cerium-systems.com

Date:06th Dec 2021

Employee ID:- CSB03042

DEVANABOINA JEEVAN RAJEEV KUMAR RAJU
21/649 parosupeta
machilipatnam
bandar
KRISHNA A.P 521001
Pincode-521001

Subject - Offer of Appointment

Dear **RAJU,**

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

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

Cerium Systems Pvt Ltd
No 527, 22nd Main Road, Sector 1
Sector 1, HSR Layout
Bangalore, Karnataka 560102, India
Cerium-systems.com

9. For any clarification / further Information on:

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

For Cerium Systems Private Limited,

Authorized Signatory

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

Accepted

Date:

Signature of Candidate:

Tech Mahindra
Cerium Systems

Cerium Systems Pvt Ltd
No 527, 22nd Main Road, Sector 1
Sector 1, HSR Layout
Bangalore, Karnataka 560102, India
Cerium-systems.com

Annexure - A

NAME	DEVANABOINA JEEVAN RAJEEV KUMAR RAJU
TITLE	Associate Engineer
BAND	U1
LOCATION	Vizag

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

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 TFP as per the 'Flexi Benefit Plan' under the following heads as per eligibility specified in the applicable policy:

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

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

(Contd...)

(4)

17-209

(6)

Date: 29th of April 2021
Name: BOYA HEMA
Roll Number: 17481A0209

Sub: Letter of Intent

Dear BOYA HEMA

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

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

The offer is subject to:

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

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

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

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

Best Wishes,

For Allsec Technologies Limited,

Authorized Signatory
Human Resources Department

15-5-207

(7)

LARSEN & TOUBRO

Larsen & Toubro Limited,
Construction
Transportation Infrastructure
Landmark 'B', Ground Floor, 3rd, 5th & 6th Floors,
Suren Road, Off. Andheri - Kurla Road,
Andheri (E), Mumbai - 400 093, INDIA
Tel : +91-22-6181 7500
Fax : +91-22-6181 7580
www.Lntecc.com

Ref.: GET 2021/Electrical/TIIC-LT2021489325469742

15th September 2021

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

Dear Sir,

Sub: Appointment as Graduate Engineer Trainee

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

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

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

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

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

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

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

Yours faithfully,
for LARSEN & TOUBRO LIMITED

(SUKHENDU DUTTA)
HEAD – TALENT ACQUISITION
TRANSPORTATION INFRASTRUCTURE IC

Sensitivity: LNT Construction Internal Use

LARSEN & TOUBRO

Larsen & Toubro Limited,
Construction
Transportation Infrastructure
Landmark 'B', Ground Floor, 3rd, 5th & 6th Floors,
Suren Road, Off. Andheri - Kurla Road,
Andheri (E), Mumbai - 400 093. INDIA
Tel : +91-22-6181 7500
Fax : +91-22-6181 7580
www.Lntecc.com

Ref.: GET 2021/Electrical/TIIC-LT2021489325469742

15th September 2021

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

Dear Sir,

Sub: Appointment as Graduate Engineer Trainee

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

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

1. Your period of training will be for twelve months from the date you report for training.

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

3. During the course of your training, the company will pay you the following salary:

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

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

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

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

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

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

Sensitivity: L&T Construction Internal Use

17-231

Mphasis
The Next Applied

DirectCore/RH8078706/254838/Pune/August/V0

PRIVATE AND CONFIDENTIAL

August 10, 2021

BABY NAGA PRANITHA K

Andhra Pradesh
, India.

Dear BABY NAGA PRANITHA K,

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

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

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

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

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

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

17-242

9

Date: 29th of April 2021
Name: KOTCHERLAKOTA SRIDHAR
Roll Number: 17481A0242

Sub: Letter of Intent

Dear KOTCHERLAKOTA SRIDHAR

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

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

The offer is subject to:

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

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

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

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

Best Wishes,

For Allsec Technologies Limited,

Authorized Signatory
Human Resources Department

17-255

10

Date: 29th of April 2021
Name: MEKALA VINEETHA
Roll Number: 17481A0255

Sub: Letter of Intent

Dear MEKALA VINEETHA

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

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

The offer is subject to:

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

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

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

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

Best Wishes,

For Allsec Technologies Limited,

Authorized Signatory
Human Resources Department

(11) 17-238

LARSEN & TOUBRO

Larsen & Toubro Limited,
Construction
Transportation Infrastructure
Landmark 'B', Ground Floor, 3rd, 5th & 6th Floors,
Suren Road, Off. Andheri - Kurla Road,
Andheri (E), Mumbai - 400 093. INDIA
Tel : +91-22-6181 7500
Fax : +91-22-6181 7580
www.Lntecc.com

Ref.: GET 2021/Electrical/TIIC-LT2021462879354298

15th September 2021

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

Dear Sir,

Sub: Appointment as Graduate Engineer Trainee

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

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

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

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

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

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

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

Yours faithfully,
for LARSEN & TOUBRO LIMITED

(SUKHENDU DUTTA)
HEAD – TALENT ACQUISITION
TRANSPORTATION INFRASTRUCTURE IC

Sensitivity: L&T Construction Internal Use

LARSEN & TOUBRO

Larsen & Toubro Limited,
Construction
Transportation Infrastructure
Landmark 'B', Ground Floor, 3rd, 5th & 6th Floors,
Suren Road, Off. Andheri - Kurla Road,
Andheri (E), Mumbai - 400 093, INDIA
Tel : +91-22-6181 7500
Fax : +91-22-6181 7580
www.Lntce.com

Ref.: GET 2021/Electrical/TIIC-LT2021462879354298 **15th September 2021**

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

Dear Sir,

Sub: Appointment as Graduate Engineer Trainee

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

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

1. Your period of training will be for twelve months from the date you report for training.

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

3. During the course of your training, the company will pay you the following salary:

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

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

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

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

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

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

Sensitivity: LNT Construction Internal Use

17-263

Date: 29th of April 2021
Name: MYNAMPUDI SUJITH
Roll Number: 17481A0263

Sub: Letter of Intent

Dear MYNAMPUDI SUJITH

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

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

The offer is subject to:

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

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

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

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

Best Wishes,

For **Allsec Technologies Limited,**

Authorized Signatory
Human Resources Department

(13) 17.222

BE YOURSELF,
MAKE A DIFFERENCE.

accenture

Strictly Private and Confidential

Date:04-Aug-2021

Harsha Vardhani Pasupuleti
C9851238

2-166,Jujjavaram,Pamarru Mandal,Krishna District, Andhra Pradesh - 521157

8309660197

Dear **Harsha Vardhani Pasupuleti,**

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

Job Profile - Application Development Associate

Management Level - 12

Job Family Group- Software Engineering

Please refer to:

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

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

Reference Id: 45c7ad36-a0a0-4398-89c9-b9dd55ce4357_1
Signed By: Mahesh Vasudeo Zurale

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

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

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

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

ANNEXURE 1

COMPENSATION & BENEFITS

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

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

(A) Annual Fixed Compensation

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

TDS is deducted as applicable from your income.

(B) Local Variable Bonus (LVB)

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

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

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

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

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

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

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

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

(14) 17-246

Mphasis
The Next Applied

DirectCore/RH4268712/254838/Pune/August/V0

PRIVATE AND CONFIDENTIAL

August 10, 2021

LANKE RAVISAI

Andhra Pradesh
, India.

Dear LANKE RAVISAI,

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

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

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

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

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

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

Mphasis
The Next Applied

ANNEXURE - 1

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

Note:

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

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

17-276 (10)

(13)

Date: 29th of April 2021
Name: PORNA CHANDANA SRI
Roll Number: 17481A0276

Sub: Letter of Intent

Dear PORNA CHANDANA SRI

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

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

The offer is subject to:

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

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

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

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

Best Wishes,

For Allsec Technologies Limited,

Authorized Signatory
Human Resources Department

17-297

K

Date: 29th of April 2021
Name: VANGA KHYATHI NAIDU
Roll Number: 17481A0297

Sub: Letter of Intent

Dear VANGA KHYATHI NAIDU

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

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

The offer is subject to:

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

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

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

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

Best Wishes,

For Allsec Technologies Limited,

Authorized Signatory
Human Resources Department

17-2B5 (12)

(17)

Date: 29th of April 2021
Name: VELAGAPUDI RAKESH
Roll Number: 17481A02B5

Sub: Letter of Intent

Dear VELAGAPUDI RAKESH

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

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

The offer is subject to:

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

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

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

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

Best Wishes,

For Allsec Technologies Limited,

Authorized Signatory
Human Resources Department

ALLSEC TECHNOLOGIES LTD.
Regd. Office : 46 C, Velachery Main Road, Velachery, Chennai - 600 042
Tel : +91-44-4299 2070 Web : www.allsectech.com
Corporate Identity Number : L72300TN1999PLC111033, Email : contactus@allsectech.com

18-255
(13)

(18)

Date: 29th of April 2021
Name: GANGULA RAMESH
Roll Number: 18485A0255

Sub: Letter of Intent

Dear GANGULA RAMESH

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

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

The offer is subject to:

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

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

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

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

Best Wishes,

For Allsec Technologies Limited,

Authorized Signatory
Human Resources Department

ALLSEC TECHNOLOGIES LTD.
Regd. Office : 46 C, Velachery Main Road, Velachery, Chennai - 600 042
Tel : +91 44 4299 2020 web : www.allsectech.com
Corporate Identity Number : [illegible] Email : [illegible]

(19)

Visual Paradigm

BE YOURSELF,
MAKE A DIFFERENCE.

accenture

19-Jan-2021

C4667708

MUJJE HARSHAVARDHAN BABU
RAMALAYAM STREET VARIKUNTAPADU Nellore A.P 524236

Management Level - 13
Sublevel - 3

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

Dear BABU,

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

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

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

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

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

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

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

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

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

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

BABUlook forward to hearing from you regarding your decision to join our team. In the meantime, please do not hesitate to call **jyothirmayi.sravani at 7989418905** should you have anything you would like to discuss further.

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

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

ACKNOWLEDGED AND AGREED:

_____

[Insert full legal name]
Date:

Candidate's signature_____

ANNEXURE 1

Your compensation is as mentioned below:

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

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

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

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

Note: For International Worker Only*

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

*As defined by applicable law from time to time.

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

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

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

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

17-267

(20)

Resolute

Offer Letter

Dear Mr. N. Vamsi Sai

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

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

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

At the date of joining the following documents are required:

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

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

For Resolute Star Private Limited,

Ramesh KP.

Received
original
N. vamsisai
11/08/2021

21

17-250

Resolute

Offer Letter

Dear Mr. M. Sri Ram,

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

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

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

At the date of joining the following documents are required:

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

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

For **Resolute Star Private Limited,**

Ramesh KP.

Recived original
M. Sriram.
11/8/2021

17-264 (16)

(22)

Resolute

Offer Letter

Dear Mr. N. Pandu Ranga Rao

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

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

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

At the date of joining the following documents are required:

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

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

For **Resolute Star Private Limited,**

Ramesh KP.

Recieved Original
N Pandu
11/8/2021

23

TATA

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

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

Dear Sala Bhagyesh Kumar,

Sub: Letter of Offer

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

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

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

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

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

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Nyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India
Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

13-274

(24)

(17)

Resolute

Offer Letter

Dear Mr. P. Surya

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

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

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

At the date of joining the following documents are required:

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

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

For Resolute Star Private Limited,

Ramesh KP.

Received the original

P. Surya

Resolute Star Private Limited

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

CIN: U25209TG2020PTC147324.

23

Visual Paradigm

BE YOURSELF,
MAKE A DIFFERENCE.

accenture

19-Jan-2021

C4667701

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

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

Dear GAUTHAM,

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

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

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

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

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

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

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

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

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

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

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

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

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

ACKNOWLEDGED AND AGREED:

_____
[Insert full legal name]
Date:

Candidate's signature_____

ANNEXURE 1

Your compensation is as mentioned below:

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

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

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

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

Note: For International Worker Only*

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

*As defined by applicable law from time to time.

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

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

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

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

26

18-5-226

Resolute

Offer Letter

Dear Mr. B. Sridhar Reddy.

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

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

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

At the date of joining the following documents are required:

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

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

For Resolute Star Private Limited,

Ramesh KP.

Received original
B. Sridhar Reddy
11-08-2021

(27)

18-5-254

Resolute

Offer Letter

Dear Mr. D. Kishore Babu.

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

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

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

At the date of joining the following documents are required:

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

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

recived the Original

D. Kishore Babu

11/08/2021

For **Resolute Star Private Limited,**

Ramesh KP.

Resolute Star Private Limited

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

CIN: U25209TG2020PTC147324.

(28)

TATA

Offer: Computer Consultancy
Ref: TCSL/CT20182473859/Kolkata
Date: 17/12/2021

Mr. Boppana Ramnivas
1-52,
Ramchandrapuram,
Avanigadda-521121,
Krishna(Dt)
Andhra Pradesh.
Tel# -9491713098

Dear Boppana Ramnivas,

Sub: Letter of Offer

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

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

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

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

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

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Building 1A, EcoSpace, Plot - BF/12, New Town, Rajarhat, Kolkata-700156, West Bengal, India
Tel: 91 33 6688 1000 Fax: 91 33 6636 6001 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Servicelline: 1800 209 3111 Email: careers@tcs.com

(29) 18-5-270 (20)

Resolute™

Offer Letter

Dear Mr. Y. HarshaVardhan

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

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

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

At the date of joining the following documents are required:

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

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

For **Resolute Star Private Limited,**

Ramesh KP.

Recived the Original.

Y. Harsha Vardhan
11/08/2021

Resolute Star Private Limited

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

CIN: U25209TG2020PTC147324.

(30)

17-245

Resolute™

Offer Letter

Dear Mr. Lo. Anil Kumar

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

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

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

At the date of joining the following documents are required:

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

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

For Resolute Star Private Limited,

Ramesh KP.

Received Original

L. Anil Kumar

11/8/21

(31)

18-5-21

Tech Mahindra
Cerium Systems

Cerium Systems Pvt Ltd
No 527, 22nd Main Road, Sector 1
Sector 1, HSR Layout
Bangalore, Karnataka 560102, India
Cerium-systems.com

Date:06th Dec 2021

Employee ID:- CSB06752

MADINA VAMSI KRISHNA

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

Phone No: 7416504432

Subject - Offer of Appointment

Dear **MADINA VAMSI KRISHNA,**

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

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

Cerium Systems Pvt Ltd
No 527, 22nd Main Road, Sector 1
Sector 1, HSR Layout
Bangalore, Karnataka 560102, India
Cerium-systems.com

9. For any clarification / further information on:

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

For Cerium Systems Private Limited,

Authorized Signatory

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

Accepted

Date:

Signature of Candidate:

Tech Mahindra
Cerium Systems

Cerium Systems Pvt Ltd
No 527, 22nd Main Road, Sector 1
Sector 1, HSR Layout
Bangalore, Karnataka 560102, India
Cerium-systems.com

Annexure - A

NAME	MADINA VAMSI KRISHNA
TITLE	Associate Engineer
BAND	U1
LOCATION	Vizag

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

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 TFP as per the 'Flexi Benefit Plan' under the following heads as per eligibility specified in the applicable policy:

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

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

(Contd...)

(32)

17-292

JBM Auto Limited

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

JBM Group

No: JBMAS/ORG/HR/

Date: 12.08.2021

To
Mr. TEKKEM TARUN
Gudlavalleru Engineering College
Gudlavalleru.

Dear Mr. TEKKEM TARUN

Sub: Offer Letter

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

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

Thanking you

for JBM AUTO LIMITED

For

N.S. Bhagyaraj
Dy. Manager P&A

Registered Office
601, Hemkunt Chambers , 89,Nehru Place , New Delhi - 110019,
Tel : 011-26427104-06 Fax: 011-26427100 CIN: L74899DL1996PLC083073

(33)

19-241

JBM Auto Limited

Plot No. RN5-1, Renault Nissan Supplier's Park, SIPCOT Industrial Growth Center, Sennekuppam Village, Sriperumbudur Taluk, Kanchepuram Dist, Tamilnadu-603 109. Tel : 044 - 67201127, 67201136

JBM Group

No: JBMAS/ORG/HR/

Date: 12.08.2021

To
Mr. VENUTURUMILLI VENKAT ROYAL
Gudlavalleru Engineering College
Gudlavalleru.

Dear Mr. VENUTURUMILLI VENKAT ROYAL

Sub: Offer Letter

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

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

Thanking you

for JBM AUTO LIMITED

For

N.S. Bhagyaraj
Dy. Manager P&A

Registered Office
601, Hemkunt Chambers , 89,Nehru Place , New Delhi - 110019,
Tel : 011-26427104-06 Fax: 011-26427100 CIN: L74899DL1996PLC083073

(34)

17-212

LARSEN & TOUBRO

Larsen & Toubro Limited,
Construction
Transportation Infrastructure
Landmark 'B', Ground Floor, 3rd, 5th & 6th Floors,
Suren Road, Off. Andheri - Kurla Road,
Andheri (E), Mumbai - 400 093, INDIA
Tel : +91-22-6181 7500
Fax : +91-22-6181 7580
www.Lntecc.com

Ref.: GET 2022/Electrical/TIIC-LT2022892468246972

15th September 2022

Mr. CHOPPARA AKASH
Gudlavalleru Engineering College
Contact No. 9666697612

Dear Sir,

Sub: Appointment as Graduate Engineer Trainee

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

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

Your training commences from **10th October 2022** with pre-joining activities on **09th October 2022**. Accordingly, you are required to report at Chennai Head Quarters Office on **08th October 2022**. Your place of posting and joining formalities will be intimated in due course and a detailed email will be sent to you on this separately on receipt of your acceptance of this offer. Please note that request for extension in joining time / Change of Department or Division or Location will not be entertained.

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

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

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

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

Yours faithfully,
for LARSEN & TOUBRO LIMITED

(SUKHENDU DUTTA)
HEAD – TALENT ACQUISITION
TRANSPORTATION INFRASTRUCTURE IC

Sensitivity: LNT Construction Internal Use

LARSEN & TOUBRO

Larsen & Toubro Limited,
Construction
Transportation Infrastructure
Landmark 'B', Ground Floor, 3rd, 5th & 6th Floors,
Suren Road, Off. Andheri - Kurla Road
Andheri (E), Mumbai - 400 093, INDIA
Tel : +91-22-6181 7500
Fax : +91-22-6181 7580
www.Lntecc.com

Ref.: GET 2022/Electrical/TIIC-LT2022892468246972 **15th September 2022**

Mr. CHOPPARA AKASH
Gudlavalleru Engineering College
Contact No. 9666697612

Dear Sir,

Sub: Appointment as Graduate Engineer Trainee

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

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

1. Your period of training will be for twelve months from the date you report for training.

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

3. During the course of your training, the company will pay you the following salary:

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

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

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

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

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

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

Sensitivity: L&T Construction Internal Use

(35)

17-202

JBM Auto Limited

Plot No. RNS-1, Renault Nissan Supplier's Park, SIPCOT Industrial Growth Center, Sennakuppam Village,
Sriperumbudur Taluk, Kancheepuram Dist, Tamilnadu-603 108. Tel : 044 - 67291127, 67291136

JBM Group

No: JBMAS/ORG/HR/

Date: 12.08.2021

To
Mr. MARAM REDDY VENKATA CHANDRAHAS REDDY
Gudlavalleru Engineering College
Gudlavalleru.

Dear Mr. MARAM REDDY VENKATA CHANDRAHAS REDDY

Sub: Offer Letter

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

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

Thanking you

for JBM AUTO LIMITED

N.S. Bhagyaraj
Dy. Manager P&A

Registered Office
801, Hemkunt Chambers , 89,Nehru Place , New Delhi - 110019,
Tel : 011-26427104-06 Fax: 011-26427100 CIN: L74899DL1996PLC083073

(36)

18-215 (25)

JBM Auto Limited

Plot No. RNB-1, Renault Nissan Supplier's Park, SIPCOT Industrial Growth Center, Sennekuppam Village,
Sriperumbudur Taluk, Kancheepuram Dist, Tamilnadu-602 109. Tel : 044 - 67201127, 67201138

JBM Group

No: JBMAS/ORG/HR/ Date: 12.08.2021

To
Mr. PASIVEDALA GOPI KRISHNA
Gudlavalleru Engineering College
Gudlavalleru.

Dear Mr. PASIVEDALA GOPI KRISHNA

Sub: Offer Letter

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

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

Thanking you

for JBM AUTO LIMITED

For

N.S. Bhagyaraj
Dy. Manager P&A

Received original copy.
P. Gopikrishna
16/08/21

(37)

18-218

(26)

JBM Auto Limited

Plot No. RNS-1, Renault Nissan Supplier's Park, SIPCOT Industrial Growth Center, Sennakuppam Village,
Sriperumbudur Taluk, Kancheepuram Dist, Tamilnadu-602 105. Tel : 044 - 67291127, 67291136

JBM Group

No: JBMAS/ORG/HR/

Date: 12.08.2021

To
Mr. SENAGAVARAPU SIVANAGARAJU
Gudlavalleru Engineering College
Gudlavalleru.

Dear Mr. SENAGAVARAPU SIVANAGARAJU

Sub: Offer Letter

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

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

Thanking you

for JBM AUTO LIMITED

For

N.S. Bhagyaraj
Dy. Manager P&A

Received original copy
S.Sivanagaraju
Dt: 2/09/2021

TATA

Offer: Computer Consultancy
Ref: TCSL/DT20206887548/Pune
Date: 12/08/2021

Mr. Kolavennu Nikhil Joshua
3-72,
Vemurivari Street,
Kankipadu,
Krishna(Dt),
Andhra Pradesh.
Tel# -9490331471

Dear Kolavennu Nikhil Joshua,

Sub: Letter of Offer

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

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

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

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

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

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Nlyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India
Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

JBM Auto Limited

Plot No. RNS-1, Renault Nissan Supplier's Park, SIPCOT Industrial Growth Center, Sennakuppam Village,
Sriperumbudur Taluk, Kancheepuram Dist, Tamilnadu-603 108. Tel : 044 - 67201127, 67201136

JBM Group

No: JBMAS/ORG/HR/

Date: 12.08.2021

To
Mr. SHAIK SALAAM
Gudlavalleru Engineering College
Gudlavalleru.

Dear Mr. SHAIK SALAAM

Sub: Offer Letter

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

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

Thanking you

for JBM AUTO LIMITED

N.S. Bhagyaraj
Dy. Manager P&A

Received original copy
Shaik Salaam
08/09/2021

Registered Office
601, Hemkunt Chambers , 89,Nehru Place , New Delhi - 110019,
Tel : 011-26427104-06 Fax: 011-26427100 CIN: L74899DL1990PLC083073

(40)

C-222 (28)

JBM Auto Limited

Plot No. RN5-1, Renault Nissan Supplier's Park, SIPCOT Industrial Growth Center, Sennakuppam Village,
Sriperumbudur Taluk, Kancheepuram Dist, Tamilnadu-603 109. Tel : 044 - 67201127, 67201136

JBM Group

No: JBMAS/ORG/HR/

Date: 12.08.2021

To
Mr. TADIGADAPA SYAM KRISHNA
Gudlavalleru Engineering College
Gudlavalleru.

Dear Mr. TADIGADAPA SYAM KRISHNA

Sub: Offer Letter

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

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

Thanking you

for JBM AUTO LIMITED

For Bhagyaraj

N.S. Bhagyaraj
Dy. Manager P&A

Received original Copy
T. S. Krishna
3/9/21

(41)

L-225 (29)

JBM Auto Limited

Plot No. RNS-1, Renault Nissan Supplier's Park, SIPCOT Industrial Growth Center, Sennakuppam Village,
Sriperumbudur Taluk, Kancheepuram Dist, Tamilnadu-603 109. Tel : 044 - 67201127, 67201136

JBM Group

No: JBMAS/ORG/HR/

Date: 12.08.2021

To
Mr. BHUKYA BHANU PRASAD NAYAK
Gudlavalleru Engineering College
Gudlavalleru.

Dear Mr. BHUKYA BHANU PRASAD NAYAK

Sub: Offer Letter

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

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

Thanking you

for JBM AUTO LIMITED

For

N.S. Bhagyaraj
Dy. Manager P&A

Recieved original copy.

16/8/21

(42)

2-239 (30)

JBM Auto Limited

Plot No. RNS-1, Renault Nissan Supplier's Park, SIPCOT Industrial Growth Center, Sennaiyuppam Village,
Sriperumbudur Taluk, Kancheepuram Dist, Tamilnadu-603 108, Tel : 044 - 67201127, 67201136

JBM Group

No: JBMAS/ORG/HR/ Date: 12.08.2021

To
Mr. LUKKA NAGA VENKATA KARTHIK
Gudlavalleru Engineering College
Gudlavalleru.

Dear Mr. LUKKA NAGA VENKATA KARTHIK

Sub: Offer Letter

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

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

Thanking you

for JBM AUTO LIMITED

For

N.S. Bhagyaraj
Dy. Manager P&A

43

TATA

Offer: Computer Consultancy
Ref: TCSL/DT20206887568/Pune
Date: 12/08/2021

Mr. Papineni Anand Durga Prasad
3-72-4A,
Anumailpeta,
Vetapalem,
Vetapalem(Dt),
Andhra Pradesh-523187
Tel# -8985316012

Dear Papineni Anand Durga Prasad,

Sub: Letter of Offer

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

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

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

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

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

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Nilyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India
Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

(44) 17-203 (31)

BSA Corporation Limited BSA

Offer Letter

Date : 12/ 08 /2021

To,

Ms. **AREPALLI HEMA VARSHITHA**
Gudlavalleru Engineering College
Gudlavalleru.

Subject : Selection as On The Job Trainee

Dear Candidate,

Congratulations.....!!!

You have been selected in campus drive on 12th August 2021. Herewith, we offer you to join BSA Corporation Ltd. Company as Trainee. You are expected to report on 3rd week of Aug to 4th Week of Aug 2021 at Chennai for Training. Your joining letter & other formalities will be completed on arrival at Chennai.

On arrival at Chennai, you can contact our person on below given numbers.

Mr.Saravanan : 96003 87972

Thanks,

For BSA Corporation Limited,

B RanjithKumar
Senior Manager – HR operations

BSA Corporation Limited
Corporate Office: 18-20, Sukhwani Fortune, Morwadi Road, Pimpri, Pune – 411018
Tel.: +91 20-27474997 Telefax: +91 20-27474962 Email: marketing@bsagroup.in Website: www.bsagroup.in

(45) 18-5-220

Mphasis
The Next Applied

DirectCore/RH4298265/254838/Pune/August/V0

PRIVATE AND CONFIDENTIAL

August 10, 2021

SUNKARA DURGA RAJESH

Andhra Pradesh,
India.

Dear SUNKARA DURGA RAJESH,

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

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

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

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

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

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

Mphasis
The Next Applied

ANNEXURE - 1

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

Note:

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

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

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

www.mphasis.com

Mphasis Limited
Registered Office:
Bagmane World Technology Centre,
Marathahalli Outer Ring Road, Doddanakundi Village,
Mahadevapura, Bangalore 560 048, India
CIN: L3007KA1992PLC025294

17-2-4

46

APPOINTMENT LETTER

September 3, 2021

Dear BADE BHANUSHA,

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

1. Appointment Details:

a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.

b. You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.

c. The retirement age is 58 years.

d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company ,in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.

e. We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.

f. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.

g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining.

2. Compensation:

You will be eligible for:

a. Compensation and benefits in accordance with Annexure III - Salary Offer Sheet.

b. Variable Pay - The details of this component are listed in Annexure V. The Variable Pay program may be changed or modified in part or full thereof from time to time, at the sole discretion of the Company.

c. Other compensation and benefits in accordance with Company policy as modified and intimated to you from time to time.

d. Your salary will be reviewed periodically as per Company policy.

e. Changes in your compensation are at the Company's discretion and will be subject to and on the basis of your effective performance and the performance results of the Company during your period of employment and other relevant criteria.

3. Other Benefits:

You will also be eligible for:

I BADE BHANUSHA, confirm that I am voluntarily sharing my Personal Information including documents with Wipro Limited ('Wipro') for the following purposes:

a. validating my Curriculum Vitae and retaining records on the same for any future reference/verification;

b. processing my job application including background verification checks;

c. employment-related actions including record keeping, processing compensation and benefits and any action required in the context of my employment with Wipro.

In this context, I also agree to the retention of such Personal Information including documents by Wipro for any future reference/verification and authorize Wipro to transfer the same to a third party.

I understand that 'Personal Information' means any information including documents, relating to me that is available with Wipro and is capable of identifying me."

ANNEXURE III

SALARY OFFER SHEET

Name: BADE BHANUSHA

Position: Project Engineer **Career Group: TRB - II**

You shall receive salary as detailed below.

COMPONENT	AMOUNT (INR)
Basic	11,670
HRA	5,835
Bonus	2,334
Wipro Benefits Plan (WBP)	4,849
Total Fixed Cash	**24,688**
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
Total Fixed Compensation	**27,108**
Other Compensation Benefits	
Health benefit (Medical)	600
Variable Pay	
Target Variable Pay	1,459
Target Cost to Company per month	**29,167**
Total Cost to Company per annum	**3,50,004**

*Notional sum indicating contribution of 5.31 % of your basic towards provision of Gratuity. Employees will be eligible for payment of gratuity as per the Wipro Policy for the same.

Apart from the standard salary components, **Project Engineers** are also entitled to the following unique **Company Benefits** to help you manage during exigency.

a. Onetime Interest free loan of Rs. 20,000/- towards housing deposits or towards purchase of a two wheeler
b. Onetime Interest free contingency loan of lesser of Rs. 50,000/- and 2 months gross towards housing deposits or illness, death in immediate family or self-marriage
c. Medical assistance of Rs.15,000 per annum for employees who are not covered under the ESI scheme.
d. Medical Insurance Coverage up to Rs 2lac per annum.

ANNEXURE – IV

(47) 17-232 (33)

BSA Corporation Limited BSA

Offer Letter

Date : 12/ 08 /2021

To,

Ms. KAGITHA PADMAPRIYA
Gudlavalleru Engineering College
Gudlavalleru.

Subject : Selection as On The Job Trainee

Dear Candidate,

Congratulations.....!!!

You have been selected in campus drive on 12th August 2021. Herewith, we offer you to join BSA Corporation Ltd. Company as Trainee. You are expected to report on 3rd week of Aug to 4th Week of Aug 2021 at Chennai for Training. Your joining letter & other formalities will be completed on arrival at Chennai.

On arrival at Chennai, you can contact our person on below given numbers.

Mr.Saravanan : 96003 87972

Thanks,

For BSA Corporation Limited,

Received original copy
K. Padmapriya.
16/8/21

B Ranjith Kumar
Senior Manager – HR operations

BSA Corporation Limited
Corporate Office: 18-20, Sukhwani Fortune, Morwadi Road, Pimpri, Pune – 411018
Tel.: +91 20-27474997 Telefax: +91 20-27474962 Email: marketing@bsagroup.in Website: www.bsagroup.in

17-234 (34)

BSA Corporation Limited BSA

Offer Letter

Date : 12/ 08 /2021

To,

Ms. KATTEPAGA PRAGNA
Gudlavalleru Engineering College
Gudlavalleru.

Subject : Selection as On The Job Trainee

Dear Candidate,

Congratulations.....!!!

You have been selected in campus drive on 12th August 2021. Herewith, we offer you to join BSA Corporation Ltd. Company as Trainee. You are expected to report on 3rd week of Aug to 4th Week of Aug 2021 at Chennai for Training. Your joining letter & other formalities will be completed on arrival at Chennai.

On arrival at Chennai, you can contact our person on below given numbers.

Mr.Saravanan : 96003 87972

Thanks,

For BSA Corporation Limited,

B Ranjithkumar
Senior Manager – HR operations

Received Original Copy
Pragna.k
18/08/2021

BSA Corporation Limited
Corporate Office: 18-20, Sukhwani Fortune, Morwadi Road, Pimpri, Pune – 411018
Tel.: +91 20-27474997 Telefax: +91 20-27474962 Email: marketing@bsagroup.in Website: www.bsagroup.in

(49)

Visual Paradigm

BE YOURSELF,
MAKE A DIFFERENCE.

accenture

19-Jan-2021

C4667761

CHATRAGADDA ESWAR CHAND
3-20 narayana rao nagar challapalli
Management Level - 13
Sublevel - 3

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

Dear CHAND,

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

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

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

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

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

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

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

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

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

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

CHANDk forward to hearing from you regarding your decision to join our team. In the meantime, please do not hesitate to call **jyothirmayi.sravani at 7989418905** should you have anything you would like to discuss further.

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

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

ACKNOWLEDGED AND AGREED:

_____

[Insert full legal name]
Date:

Candidate's signature_____

ANNEXURE 1

Your compensation is as mentioned below:

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

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

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

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

Note: For International Worker Only*

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

*As defined by applicable law from time to time.

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

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

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

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

(50)

17-252 (35)

BSA Corporation Limited BSA

Offer Letter

Date : 12/ 08 /2021

To,
Ms. MATTA DEEPIKA
Gudlavalleru Engineering College
Gudlavalleru.

Subject : Selection as On The Job Trainee

Dear Candidate,

Congratulations.....!!!

You have been selected in campus drive on 12th August 2021. Herewith, we offer you to join BSA Corporation Ltd. Company as Trainee. You are expected to report on 3rd week of Aug to 4th Week of Aug 2021 at Chennai for Training. Your joining letter & other formalities will be completed on arrival at Chennai.

On arrival at Chennai, you can contact our person on below given numbers.

Mr.Saravanan : 96003 87972

Thanks,

For BSA Corporation Limited,

B Ranjith Kumar
Senior Manager – HR operations

Received original copy
M. Deepika.

BSA Corporation Limited
Corporate Office: 18-20, Sukhwani Fortune, Morwadi Road, Pimpri, Pune – 411018
Tel.: +91 20-27474997 Telefax: +91 20-27474962 Email: marketing@bsagroup.in Website: www.bsagroup.in

(51)

17-2A0 (36)

BSA Corporation Limited BSA

Offer Letter

Date : 12/ 08 /2021

To,

Ms. VENNA SRAVANI
Gudlavalleru Engineering College
Gudlavalleru.

Subject : Selection as On The Job Trainee

Dear Candidate,

Congratulations.....!!!

You have been selected in campus drive on 12th August 2021. Herewith, we offer you to join BSA Corporation Ltd. Company as Trainee. You are expected to report on 3rd week of Aug to 4th Week of Aug 2021 at Chennai for Training. Your joining letter & other formalities will be completed on arrival at Chennai.

On arrival at Chennai, you can contact our person on below given numbers.

Mr.Saravanan : 96003 87972

Thanks,

For BSA Corporation Limited,

B Ranjith Kumar
Senior Manager – HR operations

BSA Corporation Limited
Corporate Office: 18-20, Sukhwani Fortune, Morwadi Road, Pimpri, Pune – 411018
Tel.: +91 20-27474997 Telefax: +91 20-27474962 Email: marketing@bsagroup.in Website: www.bsagroup.in

32

17-2A2 37

BSA Corporation Limited BSA

Offer Letter

Date : 12/ 08 /2021

To,

Ms. VESAPOGU GREESHMA
Gudlavalleru Engineering College
Gudlavalleru.

Subject : Selection as On The Job Trainee

Dear Candidate,

Congratulations.....!!!

You have been selected in campus drive on 12th August 2021. Herewith, we offer you to join BSA Corporation Ltd. Company as Trainee. You are expected to report on 3rd week of Aug to 4th Week of Aug 2021 at Chennai for Training. Your joining letter & other formalities will be completed on arrival at Chennai.

On arrival at Chennai, you can contact our person on below given numbers.

Mr.Saravanan : 96003 87972

Thanks,

For BSA Corporation Limited,

B Ranjith Kumar
Senior Manager – HR operations

BSA Corporation Limited
Corporate Office: 18-20, Sukhwani Fortune, Morwadi Road, Pimpri, Pune – 411018
Tel.: +91 20-27474997 Telefax: +91 20-27474962 Email: marketing@bsagroup.in Website: www.bsagroup.in

(53)

TATA

Offer: Computer Consultancy
Ref: TCSL/DT20206317538/Pune
Date: 12/08/2021

Mr.Anagani Himakar
2-82,
Nandamuru,
Ungutur
Krishna-521311,
Andhra Pradesh.
Tel# -9494848405

Dear Anagani Himakar,

Sub: Letter of Offer

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

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

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

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

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

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Nilyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India
Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

(34) L208

BSA Corporation Limited BSA

Offer Letter

Date : 12/ 06 /2021

To,

Ms. GUDLAVALLETI NAGAMANI DEEPIKA
Gudlavalleru Engineering College
Gudlavalleru.

Subject : Selection as On The Job Trainee

Dear Candidate,

Congratulations.....!!!

You have been selected in campus drive on 12th August 2021. Herewith, we offer you to join BSA Corporation Ltd. Company as Trainee. You are expected to report on 3rd week of Aug to 4th Week of Aug 2021 at Chennai for Training. Your joining letter & other formalities will be completed on arrival at Chennai.

On arrival at Chennai, you can contact our person on below given numbers.

Mr.Saravanan : 96003 87972

Thanks,

For BSA Corporation Limited,

B Ranjithkumar
Senior Manager – HR operations

Recived Original Copy
G. Naga Mani Deepika
14/08/2021

BSA Corporation Limited
Corporate Office: 18-20, Sukhwani Fortune, Morwadi Road, Pimpri, Pune – 411018
Tel.: +91 20-27474997 Telefax: +91 20-27474962 Email: marketing@bsagroup.in Website: www.bsagroup.in

55

C212 30

BSA Corporation Limited BSA

Offer Letter

Date : 12/ 08 /2021

To,

Ms. **KODALI SRI TEJASWI**
Gudlavalleru Engineering College
Gudlavalleru.

Subject : Selection as On The Job Trainee

Dear Candidate,

Congratulations.....!!!

You have been selected in campus drive on 12th August 2021. Herewith, we offer you to join BSA Corporation Ltd. Company as Trainee. You are expected to report on 3rd week of Aug to 4th Week of Aug 2021 at Chennai for Training. Your joining letter & other formalities will be completed on arrival at Chennai.

On arrival at Chennai, you can contact our person on below given numbers.

Mr.Saravanan : 96003 87972

Thanks,

For BSA Corporation Limited,

B Ranjith Kumar
Senior Manager – HR operations

I received original copy
K. Sri Tejaswi 13/08/21

BSA Corporation Limited
Corporate Office: 18-20, Sukhwani Fortune, Morwadi Road, Pimpri, Pune – 411018
Tel.: +91 20-27474997 Telefax: +91 20-27474962 Email: marketing@bsagroup.in Website: www.bsagroup.in

(AD)
L233

(56)

BSA Corporation Limited BSA

Offer Letter

Date : 12/ 08 /2021

To,

Ms. GORLA HARIKA
Gudlavalleru Engineering College
Gudlavalleru.

Subject : Selection as On The Job Trainee

Dear Candidate,

Congratulations.....!!!

You have been selected in campus drive on 12th August 2021. Herewith, we offer you to join BSA Corporation Ltd. Company as Trainee. You are expected to report on 3rd week of Aug to 4th Week of Aug 2021 at Chennai for Training. Your joining letter & other formalities will be completed on arrival at Chennai.

On arrival at Chennai, you can contact our person on below given numbers.

Mr.Saravanan : 96003 87972

Thanks,

For BSA Corporation Limited,

B Ranjith Kumar
Senior Manager – HR operations

BSA Corporation Limited
Corporate Office: 18-20, Sukhwani Fortune, Morwadi Road, Pimpri, Pune – 411018
Tel.: +91 20-27474997 Telefax: +91 20-27474962 Email: marketing@bsagroup.in Website: www.bsagroup.in

(57)

TATA

Offer: Computer Consultancy
Ref: TCSL/DT20206887558/Pune
Date: 12/08/2021

Ms. Miriyala Mounika
11/308-2,
Raavi Street,
Gudivada,
Krishna(Dt),
Andhra Pradesh-521301
Tel# -9440489155

Dear Miriyala Mounika,

Sub: Letter of Offer

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

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

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

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

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

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Nilyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India
Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

(58) 18-5-250 (1)

BSA Corporation Limited BSA

Offer Letter

To, A. Bhavani Shankar

Date : 12/ 08 /2021

Subject : Selection as On The Job Trainee

Dear Candidate,

Congratulations.....!!!

You have been selected in campus drive on 12th August 2021. Herewith, we offer you to join BSA Corporation Ltd. Company as Trainee. You are expected to report on 3rd week of Aug to 4th Week of Aug 2021 at Chennai for Training. Your joining letter & other formalities will be completed on arrival at Chennai.

On arrival at Chennai, you can contact our person on below given numbers.

Mr.Saravanan : 96003 87972

Thanks,

For BSA Corporation Limited,

B Ranjith Kumar
Senior Manager – HR operations

Recived orginal Copy
A. B. Shankar
13/08/2021

BSA Corporation Limited
Corporate Office: 18-20, Sukhwani Fortune, Morwadi Road, Pimpri, Pune – 411018
Tel.: +91 20-27474997 Telefax: +91 20-27474962 Email: marketing@bsagroup.in Website: www.bsagroup.in

(39)

L268

BSA Corporation Limited BSA

Offer Letter

Date : 12/ 08 /2021

To,

Mr. **VASANA NAGENNDRRA BABU**
Gudlavalleru Engineering College
Gudlavalleru.

Subject : Selection as On The Job Trainee

Dear Candidate,

Congratulations.....!!!

You have been selected in campus drive on 12th August 2021. Herewith, we offer you to join BSA Corporation Ltd. Company as Trainee. You are expected to report on 3rd week of Aug to 4th Week of Aug 2021 at Chennai for Training. Your joining letter & other formalities will be completed on arrival at Chennai.

On arrival at Chennai, you can contact our person on below given numbers.

Mr.Saravanan : 96003 87972

Thanks,

For BSA Corporation Limited,

B Ranjith Kumar
Senior Manager – HR operations

(60)

17-2C4

Tech Mahindra
Cerium Systems

Cerium Systems Pvt Ltd
No 527, 22nd Main Road, Sector 1
Sector 1, HSR Layout
Bangalore, Karnataka 560102, India
Cerium-systems.com

Date:06th Dec 2021

Employee ID:- CSB07175

MANAM NIKHIL

36-72-094,
KHADHAR OFFICE ROAD, NIRMAL NAGAR,
BESIDE MORE SUPER MARKET,
Ongole prakasam,
A.P 523001.

Phone No: 9949099159

Subject - Offer of Appointment

Dear **MANAM NIKHIL,**

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

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

Cerium Systems Pvt Ltd
No 527, 22nd Main Road, Sector 1
Sector 1, HSR Layout
Bangalore, Karnataka 560102, India
Cerium-systems.com

9. For any clarification / further Information on:

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

For Cerium Systems Private Limited,

Authorized Signatory

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

Accepted

Date:

Signature of Candidate:

Tech Mahindra
Cerium Systems

Cerium Systems Pvt Ltd
No 527, 22nd Main Road, Sector 1
Sector 1, HSR Layout
Bangalore, Karnataka 560102, India
Cerium-systems.com

Annexure - A

NAME	MANAM NIKHIL
TITLE	Associate Engineer
BAND	U1
LOCATION	Vizag

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

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 TFP as per the "Flexi Benefit Plan' under the following heads as per eligibility specified in the applicable policy:

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

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

(Contd...)

61

18-242

Atos Syntel

Date: 24/11/2021

Intent to Offer

Dear HEMA NAGA MOUNIKA

Syntellect ID: ASBE20163523

Congratulations!

We are pleased to record this intent to offer for the position **Associate Consultant (GCM 1)** with Syntel Private Limited ("Company").

Upon your acceptance of this Intent to offer and subject to you meeting all the applicable requirements under this Intent to offer, we will share a definitive offer letter, which will outline the specific employment terms and conditions. Please note that, unless you receive a offer letter this Intent to offer is merely to record the intended offer of employment and it shall not be construed as an employment with company nor it will be a legally binding offer/contract of employment.

The contents of this Intent to Offer are strictly confidential between you and the Company. Please treat this Intent to Offer and the contents hereof as personal and confidential.

This Offer of Intent is valid subject to:

a) Your successful completion of the **Graduate/Diploma/Post-Graduate** program within the stipulated period of 8 semesters / 6 semesters as the case may be, with a minimum percentage of **60%** and no standing backlogs
b) You successfully clearing the medical test if the company so desires and you being found and remaining medically (both physically and mentally) fit
c) You are producing all the relevant documents pertaining to your education, identity, residence etc. as required by the Company

The Company shall conduct a background verification of all records/ references provided by you. Your employment with the Company will be subject to your background check records being clear, satisfactory, and free from ambiguity and in accordance with the policies of the Company prevalent from time to time. The Company reserves the right to ask you to furnish additional documentation or supporting information in this regard, as and when considered necessary. In case your background verification process is not completed within the company specified timeline, intimated to you via email, your selection would be deemed to be canceled.

This Offer of Intent is also contingent upon us working to determine an appropriate start date for your employment. The training is for a period of one (1) year, or any other period as the Company deems necessary, from the date of commencement of your service and you will be required to sign a separate agreement, by way of which you agree to remain in the employment of the Company during such period of training, and for a period of one year thereafter (hereinafter referred to as "the period"). Such agreement will also form part of your employment terms with the Company.

You will be continuously assessed during your training. If you do not complete the class room/on job training to our satisfaction, your appointment stands cancelled. That the intent of on-boarding will automatically expire if the candidate fails to respond to this Letter of Intent in writing/e-mail on or before the end of **5 days** from date of its issuance.

If the above stated terms are acceptable to you, kindly sign and return the acceptance copy (attached) after affixing your full signature in token of your formal acceptance of the terms and conditions herein.

62

18-5-246

Mphasis
The Next Applied

DirectCore/RH8541682/254838/Pune/August/V0

PRIVATE AND CONFIDENTIAL

August 10, 2021

UPPULETI KRUPA RAO

Andhra Pradesh,
India.

Dear UPPULETI KRUPA RAO,

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

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

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

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

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

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

Mphasis
The Next Applied

ANNEXURE - 1

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

Note:

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

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

63

17-215

BE YOURSELF,
MAKE A DIFFERENCE.

accenture

Strictly Private and Confidential

Date:19-Nov-2021

Deekshitha Vutla
C10352665

D.no: 43-113-18, P&T Colony, Ajith Singh Nagar, Vijayawada-520015,Krishna district

7382895761

Dear **Deekshitha Vutla,**

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

Job Profile - Application Development Associate

Management Level - 12

Job Family Group- Software Engineering

Please refer to:

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

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

Reference Id: bcc13904-dc13-41b4-9302-a92c1b367269_1
Signed By: Mahesh Vasudeo Zurale

You agree and affirm that the information (personal or otherwise) shared by you at the time of registration is accurate, factually correct, and complete and no material information has been withheld by you. Accenture is providing this offer of employment basis preliminary information provided by you at the registration stage and a declaration concerning your agreement with the eligibility criteria. You understand and acknowledge that your employment with Accenture shall be subject to further verification of details and materials/ documents provided to Accenture as well as any further verification deemed necessary to finalize your candidature. You shall continue to meet the eligibility criteria up till and on the date of joining Accenture (if applicable) and agree that Accenture has the right to revoke the offer of employment, in case of failure of verification, or if you are not meeting the eligibility criteria or in case of any misrepresentation at your end.

Your onboarding date will be intimated to you over a separate e-mail by Accenture onboarding team few weeks prior to your actual onboarding date. You will receive an email from Onboarding.doc.ase@accenture.com. You are expected to confirm to the same by responding to our email and share your acceptance to join us on the stipulated date.

At Accenture, the health and well-being of our people, our clients and the community is our top priority. We are also committed to complying with all government safety protocols as we bring our people to our offices. To operate offices at full capacity, there is a growing mandate from government authorities to have all employees vaccinated against COVID-19. Considering this, we expect all our employees to be vaccinated. Therefore, you should ensure to take the first dose of the vaccine before onboarding and be prepared to take the second dose within 90 days from the date of onboarding. Please note that compliance with these provisions is a condition precedent for this offer or your continued employment with the Company post onboarding.

Fundamental Skill Primers Learning Module: As you are aware that as part of providing our new joiners a unique learning experience, Accenture proposes an online learning module - Fundamental Skill Primers.

- The learning module of this program is typically made available to you to give you a reasonable time to learn at your pace and comfort.
- After completing the Fundamental Skill Primer Learning, you will need to go through the Fundamental Skill Primer assessment.

Upon joining the Company further Stream training program(s) will be conducted for a specific duration on the specific skill set assigned to you. Periodic assessments will be conducted throughout this training program which you are expected to clear. Each of such assessments including Primer assessment will add towards your final score. A min. of 60% will need to be scored for successful clearance. If you are unable to score 60% in the first attempt, you will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning assessments. Your employment with Accenture is subject to your successful completion of the Stream training program and assessments as mentioned above. If you are unable to clear the Stream training assessments in the given 3 attempts successfully, your services with the Company shall be terminated as per Clause 10 outlined in the Terms of Employment.

By completing 100% of Fundamental Skill Primer online modules before the Fundamental Skill primer assessment and scoring 75% or above in the Fundamental Skill Primer assessment, a potential new joiner will be eligible for a learning Incentive of INR 10,000.

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

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

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

After accepting this offer,we encourage you visit Countdown to the Company (http://careers.accenture.com/Microsites/countdown/Pages/welcome-india.aspx). This on-line, interactive welcome site will help you successfully navigate the first days, weeks and months of your career at Accenture. It will also provide an interesting overview of Company history - as well as tips on how to develop yourself (and your career) in the future.

In case you have a query, please raise them on https://indiacampus.accenture.com/candidate

We look forward to hearing from you regarding your decision to join the Company. I wish you a successful career ahead of you and look forward to your joining us.

Yours sincerely,

ACKNOWLEDGED AND AGREED:

Mahesh Vasudeo Zurale
Senior Managing Director
Lead, Advanced Technology Center, India

[*Insert full legal name*]

ANNEXURE 1

COMPENSATION & BENEFITS

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

Total Cash Compensation Elements	
	Annual (INR)
(A) Annual Fixed Compensation	383000
(B) Local Variable Bonus (LVB) earning potential (at maximum 8.5%)	32500
Maximum Annual Total earning potential (A+B)	415500
Joining Bonus (Refer to the Section C)	50,000
(D) Additional Benefits	
Gratuity as per law#	11,800
Insurance Premium(notional value)	
Total Cash Compensation + Total Additional Benefits (A+B+C+D)	450000

(A) Annual Fixed Compensation

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

TDS is deducted as applicable from your income.

(B) Local Variable Bonus (LVB)

•As part of your annual total cash compensation, you will be eligible to participate in the FY22 Local Variable Bonus programme (LVB). Your indicative pay-out can range from 0% to 8.5% of the prorated fixed pay in the Fiscal year, subject to the overall terms and conditions of the LVB, including but not limited to your individual performance achievements and the Company's performance. In addition to these two components, your LVB is also linked to your Individual Utilization. The Company may, at any time and in its sole and absolute discretion, amend, suspend, withdraw vary and/or modify any of the terms and conditions of the LVB programme guidelines The LVB will be paid out subject to you being on the roles of the Company on the date of disbursement of these pay outs and will be prorated based on your tenure in Accenture India and considering the period of leave without pay during the said fiscal year.

(C) Joining Bonus

You are also eligible for a joining Bonus of INR 50,000 payable upon joining the organization and will be paid out along with salary of the month of joining or succeeding pay month. In case you leave, or your services are separated from the Company (except for ramp down or redundancies by the Company) before completion of 1 year from the date of joining, then this whole amount shall be recovered from you.

Note: For International Worker Only*

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

* As defined by applicable law from time to time.

Benefits applicable for current Company financial year:

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

1. Effective your date of joining, Medical Insurance for self, spouse and 2 dependent children up to INR 300,000 per annum. Premium for this will be paid by the Company.
   a. You have the option of availing Accenture negotiated rates to cover your parents, parent's in-law & any additional child under a separate Insurance plan up to INR 500,000 per annum. The entire premium for this will have to be borne by you. This plan allows for coverage of pre-existing ailments.
   b. For Permissible claims under the Medical Insurance plans detailed above, you will be required to contribute a defined percentage of each claim, as under:
      - 10% of such claims for self, spouse and 2 dependent children
      - 20% of such claims for parents, parent"s in-law and additional children under the separate Insurance plan
2. Personal Accident coverage for self, up to three times your gross annual fixed compensation
3. Life Insurance coverage equivalent to one time of your annual fixed compensation with minimum cover of INR 5,00,000

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

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

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

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

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

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

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

ANNEXURE II

Mandatory documentation at the time of onboarding:

1. Two copies of your recent passport size photographs.
2. Original marksheet of all semester (PG/UG).
3. Original provisional degree certificate or convocation degree certificate.
4. Copy of X, XII and all semester mark sheets of PG & UG Degrees.
5. Copy of Degree/PG/Diploma (as applicable) certificates.
6. Passport copy, if available (if not please apply immediately).
7. Pan Card
8. Copy of Aadhaar Card- We request you to provide for meeting the UAN generation requirement and any other compliance required by governing regulating authorities like EPFO, ESIC, labour welfare fund and others.
   Please note that by voluntarily sharing your Aadhaar details, you are also authorizing us to share it with third parties under contract with the company and which are bound by confidentiality provisions to meet any regulatory requirements and internal procedures of the company including but not limited to making verifications. Do note that the provision of Aadhaar details and seeding Aadhaar with UAN as well as completing KYC requirements of EPFO is necessary and if you are unable to do so this may delay submission of your PF contributions to the regulators.

18-5-210

(14)

Tech Mahindra
Cerium Systems

Cerium Sys
No 527, 22nd Ma
Sector 1, HSR Layout
Bangalore, Karnataka 560102, India
Cerium-systems.com

Visual Paradigm

Date:06th Dec 2021

Employee ID:- CSB03002

KODALI NAVEEN KUMAR

3-173
BC COLONY
AKUNURU
VUYURRU
Krishna District
Pincode-521245

Subject - Offer of Appointment

Dear **KODALI NAVEEN KUMAR,**

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

1. With reference to our discussions, we are pleased to offer you appointment in our Organization as **Associate Engineer** on **U1** band, operating out of our **Vizag** office.

2. Your "Annual Total Cash Compensation" will be **Rs. 3,10,000 (Indian Rupees Th ree lakhs ten thousand only).** Please refer **Annexure-A** for details on the compensation and statutory deductions.

3. Your remuneration package is strictly confidential between you and here after, referred as The Company and should not be discussed with anyone nor divulged to anyone in any manner whatsoever.

4. Your employment with us will be governed by terms and conditions as specified in **Annexure-B.**

5. You are required to join on **06th Dec 2021** at the below mentioned location. The Offer stands withdrawn thereafter, unless the date is extended and communicated to you in writing.

6. On the date of joining, you are requested to report to **Vizag office** at 9:30 AM to complete the joining formalities. At the time of joining, you are expected to carry originals of the documents as per **Annexure – D** and submit the copies of the same to the HR Team.

7. Please note that this Offer is subject to your being given a clear background check either at the time of reporting/joining or thereafter depending upon our receipt of the background check report from the agency.

8. Kindly acknowledge acceptance of this Offer of Appointment by signing and returning the 'acceptance copy' to Offers@cerium-systems.com latest by **06th Dec 2021.**

Cerium Systems Pvt Ltd
No 527, 22nd Main Road, Sector 1
Sector 1, HSR Layout
Bangalore, Karnataka 560102, India
Cerium-systems.com

9. For any clarification / further Information on:

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

For Cerium Systems Private Limited,

Authorized Signatory

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

Accepted

Date:

Signature of Candidate:

Tech Mahindra
Cerium Systems

Cerium Sys
Visual Paradigm
Sector 1, HSR Layout
Bangalore, Karnataka
Cerium-systems.com

Annexure - A

NAME	KODALI NAVEEN KUMAR
TITLE	Associate Engineer
BAND	U1
LOCATION	Vizag

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

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 Ben efit Plan (as applicable):** Associates will also be given an option of restructuring their Flexible component of their TFP as per the 'Flexi Benefit Plan' under the following heads as per eligibility specified in the applicable policy:

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

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

(Contd...)

First Data Development Pvt Ltd
[illegible]

fiserv.

August 04, 2021

Manideep Eluri
manideepeluri21@gmail.com

Dear **Manideep Eluri**,

It is my pleasure to extend this offer of employment with **First Data Development Private**, a subsidiary of Fiserv, Inc., a US corporation. We are looking forward to you joining us in the position of **Associate, Software Development Engineering**, with **First Data Development Private**, based in **Chennai - Embassy First Data Development Private** is a subsidiary of Fiserv Corporation, a US corporation. You will report directly to **Pavan Kumar PVS, Advisor, Technical Business Analysis**.

If you choose to accept this offer, your starting date will be 16 Aug, 2021 mutually agreed upon.

Total Compensation

Fiserv operates on a system of meritocracy and total compensation where actual total compensation is determined each year based on our success and your individual contributions to that success. We also have a strong culture of ownership where employees have equity ownership opportunities. As owners, we pull together every day in support of each other, our clients and Fiserv's success.

Your starting total annual base compensation will be INR **661,700.00** gross. Your base pay will be paid to you on a monthly basis.

Your base salary is inclusive of basic salary and allowances detailed in the contract of employment.

Your incentive compensation opportunity includes eligibility to participate in a sales compensation plan, subject to its terms and conditions. Your incentive compensation opportunity may be a variable mix of cash compensation and equity awards. Your annual incentive opportunity may be prorated based on your hire date during the first year. Employees hired after September 30th are not eligible for base salary increases in the year they are hired, except those increases to the base salary that are required by local law.

Relocation Package

If you accept this offer, you agree to relocate to **Chennai - Embassy**. You will be eligible for relocation assistance and reimbursement for relocation expenses pursuant to Fiserv's relocation policy. If you voluntarily terminate employment or are terminated with cause within twenty four months after your actual relocation date, you must repay a prorated amount of the relocation expenses incurred on your behalf. This prorated amount will be based on the number of months that have expired since your relocation date, divided by twenty four. Any amounts payable by you will be due in full immediately upon your termination of employment.

Employee Benefits

You will be eligible to participate in the employee benefit plans in place for your location. Your employer reserves the right to amend or discontinue non-statutory employer-paid benefit plans in its discretion.

Mamta Sharma, VP of Human Resources

Registered Office: First Data India Pvt Ltd.
Kalpataru Square, Unit 74, 7th Floor,
Off Andheri Kurla Road, Next to VITS Hotel,
Kondivita Lane, Andheri (East),
Mumbai- 400059,
+91 22 3359 3301

First Data Development Pvt Ltd
Unit C1, 'Beryl Tower', 6th & 7th floor,
[illegible]
'Embassy Referred Technocrat' [illegible]
[illegible]
Zamin Pallavaram Village,Pallavaram Taluk,
Kancheepuram District, Chennai - 600043
GSTIN: [illegible]
CIN No: [illegible]

fiserv.

Prior Agreements with Former Employers

This offer is contingent upon there being no contractual restrictions with any previous employer on your ability to perform your anticipated role with us. If this is incorrect, this offer is suspended and you must inform us immediately. We will not request, and expect you will not use, any former employer's confidential information to our benefit, nor do we believe that such use would be necessary for you to perform any of your employment responsibilities.

Other Agreements and Conditions

The offer outlined in this letter does not constitute a contract. You will be required to sign an employment contract containing the terms and conditions of your employment. If you decline to sign the employment contract, this offer will be null and void.

Also, this offer is contingent upon our receiving results acceptable to us from your references, background investigation, and documentation which verify your right to work at the location of the position.

Manideep, I am excited to welcome you as part of our team and I hope you will accept this offer.

If you have any queries about the content of this offer, please do not hesitate to contact Roopa C, 044 4576 2357.

Sincerely,

For and on behalf of **First Data Development Private**.

Mamta Sharma
VP of Human Resources

Mamta Sharma, VP of Human Resources

Registered Office: First Data India Pvt Ltd
Kalpataru Square, Unit 74, 7th Floor,
Off Andheri Kurla Road, Next to VITS Hotel,
Kondivita Lane, Andheri (East),
Mumbai- 400059,
+91 22 3359 3301

BE YOURSELF,
MAKE A DIFFERENCE.

accenture

Strictly Private and Confidential

Date:19-Nov-2021

Sai Teja Lukka
C10421666

D.no: 1-6/6, water tank road davvluru kankipadu -521151,Krishna district

9494719983

Dear Sai Teja Lukka,

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

Job Profile - Application Development Associate

Management Level - 12

Job Family Group- Software Engineering

Please refer to:

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

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

Reference Id: bcc13904-dc13-41b4-9302-a92c1b367269_1
Signed By: Mahesh Vasudeo Zurale

17-207

(17)

TATA

Ref: TCSL/CT20203552866/1557997/Bangalore
Date: 30 August 2021

MR. SAMUEL SANJEEVA REDDY BETHAPUDI
21/253 null,
Noble Colony, Machilipatnam,
Andhra Pradesh-521001.
Tel# 919110373201

Sub: Joining Letter

Dear Mr. Samuel Sanjeeva Reddy Bethapudi,

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

We are pleased to inform you that your joining date at TCSL will be **01st October 2021** , your joining location is **Chennai** , work location is **Chennai** and your stream is **IT** . This has been provided considering your preference and business requirements.

Your wellbeing is our utmost priority in the current COVID-19 pandemic scenario across India. Keeping this in mind, and the regulations enforced by various states at this point, we have internally enabled a virtual onboarding process for our future TCSers. For the Virtual Onboarding Process, **you will not be required to physically report at the TCS offices on the date of your joining** .

TCS XP HR Team will reach out to you over email in the next few days to guide you further on the virtual onboarding process and steps to be taken to prepare yourself for onboarding.

Congratulations on completing the first phase of your learning through TCS Xplore Program. We appreciate your passion towards learning which has helped you to perform well. You are now set to experience learning through our coveted TCS Xperience Program.

TATA CONSULTANCY SERVICES
Tata Consultancy Services Ltd
Peepul Park, Technopark Campus, Kariavattom P.O., Thiruvananthapuram - 695 581, Kerala, India
Telephone : +91 471 6629400, Fax: +91 471 6629499, Website : www.tcs.com
Registered Office : Nirmal Building, 9th Floor, Nariman Point, Mumbai - 400 021
Corporate Identification Number (CIN): L22210MH1995PLC084781

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

Gear up to experience the future!!

Warm regards,

Janardhan S
Global Head - Talent Development

Click here or use a QR code scanner from your mobile to validate the joining letter

TATA CONSULTANCY SERVICES
Tata Consultancy Services Ltd
Peepul Park, Technopark Campus, Kariavattom P.O., Thiruvananthapuram - 695 581, Kerala, India
Telephone : +91 471 6629400, Fax: +91 471 6629499, Website : www.tcs.com
Registered Office : Nirmal Building, 9th Floor, Nariman Point, Mumbai - 400 021
Corporate Identification Number (CIN): L22210MH1995PLC084781

(68) 18-24 (48)

BE YOURSELF,
MAKE A DIFFERENCE.

accenture

Strictly Private and Confidential

Date:04-Nov-2021

Veerla Naga Venkata Ravikumar
C10312570

4-86 Ventrapragada, Pedaparupudi Mandal

7330620711

Dear **Veerla Naga Venkata Ravikumar,**

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

Job Profile - Application Development Associate

Management Level - 12

Job Family Group- Software Engineering

Please refer to:

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

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

Reference Id: 5c723b29-fda7-49ed-bd09-4d8d39f7d780_1
Signed By: Mahesh Vasudeo Zurale

(69) 18-5-263

Mphasis
The Next Applied

DirectCore/RH4862498/254838/Pune/August/V0

PRIVATE AND CONFIDENTIAL

August 10, 2021

MOHAMMAD ZULKHAR NAIN

Andhra Pradesh,
India.

Dear MOHAMMAD ZULKHAR NAIN,

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

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

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

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

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

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

Mphasis
The Next Applied

ANNEXURE - 1

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

Note:

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

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

Easily add text in PDF
Add

17-241

Offer: Computer Consultancy
Ref: TCSL/CT20213771313/Ahmedabad
Date: 15/12/2021

Mr. Avinash Kotaprolu
15/324-4aDevudi Cheruvu Street,
Machavaram,
Machilipatnam-521002,
Andhra Pradesh,
Tel# -

Dear Avinash Kotaprolu,

Sub: Letter of Offer

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

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

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

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

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

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
5th & 6th Floor, Info Tower 1, Infocity, Airport Road, Gandhinagar 382 009 India
Tel: 91 79 6671 2600 Fax: 91 79 6671 2601 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

TATA

17-282 (50)

(71)

wipro

APPOINTMENT LETTER

September 11, 2021

Dear Repalle Ganesh Babu,

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

1. Appointment Details:

a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.

b. You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.

c. The retirement age is 58 years.

d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company ,in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.

e. We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.

f. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.

g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining.

2. Compensation:

You will be eligible for:

a. Compensation and benefits in accordance with Annexure III - Salary Offer Sheet.

b. Variable Pay - The details of this component are listed in Annexure V. The Variable Pay program may be changed or modified in part or full thereof from time to time, at the sole discretion of the Company.

c. Other compensation and benefits in accordance with Company policy as modified and intimated to you from time to time.

d. Your salary will be reviewed periodically as per Company policy.

e. Changes in your compensation are at the Company's discretion and will be subject to and on the basis of your effective performance and the performance results of the Company during your period of employment and other relevant criteria.

3. Other Benefits:

You will also be eligible for:

17-29 | (51)

Infosys
Navigate your next

HRD/3T/1002832828/21-22

(72)

January 8, 2022

Mr. Lakesh Dharma Teki
No.13/185-A,
MACHILIPATNAM,
Machilipatnam-521001
India

Ph: +91-8096866811

Dear Lakesh Dharma,

Welcome to Infosys!

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

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

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

Warm regards,

RICHARD LOBO
EVP and Head Human Resources - Infosys Limited

Certification signature by Richard Lobo
richard_lobo@infosys.com, Infosys Limited, Limited
Digitally signed by Richard Lobo
Date: 2022.01.08 23:00:46 IST
Reason: Digitally Signed
Location: Bangalore

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

Company Confidential - This communication is confidential between you and Infosys Limited

Tech Mahindra
Cerium Systems

Cerium Systems Pvt Ltd
No 527, 22nd Main Road, Sector 1
Sector 1, HSR Layout
Bangalore, Karnataka 560102, India
Cerium-systems.com

Date:15th Nov 2021

Lingam nagalakshmi
Bobbarlanka Village
Kokkiligadda post
Mopidevi Mandal
Krishna District Door no-2-58
Pincode-521125
Phone No: 6304299768

Subject - Offer of Appointment

Dear **Lingam nagalakshmi,**

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

1. With reference to our discussions, we are pleased to offer you appointment in our Organization as **Associate Engineer** on **U1** band, operating out of our **Vizag** office.
2. Your "Annual Total Cash Compensation" will be **Rs. 3,10,000 (Indian Rupees Three lakhs ten thousand only).** Please refer **Annexure-A** for details on the compensation and statutory deductions.
3. Your remuneration package is strictly confidential between you and here after, referred as The Company and should not be discussed with anyone nor divulged to anyone in any manner whatsoever.
4. Your employment with us will be governed by terms and conditions as specified in **Annexure-B.**
5. You are required to join on **1st Dec 2021** at the below mentioned location. The Offer stands withdrawn thereafter, unless the date is extended and communicated to you in writing.
6. On the date of joining, you are requested to report to **Vizag office** at 9:30 AM to complete the joining formalities. At the time of joining, you are expected to carry originals of the documents as per **Annexure – D** and submit the copies of the same to the HR Team.
7. Please note that this Offer is subject to your being given a clear background check either at the time of reporting/joining or thereafter depending upon our receipt of the background check report from the agency.
8. Kindly acknowledge acceptance of this Offer of Appointment by signing and returning the 'acceptance copy' to Offers@cerium-systems.com latest by **17th Nov 2021**.

17-262

Tech Mahindra
Cerium Systems

Cerium Systems Pvt Ltd
No 527, 22nd Main Road, Sector 1
Sector 1, HSR Layout
Bangalore, Karnataka 560102, India
Cerium-systems.com

Date:06th Dec 2021

Employee ID:- CSB03195

MURALA VENKATA SRI SAI RAMESH

9/71-12-1, Kummarigudem,
Machilipatnam(urban),
Machilipatnam bandar,
KRISHNA,
A.P.- 521001.

Phone No: 6304299478.

Subject - Offer of Appointment

Dear **MURALA VENKATA SRI SAI RAMESH,**

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

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

Cerium Systems Pvt Ltd
No 527, 22nd Main Road, Sector 1
Sector 1, HSR Layout
Bangalore, Karnataka 560102, India
Cerium-systems.com

9. For any clarification / further Information on:

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

For Cerium Systems Private Limited,

Authorized Signatory

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

Accepted

Date:

Signature of Candidate:

Tech Mahindra
Cerium Systems

Cerium Systems Pvt Ltd
No 527, 22nd Main Road, Sector 1
Sector 1, HSR Layout
Bangalore, Karnataka 560102, India
Cerium-systems.com

Annexure - A

NAME	MURALA VENKATA SRI SAI RAMESH
TITLE	Associate Engineer
BAND	U1
LOCATION	Vizag

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

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 TFP as per the 'Flexi Benefit Plan' under the following heads as per eligibility specified in the applicable policy:

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

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

(Contd...)

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UST/60654535/303387
10/12/2021

Dokku Niharika
Hyderabad

Sub: Letter of Offer

Dear Dokku,

Thank you for the keen interest you have shown in our organization. Consequent to your application, interviews and the personal discussions with us, we are pleased to offer you a career with US Technology International Private Limited ('US Technology'). Please accept our heartiest congratulations.

If you accept this offer and join our services, you will be designated as "Assoc. Software Developer", A1.

Your employment will be subject to the Standard Terms and Conditions of Employment of US Technology and will be governed by various policies, rules and guidelines of US Technology. It will also be guided by the core values and beliefs of US Technology. Please note that you will also be required to sign and agree to be bound by The Employee Non-disclosure, Non-solicitation and Non-Competition Agreement when you join the employment of the Company.

The Overall compensation offered to you is Rs.350,000.00/- (Rupees Three Lakh Fifty Thousand) per annum, which will include an Annual Variable Pay of upto a maximum of Rs.17,500.00/- (Rupees Seventeen Thousand Five Hundred) per annum subject to the policy of US technology in this regard. Please find details of the compensation and benefits you are being offered in Annexure 1.

This offer of employment with US Technology is subject to the successful completion of your Background Verification conducted by US Technology or any other agency appointed by US Technology and confirmation of your medical and physical fitness by a qualified Registered Medical Practitioner (RMP) nominated by US Technology.

By accepting this offer of employment, you will be deemed to confirm that: -

i. Prior to joining our employment, you have terminated your employment with your current/previous employer in accordance with the terms and conditions of the said employment.

ii. On joining our employment, there are no continuing obligations or restrictions which apply to you vis-à-vis any of your previous employments.

iii. You are not restricted, prohibited or constrained from accepting this offer of employment from US Technology and that you have not, during the course of your previous employment/s entered into any agreement/arrangement which in any way restricts prohibits or debars you from accepting the offer made by US Technology.

iv. That no amounts will be due and payable by you to your previous employer/s.

v. On joining our employment that you do not have in your possession, nor have you failed to return, any property including but not limited to any devices, records, data, notes, reports, proposals, lists, correspondence, specifications, drawings, blueprints, sketches, materials, equipment, other documents or property, or reproduction of any aforementioned items belonging to your previous employer/s.

This offer will be valid till 07/01/2022. If this offer of employment is acceptable to you, please intimate your acceptance of the same by signing the duplicate copy of this letter and returning it to us on or before 07/01/2022. If you are accepting our offer letter, please send us your confirmation within 72 hours.

(76) 17-20L

Cognizant

23-Mar-2021

Dear Anupoju Sai Teja,
B.Tech/B.E., Electronics and Electrical Engineering
Gudlavalleru Engineering College,Gudlavalleru

Candidate ID – 15017460

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

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

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

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

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

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

Please note:

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

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

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

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

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

Compensation and Benefits

Name: Anupoju Sai Teja **Designation:** Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7349	88,188
	Annual Gross Compensation		**359,988**
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		**382,488**
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		**401,988**

As an associate you are also entitled to the following additional benefits:

- Floating Medical Insurance Coverage
- Round the Clock Group Personal Accident Insurance coverage
- Group Term Life Insurance
- Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
- Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

Leave & Vacation:

- From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

Sl No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

- From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
- In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity leave by adhering to the conditions as specified in the Cognizant India Leave policy

Cognizant

27-Apr-2021

Dear Devi Satwika Chirla,
B.Tech/B.E., Electronics and Electrical Engineering
Gudlavalleru Engineering College,Gudlavalleru

Candidate ID – 15017171

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

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

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

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

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

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

Please note:

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

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

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

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

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

Compensation and Benefits

Name: Devi Satwika Chirla **Designation:** Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7349	88,188
	Annual Gross Compensation		**359,988**
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		**382,488**
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		**401,988**

As an associate you are also entitled to the following additional benefits:

- Floating Medical Insurance Coverage
- Round the Clock Group Personal Accident Insurance coverage
- Group Term Life Insurance
- Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
- Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

Leave & Vacation:

- From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

Sl No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

- From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
- In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity leave by adhering to the conditions as specified in the Cognizant India Leave policy

17-201

78

Mphasis
The Next Applied

DirectCore/RH8462716/254838/Pune/August/V0

PRIVATE AND CONFIDENTIAL

August 10, 2021

ANKUNURI PARIMALA

Andhra Pradesh
, India.

Dear ANKUNURI PARIMALA,

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

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

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

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

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

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

Mphasis
The Next Applied

ANNEXURE - 1

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

Note:

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

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

17-235

Cognizant

22-Mar-2021

Dear Koduri Navya Sai,
B.Tech/B.E., Electronics and Electrical Engineering
Gudlavalleru Engineering College,Gudlavalleru

Candidate ID – 15017236

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

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

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

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

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

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

Please note:

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

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

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

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

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

3.1 Cognizant Internship:

a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.

b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program.

3.2 Continuous Skill Development (CSD) Program:

a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrollment into the program.

b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

3.3 GenC Training Post joining:

a) Cognizant continues to invest in skill building of the entry-level talent and GenC training is a formal on-the-job training offered to trainees based on the business specific skilling needs. The terms and conditions of this training will be governed by Cognizant GenC program guidelines.

b) The Cognizant Internship or the Continuous Skill Development (CSD) completion qualify as the entry criteria to the GenC training and is used as basis towards your allocation to projects/roles.

We look forward to you joining us. Should you have any further questions or clarifications, please log into https://campus2Cognizant.cognizant.com

Yours sincerely,
For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President – Human Resources

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature: **Date:**

Cognizant

Compensation and Benefits

Name: Koduri Navya Sai Designation: Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
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	Annual Total Compensation		382,488
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		401,988

As an associate you are also entitled to the following additional benefits:

- Floating Medical Insurance Coverage
- Round the Clock Group Personal Accident Insurance coverage
- Group Term Life Insurance
- Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
- Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

Leave & Vacation:

- From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

Sl No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

- From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
- In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity leave by adhering to the conditions as specified in the Cognizant India Leave policy

80

Visual Paradigm

BE YOURSELF,
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accenture

19-Jan-2021

C4667799

SWARNA MARUTHI LAKSHMAN
4-1-6 RAJAPANGAL ROAD 14TH CROSS Ongole ONGOLE prakasm district A.P 523001
Management Level - 13
Sublevel - 3

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

Dear LAKSHMAN,

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

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

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

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

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

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

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

ANNEXURE 1

Your compensation is as mentioned below:

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

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

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

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

Note: For International Worker Only*

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

*As defined by applicable law from time to time.

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

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

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

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

Cognizant

28-Apr-2021

Dear Durga Lahari Majety,
B.Tech/B.E., Electronics and Electrical Engineering
Gudlavalleru Engineering College,Gudlavalleru

Candidate ID – 15017309

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

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

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

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

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

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

Please note:

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

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

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

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

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

3.1 Cognizant Internship:

a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.

b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program.

3.2 Continuous Skill Development (CSD) Program:

a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrollment into the program.

b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

3.3 GenC Training Post joining:

a) Cognizant continues to invest in skill building of the entry-level talent and GenC training is a formal on-the-job training offered to trainees based on the business specific skilling needs. The terms and conditions of this training will be governed by Cognizant GenC program guidelines.

b) The Cognizant Internship or the Continuous Skill Development (CSD) completion qualify as the entry criteria to the GenC training and is used as basis towards your allocation to projects/roles.

We look forward to you joining us. Should you have any further questions or clarifications, please log into https://campus2Cognizant.cognizant.com

Yours sincerely,
For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President – Human Resources

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature: **Date:**

(82) 17-284

BE YOURSELF,
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accenture

Strictly Private and Confidential

Date:06-Jul-2021

Naga Susmitha Devi Sanagavarapu
C9721651

D.No. 5-58, Rajupeta road, Katuru

8309640958

Dear **Naga Susmitha Devi Sanagavarapu,**

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

Job Profile - Application Development Associate

Management Level - 12

Job Family Group- Software Engineering

Please refer to:

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

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

Reference Id: 1819f2b5-3184-49df-af2e-b930be307fa2_1
Signed By: Mahesh Vasudeo Zurale

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

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

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

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

ANNEXURE 1

COMPENSATION & BENEFITS

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

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

(A) Annual Fixed Compensation

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

TDS is deducted as applicable from your income.

(B) Local Variable Bonus (LVB)

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

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

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

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

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

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

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

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

(83)

18-5-267

LARSEN & TOUBRO

Larsen & Toubro Limited,
Construction
Transportation Infrastructure
Landmark 'B', Ground Floor, 3rd, 5th & 6th Floors,
Suren Road, Off. Andheri - Kurla Road,
Andheri (E), Mumbai - 400 093, INDIA
Tel : +91-22-6181 7500
Fax : +91-22-6181 7580
www.Lntecc.com

Ref.: GET 2021/Electrical/TIIC-LT2021843791284697

15th September 2021

Mr. T N SHAIE CHARAN
Gudlavalleru Engineering College
Contact No. 7382761950

Dear Sir,

Sub: Appointment as Graduate Engineer Trainee

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

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

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

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

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

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

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

Yours faithfully,
for LARSEN & TOUBRO LIMITED

(SUKHENDU DUTTA)
HEAD – TALENT ACQUISITION
TRANSPORTATION INFRASTRUCTURE IC

Sensitivity: L&T Construction Internal Use

LARSEN & TOUBRO

Larsen & Toubro Limited,
Construction
Transportation Infrastructure
Landmark 'B', Ground Floor, 3rd, 5th & 6th Floors,
Saki Vihar Road, Off. Andheri - Kurla Road,
Andheri (E), Mumbai - 400 093, INDIA
Tel : +91-22-6181 7500
Fax : +91-22-6181 7580
www.lntecc.com

Ref.: GET 2021/Electrical/TIIC-LT2021843791284697 **15th September 2021**

Mr. T N SHAIE CHARAN
Gudlavalleru Engineering College
Contact No. 7382761950

Dear Sir,

Sub: Appointment as Graduate Engineer Trainee

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

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

1. Your period of training will be for twelve months from the date you report for training.

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

3. During the course of your training, the company will pay you the following salary:

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

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

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

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

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

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

Sensitivity: LNT Construction Internal Use

17-223

(54)

Infosys

July 28, 2021

HRD/3T/21-22/1002138075

Mr. Narendra Babu Gariganti
Candidate ID: 1002138075
6-30
.
Eluru - 534461
Andhra Pradesh
India
Ph: (91) 81868 16439

Dear Narendra Babu,

SUB: LETTER OF INTENT TO HIRE

Congratulations! Further to your application for Employment with Infosys Limited ('Company') and the subsequent selection process, we are delighted to communicate to you our intent to make you an offer for the position of **Systems Engineer** in Job Level 3 with the company. Your DoJ is **December 6, 2021** and you will receive the Letter of Appointment with all the elaborates soon.

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

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

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

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

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

Yours sincerely,

RICHARD LOBO
EVP and Head Human Resources – Infosys Limited

Infosys
Navigate your next

(60)

1848340253

HRD/3T/1002136648/21-22

October 21, 2021

(85)

Mr. Dasari Mohan Harish
21/603A, Near Rcm Church Side Road,
Parasupeta
Machilipatnam-521001
India

Ph: +91-8985692872

Dear Dasari,

Welcome to Infosys!

.oday, 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,

ICHARD LOBO
EVP and Head Human Resources - Infosys Limited

Signature Not Verified
Digitally signed by Richard Lobo
Date: 2021.10.21 13:32:49 IST
Reason: Digitally Signed
Location: Bangalore

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

Company Confidential - This communication is confidential between you and Infosys Limited

TATA

Offer: Computer Consultancy
Ref: TCSL/CT20213814733/Lucknow
Date: 14/01/2022

Mr. Harsha Venkata Sai Thammineedi
13_9Srinivasapuram,
Yalluru,
Kurnool-518573,
Andhra Pradesh,
Tel# 91-9391945552

Dear Harsha Venkata Sai Thammineedi,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore/ TCS Xperience (detailed under Terms & Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
TCL Vibhuti Khand, Gomti Nagar, Lucknow 226 010 India
Tel: 91 522 666 1001 Fax: 91 522 666 1001 Website: www.tcs.com
Registered Office: Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

(57) 14-283 CID:- C9827871

BE YOURSELF,
MAKE A DIFFERENCE.

accenture

Strictly Private and Confidential

Date:29-Jul-2021

Repalle Vamsi
C9827871

114A, Potumeraka

7799461582

Dear **Repalle Vamsi,**

Based on our recent discussion with you, we are pleased to extend an offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Center, India as per the below terms and conditions:

Job Profile - Application Development Associate

Management Level - 12

Job Family Group- Software Engineering

Please refer to:

- Annexure I for the compensation and benefits details
- Annexure II for the documentation to be submitted by you
- Terms of Employment

Your employment with Accenture will be governed by the clauses mentioned in the attached "Terms of Employment". You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 65% and above or 6.5 CGPA and above in the current degree as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

R.Vamsi
candidate's Signature

Reference Id: d1f3e889-d4b1-4a7f-bd9f-2bec06ce76bd_1
Signed By: Mahesh Vasudeo Zurale

CID: C982787

After successful completion of the aforementioned assessments, and after joining the Company, you will need to undergo further training program(s), with specified timeframes, for the specific skill-set assigned to you. Periodic tests will be conducted throughout this training program and you are expected to clear all of them. You will need to score a minimum of 60% marks in each of these tests to clear the Accenture-specific training program. If you are unable to score 60% in your first attempt, you will get two more opportunities to take the test and score the required passing percentage. Your employment with Accenture is subject to you successfully completing the Accenture-specific training program. If you are unable to clear the Accenture-specific training program tests in three attempts, your services with the Company shall be terminated as per Clause 10 outlined in the Terms of Employment.

After acceptance of the offer of employment or any time during the course of your employment with the Company you may be required to undergo drug/alcohol/substance test based on the project you are deployed. This offer and your employment with Accenture are contingent upon you completing particular tests as per the requirements of the Company and in the instance of failing these tests namely the drug/alcohol/substance test, Accenture may, in its sole discretion, elect to terminate or suspend your employment immediately.

In the event a government body/authority exercising its jurisdiction and statutory power/authority seeks information pertaining to any aspect of your employment, the Company shall provide such information to the government body/authority without any notification to you. The foregoing shall be applicable to information pertaining to your employment being shared in pursuance of statutory requirements/compliance. You may belong to this category and your details will be disclosed to these authorities.

To indicate your acceptance of this offer and Terms of Employment with Accenture, please confirm your acceptance/rejection by logging on to Accenture Recruitment Portal (https://india.jobs.accenture.com/default.aspx) using your unique reference number, candidate identification (CID) and mobile number within 7 days (Seven days) from the date of this letter post which the link will be disabled for you. If we do not receive your response before the expiration of 7 days (Seven days) from the date of this letter, the terms of this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. Further, at the time of joining you are required to provide all documentation identified in Annexure (II) along with the singed copy of this offer letter and Terms of Employment.

R.Vamsi

 candidate's Signature

CID: C9827871

ANNEXURE 1

COMPENSATION & BENEFITS

Annual Total Cash compensation structure as per the Company guidelines is:

Total Cash Compensation Elements	
	Annual (INR)
(A) Annual Fixed Compensation	383000
(B) Local Variable Bonus (LVB) earning potential (at maximum 8.5%)	32500
Maximum Annual Total earning potential (A+B)	415500
Joining Bonus (Refer to the Section C)	25,000
(D) Additional Benefits	
Gratuity as per law#	9500
Insurance Premium(notional value)	
Total Cash Compensation + Total Additional Benefits (A+B+C+D)	450000

(A) Annual Fixed Compensation

• Your annual fixed compensation is INR 383000. This includes allowances structured in accordance with the Company compensation guidelines and applicable statutory norms. Please note the annual fixed compensation includes employer's contribution to Provident Fund, as applicable.

TDS is deducted as applicable from your income.

(B) Local Variable Bonus (LVB)

•As part of your annual total cash compensation, you will be eligible to participate in the FY21 Local Variable Bonus programme (LVB). Your indicative pay-out can range from 0% to 8.5% of the prorated fixed pay in the Fiscal year, subject to the overall terms and conditions of the LVB, including but not limited to your individual performance achievements and the Company's performance. In addition to these two components, your LVB is also linked to your Individual Utilization. The Company may, at any time and in its sole and absolute discretion, amend, suspend, withdraw vary and/or modify any of the terms and conditions of the LVB programme guidelines The LVB will be paid out subject to you being on the roles of the Company on the date of disbursement of these pay outs and will be prorated based on your tenure in Accenture India and considering the period of leave without pay during the said fiscal year.

R.Vamsi

candidate's Signature

CID: C9827871

In addition to the above, you will also be eligible for the following benefits:

1. Gratuity amount is an approximation of your eligibility and the final payout of any gratuity amount will be determined in accordance with the applicable provisions of the Payment of Gratuity Act, 1972, as per the Company policy.
2. One time relocation allowance subject to a maximum of INR 2,500 on submission of actual supporting as per policy.
3. Transport facility, as per Company guidelines, can be availed at no cost.

Details pertaining to relocation allowance will be provided to you at the time of joining the Company. In the unlikely event you choose to leave the Company, or your services are terminated, before the completion of 1 year of employment with the Company, the relocation assistance will be construed as debt due and payable by you and should be repaid on termination of your employment. Any dues payable by you on termination will be recovered from your final settlement to the extent possible.

The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the Medical Insurance, Personal Accident Insurance and Life Insurance and Relocation Assistance program guidelines.

From the date of your joining, the compensation and benefits mentioned in this annexure will be applicable to you until any further communication from the Company.

Following the implementation to the GST regulations with effect from July 1st 2017, please note the treatment to any continuing obligations that you have, pursuant to any signing/joining/relocation/retention bonus as per the terms of your employment, will be as under:

Any signing, joining, relocation or retention bonus received by you will be paid along with salary of the relevant or succeeding pay month. This amount is recoverable as per your employment terms, if your service commitment with Accenture change. Any such recovery or adjustment shall be made from your salary pertaining to the service month before your last working day in the Company. Any shortfalls will be adjusted against any further amounts due and payable to you.

R.Vamsi

 candidate's Signature

12-2-47

(88)

Infosys

HRD/3T/21-22/1002129533

July 28, 2021

Mr. Sai Naveen Lingala
Candidate ID: 1002129533
32-23-6/A

Vijayawada - 520010
Andhra Pradesh
India
Ph: (91) 97032 09488

Dear Sai Naveen,

SUB: LETTER OF INTENT TO HIRE

Congratulations! Further to your application for Employment with Infosys Limited ('Company') and the subsequent selection process, we are delighted to communicate to you our intent to make you an offer for the position of **Systems Engineer** in Job Level 3 with the company. Your DoJ is **December 6, 2021** and you will receive the Letter of Appointment with all the elaborates soon.

This letter of intent would be superseded by a formal employment contract. The employment contract will detail out the scope, terms and conditions of your employment with the company, break up of your salary, proposed location of posting, date of joining etc.

Please be advised that our offer to you will be conditional upon you having successfully completed your graduation / post-graduation qualification and having completed all course requirements and examinations required for the award of the educational qualification mentioned by you in your application for employment with the Company. You are required to submit all marks sheets and other relevant documents (if any), on the day you join the Company. Further, you should have been declared as passed by the relevant examination authority. Please note that the determination of the adequacy or authenticity of all or any of the proofs and any condoning delay in submission of the same will be at the Company's absolute and sole discretion.

Should you meet the conditions of employment, your **Total Gross Salary** includes a Performance Incentive and will be **INR 360000** per annum. The complete breakdown of the compensation and increment will be provided in the Letter of Appointment.

This is a letter of intent only. It is not intended to be, and shall not constitute in any way a binding or legal agreement, or impose any legal obligation or duty on either you or the Company. Should you have any questions regarding the above, please do not hesitate to write to us at offer_update@infosys.com.

Welcome to Infosys Ltd. We are confident you will be able to make a significant contribution to the success of Infosys Limited. We wish you a long, rewarding and fulfilling career and look forward to working with you.

Yours sincerely,

RICHARD LOBO
EVP and Head Human Resources – Infosys Limited

18-225

(89)

TATA

Offer: Computer Consultancy
Ref: TCSL/DT20206477365/Hyderabad
Date: 11/01/2021

Mr. Saisivaram Dasari
D-No 4-52Ramalayam,
Ramalayam,
Machlipatnam-521158,
Andhra Pradesh.
Tel# 91-7382759081

Dear Saisivaram Dasari,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be assigned a role in the **Infrastructure Services (IS)** Unit, which is subject to change as per the business requirements of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year.Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Deccanpark, No 1 Software Units Layout, Madhapur, Hyderabad 500 081 India
Tel: 91 40 6667 2000 Fax: 91 40 6667 2222 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

16-5-252

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Andheri (E), Mumbai - 400 093, INDIA
Tel : +91-22-6181 7500
Fax : +91-22-6181 7580
www.Lntecc.com

Ref.: GET 2021/Electrical/TIIC-LT2021685423698412 **15th September 2021**

Mr. BEJJANKI KONDA SIVASANKARARAO
Gudlavalleru Engineering College
Contact No. 8523060681

Dear Sir,

Sub: Appointment as Graduate Engineer Trainee

Hearty Congratulations on being selected for the position of Graduate Engineer Trainee through our rigorous selection process. We are pleased to attach the offer of your appointment as GET. We would advise you to sign online and submit your acceptance within 7 days from the date of this letter. In case we do not hear anything from you by that date, we will presume that you are not interested in our offer. Thereafter, this offer of appointment as Graduate Engineer Trainee shall lapse automatically.

You are hereby advised to complete the pre-employment medical checkup at the earliest. Please note that your offer of training will be strictly subject to your being medical fit by our Company's doctor.

Your training commences from **10th October 2021** with pre-joining activities on **09th October 2021**. Accordingly, you are required to report at Chennai Head Quarters Office on **08th October 2021**. Your place of posting and joining formalities will be intimated in due course and a detailed email will be sent to you on this separately on receipt of your acceptance of this offer. Please note that request for extension in joining time / Change of Department or Division or Location will not be entertained.

You are requested to bring the following required documents in original for verification, on the date of your physical joining. Also keep two photocopies of the following documents.

- S.S.L.C (10th Std) Certificate and Mark sheet - In Original
- H.S.C (12th Std) Certificate and Mark sheet - In Original
- Certificate & Mark sheets of Degree (Under Graduation) of all the semesters/years- In Original - [Attested copies of degree certificate and final year / semester mark sheets should be forwarded to us within 3 months of your joining].
- Course Completion Certificate (if your final semester/ final year result is not declared) - In Original (Mandatory)
- Good Conduct certificate issued by the College
- Photocopies of achievements in extra-curricular activities claimed (College / District / State /National/ International levels)
- 2 Passport size photographs (Mandatorily photo should be taken in business formals in white background (for Men - Blazer and tie & Women - formal office wear).
- A Copy of your Aadhar Card & PAN Card
- Proof of age - either S.S.C or school leaving certificates
- Covid Vaccination Certificate

Please note that this offer of employment given to you is based on the educational qualification declared by you in your application for employment. This offer will stand automatically cancelled and withdrawn in case the information provided in the application is false or incorrect. In case of any clarification, kindly contact

HR Name	Contact Number	Mail ID
Mr. Ashwin Prabhu S S	9600693608	sashwinprabhu@lntecc.com
Ms. Gayatri	9920457454	gayatri.kelkar@lntecc.com

Yours faithfully,
for LARSEN & TOUBRO LIMITED

(SUKHENDU DUTTA)
HEAD – TALENT ACQUISITION
TRANSPORTATION INFRASTRUCTURE IC

LARSEN & TOUBRO

Larsen & Toubro Limited,
Construction
Transportation Infrastructure
Landmark 'B', Ground Floor, 3rd, 5th & 6th Floors,
Suren Road, Off. Andheri - Kurla Road,
Andheri (E), Mumbai - 400 093, INDIA
Tel : +91-22-6181 7500
Fax : +91-22-6181 7580
www.Lntcc.com

Ref.: GET 2021/Electrical/TIIC-LT2021685423698412 **15th September 2021**

Mr. BEJJANKI KONDA SIVASANKARARAO
Gudlavalleru Engineering College
Contact No. 8523060681

Dear Sir,

Sub: Appointment as Graduate Engineer Trainee

With reference to the interview you had with us, we have pleasure in selecting you as **Graduate Engineer Trainee** on the following terms and conditions, subject to:

(a) Your passing the final Degree Examination in FIRST attempt and
(b) Being found medically fit by the Company's Doctor.

1. Your period of training will be for twelve months from the date you report for training.

2. During the course of twelve months training period, you will carry out all directions and instructions issued to you by the Company, its officers and representatives diligently and faithfully carry out your duties and obligations. The course and manner of your training will be decided solely by the Company at its discretion and you may be required to work, as part of your training, in any one of the Departments / Offices / Projects of the Company and/or its Associates / Subsidiary Companies.

3. During the course of your training, the company will pay you the following salary:

PARTICULARS	AMOUNT (₹) (Office Based)	AMOUNT (₹) (Project Based)
STIPEND	15500/- P.M	15500/- P.M
FLEXIPAY	25210/- P.M	24410 /- P.M
TOTAL	**40710/- P.M**	**39910 /- P.M**

You will be eligible for reimbursement of Site Compensatory Allowance when posted at Project Sites as follows: -

	Project Based
Site Compensatory Allowances (P.M)	₹ 3160/-P.M.

A lump sum amount of **₹ 60,000/-** will be payable to Graduate Engineer Trainee on successful completion of training period.

You are also eligible to get Leave Travel Assistance **₹ 21,000/-** after the completion of eleven months of your training period. Refer Annexure – II.

4. **Gratuity**: Your tenure of training of twelve months will not be reckoned as "Service" for the purpose of Gratuity.

Sensitivity: L&T Construction Internal Use

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(66)

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TATA

Offer: Computer Consultancy
Ref: TCSL/CT20203552866/Bangalore
Date: 16/08/2021

Mr. Dinesh Reddy Kolagatla
T4-61B,
Sai Cable Network Tarlupadu,
Tarlupadu-523332,
Andhra Pradesh.
Tel# -

Dear Dinesh Reddy Kolagatla,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore/ TCS Xperience (detailed under Terms & Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

TATA CONSULTANCY SERVICES
VYDEHI IRC 1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Service line: 1800 209 3111 Email: careers@tcs.com

92 K-228

TATA

Offer: Computer Consultancy
Ref: TCSL/DT20206887538/Pune
Date: 12/08/2021

Ms. Karishma Bhavanasi
3-70,
Near Abm Church,
Tenali-522313,
Andhra Pradesh.
Tel# -9030399442

Dear Karishma Bhavanasi,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore/ TCS Xperience (detailed under Terms & Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Nirvan Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India
Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

93 18-240

TATA

Ref: TCSL/CT20203062675/1566411/Chennai
Date: 31 August 2021

MR. DURGA RAJU NOMULA
42-E-517 Vambaycolony,
Ajit Singh Nagar, Vijayawada,
Andhara Pradesh-520015.
Tel# 917093604854

Sub: Joining Letter

Dear Mr. Durga Raju Nomula,

We would like to take this opportunity to extend a very warm welcome to TATA Consultancy Services Limited (TCSL) family.

We are pleased to inform you that your joining date at TCSL will be **01st October 2021** , your joining location is **Hyderabad** , work location is **Hyderabad** and your stream is **IT** . This has been provided considering your preference and business requirements.

Your wellbeing is our utmost priority in the current COVID-19 pandemic scenario across India. Keeping this in mind, and the regulations enforced by various states at this point, we have internally enabled a virtual onboarding process for our future TCSers. For the Virtual Onboarding Process, **you will not be required to physically report at the TCS offices on the date of your joining** .

TCS XP HR Team will reach out to you over email in the next few days to guide you further on the virtual onboarding process and steps to be taken to prepare yourself for onboarding.

Congratulations on completing the first phase of your learning through TCS Xplore Program. We appreciate your passion towards learning which has helped you to perform well. You are now set to experience learning through our coveted TCS Xperience Program.

TATA CONSULTANCY SERVICES
Tata Consultancy Services Ltd
Peepul Park, Technopark Campus, Kariavattom P.O., Thiruvananthapuram - 695 581, Kerala, India
Telephone : +91 471 6629400, Fax: +91 471 6629499, Website : www.tcs.com
Registered Office : Nirmal Building, 9th Floor, Nariman Point, Mumbai - 400 021
Corporate Identification Number (CIN): L22210MH1995PLC084781

We look forward to you joining us on an enriching career with TCSL. Together, let us take this organization to greater heights!

Gear up to experience the future!!

Warm regards,

Janardhan S
Global Head - Talent Development

Click here or use a QR code scanner from your mobile to validate the joining letter

TATA CONSULTANCY SERVICES
Tata Consultancy Services Ltd
Peepul Park, Technopark Campus, Kariavattom P.O., Thiruvananthapuram - 695 581, Kerala, India
Telephone : +91 471 6629400, Fax: +91 471 6629499, Website : www.tcs.com
Registered Office : Nirmal Building, 9th Floor, Nariman Point, Mumbai - 400 021
Corporate Identification Number (CIN): L22210MH1995PLC084781

94

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19-Jan-2021

C4667704

YEMMANI SURESH
4-50 Siddavaram Konakana mitla (man) Konakanamitla prakasam A.P 523241
Management Level - 13
Sublevel - 3

Job Profile - Transaction Processing New Associate
Job Family Group - Business Process Delivery
Business Deal - Non Contact Center

Dear SURESH ,

Based on our recent discussions with you, we are pleased to extend you an offer to join Accenture Solutions Private Ltd (hereinafter referred to as 'the Company') in **Hyderabad**, India as per the below terms and conditions:

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' (Annexure 2) effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this offer.

This offer is contingent upon successful completion of your current degree, awarded in the current academic year. You are required to produce the original pass certificate / mark sheet, to Accenture upon joining Accenture but no later than within 6 months of the result being declared by your institute. Failing which, Accenture may, in its sole discretion, elect to terminate or suspend your employment immediately.

On joining you may undergo a training program to acquire the knowledge to enable you to successfully perform to the expectations of the position for which you are being considered for employment. This offer and your employment with the Company are contingent upon you successfully completing the training program as per the satisfaction of the Company. Failing which, the Company may, in its sole discretion, elect to terminate or suspend your employment immediately.

After acceptance of the offer of employment or any time during the course of your employment with the Company you may be required to undergo drug/alcohol/substance test based on the project you are deployed. This offer and your employment with the Company are contingent upon you completing particular tests as per the requirements of the Company and in the instance of failing these tests namely the drug/alcohol/substance test, the Company may, in its sole discretion, elect to terminate or suspend your employment immediately.

In the event a government body/authority exercising its jurisdiction and statutory power/authority seeks information pertaining to any aspect of your employment, the Company shall provide such information to the government body/authority without any notification to you. The foregoing shall be applicable to information pertaining to your employment being shared in pursuance of statutory requirements/compliance. You may belong to this category and your details will be disclosed to these authorities.

To indicate your acceptance of this offer and employment with Accenture, please submit a copy of this letter and all relevant Annexures with your signature on each page. In addition, please provide all the documentation identified in Annexure 4 'Documentation'.

ANNEXURE 1

Your compensation is as mentioned below.

Total Cash Compensation		
	Annual(INR)	
(A) Annual Fixed Compensation*	INR 200000	
(B) Variable Bonus earning potential	Min.	Max.
	0%	16%
Annual Total earning potential (A+B)	Min.	Max.
	INR 200000	INR 232000

* Annual Fixed Compensation includes employer's contribution to Provident Fund, as applicable.

-Annual fixed compensation of **INR 200000/-**; this includes allowances and statutory benefits and will be structured in accordance with the Company's compensation guidelines. The said amount includes employer's contribution to Provident Fund, as applicable.

-Variable Bonus: You will be eligible to participate in the FY21 Individual Performance Bonus (IPB) Programme. Your indicative pay-out can range from **0%** to **16%** of the prorated fixed pay in the Fiscal Year, subject to the overall terms and conditions of the IPB, including but not limited to your individual performance achievements and the Company's performance. The Company may, at any time and in its sole and absolute discretion, amend, suspend, withdraw vary and/or modify any of the terms and conditions of the IPB programme guidelines. The IPB will be paid out subject to you being on the rolls of the Company on the date of disbursement of these payouts and will be prorated based on your tenure in Accenture India and considering the period of leave without pay during the said fiscal year.

Note: For International Worker Only*

As per Indian Provident Fund (PF) regulations, membership to the Provident Fund is mandatory for all International Workers. Exemptions if any, shall be as per the existing law. Please note that since your cost to the Company (CTC) includes employee's as well as employer's contribution to Provident Fund, appropriate adjustment in your monthly salary will be made for Provident Fund contributions as per applicable laws/regulation in existence (or amendments from time to time). Withdrawal (if any) from Provident Fund is regulated by the government of India and is subject to government approvals and prevailing laws (amended from time to time). Any person desirous of such withdrawal need to comply with applicable law and procedures laid down by the authorities.

*As defined by applicable law from time to time.

If you are currently eligible to receive Statutory Bonus, such amounts will be calculated on an annual figure and paid (as per prevailing law) to you on a monthly basis every year. Please note that your variable pay/variable bonus is inclusive of the Stat Bonus amounts if payable to you. Such stat bonus will be accordingly adjusted against variable pay. Excess variable pay, if any, post adjustment of Stat Bonus will be paid as per Company evaluation process applicable to your management level as per company payroll cycle.

All compensation will be paid to you after deduction of tax at source, in accordance with applicable law. You will be solely liable for your personal tax liabilities, as per applicable law, both in India and abroad.

In addition to your total cash compensation, you will be eligible for following benefits, which will be governed by Company guidelines:

1. Effective your date of transfer Medical Insurance for self, spouse and 2 dependent children up to **INR 300,000 per annum.** Premium for this will be paid by the company.
   You have the option of availing Accenture negotiated rates to cover your parents, parents in-law and any additional child under a separate Insurance plan up to **INR 500,000 per annum.** The entire premium for this will have to be borne by you. This plan allows for

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phenom people

Date: **November 26, 2021.**

To,
Sreedevi Palli,
Hyderabad.

Letter of Appointment

Dear **Sreedevi Palli,**

Welcome to **PhenomPeople** Family. We take this opportunity to appreciate your decision to join us. We trust that you are looking to expand and enhance your skills in innovative ways within this environment that nurtures creativity and free thinking, and positively impacts personal and professional growth. We are confident that you and **PhenomPeople** will make a great team.

Further to our discussion, we are pleased to extend this offer to appoint you as **Product Development Engineer I Trainee (PDE I)** effective from **January 06, 2022** to **April 26, 2022**.

During the time of training, you are entitled for a salary of **Rs.30,000** per month. We request you to acknowledge with your acceptance within Two working days from today, failing which this offer stands cancelled.

Signing this letter of appointment states your acceptance to stay with the organization for the duration of 18 months which includes the training period.

Post successful training you would be designated as **Product Development Engineer I (PDE I)** and below are the details:

Salary

1. Your annual CTC will be Rs. **674,423** (Six Lakh Seventy Four Thousand Four Hundred Twenty Three Only) per annum all inclusive. Your employment, with us will be governed by Terms & Conditions as detailed in the Employment Agreement. Salary breakup would be entitled to HRA and other allowances as mentioned in Annexure-A. The payment is subject to statutory deductions as per regulatory norms.

1.1 Salary shall be paid on the last working day of every month.

Office Location

2. You are deployed to work at the Hyderabad office. However, your services are transferable, and you may be assigned to any location in India or abroad where the

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HRD/3T/1003113829/21-22

December 30, 2021

Ms. Madasu Vishnupriya
Kunapareddy Nagar
Vuyyuru
Vuyyuru-521165
India

Ph: +91-8555944030

Dear Madasu,

Welcome to Infosys!

Today, the corporate landscape is dynamic and the world ahead is full of possibilities! None of the amazing things we do at Infosys would be possible without an equally amazing culture, the environment where ideas can flourish and where you are empowered to move forward as far as your ideas will take you.

At Infosys, we assure that your career will never stand still, we will inspire you to build what's next and we will navigate further, together. Our journey of learnability, values and trusted relationships with our clients continue to be the cornerstones of our organization and these values are upheld only because of our people.

We look forward to working with you and wish you success in your career with us.

Warm regards,

RICHARD LOBO
EVP and Head Human Resources - Infosys Limited

Certification signature by Richard Lobo
richard_lobo@infosys.com, Corporately Unknown
Digitally signed by Richard Lobo
Date: 2021.12.30 18:05:32 IST
Reason: Digitally Signed
Location: Bangalore

INFOSYS LIMITED
CIN: L85110KA1981PLC013115
44, Infosys Avenue
Electronics City, Hosur Road
Bangalore 560 100, India
T 91 80 2852 0261
F 91 80 2852 0362
askus@infosys.com
www.infosys.com

Company Confidential - This communication is confidential between you and Infosys Limited

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ANNEXURE - II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	**Ms. Madasu Vishnupriya**
ROLE	**Systems Engineer**
ROLE DESIGNATION	**Systems Engineer Trainee**

1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	**22,328**

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary*	722
FIXED GROSS SALARY (1+2+3)	**25,000**

4. INCENTIVE COMPONENTS	**At an indicative Payout of 5%**	**At indicative Payout of 10%**	**At indicative Payout of 20%**
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	**1,250**	**2,500**	**5,000**
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)			**26,250**
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)			**27,500**
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)			**30,000**

OTHER BENEFITS

Scheme	**Eligible Amount In INR**	**Interest**	**Monthly Instalments**	**Margin Money** (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time

*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act

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19-Jan-2021

C4667710

KOLASANI VENKATA HARIKA
2-104 BEHIND ZPH SCHOOL, SUNDARAMMA PETA, VUYYURU Vuyurru KRISHNA A.P 521165
Management Level - 13
Sublevel - 3

Job Profile - Transaction Processing New Associate
Job Family Group - Business Process Delivery
Business Deal - Non Contact Center

Dear HARIKA ,

Based on our recent discussions with you, we are pleased to extend you an offer to join Accenture Solutions Private Ltd (hereinafter referred to as 'the Company') in Hyderabad, India as per the below terms and conditions:

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' (Annexure 2) effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this offer.

This offer is contingent upon successful completion of your current degree, awarded in the current academic year. You are required to produce the original pass certificate / mark sheet, to Accenture upon joining Accenture but no later than within 6 months of the result being declared by your institute. Failing which, Accenture may, in its sole discretion, elect to terminate or suspend your employment immediately.

On joining you may undergo a training program to acquire the knowledge to enable you to successfully perform to the expectations of the position for which you are being considered for employment. This offer and your employment with the Company are contingent upon you successfully completing the training program as per the satisfaction of the Company. Failing which, the Company may, in its sole discretion, elect to terminate or suspend your employment immediately.

After acceptance of the offer of employment or any time during the course of your employment with the Company you may be required to undergo drug/alcohol/substance test based on the project you are deployed. This offer and your employment with the Company are contingent upon you completing particular tests as per the requirements of the Company and in the instance of failing these tests namely the drug/alcohol/substance test, the Company may, in its sole discretion, elect to terminate or suspend your employment immediately.

In the event a government body/authority exercising its jurisdiction and statutory power/authority seeks information pertaining to any aspect of your employment, the Company shall provide such information to the government body/authority without any notification to you. The foregoing shall be applicable to information pertaining to your employment being shared in pursuance of statutory requirements/compliance. You may belong to this category and your details will be disclosed to these authorities.

To indicate your acceptance of this offer and employment with Accenture, please submit a copy of this letter and all relevant Annexures with your signature on each page. In addition, please provide all the documentation identified in Annexure 4 'Documentation'.

ANNEXURE 1

Your compensation is as mentioned below.

Total Cash Compensation		
	Annual(INR)	
(A) Annual Fixed Compensation*	INR 200000	
(B) Variable Bonus earning potential	Min.	Max.
	0%	16%
Annual Total earning potential (A+B)	Min.	Max.
	INR 200000	INR 232000

* Annual Fixed Compensation includes employer's contribution to Provident Fund, as applicable.

-Annual fixed compensation of **INR 200000/-**, this includes allowances and statutory benefits and will be structured in accordance with the Company's compensation guidelines. The said amount includes employer's contribution to Provident Fund, as applicable.

-Variable Bonus: You will be eligible to participate in the FY21 Individual Performance Bonus (IPB) Programme. Your indicative pay-out can range from **0%** to **16%** of the prorated fixed pay in the Fiscal Year, subject to the overall terms and conditions of the IPB, including but not limited to your individual performance achievements and the Company's performance. The Company may, at any time and in its sole and absolute discretion, amend, suspend, withdraw vary and/or modify any of the terms and conditions of the IPB programme guidelines. The IPB will be paid out subject to you being on the rolls of the Company on the date of disbursement of these payouts and will be prorated based on your tenure in Accenture India and considering the period of leave without pay during the said fiscal year.

Note: For International Worker Only*

As per Indian Provident Fund (PF) regulations, membership to the Provident Fund is mandatory for all International Workers. Exemptions if any, shall be as per the existing law. Please note that since your cost to the Company (CTC) includes employee's as well as employer's contribution to Provident Fund, appropriate adjustment in your monthly salary will be made for Provident Fund contributions as per applicable laws/regulation in existence (or amendments from time to time). Withdrawal (if any) from Provident Fund is regulated by the government of India and is subject to government approvals and prevailing laws (amended from time to time). Any person desirous of such withdrawal need to comply with applicable law and procedures laid down by the authorities.

*As defined by applicable law from time to time.

If you are currently eligible to receive Statutory Bonus, such amounts will be calculated on an annual figure and paid (as per prevailing law) to you on a monthly basis every year. Please note that your variable pay/variable bonus is inclusive of the Stat Bonus amounts if payable to you. Such stat bonus will be accordingly adjusted against variable pay. Excess variable pay, if any, post adjustment of Stat Bonus will be paid as per Company evaluation process applicable to your management level as per company payroll cycle.

All compensation will be paid to you after deduction of tax at source, in accordance with applicable law. You will be solely liable for your personal tax liabilities, as per applicable law, both in India and abroad.

In addition to your total cash compensation, you will be eligible for following benefits, which will be governed by Company guidelines:

1. Effective your date of transfer Medical Insurance for self, spouse and 2 dependent children up to **INR 300,000 per annum.** Premium for this will be paid by the company.
   You have the option of availing Accenture negotiated rates to cover your parents, parents in-law and any additional child under a separate insurance plan up to **INR 500,000 per annum.** The entire premium for this will have to be borne by you. This plan allows for

Present: SRI A.Md. IMTIAZ, IAS.,

Roc. No.81/2019, Pts.4, Dt. 25-11-2020

Sub: Public Servants – Panchayat Raj Institutions – Recruitment for Panchayat Secretaries Grade VI (Digital Assistant) – Provisionally selected through District Selection Committee, Krishna – Allotted to the District Panchayat Officer, Krishna – Place of posting Orders - Issued.

Read:
1) G.O.Ms No.110, PR & RD Dept (MDL-1), dt 19.07.2019.
2) Recruitment NOTIFICATION No.02/2020,dt.10-01-2020.
3) Rc.No: 81/2019 Pts.4 Dt.20-11-2020/DSC-2020 of the Chairman, DSC & District Collector and Magistrate, Krishna District.
4) Note Orders Dt.24-11-2019 of the District Collector and Magistrate, Krishna District.
5) Option exercised by the individual dt.25-11-2020

//00//

ORDER:

The Chairman and District Collector, District Selection Committee, Krishna in the progs 3rd read above has allotted Sri/Smt/Kum **Beeram Ranga Sai** who was provisionally selected and appointed as Panchayat Secretary Grade VI (Digital Assistant) and allotted to the District Panchayat Officer, Krishna with a direction to issue place of postings.

The selection and appointment will be governed by the A.P State and Subordinate service rules and / or special rules as applicable and as amended from time to time in respect of the post. The post will be on probation for a period of two years from the date of joining, during the period of probation consolidated pay of Rs. 15,000/- P.M will be paid. After successfully completion of probation you will be placed in the Pay Scale of Rs. 14600-44870 in RPS 2015.

As per the option exercised by the individual at the time of counselling he/she is hereby posted as Panchayat Secretary Grade VI (Digital Assistant) to **Bhogireddipalli** Village Secretariat of **Machilipatnam** Mandal and directed to report before the Panchayat Secretary of concerned Village Secretariat/Mandal Parishad Development Officer concerned immediately.

The concerned Panchayat Secretary/Mandal Parishad Development Officer are directed to admit the individual and intimate the date of joining of the individual to this office and Officers concerned immediately and directed to extract the work as per the job chart prescribed for the post.

The individual is informed to follow the conditions prescribed in the reference 3rd read above and submit fitness certificate to the Panchayat Secretary concerned at the time of joining.

for Collector,
Krishna.

25/11/2020

To

Sri/Smt/Kum. **Beeram Ranga Sai, Bhogireddipalli** Village Secretariat of **Machilipatnam** Mandal
The Panchayat Secretary / Special Officer concerned.
Copy to the Extension Officer (PR&RD) concerned.
Copy to the Mandal Parishad Development Officer concerned.
Copy to the Divisional Panchayat Officer concerned.
Copy to the STO/ATO concerned.
Copy submitted to the Commissioner of Panchayat RaJ& Rural Development, A.P.,

18-5-245

Tech Mahindra
Cerium SYSTEMS

Cerium Systems Pvt Ltd
No 527, 22nd Main Road, Sector 1
Sector 1, HSR Layout
Bangalore, Karnataka 560102, India
Cerium-systems.com

Date:28th Sep 2021

Thokala Hemalatha
Dokiparru Chinaharijannawada
Gudlavalleru Mandalam
krishna District
Pincode
521332
Phone No:9908482141

Subject - Offer of Appointment

Dear **Thokala Hemalatha,**

It is our pleasure to welcome you to Cerium Systems Private Limited (referred to as "The Company")

1. With reference to our discussions, we are pleased to offer you appointment in our Organization as **Associate Engineer** on **U1** band, operating out of our **Vizag** office.
2. Your "Annual Total Cash Compensation" will be **Rs. 3,10,000 (Indian Rupees Three lakhs and Ten Thousand only).** Please refer **Annexure-A** for details on the compensation and statutory deductions.
3. Your remuneration package is strictly confidential between you and here after, referred as The Company and should not be discussed with anyone nor divulged to anyone in any manner whatsoever.
4. Your employment with us will be governed by terms and conditions as specified in **Annexure-B.**
5. You are required to join on **4th Oct 2021** at the below mentioned location. The Offer stands withdrawn thereafter, unless the date is extended and communicated to you in writing.
6. On the date of joining, you are requested to report to **Vizag office** at 9:30 AM to complete the joining formalities. At the time of joining, you are expected to carry originals of the documents as per **Annexure – D** and submit the copies of the same to the HR Team.
7. Please note that this Offer is subject to your being given a clear background check either at the time of reporting/joining or thereafter depending upon our receipt of the background check report from the agency.
8. Kindly acknowledge acceptance of this Offer of Appointment by signing and returning the 'acceptance copy' to Offers@cerium-systems.com latest by **30th Sep 2021**.

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EMPLOYMENT OFFER LETTER

Capgemini Ref: 5308816 /1043747.

12/15/2021.

Yashwanth Venkat Kunapareddy
EETA KOTTU VARI,.
KRISHNA ,Andhra Pradesh,
India

Confidential

Dear Yashwanth Venkat Kunapareddy,

Pursuant to our discussions, we are pleased to offer you employment opportunity, on probation basis, with **Capgemini Technology Services India Limited** ('**Capgemini**' or '**Company**') starting from **12/16/2021** (or such other date as may be communicated to you by the Company), as per details given below.

A) Your current designation will be **Analyst/A4**

B) You will be required to work at the Company's offices in location **Bangalore**

C) On joining you will be under probation for 6(six) months from the date of joining. During this period your all-inclusive Annual target compensation (on a cost to company basis) will be **INR 300,002.00 (Rupees Three Lakh and Two only)**. Please refer **Annexure-A** for details. Subsequent to your successful completion of training and probation after six months from your date of joining, your all-inclusive annual target compensation (on a cost to company basis) will be revised to **INR 380,006.00 (Rupees Three Lakhs Eighty Thousand and Six only)**. Please refer **Annexure -B** for details.

Your compensation shall be paid on a monthly basis, in arrears. The company shall deduct tax at source at the time of making payment.

The breakup of your all-inclusive annual target compensation is as follows:

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Candidate ID: 5308816 /1043747,

Date of Joining: 12/16/2021,

Joining Location: Bangalore,

Designation: Analyst,

Dear Yashwanth Venkat Kunapareddy,

To ensure that you experience a smooth onboarding, we would like to help you with a brief agenda for your day one at Capgemini.

1.	Welcome Address
2.	Verification of master data sheet, which contains your detailed information.
3.	Verification of joining documents*
4.	Receipt of employee handbook and visitor-cum-bus pass
5.	Submission of signed documents
6.	Receipt of hard copy of offer letter
7.	ID cum access card formalities
8.	Bank account opening formalities
9.	Meeting the buddy

Please report by 8:30 am at Bangalore office, for joining formalities as per the address mentioned below:

Address

184-165, EPIP Phase II,
EPIP Industrial Area,Whitefield, Bengaluru 560066

17-240

102

Tech Mahindra
Cerium SYSTEMS

Cerium Systems Pvt Ltd
No 527, 22nd Main Road, Sector 1
Sector 1, HSR Layout
Bangalore, Karnataka 560102, India
Cerium-systems.com

Employee ID:- CSB03046

Date:06th Dec 2021

Kotaprolu Akhilesh
D.No:15/324-4A,
Devudi Cheruvu Street,
Machilipatnam,
Krishna (Dt),
Andhra Pradesh-521002
Tel#9866005798

Subject - Offer of Appointment

Dear Kotaprolu Akhilesh,

It is our pleasure to welcome you to Cerium Systems Private Limited (referred to as "The Company")

1. With reference to our discussions, we are pleased to offer you appointment in our Organization as **Associate Engineer** on **U1** band, operating out of our **Vizag** office.
2. Your "Annual Total Cash Compensation" will be **Rs. 3,10,000 (Indian Rupees Three lakhs ten thousand only).** Please refer **Annexure-A** for details on the compensation and statutory deductions.
3. Your remuneration package is strictly confidential between you and here after, referred as The Company and should not be discussed with anyone nor divulged to anyone in any manner whatsoever.
4. Your employment with us will be governed by terms and conditions as specified in **Annexure-B.**
5. You are required to join on **06th Dec 2021** at the below mentioned location. The Offer stands withdrawn thereafter, unless the date is extended and communicated to you in writing.
6. On the date of joining, you are requested to report to **Vizag office** at 9:30 AM to complete the joining formalities. At the time of joining, you are expected to carry originals of the documents as per **Annexure – D** and submit the copies of the same to the HR Team.
7. Please note that this Offer is subject to your being given a clear background check either at the time of reporting/joining or thereafter depending upon our receipt of the background check report from the agency.
8. Kindly acknowledge acceptance of this Offer of Appointment by signing and returning the 'acceptance copy' to Offers@cerium-systems.com latest by **06th Dec 2021**.

Cerium Systems Pvt Ltd
No 527, 22nd Main Road, Sector 1
Sector 1, HSR Layout
Bangalore, Karnataka 560102, India
Cerium-systems.com

9. For any clarification / further information on:

- Employment terms and conditions, please get in touch with **Bhargav** (E-Mail:**Offers@cerium-systems.com**)
- On boarding logistics / operations, kindly drop a mail to helpdesk@cerium-systems.com(Please quote the Reference No. as mentioned above in emails)

For Cerium Systems Private Limited,

Authorized Signatory

Encl: **Annexure-A** (Salary Structure), **Annexure-B** (Important / Indicative Terms & Conditons of Employment), **Annexure-C** (Medical Self declaration), **Annexure-D** (Check List of Documents), **Annexure-E** (Confidentiality Agreement), **Annexure F** – Intellectual property Assignment, **Annexure-G** – General Covenant, **Annexure H** (Code of Conduct and Ethics), **Annexure I** (Indemnity Bond with Surety)

Accepted

Date:

Signature of Candidate:

Cerium Systems Pvt Ltd
No 527, 22nd Main Road, Sector 1
Sector 1, HSR Layout
Bangalore, Karnataka 560102, India
Cerium-systems.com

Tech Mahindra
Cerium SYSTEMS

Annexure - A

NAME	Kotaprolu Akhilesh
TITLE	Associate Engineer
BAND	U1
LOCATION	Vizag

COMPONENTS	Per Annum (All figures in Indian Rupees)
BASIC (@40% OF TOTAL FIXED PAY)	117735
HRA (@70% OF BASIC)	82415
BONUS / STATUTORY BONUS	48000
EMPLOYER'S CONTRIBUTION TO PROVIDENT FUND	21600
FLEXIBLE COMPONENTS OF TFP	24587
TOTAL FIXED PAY.....(A)	**294337**
TOTAL VARIABLE PAY (TVP)..... (B)	**0**
ADDITIONAL BENEFITS..... (C)	**10000**
GRATUITY	5663
TOTAL COST TO COMPANY.....(D) = (A) + (B) + (C)	**310000**

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 TFP as per the "Flexi Benefit Plan" under the following heads as per eligibility specified in the applicable policy:

Component	Max Limit
Leave Travel Assistance	
Meal Card	28400
Residential Telephone Reimbursement	
Car Lease	
Fuel & Maintenance	
Driver Salary	
Superannuation	
National Pension Scheme	

Post utilization of applicable max limits as mentioned above, balance amount if any, shall be paid as taxable amount under Additional Personal Pay component.

(Contd...)

infinite

Date:13 April 2022

Name: Goriparthi Sai kiran

Address: 8-62/2 Main raod, Kankipadu,Krishna A.P
521151

Subject: Letter of Intent

Dear Goriparthi Sai kiran

With reference to your application and subsequent campus interview you had with us, we intend to make a conditional offer of employment to you for the position of **Associate Software Engineer** with Infinite Computer Solutions (India) Limited ("Company" or "Infinite") provided,

(a) You complete your qualifying academic course with a minimum grade of First Class or equivalent grade as specified at the time of your selection, meeting the set eligibility criteria, including minimum of First Class/60% or equivalent grade in all other courses completed by you prior to your qualifying academic course

(b) You successfully complete all the assigned learning courses and earn course completion certificate for each course prior to the date of joining. Courses will be assigned to you post you accept the LOI

On successful completion of the above, the Company may, at its sole discretion, offer you an employment opportunity with the following conditions:

(a) You will be eligible for an Annual Salary package of **INR 4.5 Lakhs (Rupees Four Lakhs Fifty Thousand only)** from the date of joining.

(b) You will be required work from Office. Your base work location will be Bangalore / Chennai / Hyderabad / NCR / Vizag / Pune as assigned. However, you should be open to work in any locations of Infinite including its client locations in India or outside India.

(c) You will be required to sign a service agreement for a minimum period of 2 years from the date of your joining. After joining the company, if you leave the organization before the completion of the agreement period, you will need to pay a sum of Rupees 200,000/- (Indian Rupees Two Lakhs Only) as liquidated damages to Infinite towards the investment made in your skill development & employability training as per company requirements.

Your specific date of joining will be separately intimated to you.

We request you to confirm your acceptance of the terms and conditions specified herein by signing and returning a copy of this Letter of Intent to campus-hire@infinite.com

We look forward to you having a rewarding career with us.

For Infinite Computer Solutions (India) Ltd,

Vijaya Ganugapati

Vice President - Human Resources

Please confirm that you have read, understood, and accept this letter of Intent by signing below

Name: _____

Signature:_____

Date:_____

Date:13 April 2022

Name: Bobbonapalli K rishna Priya

Address: 4-56, Pathabarinawada, Chowtapalli,
Gudivada, Krishna, A.P 521323

Subject: Letter of Intent

Dear Bobbopana Krishna Priya

With reference to your application and subsequent campus interview you had with us, we intend to make a conditional offer of employment to you for the position of **Associate Software Engineer** with Infinite Computer Solutions (India) Limited ("Company" or "Infinite") provided,

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For Infinite Computer Solutions (India) Ltd,

Vijaya Ganugapati

Vice President - Human Resources

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Name: _____

Signature:_____

Date:_____

Infinite Computer Solutions (India) Limited
exciting times... infinite possibilities...
CIN : L72200DL1999PLC171077

www.infinite.com info@infinite.com

Corporate Office
157, EPIP Zone, Phase 2, Kundalahalli,
Whitefield, Bangalore - 560066.

+91 80 4193 0000 +91 80 4193 0009

Registered Office
155, Somdutt Chambers - II, 9
Bhikaji Cama Place, New Delhi - 110066

+91 11 4615 0845 +91 80 4615 0830

Date:13 April 2022

Name: Ramisetty Rajesh

Address: Home Address: 16-539, Gangamma temple

Paiduguralla, Guntur, A.P 522413

Subject: Letter of Intent

Dear Ramisetty Rajesh

With reference to your application and subsequent campus interview you had with us, we intend to make a conditional offer of employment to you for the position of **Associate Software Engineer** with Infinite Computer Solutions (India) Limited ("Company" or "Infinite") provided,

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For Infinite Computer Solutions (India) Ltd,

Vijaya Ganugapati

Vice President - Human Resources

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Name: _____

Signature:_____

Date:_____

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+91 80 4193 0000 +91 80 4193 0009

Registered Office
155, Semdutt Chambers - K 9
Bhikaji Cama Place, New Delhi - 110066.

+91 11 4615 0845 +91 80 4615 0830

Date:13 April 2022

Name: Surugula Chaitanya Kumar

Address: Home Address:-3-28,Pinnamanani,
singarayakonda Prakasam district, 523101

Subject: Letter of Intent

Dear Surugula Chaitanya Kumar

With reference to your application and subsequent campus interview you had with us, we intend to make a conditional offer of employment to you for the position of **Associate Software Engineer** with Infinite Computer Solutions (India) Limited ("Company" or "Infinite") provided,

Gudivada, krishna, A.B 521325

specified at the time of your selection, meeting the set eligibility criteria, including minimum of First Class/60% or equivalent grade in all other courses completed by you prior to your qualifying academic course

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Your specific date of joining will be separately intimated to you.

We request you to confirm your acceptance of the terms and conditions specified herein by signing and returning a copy of this Letter of Intent to campus-hire@infinite.com

We look forward to you having a rewarding career with us.

For Infinite Computer Solutions (India) Ltd,

Vijaya Ganugapati

Vice President - Human Resources

Please confirm that you have read, understood, and accept this letter of Intent by signing below

Name: _____

Signature: _____

Date: _____

Date:13 April 2022

Name: Mohammad Hussain

Address: 5-70, Pamarru, Krishna,A.P 521157

Subject: Letter of Intent

Dear Mohammad Hussain

With reference to your application and subsequent campus interview you had with us, we intend to make a conditional offer of employment to you for the position of **Associate Software Engineer** with Infinite Computer Solutions (India) Limited ("Company" or "Infinite") provided,

(a) You complete your qualifying academic course with a minimum grade of First Class or equivalent grade as specified at the time of your selection, meeting the set eligibility criteria, including minimum of First Class/60% or equivalent grade in all other courses completed by you prior to your qualifying academic course

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Your specific date of joining will be separately intimated to you.

We request you to confirm your acceptance of the terms and conditions specified herein by signing and returning a copy of this Letter of Intent to campus-hire@infinite.com

We look forward to you having a rewarding career with us.

For Infinite Computer Solutions (India) Ltd,

Vijaya Ganugapati

Vice President - Human Resources

Please confirm that you have read, understood, and accept this letter of Intent by signing below

Name: _____

Signature:_____

Date:_____

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Million Minds
INFOTECH

Million Minds Infotech (P) Ltd.
Flat No. 28/803, East End Apartments,
Plot No. 45, Mayur Vihar Extension,
New Delhi-110096.
GSTN: 07AAKCM7313H2ZD

Date: June 17, 2022.

To,
Mr. GEDDAM PAVAN KALYAN
2-21A, NUNAPARTHI ACHUTA PURAM,
VISAKHAPATNAM, A.P. - 531020.

Sub: Offer Letter – Software Consultant

Dear GEDDAM PAVAN KALYAN

It gives us great pleasure to offer the role of **"Software Consultant"**, for which you were interviewed with us. Your work location/Client is Cognizant Technology Solutions India Private limited, **Hyderabad, and your date of joining is: June 21,2022**

Based on our discussions and your profile, we are pleased to make you an offer as a **"Software Consultant"** in our organization at a gross compensation (CTC) of **Rs. 5,00,000/-** (Rupees Five Lakhs Only) per annum. Please note that this CTC includes TDS and shall be applicable as per law. The compensation as discussed and other benefits that you would be entitled to will be stated in appointment letter.

Accordingly, we will arrange to issue to you a detailed letter of appointment on the date of your joining us. We would request your confirmation for acceptance of this offer by returning us a signed copy of this letter or through electronic communication. The acceptance of offer is valid till **June 18,2022** and you should report at our office on or before **June 21,2022** if not the offer stands cancelled.

The role, in which you join us, is a very important one which will entail dealing with important and sensitive information, records and such other matters of the company. You will, therefore, be required to sign a "Code of Conduct and Secrecy Agreement" of our company at the time of your joining the company.

We look forward to you joining our team. We are sure that you will have a bright career with our company.

We take this opportunity to welcome you and your family into the folds of our company.

Yours sincerely,

Ashok Kumar Dondapati
Sr Manager – RMG/Staffing.
Million Minds Infotech Pvt. Ltd.

Million Minds INFOTECH

Million Minds Infotech (P) Ltd.
Flat No. 28/803, East End Apartments,
Plot No. 45, Mayur Vihar Extension,
New Delhi-110096.
GSTN: 07AAKCM7313H2ZD

CTC

ANNEXURE		
NAME:GEDDAM PAVAN KALYAN		
DESIGNATION:Software Consultant		
Salary Details	**Monthly Salary (In INR)**	**Annual Salary (In INR)**
BASIC PAY	16,667.00	2,00,004.00
HRA	6,667.00	80,004.00
SPL.ALLOWANCE	12,085.67	1,45,028.00
STD.DEDUCTION	4,247.00	50,964.00
EMPR PF Contribution	2,000.00	24,000.00
COST TO COMPANY	**41,666.67**	**5,00,000.00**
		-
Gross Salary	39,666.67	5,00,000.00
Employee PF	2,000.00	24,000.00
Mediclaim	-	
Net take home	**37,667**	**4,76,000**

PROVIDENT FUND : The employee's contribution of Provident Fund would be deducted from the Gross Salary.

TAXATION : Taxation will be governed by the Income Tax rules. The same will be deducted at source as per Income tax rules.

MEDICLAIM : Your annual premium amount of medical insurance will be decided based on your and your family details and this premium amount will be deductions from your salary on a monthly pro-data basis.

Please bring the following documents at the time of joining: (if applicable)

- Copy of academic mark-sheets & certificates
- Copy of appointment letter of previous employer/employers (Last three years minimum)
- Copy of PAN card/Voter ID card/Passport/Driving license as proof of identity and address
- Copy of service certificate of previous employer/employers (Last three year's minimum)
- Copy of last three salary slip & salary certificate
- Copy of last six months bank statement & Form-16
- Five colored passport size photographs & soft copy in .jpg format

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Million Minds Infotech (P) Ltd.
Flat No. 28/803, East End Apartments,
Plot No. 45, Mayur Vihar Extension,
New Delhi-110096.
GSTN: 07AAKCM7313H2ZD

Date: June 17, 2022.

To,
Mr. KUKKALA SATYA VARA PRASAD
8-14, KUNDURU ROAD,VINAYAKA TEMPLE,
KATURU ROAD, VUYYURU, KRISHNA, A.P.

Sub: Offer Letter – Software Consultant

Dear KUKKALA SATYA VARA PRASAD

It gives us great pleasure to offer the role of **"Software Consultant"**, for which you were interviewed with us. Your work location/Client is Cognizant Technology Solutions India Private limited, **Hyderabad, and your date of joining is: June 21,2022**

Based on our discussions and your profile, we are pleased to make you an offer as a **"Software Consultant"** in our organization at a gross compensation (CTC) of **Rs. 5,00,000/-** (Rupees Five Lakhs Only) per annum. Please note that this CTC includes TDS and shall be applicable as per law. The compensation as discussed and other benefits that you would be entitled to will be stated in appointment letter.

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We look forward to you joining our team. We are sure that you will have a bright career with our company.

We take this opportunity to welcome you and your family into the folds of our company.

Yours sincerely,

Ashok Kumar Dondapati
Sr Manager – RMG/Staffing.
Million Minds Infotech Pvt. Ltd.

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New Delhi-110096.
GSTN: 07AAKCM7313H2ZD

CTC

ANNEXURE		
NAME:KUKKALA SATYA VARA PRASAD		
DESIGNATION:Software Consultant		
Salary Details	**Monthly Salary (In INR)**	**Annual Salary (In INR)**
BASIC PAY	16,667.00	2,00,004.00
HRA	6,667.00	80,004.00
SPL.ALLOWANCE	12,085.67	1,45,028.00
STD.DEDUCTION	4,247.00	50,964.00
EMPR PF Contribution	2,000.00	24,000.00
COST TO COMPANY	**41,666.67**	**5,00,000.00**
		-
Gross Salary	39,666.67	5,00,000.00
Employee PF	2,000.00	24,000.00
Mediclaim	-	
Net take home	**37,667**	**4,76,000**

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- Copy of last three salary slip & salary certificate
- Copy of last six months bank statement & Form-16
- Five colored passport size photographs & soft copy in .jpg format

Million Minds
INFOTECH

Million Minds Infotech (P) Ltd.
Flat No. 2B/803, East End Apartments,
Plot No. 45, Mayur Vihar Extension,
New Delhi-110096.
GSTN: 07AAKCM7313H2ZD

Date: June 17, 2022.

To,
Mr. THUMMAPUDI RAGHAVENDRA SESHA SAI
24/277-1, RAMANAIDUPET, MACHILIPATNAM,
KRISHNA, A.P. - 521001.

Sub: Offer Letter – Software Consultant

Dear THUMMAPUDI RAGHAVENDRA SESHA SAI

It gives us great pleasure to offer the role of **"Software Consultant"**, for which you were interviewed with us. Your work location/Client is Cognizant Technology Solutions India Private limited, **Hyderabad, and your date of joining is: June 21,2022**

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Sr Manager – RMG/Staffing.
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New Delhi-110096.
GSTN: 07AAKCM7313H2ZD

CTC

ANNEXURE		
NAME:THUMMAPUDI RAGHAVENDRA SESHA SAI		
DESIGNATION:Software Consultant		
Salary Details	**Monthly Salary (In INR)**	**Annual Salary (In INR)**
BASIC PAY	16,667.00	2,00,004.00
HRA	6,667.00	80,004.00
SPL.ALLOWANCE	12,085.67	1,45,028.00
STD.DEDUCTION	4,247.00	50,964.00
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COST TO COMPANY	**41,666.67**	**5,00,000.00**
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- Copy of last three salary slip & salary certificate
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Plot No. 45, Mayur Vihar Extension,
New Delhi-110096.
GSTN: 07AAKCM7313H2ZD

Date: June 17, 2022.

To,
Mr. PORAPU KISHORE
G-F4, VIJAYAWADA,
KRISHNA, A.P. - 520015.

Sub: Offer Letter – Software Consultant

Dear PORAPU KISHORE

It gives us great pleasure to offer the role of **"Software Consultant"**, for which you were interviewed with us. Your work location/Client is Cognizant Technology Solutions India Private limited, **Hyderabad, and your date of joining is: June 21,2022**

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Sr Manager – RMG/Staffing.
Million Minds Infotech Pvt. Ltd.

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GSTN: 07AAKCM7313H2ZD

CTC

ANNEXURE		
NAME:PORAPU KISHORE		
DESIGNATION:Software Consultant		
Salary Details	**Monthly Salary (In INR)**	**Annual Salary (In INR)**
BASIC PAY	16,667.00	2,00,004.00
HRA	6,667.00	80,004.00
SPL.ALLOWANCE	12,085.67	1,45,028.00
STD.DEDUCTION	4,247.00	50,964.00
EMPR PF Contribution	2,000.00	24,000.00
COST TO COMPANY	**41,666.67**	**5,00,000.00**
		-
Gross Salary	39,666.67	5,00,000.00
Employee PF	2,000.00	24,000.00
Mediclaim	-	
Net take home	**37,667**	**4,76,000**

PROVIDENT FUND : The employee's contribution of Provident Fund would be deducted from the Gross Salary.

TAXATION : Taxation will be governed by the Income Tax rules. The same will be deducted at source as per Income tax rules.

MEDICLAIM : Your annual premium amount of medical insurance will be decided based on your and your family details and this premium amount will be deductions from your salary on a monthly pro-data basis.

Please bring the following documents at the time of joining: (if applicable)

- Copy of academic mark-sheets & certificates
- Copy of appointment letter of previous employer/employers (Last three years minimum)
- Copy of PAN card/Voter ID card/Passport/Driving license as proof of identity and address
- Copy of service certificate of previous employer/employers (Last three year's minimum)
- Copy of last three salary slip & salary certificate
- Copy of last six months bank statement & Form-16
- Five colored passport size photographs & soft copy in .jpg format

Million Minds
INFOTECH

Million Minds Infotech (P) Ltd.
Flat No. 28/803, East End Apartments,
Plot No. 45, Mayur Vihar Extension,
New Delhi-110096.
GSTN: 07AAKCM7313H2ZD

Date: June 17, 2022.

To,
Mr. MEDANKI PAVAN KUMAR
2-113, RAMALAYAM, KOTHAPALLI,
KRISHNA, A.P. - 521133.

Sub: Offer Letter – Software Consultant

Dear MEDANKI PAVAN KUMAR

It gives us great pleasure to offer the role of **"Software Consultant"**, for which you were interviewed with us. Your work location/Client is Cognizant Technology Solutions India Private limited, **Hyderabad, and your date of joining is: June 21,2022**

Based on our discussions and your profile, we are pleased to make you an offer as a **"Software Consultant"** in our organization at a gross compensation (CTC) of **Rs. 5,00,000/-** (Rupees Five Lakhs Only) per annum. Please note that this CTC includes TDS and shall be applicable as per law. The compensation as discussed and other benefits that you would be entitled to will be stated in appointment letter.

Accordingly, we will arrange to issue to you a detailed letter of appointment on the date of your joining us. We would request your confirmation for acceptance of this offer by returning us a signed copy of this letter or through electronic communication. The acceptance of offer is valid till **June 18,2022** and you should report at our office on or before **June 21,2022** if not the offer stands cancelled.

The role, in which you join us, is a very important one which will entail dealing with important and sensitive information, records and such other matters of the company. You will, therefore, be required to sign a "Code of Conduct and Secrecy Agreement" of our company at the time of your joining the company.

We look forward to you joining our team. We are sure that you will have a bright career with our company.

We take this opportunity to welcome you and your family into the folds of our company.

Yours sincerely,

Ashok Kumar Dondapati
Sr Manager – RMG/Staffing.
Million Minds Infotech Pvt. Ltd.

Million Minds INFOTECH

Million Minds Infotech (P) Ltd.
Flat No. 28/803, East End Apartments,
Plot No. 45, Mayur Vihar Extension,
New Delhi-110096.
GSTN: 07AAKCM7313H2ZD

CTC

ANNEXURE		
NAME:MEDANKI PAVAN KUMAR		
DESIGNATION:Software Consultant		
Salary Details	**Monthly Salary (In INR)**	**Annual Salary (In INR)**
BASIC PAY	16,667.00	2,00,004.00
HRA	6,667.00	80,004.00
SPL.ALLOWANCE	12,085.67	1,45,028.00
STD.DEDUCTION	4,247.00	50,964.00
EMPR PF Contribution	2,000.00	24,000.00
COST TO COMPANY	**41,666.67**	**5,00,000.00**
		-
Gross Salary	39,666.67	5,00,000.00
Employee PF	2,000.00	24,000.00
Mediclaim	-	
Net take home	**37,667**	**4,76,000**

PROVIDENT FUND : The employee's contribution of Provident Fund would be deducted from the Gross Salary.

TAXATION : Taxation will be governed by the Income Tax rules. The same will be deducted at source as per Income tax rules.

MEDICLAIM : Your annual premium amount of medical insurance will be decided based on your and your family details and this premium amount will be deductions from your salary on a monthly pro-data basis.

Please bring the following documents at the time of joining: (if applicable)

- Copy of academic mark-sheets & certificates
- Copy of appointment letter of previous employer/employers (Last three years minimum)
- Copy of PAN card/Voter ID card/Passport/Driving license as proof of identity and address
- Copy of service certificate of previous employer/employers (Last three year's minimum)
- Copy of last three salary slip & salary certificate
- Copy of last six months bank statement & Form-16
- Five colored passport size photographs & soft copy in .jpg format

Tech Mahindra
Cerium Systems

Cerium Systems Pvt Ltd
No 527, 22nd Main Road, Sector 1
Sector 1, HSR Layout
Bangalore, Karnataka 560102, India
Cerium-systems.com

Date:06th Dec 2021

Employee ID:- CSB03046

Yenugudhati Pavan kumar raju

House no:1-85-1
Ammeena puram Village Kok
Pamidimukkala Mandal
Krishna Distric
Pincode-521250

Subject - Offer of Appointment

Dear Yenugudhanti Pavan Kumar

It is our pleasure to welcome you to Cerium Systems Private Limited (referred to as "The Company")

1. With reference to our discussions, we are pleased to offer you appointment in our Organization as **Associate Engineer** on **U1** band, operating out of our **Vizag** office.

2. Your "Annual Total Cash Compensation" will be **Rs. 3,10,000 (Indian Rupees Three lakhs ten thousand only).** Please refer **Annexure-A** for details on the compensation and statutory deductions.

3. Your remuneration package is strictly confidential between you and here after, referred as The Company and should not be discussed with anyone nor divulged to anyone in any manner whatsoever.

4. Your employment with us will be governed by terms and conditions as specified in **Annexure-B.**

5. You are required to join on **06th Dec 2021** at the below mentoned location. The Offer stands withdrawn thereafter, unless the date is extended and communicated to you in writing.

6. On the date of joining, you are requested to report to **Vizag office** at 9:30 AM to complete the joining formalities. At the time of joining, you are expected to carry originals of the documents as per **Annexure – D** and submit the copies of the same to the HR Team.

7. Please note that this Offer is subject to your being given a clear background check either at the time of reporting/joining or thereafter depending upon our receipt of the background check report from the agency.

8. Kindly acknowledge acceptance of this Offer of Appointment by signing and returning the 'acceptance copy' to Offers@cerium-systems.com latest by **06th Dec 2021.**

Cerium Systems Pvt Ltd
No 527, 22nd Main Road, Sector 1
Sector 1, HSR Layout
Bangalore, Karnataka 560102, India
Cerium-systems.com

9. For any clarification / further information on:

- Employment terms and conditions, please get in touch with **Bhargav** (E-Mail:**Offers@cerium-systems.com**)
- On boarding logistics / operations, kindly drop a mail to helpdesk@cerium-systems.com(Please quote the Reference No. as mentioned above in emails)

For Cerium Systems Private Limited,

Authorized Signatory

Encl: **Annexure-A** (Salary Structure), **Annexure-B** (Important / Indicative Terms & Conditions of Employment), **Annexure-C** (Medical Self declaration), **Annexure-D** (Check List of Documents), **Annexure-E** (Confidentiality Agreement), **Annexure F** – Intellectual property Assignment, **Annexure-G** – General Covenant, **Annexure H** (Code of Conduct and Ethics), **Annexure I** (Indemnity Bond with Surety)

Accepted

Date:

Signature of Candidate:

Tech Mahindra
Cerium Systems

Cerium Systems Pvt Ltd
No 527, 22nd Main Road, Sector 1
Sector 1, HSR Layout
Bangalore, Karnataka 560102, India
Cerium-systems.com

Annexure - A

NAME	**Yenugudhati Pavan Kumar Raju**
TITLE	**Associate Engineer**
BAND	**U1**
LOCATION	**Vizag**

COMPONENTS	**Per Annum** (All figures in Indian Rupees)
BASIC (@40% OF TOTAL FIXED PAY)	117735
HRA (@70% OF BASIC)	82415
BONUS / STATUTORY BONUS	48000
EMPLOYER'S CONTRIBUTION TO PROVIDENT FUND	21600
FLEXIBLE COMPONENTS OF TFP	24587
TOTAL FIXED PAY.....(A)	**294337**
TOTAL VARIABLE PAY (TVP).....(B)	**0**
ADDITIONAL BENEFITS.....(C)	**10000**
GRATUITY	5663
TOTAL COST TO COMPANY.....(D) = (A) + (B) + (C)	**310000**

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 TFP as per the "Flexi Benefit Plan" under the following heads as per eligibility specified in the applicable policy:

Component	**Max Limit**
Leave Travel Assistance	
Meal Card	26400
Residential Telephone Reimbursement	
Car Lease	
Fuel & Maintenance	
Driver Salary	
Superannuation	
National Pension Scheme	

Post utilization of applicable max limits as mentioned above, balance amount if any, shall be paid as taxable amount under Additional Personal Pay component.

(Contd...)

Tech Mahindra
Cerium Systems

Cerium Systems Pvt Ltd
No 527, 22nd Main Road, Sector 1
Sector 1, HSR Layout
Bangalore, Karnataka 560102, India
Cerium-systems.com

Date:06th Dec 2021

Employee ID:- CSB03047

Karampudi Jagadeesh

Luther Giri Village
Pedakkani Mandal
Guntur District
Door no-9-23
Pincode 522509

Subject - Offer of Appointment

Dear **Karampudi Jagadeesh,**

It is our pleasure to welcome you to Cerium Systems Private Limited (referred to as "The Company")

1. With reference to our discussions, we are pleased to offer you appointment in our Organization as **Associate Engineer** on **U1** band, operating out of our **Vizag** office.

2. Your "Annual Total Cash Compensation" will be **Rs. 3,10,000 (Indian Rupees Three lakhs ten thousand only).** Please refer **Annexure-A** for details on the compensation and statutory deductions.

3. Your remuneration package is strictly confidential between you and here after, referred as The Company and should not be discussed with anyone nor divulged to anyone in any manner whatsoever.

4. Your employment with us will be governed by terms and conditions as specified in **Annexure-B.**

5. You are required to join on **06th Dec 2021** at the below mentioned location. The Offer stands withdrawn thereafter, unless the date is extended and communicated to you in writing.

6. On the date of joining, you are requested to report to **Vizag office** at 9:30 AM to complete the joining formalities. At the time of joining, you are expected to carry originals of the documents as per **Annexure – D** and submit the copies of the same to the HR Team.

7. Please note that this Offer is subject to your being given a clear background check either at the time of reporting/joining or thereafter depending upon our receipt of the background check report from the agency.

8. Kindly acknowledge acceptance of this Offer of Appointment by signing and returning the 'acceptance copy' to Offers@cerium-systems.com latest by **06th Dec 2021.**

Cerium Systems Pvt Ltd
No 527, 22nd Main Road, Sector 1
Sector 1, HSR Layout
Bangalore, Karnataka 560102, India
Cerium-systems.com

9. For any clarification / further Information on:

- Employment terms and conditions, please get in touch with **Bhargav** (E-Mail:**Offers@cerium-systems.com**)
- On boarding logistics / operations, kindly drop a mail to helpdesk@cerium-systems.com(Please quote the Reference No. as mentioned above in emails)

For Cerium Systems Private Limited,

Authorized Signatory

Encl: **Annexure-A** (Salary Structure), **Annexure-B** (Important / Indicative Terms & Conditions of Employment), **Annexure-C** (Medical Self declaration), **Annexure-D** (Check List of Documents), **Annexure-E** (Confidentiality Agreement), **Annexure F** – Intellectual property Assignment, **Annexure-G** – General Covenant, **Annexure H** (Code of Conduct and Ethics), **Annexure I** (Indemnity Bond with Surety)

Accepted

Date: Signature of Candidate:

Tech Mahindra
Cerium Systems

Cerium Systems Pvt Ltd
No 527, 22nd Main Road, Sector 1
Sector 1, HSR Layout
Bangalore, Karnataka 560102, India
Ceriumsystems.com

Annexure - A

NAME	**Karampudi Jagadeesh**
TITLE	**Associate Engineer**
BAND	**U1**
LOCATION	**Vizag**

COMPONENTS	**Per Annum** (All figures in Indian Rupees)
BASIC (@40% OF TOTAL FIXED PAY)	117735
HRA (@70% OF BASIC)	82415
BONUS / STATUTORY BONUS	48000
EMPLOYER'S CONTRIBUTION TO PROVIDENT FUND	21600
FLEXIBLE COMPONENTS OF TFP	24587
TOTAL FIXED PAY.....(A)	**294337**
TOTAL VARIABLE PAY (TVP)..... (B)	**0**
ADDITIONAL BENEFITS..... (C)	**10000**
GRATUITY	5663
TOTAL COST TO COMPANY.....(D) = (A) + (B) + (C)	**310000**

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 TFP as per the 'Flexi Benefit Plan' under the following heads as per eligibility specified in the applicable policy:

Component	**Max Limit**
Leave Travel Assistance	
Meal Card	26400
Residential Telephone Reimbursement	
Car Lease	
Fuel & Maintenance	
Driver Salary	
Superannuation	
National Pension Scheme	

Post utilization of applicable max limits as mentioned above, balance amount if any, shall be paid as taxable amount under Additional Personal Pay component.

(Contd...)

Tech Mahindra
Cerium Systems

Cerium Systems Pvt Ltd
No 527, 22nd Main Road, Sector 1
Sector 1, HSR Layout
Bangalore, Karnataka 560102, India
Cerium-systems.com

Date:06th Dec 2021

Employee ID:- CSB09295

TALARI RAJA KULLAYAPPA

4-3, KANAKADRIPALLE,
KOLINIGUNDLA,
KURNOOL,
A.P. - 518123.

Subject - Offer of Appointment

Dear **TALARI RAJA KULLAYAPPA,**

It is our pleasure to welcome you to Cerium Systems Private Limited (referred to as "The Company")

1. With reference to our discussions, we are pleased to offer you appointment in our Organization as **Associate Engineer** on **U1** band, operating out of our **Vizag** office.

2. Your "Annual Total Cash Compensation" will be **Rs. 3,10,000 (Indian Rupees Three lakhs ten thousand only)**. Please refer **Annexure-A** for details on the compensation and statutory deductions.

3. Your remuneration package is strictly confidential between you and here after, referred as The Company and should not be discussed with anyone nor divulged to anyone in any manner whatsoever.

4. Your employment with us will be governed by terms and conditions as specified in **Annexure-B.**

5. You are required to join on **06th Dec 2021** at the below mentioned location. The Offer stands withdrawn thereafter, unless the date is extended and communicated to you in writing.

6. On the date of joining, you are requested to report to **Vizag office** at 9:30 AM to complete the joining formalities. At the time of joining, you are expected to carry originals of the documents as per **Annexure – D** and submit the copies of the same to the HR Team.

7. Please note that this Offer is subject to your being given a clear background check either at the time of reporting/joining or thereafter depending upon our receipt of the background check report from the agency.

8. Kindly acknowledge acceptance of this Offer of Appointment by signing and returning the 'acceptance copy' to Offers@cerium-systems.com latest by **06th Dec 2021.**

Cerium Systems Pvt Ltd
No 527, 22nd Main Road, Sector 1
Sector 1, HSR Layout
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Cerium-systems.com

9. For any clarification / further Information on:

- Employment terms and conditions, please get in touch with **Bhargav** (E-Mail:**Offers@cerium-systems.com**)
- On boarding logistics / operations, kindly drop a mail to helpdesk@cerium-systems.com(Please quote the Reference No. as mentioned above in emails)

For Cerium Systems Private Limited,

Authorized Signatory

Encl: **Annexure-A** (Salary Structure), **Annexure-B** (Important / Indicative Terms & Conditions of Employment), **Annexure-C** (Medical Self declaration), **Annexure-D** (Check List of Documents), **Annexure-E** (Confidentiality Agreement), **Annexure F** – Intellectual property Assignment, **Annexure-G** – General Covenant, **Annexure H** (Code of Conduct and Ethics), **Annexure I** (Indemnity Bond with Surety)

Accepted

Date: Signature of Candidate:

Cerium Systems Pvt Ltd
No 527, 22nd Main Road, Sector 1
Sector 1, HSR Layout
Bangalore, Karnataka 560102, India
Ceriumsystems.com

Tech Mahindra
Cerium Systems

Annexure - A

NAME	**TALARI RAJA KULLAYAPPA**
TITLE	**Associate Engineer**
BAND	**U1**
LOCATION	**Vizag**

COMPONENTS	**Per Annum** (All figures in Indian Rupees)
BASIC (@40% OF TOTAL FIXED PAY)	117735
HRA (@70% OF BASIC)	82415
BONUS / STATUTORY BONUS	48000
EMPLOYER'S CONTRIBUTION TO PROVIDENT FUND	21600
FLEXIBLE COMPONENTS OF TFP	24587
TOTAL FIXED PAY.....(A)	**294337**
TOTAL VARIABLE PAY (TVP).....(B)	**0**
ADDITIONAL BENEFITS.....(C)	**10000**
GRATUITY	5663
TOTAL COST TO COMPANY.....(D) = (A) + (B) + (C)	**310000**

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 TFP as per the "Flexi Benefit Plan" under the following heads as per eligibility specified in the applicable policy:

Component	**Max Limit**
Leave Travel Assistance	
Meal Card	26400
Residential Telephone Reimbursement	
Car Lease	
Fuel & Maintenance	
Driver Salary	
Superannuation	
National Pension Scheme	

Post utilization of applicable max limits as mentioned above, balance amount if any, shall be paid as taxable amount under Additional Personal Pay component.

(Contd...)

17481A0303

Offer: Computer Consultancy
Ref: TCSL/CT20203477352/Hyderabad
Date: 11/01/2021

Mr. Anudeep Dasari
2-97,Christian Peta,
Near Library,
Bantumilli-521324,
Andhra Pradesh.
Tel# 91-9701290451

Dear Anudeep Dasari,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be assigned a role in the **Engineering & Industrial Services and Internet of Things (EIS & IOT)** Unit, which is subject to change as per the business requirements of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year.Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Deccanpark, No 1 Software Units Layout, Madhapur, Hyderabad 500 081 India
Tel: 91 40 6667 2000 Fax: 91 40 6667 2222 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of **₹14,784/-** per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

1. **House Rent Allowance (HRA)**
   Your HRA will be **₹5,914/-** per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. **Leave Travel Allowance**
   You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

3. **Food Card**
   You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias.As per the Pre-Defined structure you will be eligible for a Food Card with an amount of **₹500/-** being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Deccanpark, No 1 Software Units Layout, Madhapur, Hyderabad 500 081 India
Tel: 91 40 6667 2000 Fax: 91 40 6667 2222 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

PERFORMANCE PAY

Monthly Performance Pay
You will receive a monthly performance pay of **₹1,700/-**. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

Quarterly Variable Allowance
Your variable allowance will be **₹600/-** per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

Quarterly Variable Allowance is subject to review on your first anniversary and may undergo a change based on the actual performance of the Company, your business unit and your own ongoing individual performance. The payment is subject to your being active on the company rolls on the date of announcement of Quarterly Variable Allowance.

This Pay/Allowance shall be treated as productivity bonus in lieu of statutory profit bonus.

Performance Pay will be effective upon successful completion of the TCS Xplore Programme.

CITY ALLOWANCE

You will be eligible for a City Allowance of **₹200/-** per month. This is specific to India and is linked to your base branch. In the event of a change in your base branch this amount may undergo a change. It will stand to be discontinued while on international assignments. This allowance is fully taxable and subject to review.

XPLORE/ LEARNING INCENTIVES

You will be eligible for Readiness Incentive AND/ OR Competency Incentive, basis your performance in TCS Xplore Program. The incentives gives you an additional earning potential of upto Rs.60,000 over and above your CTC during the first year.

OTHER BENEFITS

Health Insurance Scheme
TCSL brings the benefit of health insurance cover to you and your dependants under the company's Health Insurance Scheme(HIS).

HIS offers the following benefits:

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Deccanpark, No 1 Software Units Layout, Madhapur, Hyderabad 500 081 India
Tel: 91 40 6667 2000 Fax: 91 40 6667 2222 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

TATA

GROSS SALARY SHEET

Annexure 1

Name	Anudeep Dasari
Designation	Assistant System Engineer-Trainee
Institute Name	Gudlavalleru Engg. College, A P

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
Retention Incentive	NA	0
TOTAL GROSS	27,415	3,36,877
Xplore/ Learning Incentive****		Upto 60,000

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore Program.

**The Performance Pay is applicable upon successful completion of the TCS Xplore Program.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

**** Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
GROSS BOUQUET OF BENEFITS	7,646	91,752

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Deccanpark, No 1 Software Units Layout, Madhapur, Hyderabad 500 081 India
Tel: 91 40 6667 2000 Fax: 91 40 6667 2222 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Withdrawal of Offer

If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

K Ganesan
Global Head Talent Acquisition & AIP

Click here or use a QR code scanner from your mobile to validate the offer letter

Encl: Annexure 1: Benefits and Gross Salary
Annexure 2: List of TCS Xplore Centres
Annexure 3: Confidentiality and IP Terms

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Deccanpark, No 1 Software Units Layout, Madhapur, Hyderabad 500 081 India
Tel: 91 40 6667 2000 Fax: 91 40 6667 2222 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

17-303.

TATA

Ref: TCSL/CT20203477352/1429080/Hyderabad
Date: 14 June 2021

MR. ANUDEEP DASARI
2-97,Christian Peta null,
Near Library, Bantumilli,
Andhra Pradesh-521324.
Tel# 918897172451

Sub: Joining Letter

Dear Mr. Anudeep Dasari,

We would like to take this opportunity to extend a very warm welcome to TATA Consultancy Services Limited (TCSL) family.

We are pleased to inform you that your joining date at TCSL will be **15th July 2021** , your joining location is **Hyderabad** , work location is **Hyderabad** and your stream is **EIS & IOT** . This has been provided considering your preference and business requirements.

Your wellbeing is our utmost priority in the current COVID-19 pandemic scenario across India. Keeping this in mind, and the regulations enforced by various states at this point, we have internally enabled a virtual onboarding process for our future TCSers. For the Virtual Onboarding Process, **you will not be required to physically report at the TCS offices on the date of your joining** .

TCS XP HR Team will reach out to you over email in the next few days to guide you further on the virtual onboarding process and steps to be taken to prepare yourself for onboarding.

Congratulations on completing the first phase of your learning through TCS Xplore Program. We appreciate your passion towards learning which has helped you to perform well. You are now set to experience learning through our coveted TCS Xperience Program.

Private and Confidential

Anudeep. D

TATA CONSULTANCY SERVICES
Tata Consultancy Services Ltd
Peepul Park, Technopark Campus, Kariavattom P.O., Thiruvananthapuram - 695 581, Kerala, India
Telephone : +91 471 6629400, Fax: +91 471 6629499, Website : www.tcs.com
Registered Office : Nirmal Building, 9th Floor, Nariman Point, Mumbai - 400 021
Corporate Identification Number (CIN): L22210MH1995PLC084781

We look forward to you joining us on an enriching career with TCSL. Together, let us take this organization to greater heights!

Gear up to experience the future!!

Warm regards,

Janardhan S
Global Head - Talent Development

Click here or use a QR code scanner from your mobile to validate the joining letter

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TATA

TCS Xperience Program

Learning is a way of life at TCSL. The TCS Xperience Program will open a world of opportunities and help you to scale greater heights in your professional life.

The program is carefully designed to develop software engineering skills, nurture professionalism and inculcate a process mindset. This program provides the perfect platform to polish the skills you have gained through the TCS Xplore program, making you 'project ready'.

The duration of your TCS Xperience Program is based on your performance in TCS Xplore program and business requirements.

Based on your performance and number of attempts to clear the TCS Xplore Program, you are eligible for both Readiness Incentive of **INR20000** and Competency Incentive of **INR20000** . Your incentive will be given along with your salary.

Note :

- If you do not join the organization on the specified date, you will be eligible only for Competency incentive and not for the Readiness incentive.

- Readiness incentive will not be given if a request for re-joining is initiated by you. :

- You need to serve minimum tenure (12 months from the date of joining) with the organization. If you do not serve the minimum tenure mentioned above, the incentives provided will be recovered.

The program has regular assessments based on pre-defined learning objectives. You are expected to meet the required standards during the TCS Xperience Program. In case, the performance does not meet the expectations, the management reserves the right to either extend your program or take appropriate action.

As communicated through various forums during the recruitment process, your appointment is subject to completion of your final academic (UG/PG) course within the stipulated time as specified by your University/Institute and as per TCSL selection guidelines. You also have to fulfill all the TCS eligibility criteria as stated in the Offer letter.

Kindly confirm your acceptance of this program by clicking on the 'I Accept' button in Nextstep portal. We encourage you to join us on the specified date to enjoy the benefit of timely processing and avail better opportunities.

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Registered Office : Nirmal Building, 9th Floor, Nariman Point, Mumbai - 400 021
Corporate Identification Number (CIN): L22210MH1995PLC084781

1748|A0307

Cigniti

WELCOME TO

CIGNITI TECHNOLOGIES

The world's leading independent Quality Engineering & Software Testing services company.

Ref: Cigniti Technologies/PT/OID2021

14-Oct-2021

Offer of Employment

Mr. Sunilkumar Bandhamravuri
Hyderabad

Dear Sunilkumar,

Welcome to Cigniti!

It gives us immense pleasure in inviting you to join Cigniti Technologies Limited ("Cigniti" or the "Company") as one of its valuable member. We believe that the growth of an organization is fueled by the enthusiasm and energy of people who are willing to invest into its future. We therefore believe that all our employees are truly our ASSOCIATES in our road to the future. We are happy that you are one such Associate joining us in our efforts to create a truly global organization.

We are pleased to inform you that you have been offered an employment in Cigniti as **Trainee.**

Your total Cost to Company (TCTC) will be **Rs. 320000/-** per annum (Rupees **Three Lakhs Twenty Thousand only**). For detail compensation breakdown refer **Annexure I.**

This offer is valid till **18-Oct-2021** and you are expected to join the Organization on (or) before valid date.

You are expected to work with the Organization for a minimum period of 24 months from the date of joining, for which you will be signing an agreement. In case of leaving during the specific period of 24 months of employment or committing any breach of the agreement, you will have to pay an amount of Rs.2,00,000/- (Rupees Two Lakh Only) towards compensation for training along with the amount paid.

This offer has been made based on the information furnished by you. However, if there is a discrepancy in the given documents / certificates then the company reserves the right to revoke the offer at any time.
Your employment is governed by terms & conditions referred in **Annexure II.**

We trust your knowledge, skills, experience and commitment will be among our most valuable assets. We look forward to you having a successful career at **Cigniti Technologies Limited.**

Wishing you all the best,
Yours sincerely,
CIGNITI TECHNOLOGIES LIMITED

Karuna Kumar Vempala
Global Head – Talent Acquisition

C	A	P	I	T	A	L
Collaborative	Assertive	Passionate	Innovative	Transparent	Accountable	Learning

Cigniti

Annexure - 1

NAME	Sunilkumar Bandhamravuri	
DESIGNATION	Trainee	
DATE OF JOINING	18-Oct-2021	
LOCATION	Hyderabad	
JOB LEVEL	Level 1	
Salary Component	**Monthly**	**Annually**
Basic	11755	141060
H.R.A	4702	56424
Conveyance	1600	19200
Medical Allowance	1250	15000
Other Allowance	4203	50436
Total Gross Salary	23510	282120
Statutory & Other Benefits (Company Contribution)		
PF	1800	21600
MFI (Medical Family Insurance)	1357	16284
Total Cost to the Company (CTC)	26667	320000

Standard Deductions from Gross : PF -Employee Contribution, Professional Tax & Income Tax Deduction at Source (TDS)

Flexi Basket Components (Part of Other Allowances)

Flexi Basket Plan (FBP)*	Eligibility	Min / Per Month	Max / Per Month
VPF (Voluntary Provident Fund)	All Employees - Under section 80C (Tax limit up to 1.50lacs)	0	Up on 100% of Basic / 100% of other allowances whichever is lesser
NPS (National Pension Scheme)	All Employees - Under section 80CCD (Tax limit up to 10% of Basic)	500	Upto 100% of other allowances
Food Coupons	All Employees - Under IT rule (3)(7)(iii)	2200	2200
Flexi basket components are part of other allowances & can be declared post joining			

Provident Fund (PF): You will be covered under Cigniti Technologies Limited Employees' Provident Fund Scheme. Your contribution and the Company's contribution are a part of above compensation. PF is calculated on 12% of minimum basic (15000) or 1800 as per the PF Act.

Gratuity: Benefit as per the payment of Gratuity Act.

Medical Insurance: In accordance with the Company policy you and your immediate family (i.e. spouse, unmarried dependent children, and parents) will be covered under our Medical Insurance Plan

Personal Accident Insurance: You will also be covered under our Personal Accident Insurance Policy.

Income Tax: You will be solely responsible for your Income Tax as required by the local laws and tax authorities. All payment to be made to you will follow statutory requirements including tax to be deducted at source. The company will deduct yours Tax from your monthly income and remit to the tax authorities on your behalf as TDS. Where applicable the Company will issue tax deduction certificates thereof.

Cigniti

Annexure – 2

1) **Date of Commencement of Employment:** Your employment with the company shall commence the day you report and join the organization.

2) **Location:** Your employment with Cigniti Hyderabad will be based at the offices of Cigniti in Hyderabad. Your services may be transferred from time to time to its subsidiaries and associates or group companies, whether in or outside India.

3) **Leave:** You will be eligible for 1.75 days of General leave (EL+SL+CL) per month or 21 days per annum. Apart from the General Leave, the policy also covers special leaves such as, up to 5 days for Paternity Leave and 3 days for bereavement. Please refer to Company's Leave Policy outlining the eligibilities and applicability

4) **Salary cycle:** The salary cycle will be from the 1st of a month to the 30th of the same month. The salary will be credited to the corporate salary bank account, and / or by cheque.

5) **Background Checks:** The Company may, at its discretion conduct background checks prior to or after your expected joining date to validate your identity, the address provided by you, your education details and details of your prior work experience, if any, and to conduct any criminal checks. You expressly consent to the Company conducting such background checks. In this connection, you are required to furnish the documents listed in "Offer Annexure for India". If the Company is not satisfied, in its sole discretion, with the outcome of the background checks, the Company reserves the right to withdraw this Offer without notice and Compensation or to take any appropriate action against you, including, but not limited to termination of your employment.

6) **Conditions of Hire:**

   Please note that this letter of appointment is conditional on:

   a) satisfactory reference checks of all qualifications and the accuracy of the employment history provided by you.
   b) you holding a valid passport
   c) the acceptance of the terms and conditions of your assignment / appointment set forth along the annexure.
   d) Obtaining / possessing employment passes or work permits from relevant authorities in India to work in India.
   e) Getting formally and completely relieved from your previous employer, in the event you were employed elsewhere by other employer before joining Cigniti.

7) **Hours of Work:** Your working hours would be governed by applicable laws and will be applicable to you depending upon your place of posting and as amended from time to time. Further, you should be prepared to work on any shift, as may be warranted by the company's/client's work requirement.

8) **Contract Terms and Notice Period:**

   a. This is at will employment and may be terminated by either party by giving two months' or any time earlier than the expected notice period advance notice in writing or payment in lieu thereof to the other party based on approval. Salary for this purpose will be based on your Gross Salary.

   b. the company can, keeping in view the business situations, decide to relieve you earlier than the expected notice period. In such event the salary would be paid up to the last working day i.e the day the you will be getting relieved.

c. In event of your resignation , any requests for early relieving from the services shall be considered only on necessary approvals as per the policy of the organization.

d. If, in the reasonable opinion of company, you are guilty of any serious misconduct, company may terminate your employment without notice and any payment thereof. Serious misconduct includes, but is not limited to

1. violation of any of the terms of this Agreement.
2. refusal to abide and obey a reasonable command or expectations of company, and not performing the duties assigned under this agreement.
3. dishonesty, theft, serious neglect, gross misconduct, mis-representation
4. expressly or by implicitly repudiating this Agreement;
5. act in such a way (whether or not in the course of your employment) as to bring the Company or its subsidiaries into disrepute;
6. being convicted of a criminal offence;
7. being convicted of or charged with an offence involving moral turpitude: or
8. do any act detrimental or damaging to the Company, its Affiliates and Clients.

e. **Retirement age:** The age of retirement will be your attainment of 58 (fifty-eight) years as calculated as per your official date of birth. However, the management at its discretion may extend this age, in individual cases.

9) **Code of Business Conduct:** All the time during the term of your employment with Cigniti you are required to comply with all the applicable laws, regulations of the land and Cigniti Code of Business Conduct. You are advised to read Cigniti Code of Business Conduct thoroughly as soon as your employment commences and attend all the mandatory trainings as advised time to time.

10) **Intellectual Property:** Your duties could include formulating new strategies, initiatives and encouraging creative work in the respective department. Copyright or other intellectual property may subsist in the work that is expected to be generated. Any such intellectual property rights shall vest absolutely in the Company, and you undertake to execute all necessary documents, and do whatever else may be necessary to secure those rights, even after your employment has ended, including a deed of assignment of any intellectual property substantially in the form attached hereto as Schedule-I.

11) **Confidentiality:** As a part of employment with the Company, you will execute a Non-Compete & Non-Disclosure Agreement in a form attached hereto as Schedule II, the terms of which will be binding on you. All information concerning the business, practices, finances, strategies, plans etc. of the company shall be considered as strictly confidential and any breach thereof is deemed as misconduct which entitles the company to terminate your employment in accordance with the provisions above.

12) **Information Security Management System Policies:** You will be required to sign an agreement to abide by the Information Security Management System Policies of the Organization which is attached hereto as Schedule III.

13) **Non-Violation:** You represent that by accepting the terms of this agreement you will not be violating the terms and conditions of any agreement with your previous employer or third parties.

14) **Company Property:** When your employment ends, for whatever reason, you will, before being relieved from the Company, return to the Company:

a) all equipment and materials belonging to the Company or its Clients, along with any passwords, information or other objects required to use the equipment;

b) every Company document (including electronic documents) of whatever description in your possession or control, together with any copies, notes or summaries of such documents and your own working papers, for all of which you undertake to make a diligent search);

c) all other Company property, including Confidential Information, in your possession or control.

15) **Outside Interests:** You shall not (either solely or jointly with any other person, firm or company and whether directly or indirectly) carry on or be engaged in or interested in any other business during the period of this Agreement. You shall devote all your working hours in the service of the Company and shall not engage in, continue to be engaged in, invest in, be a director of, start or support any other business without the prior written consent of the board of the Company.

16) **Past Record:** If any declaration given or information furnished to the Company prove to be false or if you are to have willfully suppressed any material information, in such case, you will be liable to removal from services, without any notice. You will also be liable to such damages or such action as may be determined by the Company.

17) **Amendments:** You will abide by all the rules and regulations of the Company which are in force from time to time and the Company shall have the right to vary or modify any or all of the above terms and conditions which shall be binding on you.

18) **Governing Law:** This agreement shall be governed by the laws of India and the courts of Hyderabad shall have exclusive jurisdiction to settle any dispute that may arise in relation to the interpretation and performance of this Agreement.

Wishing you all the best,

CIGNITI TECHNOLOGIES LIMITED

Karuna Kumar Vempala
Global Head – Talent Acquisition

Cigniti

Annexure - 3

Kindly carry all the below hardcopies of documents on the date of joining - (Mandatory)

1	3 passport size photographs
2	Resignation acceptance mail/ Relieving Letter of Recent Employer
3	Signed Cigniti Offer letter
4	10th Marks List or Certificate
5	12th / Intermediate Certificate
6	Graduation - Marks List or Certificate
7	Post-Graduation - Marks List or Certificate
8	Relieving/Service Letters (Previous Employers)
10	PAN Card
11	Passport/ Aadhaar Card
12	Permanent & Current Address proof's

Note:

You are expected to report the HR – Onboarding team on the date of joining. The On boarding team would get in touch with you shortly with further details related to your Induction into Cigniti.

Date: 29th of April 2021
Name: BANDHAMRAVURI SUNILKUMAR
Roll Number: 17481A0307

Sub: Letter of Intent

Dear BANDHAMRAVURI SUNILKUMAR

We are pleased to offer you the position of **Customer Care Executive.** You shall report for a comprehensive training program on **May/June/Jul** at 10:00 AM.

Your Monthly CTC will be **Rs.12,200/- + Incentives & Tenure bonus**. The details of your salary break up are provided to you in the annexure.

The offer is subject to:

- You submitting the degree certificate and all your mark sheets at the time of joining.
- A satisfactory reference from the list of referees furnished by you at the time of joining.
- A satisfactory medical opinion, if required, from a registered medical practitioner (RMP) nominated by the company.
- Submission of satisfactory proofs regarding information declared by you, i.e. your age, educational qualification, previous work experience and relieving letter from your last employer etc.

You will be under training which will vary for a period from 2 to 8 weeks depending on the performance and the project that you would be assigned. Your continuity in the organization is subject to successful clearance of training evaluation.

You will be on probation for a period of 6 months and will be confirmed on rolls upon successful completion of the probation (The probation is inclusive of the training period).

We are looking forward to you building a successful career with ALLSEC. .

Best Wishes,

For Allsec Technologies Limited,

Authorized Signatory
Human Resources Department

ALLSEC TECHNOLOGIES LTD.
Regd. Office : 46-C, Velachery Main Road, Velachery, Chennai - 600 042
Tel : +91.44.4299 7070 web : www.allsectech.com
Corporate Identity Number : L72300TN1998PLC041033, Email : contactus@allsectech.com

Date: 29th of April 2021
Name: BANDHAMRAVURI SUNILKUMAR
Roll Number: 17481A0307

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You will be on probation for a period of 6 months and will be confirmed on rolls upon successful completion of the probation (The probation is inclusive of the training period).

We are looking forward to you building a successful career with ALLSEC.

Best Wishes,

For Allsec Technologies Limited,

Authorized Signatory
Human Resources Department

Date: 29th of April 2021
Name: BANDHAMRAVURI SUNILKUMAR
Roll Number: 17481A0307

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We are looking forward to you building a successful career with ALLSEC.

Best Wishes,

For Allsec Technologies Limited,

Authorized Signatory
Human Resources Department

ALLSEC TECHNOLOGIES LTD.
Regd. Office : 46-C, Velachery Main Road, Velachery, Chennai - 600 042
Tel : +91.44.4299 7070 web : www.allsectech.com
Corporate Identity Number : L72300TN1998PLC041033, Email : contactus@allsectech.com

17-808

BSA Corporation Limited BSA

Offer Letter

Date : 12/ 08 /2021

To,

Ms. BATTA URMILA
Gudlavalleru Engineering College
Gudlavalleru.

Subject : Selection as On The Job Trainee

Dear Candidate,

Congratulations.....!!!

You have been selected in campus drive on 12th August 2021. Herewith, we offer you to join BSA Corporation Ltd. Company as Trainee. You are expected to report on 3rd week of Aug to 4th Week of Aug 2021 at Chennai for Training. Your joining letter & other formalities will be completed on arrival at Chennai.

On arrival at Chennai, you can contact our person on below given numbers.

Mr.Saravanan : 96003 87972

Thanks,

For BSA Corporation Limited,

B Ranjith Kumar
Senior Manager – HR operations

Recived orisinal copy
B.urmila
16/8/2021

BSA Corporation Limited
Corporate Office: 18-20, Sukhwani Fortune, Morwadi Road, Pimpri, Pune – 411018
Tel.: +91 20-27474997 Telefax: +91 20-27474962 Email: marketing@bsagroup.in Website: www.bsagroup.in

17481A0315

Ref: TCSL/CT20203461749/1644867/Chennai
Date: 17 November 2021

MS. SUSMITHA CHEPURI
Door No:7-370 Rajeev Veedhi,
Vuyyuru, Vuyyuru,
Andhrapradesh-521165.
Tel# 919951230048

Sub: Joining Letter

Dear Ms. Susmitha Chepuri,

We would like to take this opportunity to extend a very warm welcome to TATA Consultancy Services Limited (TCSL) family.

We are pleased to inform you that your joining date at TCSL will be **25th November 2021** , your joining location is **Hyderabad** , work location is **Hyderabad** and your stream is **IT** . This has been provided considering your preference and business requirements.

Your wellbeing is our utmost priority in the current COVID-19 pandemic scenario across India. Keeping this in mind, and the regulations enforced by various states at this point, we have internally enabled a virtual onboarding process for our future TCSers. For the Virtual Onboarding Process, **you will not be required to physically report at the TCS offices on the date of your joining** .

TCS XP HR Team will reach out to you over email in the next few days to guide you further on the virtual onboarding process and steps to be taken to prepare yourself for onboarding.

Congratulations on completing the first phase of your learning through TCS Xplore Program. We appreciate your passion towards learning which has helped you to perform well. You are now set to experience learning through our coveted TCS Xperience Program.

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TCS Xperience Program

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The duration of your TCS Xperience Program is based on your performance in TCS Xplore program and business requirements.

The program has regular assessments based on pre-defined learning objectives. You are expected to meet the required standards during the TCS Xperience Program. In case, the performance does not meet the expectations, the management reserves the right to either extend your program or take appropriate action.

As communicated through various forums during the recruitment process, your appointment is subject to completion of your final academic (UG/PG) course within the stipulated time as specified by your University/Institute and as per TCSL selection guidelines. You also have to fulfill all the TCS eligibility criteria as stated in the Offer letter.

Kindly confirm your acceptance of this program by clicking on the 'I Accept' button in Nextstep portal. We encourage you to join us on the specified date to enjoy the benefit of timely processing and avail better opportunities.

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Tata Consultancy Services Ltd
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We look forward to you joining us on an enriching career with TCSL. Together, let us take this organization to greater heights!

Gear up to experience the future!!

Warm regards,

Janardhan S
Global Head - Talent Development

Click here or use a QR code scanner from your mobile to validate the joining letter

TATA CONSULTANCY SERVICES
Tata Consultancy Services Ltd
Peepul Park, Technopark Campus, Kariavattom P.O., Thiruvananthapuram - 695 581, Kerala, India
Telephone : +91 471 6629400, Fax: +91 471 6629499, Website : www.tcs.com
Registered Office : Nirmal Building, 9th Floor, Nariman Point, Mumbai - 400 021
Corporate Identification Number (CIN): L22210MH1995PLC084781

17481A0310

CENERG

Date: 02.08.2021

To,
Ms. B.Thanuja
EMP NO: 40027
DEPT: Design

Dear Ms. B.Thanuja,

Sub: LETTER OF APPOINTMENT FOR A FIXED TERM EMPLOYMENT

1. *This has reference to your application and the Subsequent test /interview which you had with us, we are pleased to appoint you in Fixed Term Employment for a specified period of 24 months from 02.08.2021 to 01.08.2023 (both days inclusive).*

2. You will be paid a Stipend including all allowances. Attached Annexure mentioning breakup of salary.

3. Be it clearly understood and agreed that your appointment is being made on FTE basis for a fixed period as stated above. Your appointment will automatically come to an end on the Expiry of the specified period and no notice or notice pay or retrenchment compensation will be payable to you by the Management. Since your appointment is being made for a specified period you will neither have any right nor lien on the job held by you. Also, you will not claim regular employment even if there is such a vacancy for the post held by you or otherwise. Except one month's notice or salary in lieu of one month notice no compensation or remaining wages for unexpired period of contract of fixed period of appointment will be payable by the management if your services are terminated before the specified period of your service.

4. Stipend:

   A) You shall be paid a sum of Rs.14,000/- per month towards stipend during your FTE period for first Year.

   B) You shall be paid a sum of Rs.16,000/- per month towards stipend during your FTE period for second year.

5. Your duties will include efficient, satisfactory and economical operation in any department in which you will be placed from time to time.

6. You shall not at any time either during the continuance of your employment with the company or after you cease to be in the employment of the company for any reason whatsoever, except with the prior consent or direction of the company in writing disseminate, lecture upon, publish or divulge either directly or indirectly to any person, firm or company any formula, processes, methods machines, composition, ideas or any other knowledge, information or documents whatsoever, whic you may acquire during the course of, or incidental to, your employment with the company concernir research, development, contracts, methods, working processes, trade secrets, transactions, affa or customers of the company.

...GLOBAL TOOLS PVT. LTD. | Phone: +91 8455 223594 8455 223556 | +91 8455 243594 | Email: info@cenerg.in | Web: www.cenerg.in | CIN # U29253TG2...

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17481A0311

Offer: Computer Consultancy
Ref: TCSL/CT20213787595/Chennai
Date: 07/12/2021

Mr. Rajesh Bellani
Behind Varma ElectronicsKalidindi Road,
Near Gas Office,
Kaikaluru-521333,
Andhra Pradesh.
Tel# 91-9542992830

Dear Rajesh Bellani,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore/ TCS Xperience (detailed under Terms & Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
415/21-24, Kumaran Nagar, Sholinganallur, Old Mahabalipuram, Chennai 600 119 Tamil Nadu India
Tel: 91 44 6616 2222 Fax: 91 44 6616 2555 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of **₹14,784/-** per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

1. **House Rent Allowance (HRA)**
   Your HRA will be **₹5,914/-** per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. **Leave Travel Allowance**
   You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

3. **Food Card**
   You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias.As per the Pre-Defined structure you will be eligible for a Food Card with an amount of **₹500/-** being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.

TATA CONSULTANCY SERVICES
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TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

PERFORMANCE PAY

Monthly Performance Pay
You will receive a monthly performance pay of **₹1,700/-**. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

Quarterly Variable Allowance
Your variable allowance will be **₹600/-** per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

Quarterly Variable Allowance is subject to review on your first anniversary and may undergo a change based on the actual performance of the Company, your business unit and your own ongoing individual performance. The payment is subject to your being active on the company rolls on the date of announcement of Quarterly Variable Allowance.

This Pay/Allowance shall be treated as productivity bonus in lieu of statutory profit bonus.

Performance Pay will be effective upon successful completion of the TCS Xplore / Xperience Programme.

CITY ALLOWANCE

You will be eligible for a City Allowance of **₹200/-** per month. This is specific to India and is linked to your base branch. In the event of a change in your base branch this amount may undergo a change. It will stand to be discontinued while on international assignments. This allowance is fully taxable and subject to review.

OTHER BENEFITS

Health Insurance Scheme
TCSL brings the benefit of health insurance cover to you and your dependants under the company's Health Insurance Scheme(HIS).

HIS offers the following benefits:

1. **Basic Cover**
   i. Entitlement - Includes domiciliary expenses up to ₹6,000/- per insured person per annum and basic hospitalization expenses up to ₹2,00,000/- per insured person per annum.

TATA CONSULTANCY SERVICES
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TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

TATA

GROSS SALARY SHEET **Annexure 1**

Name	**Rajesh Bellani**
Designation	**Assistant System Engineer-Trainee**
Institute Name	**Gudlavalleru Engg. College, A P**

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
TOTAL GROSS	27,415	3,36,877

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore / Xperience Program.

**The Performance Pay is applicable upon successful completion of the TCS Xplore / Xperience Program.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
GROSS BOUQUET OF BENEFITS	7,646	91,752

TATA CONSULTANCY SERVICES
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415/21-24, Kumaran Nagar, Sholinganallur, Old Mahabalipuram, Chennai 600 119 Tamil Nadu India
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Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Withdrawal of Offer
If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

Girish V. Nandimath
Global Head Talent Acquisition & AIP

Click here or use a QR code scanner from your mobile to validate the offer letter

Encl: Annexure 1: Benefits and Gross Salary
Annexure 2: List of TCS Xplore Centres
Annexure 3: Confidentiality and IP Terms

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
415/21-24, Kumaran Nagar, Sholinganallur, Old Mahabalipuram, Chennai 600 119 Tamil Nadu India
Tel: 91 44 6616 2222 Fax: 91 44 6616 2555 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

12512.

TATA

Offer: Computer consultancy
Ref: TCS/CT20203474492/Mumbai
Date: 11/06/2021

Mr. B Krishna Chaitanya Kumar,
Flat No. 303,
Srinivasam Apartment,
Manalakshmi Nagar, Poranki,
Penamaluru, Krishna Dist. -521 137
Tel# 91-9247960159

Dear B Krishna Chaitanya Kumar,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y.** You will be assigned a role in the **Engineering & Industrial Services and Internet of Things (EIS & IOT)**Unit, which is subject to change as per the business requirements of TCSL.

Your gross salary including all benefits will be Rs.3,36,877/- per annum , as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentives and / or Competency Incentive) basis you r performance in TCS Explore Program which gives an additional earning potential of upto **Rs.60,000** during the first year. Annexure- 1 provides the break-up of the compensation package.

Kindly conform your acceptance of this offer online through this option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining Date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Explore (detailed under Terms & Conditions)

TCS Confidential
TCSL/ CT20203474492

17-315

Date: 29th of April 2021
Name: CHEPURI SUSMITHA (W)
Roll Number: 17481A0315

Sub: Letter of Intent

Dear CHEPURI SUSMITHA (W)

We are pleased to offer you the position of **Customer Care Executive.** You shall report for a comprehensive training program on **May/June/Jul** at 10:00 AM.

Your Monthly CTC will be **Rs.12,200/- + Incentives & Tenure bonus**. The details of your salary break up are provided to you in the annexure.

The offer is subject to:

- You submitting the degree certificate and all your mark sheets at the time of joining.
- A satisfactory reference from the list of referees furnished by you at the time of joining.
- A satisfactory medical opinion, if required, from a registered medical practitioner (RMP) nominated by the company.
- Submission of satisfactory proofs regarding information declared by you, i.e. your age, educational qualification, previous work experience and relieving letter from your last employer etc.

You will be under training which will vary for a period from 2 to 8 weeks depending on the performance and the project that you would be assigned. Your continuity in the organization is subject to successful clearance of training evaluation.

You will be on probation for a period of 6 months and will be confirmed on rolls upon successful completion of the probation (The probation is inclusive of the training period).

We are looking forward to you building a successful career with ALLSEC.

Best Wishes,

For Allsec Technologies Limited,

Authorized Signatory
Human Resources Department

ALLSEC TECHNOLOGIES LTD.
Regd. Office : 46-C, Velachery Main Road, Velachery, Chennai - 600 042
Tel : +91.44.4299 7070 web : www.allsectech.com
Corporate Identity Number : L72300TN1998PLC041033, Email : contactus@allsectech.com

Date: 29th of April 2021
Name: CHEPURI SUSMITHA (W)
Roll Number: 17481A0315

Sub: Letter of Intent

Dear CHEPURI SUSMITHA (W)

We are pleased to offer you the position of **Customer Care Executive.** You shall report for a comprehensive training program on **May/June/Jul** at 10:00 AM.

Your Monthly CTC will be **Rs.12,200/- + Incentives & Tenure bonus**. The details of your salary break up are provided to you in the annexure.

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- A satisfactory medical opinion, if required, from a registered medical practitioner (RMP) nominated by the company.
- Submission of satisfactory proofs regarding information declared by you, i.e. your age, educational qualification, previous work experience and relieving letter from your last employer etc.

You will be under training which will vary for a period from 2 to 8 weeks depending on the performance and the project that you would be assigned. Your continuity in the organization is subject to successful clearance of training evaluation.

You will be on probation for a period of 6 months and will be confirmed on rolls upon successful completion of the probation (The probation is inclusive of the training period).

We are looking forward to you building a successful career with ALLSEC.

Best Wishes,

For Allsec Technologies Limited,

Authorized Signatory
Human Resources Department

ALLSEC TECHNOLOGIES LTD.
Regd. Office : 46-C, Velachery Main Road, Velachery, Chennai - 600 042
Tel : +91 44 4299 7070 web : www.allsectech.com
Corporate Identity Number : L72300TN1998PLC041033, Email : contactus@allsectech.com

Date: 29th of April 2021
Name: CHEPURI SUSMITHA (W)
Roll Number: 17481A0315

Sub: Letter of Intent

Dear CHEPURI SUSMITHA (W)

We are pleased to offer you the position of **Customer Care Executive.** You shall report for a comprehensive training program on **May/June/Jul** at 10:00 AM.

Your Monthly CTC will be **Rs.12,200/- + Incentives & Tenure bonus**. The details of your salary break up are provided to you in the annexure.

The offer is subject to:

- You submitting the degree certificate and all your mark sheets at the time of joining.
- A satisfactory reference from the list of referees furnished by you at the time of joining.
- A satisfactory medical opinion, if required, from a registered medical practitioner (RMP) nominated by the company.
- Submission of satisfactory proofs regarding information declared by you, i.e. your age, educational qualification, previous work experience and relieving letter from your last employer etc.

You will be under training which will vary for a period from 2 to 8 weeks depending on the performance and the project that you would be assigned. Your continuity in the organization is subject to successful clearance of training evaluation.

You will be on probation for a period of 6 months and will be confirmed on rolls upon successful completion of the probation (The probation is inclusive of the training period).

We are looking forward to you building a successful career with ALLSEC.

Best Wishes,

For **Allsec Technologies Limited,**

Authorized Signatory
Human Resources Department

ALLSEC TECHNOLOGIES LTD.
Regd. Office : 46-C, Velachery Main Road, Velachery, Chennai - 600 042
Tel : +91.44.4299 7070 web : www.allsectech.com
Corporate Identity Number : L72300TN1998PLC041033, Email : contactus@allsectech.com

TATA

17481A0317

Offer: Computer Consultancy
Ref: TCSL/CT20213783087/Kolkata
Date: 02/11/2021

Mr. Eswar Naga Sai Mani Kumar Chitturi
1-64Mainroad,
Ramalayam Street, Mulakalapalli,
Mulakalapalli-521343,
Andhra Pradesh.
Tel# -6301113429

Dear Eswar Naga Sai Mani Kumar Chitturi,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore/ TCS Xperience (detailed under Terms & Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Building 1A, EcoSpace, Plot - IIF/12, New Town, Rajarhat, Kolkata-700156, West Bengal, India
Tel: 91 33 6688 1000 Fax: 91 33 6636 6001 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of **₹14,784/-** per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

1. **House Rent Allowance (HRA)**
   Your HRA will be **₹5,914/-** per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. **Leave Travel Allowance**
   You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

3. **Food Card**
   You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias.As per the Pre-Defined structure you will be eligible for a Food Card with an amount of **₹500/-** being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.

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TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

PERFORMANCE PAY

Monthly Performance Pay
You will receive a monthly performance pay of **₹1,700/-**. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

Quarterly Variable Allowance
Your variable allowance will be **₹600/-** per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

Quarterly Variable Allowance is subject to review on your first anniversary and may undergo a change based on the actual performance of the Company, your business unit and your own ongoing individual performance. The payment is subject to your being active on the company rolls on the date of announcement of Quarterly Variable Allowance.

This Pay/Allowance shall be treated as productivity bonus in lieu of statutory profit bonus.

Performance Pay will be effective upon successful completion of the TCS Xplore / Xperience Programme.

CITY ALLOWANCE

You will be eligible for a City Allowance of **₹200/-** per month. This is specific to India and is linked to your base branch. In the event of a change in your base branch this amount may undergo a change. It will stand to be discontinued while on international assignments. This allowance is fully taxable and subject to review.

OTHER BENEFITS

Health Insurance Scheme
TCSL brings the benefit of health insurance cover to you and your dependants under the company's Health Insurance Scheme(HIS).

HIS offers the following benefits:

1. **Basic Cover**
   i. Entitlement - Includes domiciliary expenses up to ₹6,000/- per insured person per annum and basic hospitalization expenses up to ₹2,00,000/- per insured person per annum.

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Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

TATA

GROSS SALARY SHEET

Annexure 1

Name	Eswar Naga Sai Mani Kumar Chitturi
Designation	Assistant System Engineer-Trainee
Institute Name	Gudlavalleru Engg. College, A P

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
TOTAL GROSS	27,415	3,36,877

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore / Xperience Program.

**The Performance Pay is applicable upon successful completion of the TCS Xplore / Xperience Program.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
GROSS BOUQUET OF BENEFITS	7,646	91,752

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Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Withdrawal of Offer

If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

Girish V. Nandimath
Global Head Talent Acquisition & AIP

Click here or use a QR code scanner from your mobile to validate the offer letter

Encl: Annexure 1: Benefits and Gross Salary
Annexure 2: List of TCS Xplore Centres
Annexure 3: Confidentiality and IP Terms

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Building 1A, EcoSpace, Plot - BF/12, New Town, Rajarhat, Kolkata-700156, West Bengal, India
Tel: 91 33 6688 1000 Fax: 91 33 6636 6001 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

17-319

JBM Auto Limited

Plot No. R9/B-1, Renault Nissan Supplier's Park, SIPCOT Industrial Growth Center, Seerakuppam Village,
Sriperumbudur Taluk, Kancheepuram Dist, Tamilnadu-603 109. Tel : 044 - 67201127, 67201136

JBM Group

No: JBMAS/ORG/HR/

Date: 12.08.2021

To
Mr. DASARI PRUDHVI SAGAR
Gudlavalleru Engineering College
Gudlavalleru.

Dear **Mr. DASARI PRUDHVI SAGAR**

Sub: Offer Letter

Further to the On Campus Recruitment Drive conducted at your campus on 12/08/2021 the candidate have been selected for Apprenticeship training. The salary will be upto Rs. 1.80 LPA.

You are expected to report on 23/08/2021 at Company with certificates (10th Marks sheet, Provisional Certificate, Overall Marks Sheet, TC, Aadhar Card, Pan Card, Passport Photo, Bank Passbook front page Xerox).

Thanking you

for JBM AUTO LIMITED

For

N.S. Bhagyaraj
Dy. Manager P&A

Registered Office
601, Hemkunt Chambers , 89,Nehru Place , New Delhi - 110019,
Tel : 011-26427104-06 Fax: 011-26437100 CIN: L74899DL1996PLC083073

17-319

JBM Auto Limited

Plot No. RNB-1, Renault Nissan Supplier's Park, SIPCOT Industrial Growth Center, Sennakuppam Village,
Sriperumbudur Taluk, Kancheepuram Dist, Tamilnadu-602 109. Tel : 044 - 67201127, 67201136

JBM Group

No: JBMAS/ORG/HR/

Date: 12.08.2021

To
Mr. DASARI PRUDHVI SAGAR
Gudlavalleru Engineering College
Gudlavalleru.

Dear Mr. DASARI PRUDHVI SAGAR

Sub: Offer Letter

Further to the On Campus Recruitment Drive conducted at your campus on 12/08/2021 the candidate have been selected for Apprenticeship training. The salary will be upto Rs. 1.80 LPA.

You are expected to report on 23/08/2021 at Company with certificates (10th Marks sheet, Provisional Certificate, Overall Marks Sheet, TC, Aadhar Card, Pan Card, Passport Photo, Bank Passbook front page Xerox).

Thanking you

for JBM AUTO LIMITED

For

N.S. Bhagyaraj
Dy. Manager P&A

Registered Office
601, Hemkunt Chambers , 89,Nehru Place , New Delhi - 110019,
Tel : 011-26427104-06 Fax: 011-26427100 CIN: L74899DL1996PLC083073

JBM Auto Limited

Plot No. RNS-1, Renault Nissan Supplier's Park, SIPCOT Industrial Growth Center, Sennakuppam Village, Sriperumbudur Taluk, Kancheepuram Dist, Tamilnadu-602 108. Tel : 044 - 67201127, 67201136

17-321

JBM Group

No: JBMAS/ORG/HR/

Date: 12.08.2021

To
Mr. DAVULURI PRADEEP
Gudlavalleru Engineering College
Gudlavalleru.

Dear **Mr. DAVULURI PRADEEP**

Sub: Offer Letter

Further to the On Campus Recruitment Drive conducted at your campus on 12/08/2021 the candidate have been selected for Apprenticeship training. The salary will be upto Rs. 1.80 LPA.

You are expected to report on 23/08/2021 at Company with certificates (10th Marks sheet, Provisional Certificate, Overall Marks Sheet, TC, Aadhar Card, Pan Card, Passport Photo, Bank Passbook front page Xerox).

Thanking you

for JBM AUTO LIMITED

For

N.S. Bhagyaraj
Dy. Manager P&A

Registered Office
601, Hemkunt Chambers , 89,Nehru Place , New Delhi - 110019,
Tel : 011-26427104-06 Fax: 011-26427100 CIN: L74899DL1996PLC083073

17-322

EMPLOYMENT OFFER LETTER

Capgemini Ref: 5576292/1181522.

02/28/2022,
Devanth Parchuri,

S E R CENTER
VIJAYAWADA, Andhra Pradesh
India.

Confidential

Dear Devanth Parchuri,

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 **03/03/2022** (or such other date as may be communicated to you by the Company), as per details given below.

A) Your current designation will be **Analyst/A4**.

B) You will be required to work at the Company's offices in **Bangalore**.

C) You have to report by 8:30 am at **Bangalore** office, for joining formalities and contact security at the main gate for your entry pass at:

Address
164-165, EPIP Phase II,
EPIP Industrial Area,Whitefield, Bangaluru 560066

Please note that your name mentioned in the offer letter will be used to create your employee records in Capgemini & the same will be continued for all the communication & Company documentation purpose. In case you need a change in the name; please contact your recruiter before your DOJ. Please note that post joining, no changes can be made. The name provided by you should match with the documents submitted to the Company at time of joining, such as Education certificate, Experience letters, Relieving letters, PAN card, Passport, etc.

D) On joining you will be under probation for 6(six) months from the date of joining. During this period your all-inclusive Annual target compensation(on a cost to company basis) will be **INR 300,002.00 (Rupees Three Lakh And Two Only)**. Please refer Annexure-A for details. Subsequent to your successful completion of training and probation after six months from your date of joining, your all-inclusive annual target compensation (on a cost to company basis) will be revised to **INR 380,006.00 (Rupees Three Lakhs Eighty Thousand and Six only)**. Please refer Annexure -B for details. Your compensation shall be paid on a monthly basis, in arrears. The company shall deduct tax at source at the time of making payment.

The breakup of your all-inclusive annual target compensation is as follows:

ANNEXURE - B

Analyst

Total Cost to Company (CTC).

Rs.380,000.00

Monthly Components	Per Month	Annualized
Basic	Rs.15,000.00	Rs.1,80,000.00
House Rent Allowance	Rs.9,000.00	Rs.108,000.00
Other Allowances and Reimbursements – 1	Rs.1,199.00	Rs.14,388.00
Other Allowances and Reimbursements – 2	Rs.147.00	Rs.1,764.00
Advance Statutory Bonus	Rs.3,149.00	Rs.37,788.00
Gross monthly salary	Rs.28,495.00	Rs.341,940.00
Statutory payments ++		
Company's contribution to PF ++	Rs.1,800.00	Rs.21,600.00
Gratuity (accrual only)		Rs.8,664.00
Total Fixed Compensation		Rs.372,204.00
Total Cash Compensation		Rs.372,204.00
Benefits		
Medical, Accident & Life Insurance Premium		Rs.7,902.00
Total Cost to Company		Rs. 380,006.00

You may choose any of the following optional instruments that are a part of the Other Allowance & Reimbursements – 1. Balance amount that is not claimed will be paid as Taxable on monthly basis after withholding taxes.

Other Allowance & Reimbursements - 1	Annualized
Remote Working Allowance	19,800.00
Books and Journals	24,000.00
Professional Pursuit	180,000.00
Conveyance Allowance	63,600.00

17-328

TATA

Offer: Computer consultancy
Ref: TCS/CT20203467851/Hyderabad
Date: 01/06/2021

Mr. Domathi Varun
Pedamadali,
Pamarru Mandal,
Krishna Dist. -521 137
Tel# 91-7036680684

Dear Domathi Varun,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y.** You will be assigned a role in the **Engineering & Industrial Services and Internet of Things (EIS & IOT)**Unit, which is subject to change as per the business requirements of TCSL.

Your gross salary including all benefits will be Rs.3,36,877/- per annum , as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentives and / or Competency Incentive) basis you r performance in TCS Explore Program which gives an additional earning potential of upto **Rs.60,000** during the first year. Annexure- 1 provides the break-up of the compensation package.

Kindly conform your acceptance of this offer online through this option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining Date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Explore (detailed under Terms & Conditions)

TCS Confidential
TCSL/ CT20203467851

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Deccanpark, No 1 Software Units Layout, Madhapur, Hyderabad 500 081 India
Tel: 91 40 6667 2000 Fax 91 40 6667 2222 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

17-325

[redacted]

Offer Letter

Dear Mr. D. Vijay Kumar Reddy.

Congratulations! I am pleased to extend the following offer of employment to you at RESOLUTE STAR PRIVATE LIMITED. You have been selected as **GRADUATE ENGINEERING TRAINEE** with respect to the on campus drive happened at your College

on 11/08/2021. You are supposed to join the organization on 20/08/2021.Your salary would be Rs 1.8 LPA. Your work location will be at **RESOLUTE STAR PRIVATE LIMITED**, Fab City, Hyderabad.

After successful completion of the probation and review thereof, you will be entitled to other allowances and benefits whatsoever as per policies of the organization. Regular performance reviews will be done to assess your suitability.

At the date of joining the following documents are required:

1) Resume - 2 nos
2) 10th, Intermediate & B.Tech Semester mark sheets and certificates - 2 nos
3) Provisional Certificate - 2 nos
4) Aadhar card - 2 nos
5) Bank details - 2 nos

All the very best. See you soon in RESOLUTE STAR PRIVATE LIMITED FAMILY!!!!!

For Resolute Star Private Limited,

[redacted]

Ramesh KP.

Recieved original copy

D. Vijay kumar reddy 11/08/2021

17-325

[redacted]

Offer Letter

Dear Mr. D. Vijay Kumar Reddy.

Congratulations! I am pleased to extend the following offer of employment to you at RESOLUTE STAR PRIVATE LIMITED. You have been selected as GRADUATE ENGINEERING TRAINEE with respect to the on campus drive happened at your College

on 11/08/2021. You are supposed to join the organization on 20/08/2021.Your salary would be Rs 1.8 LPA. Your work location will be at RESOLUTE STAR PRIVATE LIMITED, Fab City, Hyderabad.

After successful completion of the probation and review thereof, you will be entitled to other allowances and benefits whatsoever as per policies of the organization. Regular performance reviews will be done to assess your suitability.

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1) Resume - 2 nos
2) 10th, Intermediate & B.Tech Semester mark sheets and certificates - 2 nos
3) Provisional Certificate - 2 nos
4) Aadhar card - 2 nos
5) Bank details - 2 nos

All the very best. See you soon in RESOLUTE STAR PRIVATE LIMITED FAMILY!!!!!

For Resolute Star Private Limited,

[redacted]

Ramesh KP.

Recieved orignal copy

D. Vijay kumar reddy 11/08/2021

Resolute Star Private Limited

Factory Address: Building – 2, Plot No. S-1/Part/B, Sy.No. 114/1, TSIIC E-City, FAB City, Ravirala Village, Maheshwaram Mandal, R.R. District, Telangana – 501359

CIN: U25209TG2020PTC147324.

17-325

[redacted]

Offer Letter

Dear Mr. D. Vijay Kumar Reddy.

Congratulations! I am pleased to extend the following offer of employment to you at RESOLUTE STAR PRIVATE LIMITED. You have been selected as **GRADUATE ENGINEERING TRAINEE** with respect to the on campus drive happened at your College

on 11/08/2021. You are supposed to join the organization on 20/08/2021.Your salary would be Rs 1.8 LPA. Your work location will be at **RESOLUTE STAR PRIVATE LIMITED**, Fab City, Hyderabad.

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3) Provisional Certificate - 2 nos
4) Aadhar card - 2 nos
5) Bank details - 2 nos

All the very best. See you soon in RESOLUTE STAR PRIVATE LIMITED FAMILY!!!!!

For **Resolute Star Private Limited,**

[redacted]

Ramesh KP.

Recieved original copy

D. Vijay kumar reddy 11/08/2021

17-326

TATA

Offer: Computer Consultancy
Ref: TCSL/CT20203063050/Delhi
Date: 06/09/2021

Mr. Kiran Kumar Elchuri
2-164Main Road,
Kothapalem,
Prakasam-523301,
Andhra Pradesh.
Tel# 91-9100794838

Dear Kiran Kumar Elchuri,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore/ TCS Xperience (detailed under Terms & Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
5th Floor, PTI Building, 4, Parliament Street, New Delhi 110 001 India
Tel: 91 11 6650 6555 Fax: 91 11 2331 1735 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

17-328

RAMTECH
CONSULTING
2nd Floor, Wing-A, Block-1
NSL SEZ HydPvt.,IDA
Uppal, Hyderabad - 500039
+91-9030817732, 7675033399
www.ramtech-corp.com

Mr/Mrs/Ms Garikimukku Manoj

This refers to your application and subsequent interview with us. We are pleased to inform you that you have been selected for the post of Tr GIS Engineer.

Your appointment will be effective from 10th February 2022.

We congratulate you on your appointment and wish you a long and successful career with us. We are confident that your contribution will take us further in our journey towards becoming world leaders. We assure you of our support for your professional development and growth.

Basic	Rs 5070
HRA	Rs 2535
Conveyance allowance	Rs 800
CCA	Rs 1014
Medical Reimbursement	Rs 0
Flexi components	Rs 721
Monthly Gross	Rs 10140
Cost to Company (CTC)	Rs 11744 (Eleven Thousand Seven Hundred and Forty Four Rupees)

17-332

TATA

Offer: Computer Consultancy
Ref: TCSL/CT20203482054/Chennai
Date: 01/11/2021

Mr. Jaya Siva Rama Naga Vamsi Grandhi
Dr:4-96,Opp.Ramyasri Cloth ShowroomMain Road,
Undrajavaram,
Undrajavaram-534216,
Andhra Pradesh.
Tel# -

Dear Jaya Siva Rama Naga Vamsi Grandhi,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

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TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
415/21-24, Kumaran Nagar, Sholinganallur, Old Mahabalipuram, Chennai 600 119 Tamil Nadu India
Tel: 91 44 6616 2222 Fax: 91 44 6616 2555 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

17-332

TATA

Ref: TCSL/CT20203482054/1643726/Chennai
Date: 17 November 2021

MR. JAYA SIVA RAMA NAGA VAMSI GRANDHI
Dr:4-96,Opp.Ramyasri Cloth Showroom Main Road,
Undrajavaram, Undrajavaram,
Andhra Pradesh-534216.
Tel# 919440829071

Sub: Joining Letter

Dear Mr. Jaya Siva Rama Naga Vamsi Grandhi,

We would like to take this opportunity to extend a very warm welcome to TATA Consultancy Services Limited (TCSL) family.

We are pleased to inform you that your joining date at TCSL will be **25th November 2021** , your joining location is **Hyderabad** , work location is **Hyderabad** and your stream is **EIS & IOT** . This has been provided considering your preference and business requirements.

Your wellbeing is our utmost priority in the current COVID-19 pandemic scenario across India. Keeping this in mind, and the regulations enforced by various states at this point, we have internally enabled a virtual onboarding process for our future TCSers. For the Virtual Onboarding Process, **you will not be required to physically report at the TCS offices on the date of your joining** .

TCS XP HR Team will reach out to you over email in the next few days to guide you further on the virtual onboarding process and steps to be taken to prepare yourself for onboarding.

Congratulations on completing the first phase of your learning through TCS Xplore Program. We appreciate your passion towards learning which has helped you to perform well. You are now set to experience learning through our coveted TCS Xperience Program.

G Vamsi

TATA CONSULTANCY SERVICES
Tata Consultancy Services Ltd
Peepul Park, Technopark Campus, Kariavattom P.O., Thiruvananthapuram - 695 581, Kerala, India
Telephone : +91 471 6629486, Fax: +91 471 6629489, Website : www.tcs.com
Registered Office : Nirmal Building, 9th Floor, Nariman Point, Mumbai - 400 021
Corporate Identification Number (CIN): L22210MH1995PLC084781

We look forward to you joining us on an enriching career with TCSL. Together, let us take this organization to greater heights!

Gear up to experience the future!!

Warm regards,

Janardhan S
Global Head - Talent Development

Click here or use a QR code scanner from your mobile to validate the joining letter

G. Vamsi

TATA CONSULTANCY SERVICES
Tata Consultancy Services Ltd
Peepul Park, Technopark Campus, Kariavattom P.O., Thiruvananthapuram - 695 581, Kerala, India
Telephone : +91 471 6629400, Fax: +91 471 6629499, Website : www.tcs.com
Registered Office : Nirmal Building, 9th Floor, Nariman Point, Mumbai - 400 021
Corporate Identification Number (CIN): L22210MH1995PLC084781

17-333

JBM Auto Limited

Plot No. RNS-1, Renault Nissan Supplier's Park, SIPCOT Industrial Growth Center, Sennakuppam Village,
Sriperumbudur Taluk, Kancheepuram Dist, Tamilnadu-603 108. Tel : 044 - 67201127, 67201138

JBM Group

No: JBMAS/ORG/HR/

Date: 12.08.2021

To
Mr. GUDE KESAVA MANIKANTA SIVA
Gudlavalleru Engineering College
Gudlavalleru.

Dear **Mr. GUDE KESAVA MANIKANTA SIVA**

Sub: Offer Letter.

Further to the On Campus Recruitment Drive conducted at your campus on 12/08/2021 the candidate have been selected for Apprenticeship training. The salary will be upto Rs. 1.80 LPA.

You are expected to report on 23/08/2021 at Company with certificates (10th Marks sheet, Provisional Certificate, Overall Marks Sheet, TC, Aadhar Card, Pan Card, Passport Photo, Bank Passbook front page Xerox).

Thanking you

for JBM AUTO LIMITED

For P.Bhagyaraj

N.S. Bhagyaraj
Dy. Manager P&A

Registered Office
601, Hemkunt Chambers , 89,Nehru Place , New Delhi - 110019,
Tel : 011-26427104-06 Fax: 011-26427100 CIN: L74899DL1996PLC083073

17-333

JBM Auto Limited

Plot No. RNS-1, Renault Nissan Supplier's Park, SIPCOT Industrial Growth Center, Sennakuppam Village, Sriperumbudur Taluk, Kancheepuram Dist, Tamilnadu-603 109. Tel : 044 - 67201127, 67201135

JBM Group

No: JBMAS/ORG/HR/

Date: 12.08.2021

To
Mr. GUDE KESAVA MANIKANTA SIVA
Gudlavalleru Engineering College
Gudlavalleru.

Dear **Mr. GUDE KESAVA MANIKANTA SIVA**

Sub: Offer Letter.

Further to the On Campus Recruitment Drive conducted at your campus on 12/08/2021 the candidate have been selected for Apprenticeship training. The salary will be upto Rs. 1.80 LPA.

You are expected to report on 23/08/2021 at Company with certificates (10th Marks sheet, Provisional Certificate, Overall Marks Sheet, TC, Aadhar Card, Pan Card, Passport Photo, Bank Passbook front page Xerox).

Thanking you

for JBM AUTO LIMITED

For [signature]

N.S. Bhagyaraj
Dy. Manager P&A

Registered Office
601, Hemkunt Chambers , 89,Nehru Place , New Delhi - 110019,
Tel : 011-26427104-06 Fax: 011-26427100 CIN: L74899DL1996PLC083073

Tech Mahindra Limited
Info city, Hi-tech City Layout
Madhapur, Hyderabad 500081 India
Tel: +91 40 3063 6363
Fax: +91 40 2311 7011

techmahindra.com
connect@techmahindra.com
Registered Office:
Gateway Building, Apollo Bunder
Mumbai 400001, India
CIN L64200MH1986PLC041370

17-335

Ref: 868358/2001860/ELTP

18-DEC-2021

Mr. Gutti Joga Syama Sundara Rao
Vijayawada (Ap) - 521366
Mobile: 6304828920

Subject: Offer of Appointment

Dear **Mr. Gutti Joga Syama Sundara Rao**

It is our pleasure to welcome you to **Tech Mahindra Limited.**

1. With reference to our discussions, we are pleased to offer you an appointment in our organization as **Associate Software Engineer** at **Band 'U' and Sub Band 'U1'** under **ELTP Scheme.** However, in the current COVID situation, the Company hereby allows you to work from your hometown or any other place in India. However you shall be required to report to your base location as and when required by the Company. Any travel for official work must be in strict compliance with the prevailing travel policy of the Company. While you are working from home, if you wish to travel outside India in your personal capacity, you shall inform in advance in writing to your reporting manager and Business HR SPOC. You may be permitted to travel outside India only after approval of your reporting Manager and BHR lead.

2. You will be on probation for a period of **3 months** from the date of joining the Company during which you will be on training. The training program called **"Entry Level Integrated Training and Enablement"(ELITE)** will include classroom training as well as on-the-job training. In case your performance is not found satisfactory during the period of probation, the Company may choose to terminate your services with immediate effect without serving written notice or pay in lieu of notice.

3. Unless informed in writing of the extension of your probation period, for whatsoever reason/s, your employment with the Company will stand automatically confirmed upon successful completion of probation period including successful completion of the ELITE program and satisfactory performance on the job.

4. Your remuneration while on probation has been detailed in **Annexure A**. Upon confirmation, your "Annual Total Cash Compensation" will be **Indian Rupees 3,25,000 (Rupees Three Lac Twenty Five Thousand Only).** Please refer **Annexure B** for details on the compensation and statutory deductions.

5. Your remuneration package is strictly confidential between you and the Company and should not be discussed with anyone nor divulged to anyone in any manner whatsoever.

6. This offer is valid subject to your fulfilling the following:-

   - The academic criteria of minimum aggregate of 60% or as communicated to you at the time of interview;
   - Meeting the set eligibility criteria at the end of your academic course
   - Meeting eligibility criteria for any Company organized training imparted prior to your date of joining and
   - Submission of all necessary legal documentation pertaining to your employment.

Great Place To Work. Certified
More reasons to #lovetobeTechM

Tech Mahindra Limited
Info city, Hi-tech City Layout
Madhapur, Hyderabad 500081,India
Tel: +91 40 3063 6363
Fax: +91 40 2311 7011

techmahindra.com
connect@techmahindra.com
Registered Office:
Gateway Building, Apollo Bunder
Mumbai 400001, India
CIN L64200MH1986PLC041370

17-335

ANNEXURE - A

NAME	**Mr Gutti Joga Syama Sundara Rao**
TITLE	**Associate Software Engineer**
BAND	**U1**
LOCATION	**HYDERABAD**

COMPONENTS	Per Annum (All figures in INR)
BASIC (@40% OF TOTAL FIXED PAY)	89393
HRA (@70% OF BASIC)	62575
BONUS / STATUTORY BONUS	48000
EMPLOYER'S CONTRIBUTION TO PROVIDENT FUND (@12% OF BASIC PAY)	10727
FLEXIBLE COMPONENTS OF TFP	12787
TOTAL FIXED PAY..... (A)	**223482**
TOTAL VARIABLE PAY (TVP)..... (B)	**24831**
ADDITIONAL BENEFITS..... (C)	**11687**
GRATUITY	4300
INSURANCE PREMIUMS (towards GTLI, GMIP AND GPAI)	7387
TOTAL COST TO COMPANY..... (D) = (A) + (B) + (C)	**260000**

1. **Salary:** Your salary will be paid monthly through bank transfer on the last day of the month, for which you would be required to open a Bank A/c with any of the Company specified Bank/s. Disbursement of Salary is subject to your regular attendance, submission and updation of Permanent Account Number (PAN) details in the Company's records.

2. **Flexible Benefit Plan (as applicable):** , You are eligible to choose a combination of the Components as mentioned below, subject to the individual maximum limits as mentioned against each of them, balance if any shall be paid as taxable amount under Additional Personal Pay.

Component	Max Limit
Leave Travel Assistance	12000
Meal Card	26400

(Contd...)

Great Place To Work. Certified
Mind Mahindra #InvestobeTechM

17-337

Infosys

HRD/3T/21-22/1002133530

July 27, 2021

Mr. Raghava Jujjhavarapu
Candidate ID: 1002133530
12-42(9-132), 4 Rth Road, Sriram Nagar, Sanivarapupeta
West Godavari District
Eluru- 534003
Eluru
India
Ph: (91) 93901 61822

Dear Raghava,

SUB: LETTER OF INTENT TO HIRE

Congratulations! Further to your application for Employment with Infosys Limited ('Company') and the subsequent selection process, we are delighted to communicate to you our intent to make you an offer for the position of **Systems Engineer** in Job Level 3 with the company. Your DoJ is **December 20, 2021** and you will receive the Letter of Appointment with all the elaborates soon.

This letter of intent would be superseded by a formal employment contract. The employment contract will detail out the scope, terms and conditions of your employment with the company, break up of your salary, proposed location of posting, date of joining etc.

Please be advised that our offer to you will be conditional upon you having successfully completed your graduation / post-graduation qualification and having completed all course requirements and examinations required for the award of the educational qualification mentioned by you in your application for employment with the Company. You are required to submit all marks sheets and other relevant documents (if any), on the day you join the Company. Further, you should have been declared as passed by the relevant examination authority. Please note that the determination of the adequacy or authenticity of all or any of the proofs and any condoning delay in submission of the same will be at the Company's absolute and sole discretion.

Should you meet the conditions of employment, your **Total Gross Salary** includes a Performance Incentive and will be **INR 360000** per annum. The complete breakdown of the compensation and increment will be provided in the Letter of Appointment.

This is a letter of intent only. It is not intended to be, and shall not constitute in any way a binding or legal agreement, or impose any legal obligation or duty on either you or the Company. Should you have any questions regarding the above, please do not hesitate to write to us at offer_update@infosys.com.

Welcome to Infosys Ltd. We are confident you will be able to make a significant contribution to the success of Infosys Limited. We wish you a long, rewarding and fulfilling career and look forward to working with you.

Yours sincerely,

RICHARD LOBO
EVP and Head Human Resources – Infosys Limited

17-339

[redacted]

Offer Letter

Dear Mr. J. Lohitt

Congratulations! I am pleased to extend the following offer of employment to you at RESOLUTE STAR PRIVATE LIMITED. You have been selected as **GRADUATE ENGINEERING TRAINEE** with respect to the on campus drive happened at your College

on 11/08/2021. You are supposed to join the organization on 20/08/2021.Your salary would be Rs 1.8 LPA. Your work location will be at **RESOLUTE STAR PRIVATE LIMITED**, Fab City, Hyderabad.

After successful completion of the probation and review thereof, you will be entitled to other allowances and benefits whatsoever as per policies of the organization. Regular performance reviews will be done to assess your suitability.

At the date of joining the following documents are required:

1) Resume - 2 nos
2) 10th, Intermediate & B.Tech Semester mark sheets and certificates - 2 nos
3) Provisional Certificate - 2 nos
4) Aadhar card - 2 nos
5) Bank details - 2 nos

All the very best. See you soon in RESOLUTE STAR PRIVATE LIMITED FAMILY!!!!!

For **Resolute Star Private Limited,**

[redacted]

Ramesh KP.

Received originals 11/08/2021

Resolute Star Private Limited

Factory Address: Building – 2, Plot No. S-1/Part/B, Sy.No. 114/1, TSIIC E-City, FAB City, Ravirala Village, Maheshwaram Mandal, R.R. District, Telangana – 501359

CIN: U25209TG2020PTC147324.

17-339

[redacted]

Dear Mr. J. Lohitt

Offer Letter

Congratulations! I am pleased to extend the following offer of employment to you at RESOLUTE STAR PRIVATE LIMITED. You have been selected as **GRADUATE ENGINEERING TRAINEE** with respect to the on campus drive happened at your College

on 11/08/2021. You are supposed to join the organization on 20/08/2021.Your salary would be Rs 1.8 LPA. Your work location will be at **RESOLUTE STAR PRIVATE LIMITED**, Fab City, Hyderabad.

After successful completion of the probation and review thereof, you will be entitled to other allowances and benefits whatsoever as per policies of the organization. Regular performance reviews will be done to assess your suitability.

At the date of joining the following documents are required:

1) Resume - 2 nos
2) 10th, Intermediate & B.Tech Semester mark sheets and certificates - 2 nos
3) Provisional Certificate - 2 nos
4) Aadhar card - 2 nos
5) Bank details - 2 nos

All the very best. See you soon in RESOLUTE STAR PRIVATE LIMITED FAMILY!!!!!

For **Resolute Star Private Limited,**

[redacted]

Ramesh KP.

Received originals 11/08/2021

Resolute Star Private Limited

Factory Address: Building – 2, Plot No. S-1/Part/B, Sy.No. 114/1, TSIIC E-City, FAB City, Ravirala Village, Maheshwaram Mandal, R.R. District, Telangana – 501359

CIN: U25209TG2020PTC147324.

17-339

[redacted]

Offer Letter

Dear Mr. J. Lohitt

Congratulations! I am pleased to extend the following offer of employment to you at RESOLUTE STAR PRIVATE LIMITED. You have been selected as **GRADUATE ENGINEERING TRAINEE** with respect to the on campus drive happened at your College

on 11/08/2021. You are supposed to join the organization on 20/08/2021.Your salary would be Rs 1.8 LPA. Your work location will be at **RESOLUTE STAR PRIVATE LIMITED**, Fab City, Hyderabad.

After successful completion of the probation and review thereof, you will be entitled to other allowances and benefits whatsoever as per policies of the organization. Regular performance reviews will be done to assess your suitability.

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3) Provisional Certificate - 2 nos
4) Aadhar card - 2 nos
5) Bank details - 2 nos

All the very best. See you soon in RESOLUTE STAR PRIVATE LIMITED FAMILY!!!!!

For **Resolute Star Private Limited,**

[redacted]

Ramesh KP.

Received
Originals
11/08/2021

Resolute Star Private Limited

Factory Address: Building – 2, Plot No. S-1/Part/B, Sy.No. 114/1, TSIIC E-City, FAB City, Ravirala Village, Maheshwaram Mandal, R.R. District, Telangana – 501359

CIN: U25209TG2020PTC147324.

17-341

TATA

Offer: Computer Consultancy
Ref: TCSL/CT20203550847/Chennai
Date: 07/12/2021

Mr. Ram Sai Kanikanti
1-144b,
Bommuluru,
Bapulapadu-521105,
Andhra Pradesh.
Tel# -

Dear Ram Sai Kanikanti,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore/ TCS Xperience (detailed under Terms & Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
415/21-24, Kumaran Nagar, Sholinganallur, Old Mahabalipuram, Chennai 600 119 Tamil Nadu India
Tel: 91 44 6616 2222 Fax: 91 44 6616 2555 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

17-342

Date: 29th of April 2021
Name: KARAMSETTY VENKATA SATYA MANIKANTA GOPAL
Roll Number: 17481A0342

Sub: Letter of Intent

Dear KARAMSETTY VENKATA SATYA MANIKANTA GOPAL

We are pleased to offer you the position of **Customer Care Executive.** You shall report for a comprehensive training program on **May/June/Jul** at 10:00 AM.

Your Monthly CTC will be **Rs.12,200/- + Incentives & Tenure bonus**. The details of your salary break up are provided to you in the annexure.

The offer is subject to:

- You submitting the degree certificate and all your mark sheets at the time of joining.
- A satisfactory reference from the list of referees furnished by you at the time of joining.
- A satisfactory medical opinion, if required, from a registered medical practitioner (RMP) nominated by the company.
- Submission of satisfactory proofs regarding information declared by you, i.e. your age, educational qualification, previous work experience and relieving letter from your last employer etc.

You will be under training which will vary for a period from 2 to 8 weeks depending on the performance and the project that you would be assigned. Your continuity in the organization is subject to successful clearance of training evaluation.

You will be on probation for a period of 6 months and will be confirmed on rolls upon successful completion of the probation (The probation is inclusive of the training period).

We are looking forward to you building a successful career with ALLSEC.

Best Wishes,

For **Allsec Technologies Limited,**

Authorized Signatory
Human Resources Department

Date: 29th of April 2021
Name: KARAMSETTY VENKATA SATYA MANIKANTA GOPAL
Roll Number: 17481A0342

Sub: Letter of Intent

Dear KARAMSETTY VENKATA SATYA MANIKANTA GOPAL

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You will be on probation for a period of 6 months and will be confirmed on rolls upon successful completion of the probation (The probation is inclusive of the training period).

We are looking forward to you building a successful career with ALLSEC.

Best Wishes,

For Allsec Technologies Limited,

Authorized Signatory
Human Resources Department

17-343

TATA

Ref: TCSL/DT20219190156/1711507/Lucknow
Date: 22 December 2021

MR. HARI DURGA PRASAD REDDY KETHIREDDY
94-29 13th Lane,
A.T.Agraharam, GUNTUR,
Andhra Pradesh-522004.
Tel# 919133845865

Sub: Joining Letter

Dear Mr. Hari Durga Prasad Reddy Kethireddy,

We would like to take this opportunity to extend a very warm welcome to TATA Consultancy Services Limited (TCSL) family.

We are pleased to inform you that your joining date at TCSL will be **30th December 2021** , your joining location is **Hyderabad** , work location is **Hyderabad** and your stream is **IT** . This has been provided considering your preference and business requirements.

Your wellbeing is our utmost priority in the current COVID-19 pandemic scenario across India. Keeping this in mind, and the regulations enforced by various states at this point, we have internally enabled a virtual onboarding process for our future TCSers. For the Virtual Onboarding Process, **you will not be required to physically report at the TCS offices on the date of your joining** .

TCS XP HR Team will reach out to you over email in the next few days to guide you further on the virtual onboarding process and steps to be taken to prepare yourself for onboarding.

Congratulations on completing the first phase of your learning through TCS Xplore Program. We appreciate your passion towards learning which has helped you to perform well. You are now set to experience learning through our coveted TCS Xperience Program.

TATA CONSULTANCY SERVICES
Tata Consultancy Services Ltd
Peepul Park, Technopark Campus, Kariavattom P.O., Thiruvananthapuram - 695 581, Kerala, India
Telephone : +91 471 6629400, Fax: +91 471 6629499, Website : www.tcs.com
Registered Office : Nirmal Building, 9th Floor, Nariman Point, Mumbai - 400 021
Corporate Identification Number (CIN): L22210MH1995PLC084781

17544

RAMTECH
CONSULTING
2nd Floor, Wing-A, Block-1
NSL SEZ HydPvt.,IDA
Uppal, Hyderabad - 500039
+91-9030817732, 7675033399
www.ramtech – corp.com

Mr/Mrs/Ms K Venkata Praveen Kumar

This refers to your application and subsequent interview with us. We are pleased to inform you that you have been selected for the post of Tr. GIS Engineer.

Your appointment will be effective from 21st January 2022.

We congratulate you on your appointment and wish you a long and successful career with us. We are confident that your contribution will take us further in our journey towards becoming world leaders. We assure you of our support for your professional development and growth.

Basic	Rs 5070
HRA	Rs 2535
Conveyance allowance	Rs 800
CCA	Rs 1014
Medical Reimbursement	Rs 0
Flexi components	Rs 721
Monthly Gross	Rs 10140
Cost to Company (CTC)	Rs 11744 (Eleven Thousand Seven Hundred and Forty Four Rupees)

Date: 29th of April 2021
Name: KOTTE RAJA BABU
Roll Number: 17481A0345

Sub: Letter of Intent

Dear KOTTE RAJA BABU

We are pleased to offer you the position of **Customer Care Executive**. You shall report for a comprehensive training program on **May/June/Jul** at 10:00 AM.

Your Monthly CTC will be **Rs.12,200/- + Incentives & Tenure bonus**. The details of your salary break up are provided to you in the annexure.

The offer is subject to:

- You submitting the degree certificate and all your mark sheets at the time of joining.
- A satisfactory reference from the list of referees furnished by you at the time of joining.
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You will be under training which will vary for a period from 2 to 8 weeks depending on the performance and the project that you would be assigned. Your continuity in the organization is subject to successful clearance of training evaluation.

You will be on probation for a period of 6 months and will be confirmed on rolls upon successful completion of the probation (The probation is inclusive of the training period).

We are looking forward to you building a successful career with ALLSEC.

Best Wishes,

For Allsec Technologies Limited,

Authorized Signatory
Human Resources Department

ALLSEC TECHNOLOGIES LTD.
Regd. Office : 46-C, Velachery Main Road, Velachery, Chennai - 600 042
Tel : +91.44.4299 7070 web : www.allsectech.com
Corporate Identity Number : L72300TN1998PLC041033, Email : contactus@allsectech.com

Date: 29th of April 2021
Name: KOTTE RAJA BABU
Roll Number: 17481A0345

Sub: Letter of Intent

Dear KOTTE RAJA BABU

We are pleased to offer you the position of **Customer Care Executive**. You shall report for a comprehensive training program on **May/June/Jul** at 10:00 AM.

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Best Wishes,

For Allsec Technologies Limited,

Authorized Signatory
Human Resources Department

ALLSEC TECHNOLOGIES LTD.
Regd. Office : 46-C, Velachery Main Road, Velachery, Chennai - 600 042
Tel : +91.44.4299 7070 web : www.allsectech.com
Corporate Identity Number : L72300TN1998PLC041033, Email : contactus@allsectech.com

Date: 29th of April 2021
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You will be on probation for a period of 6 months and will be confirmed on rolls upon successful completion of the probation (The probation is inclusive of the training period).

We are looking forward to you building a successful career with ALLSEC.

Best Wishes,

For Allsec Technologies Limited,

Authorized Signatory
Human Resources Department

12346

TATA

Offer: Computer consultancy
Ref: TCS/CT20203476824/Hyderabad
Date: 14/08/2021

Mr. Kuchipudi Akshay
D.NO.8-168,Pedaravuru,
Tenali,
Guntur Dist. -522 202.
Tel# 91-9182452358

Dear Kuchipudi Akshay,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be assigned a role in the **Engineering & Industrial Services and Internet of Things (EIS & IOT)**Unit, which is subject to change as per the business requirements of TCSL.

Your gross salary including all benefits will be Rs.3,36,877/- per annum , as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentives and / or Competency Incentive) basis you r performance in TCS Explore Program which gives an additional earning potential of upto **Rs.60,000** during the first year. Annexure- 1 provides the break-up of the compensation package.

Kindly conform your acceptance of this offer online through this option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining Date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Explore (detailed under Terms & Conditions)

TCS Confidential
TCSL/ CT20203476824

17-047

TATA

Offer: Computer consultancy
Ref: TCS/CT20203477268/Hyderabad
Date: 21/01/2021

Mr. Kukkala Pavan Kumar
D.No. 4-89, Gangapuram,
Chigurukota,Mudinepalli Mandal,
Krishna Dist – 521 345
Tel# 91-9949411728

Dear Kukkala Pavan Kumar,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y.** You will be assigned a role in the **Engineering & Industrial Services and Internet of Things (EIS & IOT)**Unit, which is subject to change as per the business requirements of TCSL.

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TCS Confidential
TCSL/ CT20203477268

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited
Deccanpark, No 1 Software Units Layout, Madhapur, Hyderabad 500 081 India
Tel 91 40 6667 2000 Fax 91 40 6667 2222 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

17481A0348

RAMTECH CONSULTING
2nd Floor, Wing-A, Block-7
NSL SEZ Hyd Pvt. LDA
Uppal, Hyderabad - 500039
[illegible]
www.ramtech-corp.com

RCT/HR/EMP/ APP-PR /21/123
8th August, 2021.

Mr. Purnda Lokesh Kumbhamta
H No. - 3-43 1, Mallikarjunpally,
Kothagudem, Khammam,
Andhra Pradesh - 507104.

Sub: Appointment Letter

Dear Lokesh Kumbhamta,

With reference to your application and the subsequent interview you had with us, we take the pleasure in appointing you to the post of Fr. CEE Engineer on the following terms and conditions:

1. You will be reporting to the General Manager (Operations).
2. You are required to join our duty on 8th August, 2021.
3. Your monthly gross remuneration would be as follows:

Basic	Rs. 8070
HRA	Rs. 3225
Conveyance Allowance	Rs. 800
CCA (Dis-Conveyance Allowance)	Rs. 2014
Medical Reimbursement	Rs. 0
*Fixed Components	Rs. 721
Monthly Gross	**Rs.10140 (Rupees Ten Thousand One Hundred Forty Only)**
Annual & Statutory Benefits:	
Employer's Contribution of PF	Rs. 928
Employer's Contribution of Employee Gratuity	Rs. 330
Bonus / Ex gratia	Rs. 829
**Variable (PF) was fixed as on completion of 6 months	Rs. 743
Cost To Company (CTC)	Rs. 12164 (Rupees Twelve Thousand One Hundred Sixty Four Only)

[illegible] are payable to the respective grades of employees as per rules of the Company [illegible] only after completion of 5 years of continuous service @ 15 days basic per annum, payment [illegible] in accordance with Gratuity act.

[illegible] deductions as applicable from time to time due to any change in law or procedure laid down by virtue of [illegible] or from or under authorities legislations or acts or rules, such deductions will be made good from the above gross salary for which you will not have any claim or objection.

5. As per our policy you will be on probation for a period of One year from the date of joining which shall be inclusive of your training period. If your progress and performance is not found satisfactory, your probation period may be extended during the probation period. If you wish to resign from the firm's service you will be required to give two month's notice in writing or two month's salary (including Allowances) in lieu thereof or as per the terms mentioned in the service agreement, whichever is applicable. Likewise the firm will be at liberty to terminate your services without assigning any reasons whatsoever, during the probationary period by giving two month's notice in writing or two month's salary (including Allowances) in lieu thereof. Upon successful completion of your probation, you will be advised in writing of your confirmation as a regular employee of the firm. Unless confirmed in writing you will be deemed to continue after the expiry of the probation period or the extended period of probation.

K. Lokesh Manikanta

2021-12-21 10:10

18-349

TATA

Offer: Computer consultancy
Ref: TCS/CT20213475212/Hyderabad
Date: 11/06/2021

Mr. Jammula Gopi,
Ravela Village,
Tadikonda Mandal,
Guntur Dist- 522018
Tel# 91- 8179510406

Dear Jammula Gopi,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be assigned a role in the **Engineering & Industrial Services and Internet of Things (EIS & IOT)**Unit, which is subject to change as per the business requirements of TCSL.

Your gross salary including all benefits will be Rs.3,36,877/- per annum , as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentives and / or Competency Incentive) basis you r performance in TCS Explore Program which gives an additional earning potential of upto **Rs.60,000** during the first year. Annexure- 1 provides the break-up of the compensation package.

Kindly conform your acceptance of this offer online through this option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining Date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Explore (detailed under Terms & Conditions)

TCS Confidential
TCSL/CT20213475212

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Deccanpark, No 1 Software Units Layout, Madhapur, Hyderabad 500 081 India
Tel: 91 40 6667 2000 Fax 91 40 6667 2222 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Servicing: 1800 209 3111 Email: careers@tcs.com

Cognizant

Ref No: 15017287
27-Sep-2021

17481A0351

Maddula Manikanta

Dear **Maddula**,

We have greatly enjoyed our recent discussions with you and are pleased to offer you the role of **Process Executive - Voice** with **Cognizant Technology Solutions India Private Limited ("Cognizant")**. Your place of posting will be **Hyderabad**.

Your annual total compensation will be **INR 210,002**. Please see **Compensation and Benefits** for additional details on your compensation. Cognizant has considered **0 months** of your experience as relevant in this offer, which will be kept up-to-date in our records.

Your appointment will be governed by the terms and conditions of employment presented in **Employment Agreement**, as well as any rules, regulations and practices currently in place at the time of employment.

We request that you join us on or before **29-Sep-2021**.

Please note:

- This offer is subject to satisfactory professional reference checks
- This offer is valid for three (3) months from the date of offer. Any extension shall be at the discretion of Cognizant and shall be communicated to you in writing
- Prior to beginning work with Cognizant, you must provide evidence of your right to work in India and other documentation requested by Cognizant

We are delighted to welcome you to the team! You are joining Cognizant at an exciting time, and we know your fresh thinking and expertise will help us accomplish great things.

If you have any further questions or need clarification on this offer, please feel free to contact us.

Best regards,
For **Cognizant Technology Solutions India Private Limited ("Cognizant")**,

Ardeshir R Dastur
AVP – Talent Acquisition

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature: **Date**:

Compensation and Benefits

Name:	Maddula Manikanta	Designation:	Process Executive - Voice

Sl. No.	Description	Monthly	Yearly
1	Basic	6500	78,000
2	HRA*	2600	31,200
3	Company's contribution of PF #	1382.142857	16,586
4	Advance Statutory Bonus***	2000	24,000
5	Special Allowance*	4574	54,888
6	Company's Contribution of ESI @ 3.25% of Monthly Gross minus statutory exclusions	444	5,328
	Annual Gross Compensation		**210,002**
	Annual Total Compensation		**210,002**
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		**229,502**

As an associate you are entitled to the following additional benefits:

- Floating medical insurance coverage
- Round-the-clock group personal accident insurance coverage
- Group term life insurance coverage
- Employees' compensation insurance benefit as per the Employee's Compensation Act
- Gratuity on separation after four (4) years and 240 calendar days of continuous service, payable as per the Payment of Gratuity Act

Leave and vacation:

- From your date of joining, you will be entitled to the following leave amounts as per your eligibility in line with statutory requirements. Leaves require manager approval in advance.

Category of Leave

- Earned Leave – 18 days
- Sick Leave – 12 days
- Casual Leave – 6 days

- From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit (Amendment) Act
- In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity leave by adhering to the conditions as specified in the India Leave Policy.

 # Provident Fund Wages:

For the purpose of computing contributions to the Provident Fund, Pension Fund and EDLI

M- 352

TATA

Offer: Computer Consultancy
Ref: TCSL/DT20229775010/Ahmedabad
Date: 24/02/2022

Ms. Vasavi Madiri
15-447/BBypass Road,
Edepalli,Machilipatnam,
Machilipatnam-521001,
Andhra Pradesh.
Tel# -

Dear Vasavi Madiri,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore/ TCS Xperience (detailed under Terms & Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
5th & 6th Floor, Info Tower 1, Infocity, Airport Road, Gandhinagar 382 009 India
Tel: 91 79 6671 2600 Fax: 91 79 6671 2601 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

17-352

TATA

Ref: TCSL/DT20229775010/1796529/Ahmedabad
Date: 09 March 2022

MS. VASAVI MADIRI
15-447/B Bypass Road,
Edepalli,Machilipatnam, MACHILIPATNAM,
ANDHRA PRADESH-521001.

Sub: Joining Letter

Dear Ms. Vasavi Madiri,

'We would like to take this opportunity to extend you a very warm welcome to TATA Consultancy Services Limited (TCSL) family.

We are pleased to inform you that your joining date at TCSL will be **24th March 2022** , your joining location is **Ahmedabad** and work location is **Ahmedabad** . This has been provided considering your preference and business requirements.

TCS Onboarding Team will reach out to you over email in the next few days to guide you further on the onboarding process and steps to be taken to prepare yourself for onboarding.

Congratulations on completing the first phase of your learning through TCS Xplore Program. We appreciate your passion towards learning which has helped you to perform well. You are now set to experience learning through our coveted TCS Xperience Program.

TATA CONSULTANCY SERVICES
Tata Consultancy Services Ltd
Peepul Park, Technopark Campus, Kariavattom P.O., Thiruvananthapuram - 695 581, Kerala, India
Telephone : +91 471 6629400, Fax: +91 471 6629499, Website : www.tcs.com
Registered Office : Nirmal Building, 9th Floor, Nariman Point, Mumbai - 400 021
Corporate Identification Number (CIN): L22210MH1995PLC084781

We look forward to you joining us on an enriching career with TCSL. Together, let us take this organization to greater heights!

Gear up to experience the future!!

Warm regards,

Janardhan S
Global Head - Talent Development

Click here or use a QR code scanner from your mobile to validate the joining letter

TATA CONSULTANCY SERVICES
Tata Consultancy Services Ltd
Peepul Park, Technopark Campus, Kariavattom P.O., Thiruvananthapuram - 695 581, Kerala, India
Telephone : +91 471 6629400, Fax: +91 471 6629499, Website : www.tcs.com
Registered Office : Nirmal Building, 9th Floor, Nariman Point, Mumbai - 400 021
Corporate Identification Number (CIN): L22210MH1995PLC084781

Cognizant

22-Mar-2021

Dear Manda Prasanth Kumar,
B.Tech/B.E., Mechanical Engineering
Gudlavalleru Engineering College,Gudlavalleru

Candidate ID – 15017284

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**.You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500 /-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR Rs.**450,740/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for 3 months and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

Cognizant

Compensation and Benefits

Name: Manda Prasanth Kumar **Designation:** Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7349	88,188
	Annual Gross Compensation		**359,988**
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		**382,488**
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		**401,988**

As an associate you are also entitled to the following additional benefits:

- Floating Medical Insurance Coverage
- Round the Clock Group Personal Accident Insurance coverage
- Group Term Life Insurance
- Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
- Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

Leave & Vacation:

- From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

Sl No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

- From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
- In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity leave by adhering to the conditions as specified in the Cognizant India Leave policy

17-355

[redacted]

Offer Letter

Dear Mr. Me. Likesh Sai

Congratulations! I am pleased to extend the following offer of employment to you at RESOLUTE STAR PRIVATE LIMITED. You have been selected as **GRADUATE ENGINEERING TRAINEE** with respect to the on campus drive happened at your College

on 11/08/2021. You are supposed to join the organization on 20/08/2021.Your salary would be Rs 1.8 LPA. Your work location will be at **RESOLUTE STAR PRIVATE LIMITED**, Fab City, Hyderabad.

After successful completion of the probation and review thereof, you will be entitled to other allowances and benefits whatsoever as per policies of the organization. Regular performance reviews will be done to assess your suitability.

At the date of joining the following documents are required:

1) Resume - 2 nos
2) 10th, Intermediate & B.Tech Semester mark sheets and certificates - 2 nos
3) Provisional Certificate - 2 nos
4) Aadhar card - 2 nos
5) Bank details - 2 nos

All the very best. See you soon in RESOLUTE STAR PRIVATE LIMITED FAMILY!!!!!

For **Resolute Star Private Limited,**

[redacted]

Ramesh KP.

we Recived the original
M. Likesh Sai
11/08/2021

Resolute Star Private Limited

Factory Address: Building – 2, Plot No. S-1/Part/B, Sy.No. 114/1, TSIIC E-City, FAB City, Ravirala Village, Maheshwaram Mandal, R.R. District, Telangana – 501359

CIN: U25209TG2020PTC147324.

17-355

[redacted]

Offer Letter

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3) Provisional Certificate - 2 nos
4) Aadhar card - 2 nos
5) Bank details - 2 nos

All the very best. See you soon in RESOLUTE STAR PRIVATE LIMITED FAMILY!!!!!

For **Resolute Star Private Limited,**

[redacted]

Ramesh KP.

We Recived the original
M. Likesh Sai
11/08/2021

JBM Auto Limited

Plot No. RNS-1, Renault Nissan Supplier's Park, SIPCOT Industrial Growth Center, Sennakuppam Village,
Sriperumbudur Taluk, Kancheepuram Dist, Tamilnadu-602 109. Tel : 044 - 67201127, 67201136

17-355

JBM Group

No: JBMAS/ORG/HR/

Date: 12.08.2021

To
Mr. MANDAVA LIKESH SAI
Gudlavalleru Engineering College
Gudlavalleru.

Dear **Mr. MANDAVA LIKESH SAI**

Sub: Offer Letter

Further to the On Campus Recruitment Drive conducted at your campus on 12/08/2021 the candidate have been selected for Apprenticeship training. The salary will be upto Rs. 1.80 LPA.

You are expected to report on 23/08/2021 at Company with certificates (10th Marks sheet, Provisional Certificate, Overall Marks Sheet, TC, Aadhar Card, Pan Card, Passport Photo, Bank Passbook front page Xerox).

Thanking you

for JBM AUTO LIMITED

For

N.S. Bhagyaraj
Dy. Manager P&A

Recived original copy

M. Likesh sai.
17/08/2021

17-355

[redacted]

Offer Letter

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All the very best. See you soon in RESOLUTE STAR PRIVATE LIMITED FAMILY!!!!!

For **Resolute Star Private Limited,**

[redacted]

Ramesh KP.

We Recived the original
M. Likesh Sai
11/08/2021

Resolute Star Private Limited

Factory Address: Building – 2, Plot No. S-1/Part/B, Sy.No. 114/1, TSIIC E-City, FAB City, Ravirala Village, Maheshwaram Mandal, R.R. District, Telangana – 501359

CIN: U25209TG2020PTC147324.

17-356

BSA Corporation Limited BSA

Offer Letter

Date : 12/ 08 /2021

To,

Ms. MANIKONDA SREE LATHA
Gudlavalleru Engineering College
Gudlavalleru.

Subject : Selection as On The Job Trainee

Dear Candidate,

Congratulations.....!!!

You have been selected in campus drive on 12th August 2021. Herewith, we offer you to join BSA Corporation Ltd. Company as Trainee. You are expected to report on 3rd week of Aug to 4th Week of Aug 2021 at Chennai for Training. Your joining letter & other formalities will be completed on arrival at Chennai.

On arrival at Chennai, you can contact our person on below given numbers.

Mr.Saravanan : 96003 87972

Thanks,

For BSA Corporation Limited,

B RamithKumar
Senior Manager – HR operations

Received original copy
M.Sree Latha
16-08-2021

BSA Corporation Limited
Corporate Office: 18-20, Sukhwani Fortune, Morwadi Road, Pimpri, Pune – 411018
Tel.: +91 20-27474997 Telefax: +91 20-27474962 Email: marketing@bsagroup.in Website: www.bsagroup.in

17-356

BSA Corporation Limited BSA

Offer Letter

Date : 12/08/2021

To,

Ms. MANIKONDA SREE LATHA
Gudlavalleru Engineering College
Gudlavalleru.

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For BSA Corporation Limited,

B RanjithKumar
Senior Manager – HR operations

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16-08-2021

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17-356

BSA Corporation Limited BSA

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Gudlavalleru.

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16-08-2021

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Corporate Office: 18-20, Sukhwani Fortune, Morwadi Road, Pimpri, Pune – 411018
Tel.: +91 20-27474997 Telefax: +91 20-27474962 Email: marketing@bsagroup.in Website: www.bsagroup.in

18-359

TATA

Offer: Computer consultancy
Ref: TCS/CT20206477469/Mumbai
Date: 26/09/2021

Mr. Vatapalli Siva Dev
D.NO.31/334/13,
Gilakaladindi ,Machilipatam,
Krishna Didt-521 001.
Tel# 91-8309159276

Dear Vatapalli Siva Dev,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y.** You will be assigned a role in the **Engineering & Industrial Services and Internet of Things (EIS & IOT)**Unit, which is subject to change as per the business requirements of TCSL.

Your gross salary including all benefits will be Rs.3,36,877/- per annum , as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentives and / or Competency Incentive) basis you r performance in TCS Xplore Program which gives an additional earning potential of up to **Rs.60,000** during the first year. Annexure- I provides the break-up of the compensation package.

Kindly conform your acceptance of this offer online through this option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining Date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Explore (detailed under Terms & Conditions)

TCS Confidential
TCSL/ CT20206477469

17-360

BSA Corporation Limited BSA

Offer Letter

Date : 12/ 08 /2021

To,

Ms. MATTI BHARGAVA SAI
Gudlavalleru Engineering College
Gudlavalleru.

Subject : Selection as On The Job Trainee

Dear Candidate,

Congratulations.....!!!

You have been selected in campus drive on 12th August 2021. Herewith, we offer you to join BSA Corporation Ltd. Company as Trainee. You are expected to report on 3rd week of Aug to 4th Week of Aug 2021 at Chennai for Training. Your joining letter & other formalities will be completed on arrival at Chennai.

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Mr.Saravanan : 96003 87972

Thanks,

For BSA Corporation Limited,

Recieved original copies
M. Bhargava

B RanjithKumar
Senior Manager – HR operations

BSA Corporation Limited
Corporate Office: 18-20, Sukhwani Fortune, Morwadi Road, Pimpri, Pune – 411018
Tel.: +91 20-27474997 Telefax: +91 20-27474962 Email: marketing@bsagroup.in Website: www.bsagroup.in

17-360

BSA Corporation Limited BSA

Offer Letter

Date : 12/ 08 /2021

To,

Ms. MATTI BHARGAVA SAI
Gudlavalleru Engineering College
Gudlavalleru.

Subject : Selection as On The Job Trainee

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Recieved original copies
M. Bhargava

B Ranjith Kumar
Senior Manager – HR operations

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17-360

BSA Corporation Limited BSA

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Gudlavalleru.

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M. Bhargava

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Cognizant

22-Mar-2021

Dear Venkata Naga Sai Munagala,
B.Tech/B.E., Mechanical Engineering
Gudlavalleru Engineering College,Gudlavalleru

Candidate ID – 15017312

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**.You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500 /-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR Rs.**450,740/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for 3 months and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

Cognizant

Compensation and Benefits

Name: Venkata Naga Sai Munagala **Designation:** Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7349	88,188
	Annual Gross Compensation		**359,988**
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		**382,488**
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		**401,988**

As an associate you are also entitled to the following additional benefits:

- Floating Medical Insurance Coverage
- Round the Clock Group Personal Accident Insurance coverage
- Group Term Life Insurance
- Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
- Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

Leave & Vacation:

- From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

Sl No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

- From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
- In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity leave by adhering to the conditions as specified in the Cognizant India Leave policy

17-365

RAMTECH
CONSULTING
2nd Floor, Wing-A, Block-1
NSL SEZ HydPvt.,IDA
Uppal, Hyderabad - 500039
+91-9030817732, 7675033399
www.ramtech – corp.com

Mr/Mrs/Ms Munipalli Pavan Kalyan

This refers to your application and subsequent interview with us. We are pleased to inform you that you have been selected for the post of Tr. GIS Engineer.

Your appointment will be effective from 8th August 2021.

We congratulate you on your appointment and wish you a long and successful career with us. We are confident that your contribution will take us further in our journey towards becoming world leaders. We assure you of our support for your professional development and growth.

Basic	Rs 5070
HRA	Rs 2535
Conveyance allowance	Rs 800
CCA	Rs 1014
Medical Reimbursement	Rs 0
Flexi components	Rs 721
Monthly Gross	Rs 10140
Cost to Company (CTC)	Rs 11744 (Eleven Thousand Seven Hundred and Forty Four Rupees)

Infosys®
Navigate your next

HRD/3T/1002384986/21-22

November 16, 2021

17- 366

Mr. Naragani Dheeraj Srinivas
19/216A,
Bethavolu
Gudivada-521301
India

Ph: +91-8008219991

Dear Naragani Dheeraj,

Welcome to Infosys!

Today, the corporate landscape is dynamic and the world ahead is full of possibilities! None of the amazing things we do at Infosys would be possible without an equally amazing culture, the environment where ideas can flourish and where you are empowered to move forward as far as your ideas will take you.

At Infosys, we assure that your career will never stand still, we will inspire you to build what's next and we will navigate further, together. Our journey of learnability, values and trusted relationships with our clients continue to be the cornerstones of our organization and these values are upheld only because of our people.

We look forward to working with you and wish you success in your career with us.

Warm regards,

RICHARD LOBO
EVP and Head Human Resources - Infosys Limited

Digitally signed by Richard Lobo
Date: 2021.11.16 15:27:47 IST
Reason: Digitally signed
Location: Bangalore

INFOSYS LIMITED
CIN: L85110KA1981PLC013115
44, Infosys Avenue
Electronics City, Hosur Road
Bangalore 560 100, India
T 91 80 2852 0261
F 91 80 2852 0362
askus@infosys.com
www.infosys.com

Company Confidential - This communication is confidential between you and Infosys Limited

Probation and Confirmation

You will be on probation for a period of 12 months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

Leave

You are entitled to Earned Leave, right from your date of joining. You will be eligible for 15 working days of earned leave annually, during probation. On confirmation as a permanent employee you will be eligible for 20 working days of leave annually.

Leave is credited on a quarterly basis. The leave eligibility shall begin in the quarter of your joining the Company, on a pro-rata basis. Leave year is the calendar year and not the fiscal year.

An illustration with other relevant information have been given in the Information Sheet. The Company's Policies also provide for Maternity, Paternity and Bereavement Leave. Further details will be provided to you at the time of joining.

Agreement

Our offer to you as **Systems Engineer** is subject to the execution of the Service Agreement. The Service Agreement details the scope, terms and conditions of your employment, the necessary training and the contractual obligations towards Infosys from the date of your joining and up to a period of 12 months from the date of allocation to a Practice Unit. The date of allocation to a Practice Unit is generally the first day of the subsequent month post completion of training. You will be required to complete the formalities on the Service Agreement at the time of joining. Please note, non-execution of the notarized Service Agreement will result in denial of employment with the Company.

Compensation and Benefits

Salary

Your Total Gross Salary during training will be **INR 25,000 per month** and Total Gross Salary post allocation will be **INR 30,000 per month** . The break-up of your salary has been provided in the Compensation Details sheet in Annexure - I and Annexure - II.

Training Performance - linked Incentive

You will be eligible for a Training Performance-linked Incentive (TPI) upon allocation to a Practice Unit, to a maximum of 20% of your Fixed Gross Salary, based on your performance in the training. The details of this scheme will be communicated on your joining. Please refer to the Compensation Details sheet for more details.

Notice Period

During the probation period, if your performance is found to be unsatisfactory or if it does not meet the prescribed criteria, your training/employment can be terminated by the Company with one-month notice or salary thereof. On confirmation, you will be required to give three month's notice or salary thereof in case you decide to leave our services, subject to the Company's discretion. Where circumstances make it necessary, the Company will have the discretion to relieve you only at the end of the three months' notice period. Similarly, the Company can terminate your services by giving three months notice or salary thereof.

In the event you do not successfully complete your training, or you are involved in an act that constitutes misconduct, your training/employment can be terminated by the Company with immediate effect without notice.

Background Checks

The Company may, at its discretion conduct background checks prior to or after your expected joining date to validate your identity, the address provided by you, your education details and details of your prior work experience if any, and to conduct any criminal checks. You expressly consent to the Company conducting such background checks. In this connection, you are required to furnish the documents listed in Offer Annexure for India.

If you fail to submit the necessary documents as required by the Company within the specified time period or if the Company is not satisfied, with the outcome of the background checks, the Company, in its sole discretion, reserves the right to withdraw this offer without notice and compensation or to take any appropriate action against you, including, but not limited to termination of your employment.

When a background check raises any concerns regarding any of the details furnished by you and the Company feels the need to further validate such facts, the Company may at its sole discretion, ask you for further information, to substantiate the details that you have earlier provided to the Company, before initiating appropriate action.

Please note that Infosys requires you to furnish a copy of your passport at the time of joining. If you are unable to do so, the Company will initiate a criminal background check.

Other Terms and Conditions

You agree not to undertake employment, whether full-time or part-time, as the Director / Partner / Member / Employee of any other organization / entity engaged in any form of business activity without the consent of Infosys. The consent may be given subject to any terms and conditions that the Company may think fit and may be withdrawn at any time at the discretion of the Company.

Infosys®
Navigate your next

As a token of your acceptance of this offer, please bring a duly signed duplicate copies of the letter and all the accompanying annexures, on the date of joining.

We welcome you to the Infosys family and wish you a rewarding career over the years to come.

Yours sincerely,

RICHARD LOBO
EVP and Head Human Resources - Infosys Limited

I have read, understood and agree to the terms and conditions as set forth in this offer letter.

Date: _____, 20_____

_____
Sign your name

_____ _____
Print your full Name Location

Certificate signed by Richard Lobo
richard_lobo@[illegible]
Digitally signed by Richard Lobo
Date: 2021 1[illegible] 15:27:47 IST
Reason: Digitally Signed
Location: Bangalore

INFOSYS LIMITED
CIN: L85110KA1981PLC013115
44, Infosys Avenue
Electronics City, Hosur Road
Bangalore 560 100, India
T 91 80 2852 0261
F 91 80 2852 0362
askus@infosys.com
www.infosys.com

Infosys®
Navigate your next

ANNEXURE - II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	Mr. Naragani Dheeraj Srinivas
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	**22,328**
2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150
3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary*	722
FIXED GROSS SALARY (1+2+3)	**25,000**

4. INCENTIVE COMPONENTS	**At an indicative Payout of 5%**	**At indicative Payout of 10%**	**At indicative Payout of 20%**
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)			26,250
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)			27,500
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)			30,000

OTHER BENEFITS

Scheme	**Eligible Amount In INR**	**Interest**	**Monthly Instalments**	**Margin Money** (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time

*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act

17-366

Date: 29th of April 2021
Name: N DHEERAJ SRINIVAS
Roll Number: 17481A0366

Sub: Letter of Intent

Dear N DHEERAJ SRINIVAS

We are pleased to offer you the position of **Customer Care Executive.** You shall report for a comprehensive training program on **May/June/Jul** at 10:00 AM.

Your Monthly CTC will be **Rs.12,200/- + Incentives & Tenure bonus**. The details of your salary break up are provided to you in the annexure.

The offer is subject to:

- You submitting the degree certificate and all your mark sheets at the time of joining.
- A satisfactory reference from the list of referees furnished by you at the time of joining.
- A satisfactory medical opinion, if required, from a registered medical practitioner (RMP) nominated by the company.
- Submission of satisfactory proofs regarding information declared by you, i.e. your age, educational qualification, previous work experience and relieving letter from your last employer etc.

You will be under training which will vary for a period from 2 to 8 weeks depending on the performance and the project that you would be assigned. Your continuity in the organization is subject to successful clearance of training evaluation.

You will be on probation for a period of 6 months and will be confirmed on rolls upon successful completion of the probation (The probation is inclusive of the training period).

We are looking forward to you building a successful career with ALLSEC.

Best Wishes,

For **Allsec Technologies Limited,**

Authorized Signatory
Human Resources Department

ALLSEC TECHNOLOGIES LTD.
Regd. Office : 46-C, Velachery Main Road, Velachery, Chennai - 600 042
Tel : +91.44.4299 7070 web : www.allsectech.com
Corporate Identity Number : L72300TN1998PLC041031, Email : contactus@allsectech.com

17-366

[redacted]

Offer Letter

Dear Mr. N. D. Srinivas.

Congratulations! I am pleased to extend the following offer of employment to you at RESOLUTE STAR PRIVATE LIMITED. You have been selected as **GRADUATE ENGINEERING TRAINEE** with respect to the on campus drive happened at your College

on 11/08/2021. You are supposed to join the organization on 20/08/2021.Your salary would be Rs 1.8 LPA. Your work location will be at **RESOLUTE STAR PRIVATE LIMITED**, Fab City, Hyderabad.

After successful completion of the probation and review thereof, you will be entitled to other allowances and benefits whatsoever as per policies of the organization. Regular performance reviews will be done to assess your suitability.

At the date of joining the following documents are required:

1) Resume - 2 nos
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3) Provisional Certificate - 2 nos
4) Aadhar card - 2 nos
5) Bank details - 2 nos

All the very best. See you soon in RESOLUTE STAR PRIVATE LIMITED FAMILY!!!!!

For Resolute Star Private Limited,

[redacted]

Ramesh KP.

We Recieved the original

ND. Srinivas 11/08/2021

Resolute Star Private Limited

Factory Address: Building – 2, Plot No. S-1/Part/B, Sy.No. 114/1, TSIIC E-City, FAB City, Ravirala Village, Maheshwaram Mandal, R.R. District, Telangana – 501359

CIN: U25209TG2020PTC147324.

JBM Auto Limited

Plot No. RNS-1, Renault Nissan Supplier's Park, SIPCOT Industrial Growth Center, Sennakuppam Village, Sriperumbudur Taluk, Kancheepuram Dist, Tamilnadu-603 109. Tel : 044 - 67201127, 67201136

JBM Group

17481A0366

No: JBMAS/ORG/HR/ **Date: 12.08.2021**

To
Mr. N DHEERAJ SRINIVAS
Gudlavalleru Engineering College
Gudlavalleru.

Dear **Mr. N DHEERAJ SRINIVAS**

Sub: Offer Letter

Further to the On Campus Recruitment Drive conducted at your campus on 12/08/2021 the candidate have been selected for Apprenticeship training. The salary will be upto Rs. 1.80 LPA.

You are expected to report on 23/08/2021 at Company with certificates (10th Marks sheet, Provisional Certificate, Overall Marks Sheet, TC, Aadhar Card, Pan Card, Passport Photo, Bank Passbook front page Xerox).

Thanking you

for JBM AUTO LIMITED

For

N.S. Bhagyaraj
Dy. Manager P&A

Recieved original
ND. Srinivas

Registered Office
601, Hemkunt Chambers , 89,Nehru Place , New Delhi - 110019,
Tel : 011-26427104-06 Fax: 011-26427100,CIN: L74899DL1996PLC083073

Date: 29th of April 2021
Name: N DHEERAJ SRINIVAS
Roll Number: 17481A0366

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You will be on probation for a period of 6 months and will be confirmed on rolls upon successful completion of the probation (The probation is inclusive of the training period).

We are looking forward to you building a successful career with ALLSEC.

Best Wishes,

For **Allsec Technologies Limited,**

Authorized Signatory
Human Resources Department

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Authorized Signatory
Human Resources Department

ALLSEC TECHNOLOGIES LTD.
Regd. Office : 46-C, Velachery Main Road, Velachery, Chennai - 600 042
Tel : +91 44 4299 3070 web : www.allsectech.com
Corporate Identity Number : L72300TN1998PLC041031, Email : contactus@allsectech.com

17-366

[redacted]

Offer Letter

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All the very best. See you soon in RESOLUTE STAR PRIVATE LIMITED FAMILY!!!!!

For Resolute Star Private Limited,

[redacted]

Ramesh KP.

We Recieved the original

ND. Srinivas 11/08/2021

17-366

[redacted]

Offer Letter

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For **Resolute Star Private Limited,**

[redacted]

Ramesh KP.

We Recieved the original

ND. Srinivas 11/08/2021

Resolute Star Private Limited

Factory Address: Building – 2, Plot No. S-1/Part/B, Sy.No. 114/1, TSIIC E-City, FAB City, Ravirala Village, Maheshwaram Mandal, R.R. District, Telangana – 501359

CIN: U25209TG2020PTC147324.

JBM Auto Limited

Plot No. RNS-1, Renault Nissan Supplier's Park, SIPCOT Industrial Growth Center, Sennakuppam Village,
Sriperumbudur Taluk, Kancheepuram Dist, Tamilnadu-603 109. Tel : 044 - 67201127, 67201136

JBM Group

17481A0366

No: JBMAS/ORG/HR/ **Date: 12.08.2021**

To
Mr. N DHEERAJ SRINIVAS
Gudlavalleru Engineering College
Gudlavalleru.

Dear **Mr. N DHEERAJ SRINIVAS**

Sub: Offer Letter

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You are expected to report on 23/08/2021 at Company with certificates (10th Marks sheet, Provisional Certificate, Overall Marks Sheet, TC, Aadhar Card, Pan Card, Passport Photo, Bank Passbook front page Xerox).

Thanking you

for JBM AUTO LIMITED

For

N.S. Bhagyaraj
Dy. Manager P&A

Recieved original
ND Srinivas

17-368

TATA

Offer: Computer consultancy
Ref: TCS/CT20212478812/Hyderabad
Date: 10/10/2021

Mr. Narelapu Saket Baba
D.No.4-160,Vaumathi nilayam,
Old Post Office,Poranki,
Vijayawada -522 202.
Tel# 91-9490049975

Dear Narelapu Saket Baba,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y.** You will be assigned a role in the **Engineering & Industrial Services and Internet of Things (EIS & IOT)**Unit, which is subject to change as per the business requirements of TCSL.

Your gross salary including all benefits will be Rs.3,36,877/- per annum , as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentives and / or Competency Incentive) basis you r performance in TCS Explore Program which gives an additional earning potential of upto **Rs.60,000** during the first year. Annexure- I provides the break-up of the compensation package.

Kindly conform your acceptance of this offer online through this option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining Date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Explore (detailed under Terms & Conditions)

TCS Confidential
TCSL/ CT20212478812

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Deccanpark, No 1 Software Units Layout, Madhapur, Hyderabad 500 081 India
Tel 91 40 6667 2000 Fax 91 40 6667 2222 Website www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

ICICI Home Finance

17-369

17 May 2022

Nidumolu Raja Ganesh
Employee Code : HE004822
Hyderabad - Kukatpally

Dear Nidumolu,

Appointment Letter

We are pleased to appoint you as Fulfilment Associate in Distribution Portfolio with effect from May 17, 2022 in ICICI Home Finance Company Ltd (hereinafter referred to as "ICICI HFC" and/ or the "Company").

The following are the terms and conditions of your appointment at ICICI HFC

1. COMPENSATION

a) The details of your remuneration and benefits are detailed in Annexure of this letter.
b) You will be eligible for the Performance Bonus, as per the policy of ICICI HFC. Please note that there is no guaranteed performance bonus, subject to provisions of the Payment of Bonus Act, 1965, wherever applicable.

2. NOTICE PERIOD

In case you decide to leave the ICICI HFC' services, you will be required to give forty-five (45) days' notice.

ICICI HFC in its sole discretion can decide to waive off/reduce the notice period depending upon the exigencies.

3. TERMINATION OF EMPLOYMENT

Your services with ICICI HFC are liable to be terminated:

a) Without assigning any reason and without giving any notice.
b) At any time during your services with ICICI HFC in the event of:
   i. Any breach by you of the terms and conditions of your employment;
   ii. Any false, misleading and/or incorrect information furnished by you like:
      1. previous employment data
      2. pay particular(s), with your previous employer(s);
   iii. Any false statement and/or information, and/or declaration with regard to qualification and/or work experience and similar issues;
   iv. Suppression of any material information by you.

ICICI Home Finance Company Limited
Registered Office:
ICICI Bank Towers,
Bandra-Kurla Complex
Mumbai-400 051, India

Corporate Office:
ICICI HFC Tower
Andheri Kurla Road, J.B Road
Andheri (E), Mumbai-400 059, India

Tel.: (091-022)40093231
Website-www.icicihfc.com
CIN: U65922MH1999PLC120106

14-370

JBM Auto Limited

Plot No. RNS-1, Renault Nissan Supplier's Park, SIPCOT Industrial Growth Center, Sennakuppam Village,
Sriperumbudur Taluk, Kancheepuram Dist, Tamilnadu-602 105. Tel : 044 - 67201127, 67201138

JBM Group

No: JBMAS/ORG/HR/ Date: 12.08.2021

To
Mr. PADAMATA PAVAN VENKATESWARARAO
Gudlavalleru Engineering College
Gudlavalleru.

Dear Mr. **PADAMATA PAVAN VENKATESWARARAO**

Sub: Offer Letter

Further to the On Campus Recruitment Drive conducted at your campus on 12/08/2021 the candidate have been selected for Apprenticeship training. The salary will be upto Rs. 1.80 LPA.

You are expected to report on 23/08/2021 at Company with certificates (10th Marks sheet, Provisional Certificate, Overall Marks Sheet, TC, Aadhar Card, Pan Card, Passport Photo, Bank Passbook front page Xerox).

Thanking you

for JBM AUTO LIMITED

For

N.S. Bhagyaraj
Dy. Manager P&A

Received original copie
16/8/2021
P.Pavan

Registered Office
801, Hemkunt Chambers , 89,Nehru Place , New Delhi - 110019,
Tel : 011-26427104-06 Fax: 011-26427100 CIN: L74899DL1996PLC083073

17-370

JBM Auto Limited

Plot No. RNS-1, Renault Nissan Supplier's Park, SIPCOT Industrial Growth Center, Sennalupparn Village,
Sriperumbudur Taluk, Kancheepuram Dist, Tamilnadu-603 108. Tel : 044 - 67201127, 67201136

JBM Group

No: JBMAS/ORG/HR/ Date: 12.08.2021

To
Mr. PADAMATA PAVAN VENKATESWARARAO
Gudlavalleru Engineering College
Gudlavalleru.

Dear **Mr. PADAMATA PAVAN VENKATESWARARAO**

Sub: Offer Letter

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Thanking you

for JBM AUTO LIMITED

For

N.S. Bhagyaraj
Dy. Manager P&A

Received original copie
16/8/2021
P.Pavan

17-371

[redacted]

Offer Letter

Dear Mr. P. Hemanth Babu.

Congratulations! I am pleased to extend the following offer of employment to you at RESOLUTE STAR PRIVATE LIMITED. You have been selected as **GRADUATE ENGINEERING TRAINEE** with respect to the on campus drive happened at your College

on 11/08/2021. You are supposed to join the organization on 20/08/2021.Your salary would be Rs 1.8 LPA. Your work location will be at **RESOLUTE STAR PRIVATE LIMITED**, Fab City, Hyderabad.

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5) Bank details - 2 nos

All the very best. See you soon in RESOLUTE STAR PRIVATE LIMITED FAMILY!!!!!

For Resolute Star Private Limited,

[redacted]

Ramesh KP.

Received the original

P. Hemanth

JBM Auto Limited

Plot No. RNS-1, Renault Nissan Supplier's Park, SIPCOT Industrial Growth Center, Sennakuppam Village,
Sriperumbudur Taluk, Kancheepuram Dist, Tamilnadu-603 108. Tel : 044 - 67201127, 67201136

17-371

JBM Group

No: JBMAS/ORG/HR/

Date: 12.08.2021

To
Mr. PAGOLU HEMANTH BABU
Gudlavalleru Engineering College
Gudlavalleru.

Dear **Mr. PAGOLU HEMANTH BABU**

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Thanking you

for JBM AUTO LIMITED

For

N.S. Bhagyaraj
Dy. Manager P&A

Received original copy

P. Hemanth babu
16/08/2021

Registered Office
601, Hemkunt Chambers , 89,Nehru Place , New Delhi - 110019,
Tel : 011-26427104-06 Fax: 011-26427100 CIN: L74899DL1996PLC083073

JBM Auto Limited

Plot No. R9S-1, Renault Nissan Supplier's Park, SIPCOT Industrial Growth Center, Sennakuppam Village,
Sriperumbudur Taluk, Kancheepuram Dist, Tamilnadu-603 108. Tel : 044 - 67201127, 67201136

17-371

JBM Group

No: JBMAS/ORG/HR/

Date: 12.08.2021

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Gudlavalleru Engineering College
Gudlavalleru.

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601, Hemkunt Chambers , 89,Nehru Place , New Delhi - 110019,
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17-371

JBM Auto Limited

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Sriperumbudur Taluk, Kancheepuram Dist, Tamilnadu-602 105. Tel : 044 - 67201127, 67201136

JBM Group

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17-371

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3) Provisional Certificate - 2 nos
4) Aadhar card - 2 nos
5) Bank details - 2 nos

All the very best. See you soon in RESOLUTE STAR PRIVATE LIMITED FAMILY!!!!!

For Resolute Star Private Limited,

[redacted]

Ramesh KP.

Received the original

P. Hemanth

Resolute Star Private Limited

Factory Address: Building – 2, Plot No. S-1/Part/B, Sy.No. 114/1, TSIIC E-City, FAB City, Ravirala Village, Maheshwaram Mandal, R.R. District, Telangana – 501359

CIN: U25209TG2020PTC147324.

17-371

[redacted]

Offer Letter

Dear Mr. P. Hemanth Babu.

Congratulations! I am pleased to extend the following offer of employment to you at RESOLUTE STAR PRIVATE LIMITED. You have been selected as **GRADUATE ENGINEERING TRAINEE** with respect to the on campus drive happened at your College

on 11/08/2021. You are supposed to join the organization on 20/08/2021.Your salary would be Rs 1.8 LPA. Your work location will be at **RESOLUTE STAR PRIVATE LIMITED**, Fab City, Hyderabad.

After successful completion of the probation and review thereof, you will be entitled to other allowances and benefits whatsoever as per policies of the organization. Regular performance reviews will be done to assess your suitability.

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[redacted]

Ramesh KP.

Received the original

P. Hemanth

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CIN: U25209TG2020PTC147324.

17-373

Date: 29th of April 2021
Name: PARISE RAMESH
Roll Number: 17481A0373

Sub: Letter of Intent

Dear PARISE RAMESH

We are pleased to offer you the position of **Customer Care Executive.** You shall report for a comprehensive training program on **May/June/Jul** at 10:00 AM.

Your Monthly CTC will be **Rs.12,200/- + Incentives & Tenure bonus**. The details of your salary break up are provided to you in the annexure.

The offer is subject to:

- You submitting the degree certificate and all your mark sheets at the time of joining.
- A satisfactory reference from the list of referees furnished by you at the time of joining.
- A satisfactory medical opinion, if required, from a registered medical practitioner (RMP) nominated by the company.
- Submission of satisfactory proofs regarding information declared by you, i.e. your age, educational qualification, previous work experience and relieving letter from your last employer etc.

You will be under training which will vary for a period from 2 to 8 weeks depending on the performance and the project that you would be assigned. Your continuity in the organization is subject to successful clearance of training evaluation.

You will be on probation for a period of 6 months and will be confirmed on rolls upon successful completion of the probation (The probation is inclusive of the training period).

We are looking forward to you building a successful career with ALLSEC.

Best Wishes,

For **Allsec Technologies Limited,**

Authorized Signatory
Human Resources Department

Date: 29th of April 2021
Name: PARISE RAMESH
Roll Number: 17481A0373

Sub: Letter of Intent

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Human Resources Department

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We are looking forward to you building a successful career with ALLSEC.

Best Wishes,

For **Allsec Technologies Limited,**

Authorized Signatory
Human Resources Department

14-374

JBM Auto Limited

Plot No. R98-1, Renault Nissan Supplier's Park, SIPCOT Industrial Growth Center, Sennakuppam Village,
Sriperambudur Taluk, Kancheepuram Dist, Tamilnadu-602 108. Tel : 044 - 67201127, 67201136

JBM Group

No: JBMAS/ORG/HR/

Date: 12.08.2021

To
Mr. PEDAMALLU DINESH SAI
Gudlavalleru Engineering College
Gudlavalleru.

Dear Mr. PEDAMALLU DINESH SAI

Sub: Offer Letter

Further to the On Campus Recruitment Drive conducted at your campus on 12/08/2021 the candidate have been selected for Apprenticeship training. The salary will be upto Rs. 1.80 LPA.

You are expected to report on 23/08/2021 at Company with certificates (10th Marks sheet, Provisional Certificate, Overall Marks Sheet, TC, Aadhar Card, Pan Card, Passport Photo, Bank Passbook front page Xerox).

Thanking you

for JBM AUTO LIMITED

For

N.S. Bhagyaraj
Dy. Manager P&A

Recieved original copy
P. Dineshsai

JBM Auto Limited

Plot No. R9B-1, Renault Nissan Supplier's Park, SIPCOT Industrial Growth Center, Bennakuppam Village, Sriperumbudur Taluk, Kancheepuram Dist, Tamilnadu-602 108. Tel : 044 - 67201127, 67201136

17-374

JBM Group

No: JBMAS/ORG/HR/

Date: 12.08.2021

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Thanking you

for JBM AUTO LIMITED

For

N.S. Bhagyaraj
Dy. Manager P&A

Recieved original copy
P. Dinesh Sai

Registered Office
601, Hemkunt Chambers , 89,Nehru Place , New Delhi - 110019,
Tel : 011-26427104-06 Fax: 011-26427100 CIN: L74899DL1996PLC083073

JBM Auto Limited

Plot No. R9B-1, Renault Nissan Supplier's Park, SIPCOT Industrial Growth Center, Sennakuppam Village,
Sriperumbudur Taluk, Kancheepuram Dist, Tamilnadu-603 108. Tel : 044 - 67201127, 67201136

L7-374

JBM Group

No: JBMAS/ORG/HR/

Date: 12.08.2021

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Gudlavalleru Engineering College
Gudlavalleru.

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For

N.S. Bhagyaraj
Dy. Manager P&A

Recieved original copy
P. Dineshsai

Registered Office
601, Hemkunt Chambers , 89,Nehru Place , New Delhi - 110019,
Tel : 011-26427104-06 Fax: 011-26427100 CIN: L74899DL1996PLC083073

17-375

KANTAR

3rd & 7th Floor, Orion Block,
The V Ascendas IT Park,
Plot No.17, Software Units Layout,
Madhapur, Hyderabad – 500081, India

T +91 (0) 40 4646 8000

info@kantar.com
www.kantar.com

GDC/IND/AL/2021

August 09, 2021

Perumalla Mohith
26-246A, Sivalayam street,
Pamarru, Krishna district,
Andhra Pradesh - 521157

Subject: Appointment Letter

Dear Mohith,

In reference to your application and the subsequent interview you had with us, we are pleased to appoint you in our organization as per the details mentioned in the **Annexure**;

SERVICE CONDITIONS

1. You will be on Training cum Probation for a period of twelve months, which may be extended by the management at its discretion. At the end of the probation period, your services with the company will stand confirmed unless communicated to you otherwise by the 12th Month and you shall continue to be on probation until further communication. During the probation period either party may terminate this contract by giving 30 (thirty) days' prior written notice. However, post completion of probation period either party may terminate this contract by giving 90(ninety) days prior written notice or pay in lieu of notice on part of company only.

2. The Management reserves the right to transfer you in any capacity that may be determined by it to any other department, branch, establishment or unit of Kantar GDC India Pvt. Ltd. or any other subsidiary, associate company or establishment, whether existing or acquired later, of the same promoters or under the same management anywhere in India or abroad. You may also be seconded in any such capacity and for tenure that the Management may determine to any other Organization, Company, business or establishment of the promoters of the Company or with whom the Company has an agreement to provide professional services. In any such case, you will be governed by the terms, conditions, rules and regulations of service applicable at the new placement.

3. You are expected to attend Office during the scheduled working hours as per the rules of the Company. Absence for a continuous period of nine days without prior approval of your superior (including overstay of leave), can lead to your services being terminated without notice or explanation.

4. During Training/Probation period you will be required to attain 100% attendance towards your training and you will have restrictions on availing leaves. Should, your attendance for the entire training be below 90%, you may be required to repeat the training/assessment or your training cum probation period may be extended. Upon confirmation of your employment, you will be entitled to leaves as per the Leave policy of the company prevalent from time to time.

Human Resources

Employee's Signature

CONFIDENTIAL

8. Upon separation from the company on account of either resignation or termination, you need to immediately return to the company all the assets and property (including any leased property) of the company including documents, files, books, papers, Car and memos in your possession or custody. You will also return any letter of authority or power of attorney issued to you.

9. In the event you resign from the services of the company or your employment with the company is terminated for any reason whatsoever within 12 months of your date of joining the company, you will be required to refund all relocation and related expenses, notice period reimbursement and joining bonus, if any that may have been paid or reimbursed to you by the Company.

The Company shall conduct Background verification and reference check as per Company policy. In the event the results of the checks are unsatisfactory on any account, the Company may, in its sole discretion cancel this appointment.

For all other matters not covered in this letter you will be governed by the policies & systems of the company as applicable to you from time to time.

The Management reserves the right to modify this letter in the mutual interest of both you, the employee and the business and in such a case, you will be informed in writing of the same.

Please sign on each page in acceptance of the terms and conditions set out therein and return a copy of this letter.

We welcome you to **Kantar GDC India (Private) Limited** and hope that we will have a successful and happy association.

Human Resources

Employee's Signature

ACKNOWLEDGEMENT

I, the undersigned, acknowledge and understand the terms and conditions contained in this agreement, and I was given a copy of the intended agreement and given a reasonable opportunity to seek independent advice before I entered into it. I was not induced to enter into this agreement by any oppressive means, undue influence or duress by the Company.

Name: .....

Signature: .....

Date: .....

Name of witness: .....

Signature of witness: .....

Date: .....

CONFIDENTIAL

KANTAR

3rd & 7th Floor, Orion Block,
The V Ascendas IT Park,
Plot No.17, Software Units Layout,
Madhapur, Hyderabad – 500081, India

T +91 (0) 40 4646 8000

info@kantar.com
www.kantar.com

* Kindly Check Annexure 2 for details of your flexible components.
You can give your preferences for the same on date of joining.

Note: *The amount mentioned in Annexure 2 are the maximum eligibility as per the skale level. The total of this flexible component should remain within the special allowance.*

Annexure 2

2	Flexible Component	Details	Maximum (Annual)
a)	Children Education Allowance	100 per school going child, per month. Maximum of 200 per month.	2400
b)	Telephone & Internet	Fixed monthly sum, scales with skale.	12000
c)	Books & Periodicals	Fixed monthly sum, opted in multiples 500 per month.	18000
d)	Gift Voucher	Fixed amount gift voucher, given annually	5000
e)	Research Education	Capped Amount to be claimed with verified bills.	100000
f)	Meal Voucher	Can take Rs. 1100 or 2200 or 3300 per month.	39600
g)	Leave travel allowance	Capped Amount to be claimed with verified bills, scales with CTC.	15000

CONFIDENTIAL

17-376

[redacted]

Offer Letter

Dear Mr. P. Chandrakanth

Congratulations! I am pleased to extend the following offer of employment to you at RESOLUTE STAR PRIVATE LIMITED. You have been selected as **GRADUATE ENGINEERING TRAINEE** with respect to the on campus drive happened at your College

on 11/08/2021. You are supposed to join the organization on 20/08/2021.Your salary would be Rs 1.8 LPA. Your work location will be at **RESOLUTE STAR PRIVATE LIMITED**, Fab City, Hyderabad.

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4) Aadhar card - 2 nos
5) Bank details - 2 nos

All the very best. See you soon in RESOLUTE STAR PRIVATE LIMITED FAMILY!!!!!

For Resolute Star Private Limited,

[redacted]

Ramesh KP.

Recieved the original
P.Chandrakanth.
11/08/2021

Resolute Star Private Limited

Factory Address: Building – 2, Plot No. S-1/Part/B, Sy.No. 114/1, TSIIC E-City, FAB City, Ravirala Village, Maheshwaram Mandal, R.R. District, Telangana – 501359

CIN: U25209TG2020PTC147324.

17-576

JBM Auto Limited

Plot No. RNS-1, Renault Nissan Supplier's Park, SIPCOT Industrial Growth Center, Sennakuppam Village,
Sriperumbudur Taluk, Kancheepuram Dist, Tamilnadu-602 108. Tel : 044 - 67201127, 67201136

JBM Group

No: JBMAS/ORG/HR/

Date: 12.08.2021

To
Mr. PISUPATI CHANDRAKANTH
Gudlavalleru Engineering College
Gudlavalleru.

Dear **Mr. PISUPATI CHANDRAKANTH**

Sub: Offer Letter

Further to the On Campus Recruitment Drive conducted at your campus on 12/08/2021 the candidate have been selected for Apprenticeship training. The salary will be upto Rs. 1.80 LPA.

You are expected to report on 23/08/2021 at Company with certificates (10th Marks sheet, Provisional Certificate, Overall Marks Sheet, TC, Aadhar Card, Pan Card, Passport Photo, Bank Passbook front page Xerox).

Thanking you

for JBM AUTO LIMITED

For

N.S. Bhagyaraj
Dy. Manager P&A

Recieved Original Copy
P.chandrakanth.
21/08/2021

Registered Office
601, Hemkunt Chambers , 89,Nehru Place , New Delhi - 110019,
Tel : 011-26427104-06 Fax: 011-26427100 CIN: L74899DL1996PLC083073

17-376

[redacted]

Offer Letter

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for JBM AUTO LIMITED

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N.S. Bhagyaraj
Dy. Manager P&A

Recieved Original Copy
P.chandrakanth.
21/08/2021

17-576

JBM Auto Limited

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JBM Group

No: JBMAS/ORG/HR/

Date: 12.08.2021

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Thanking you

for JBM AUTO LIMITED

For

N.S. Bhagyaraj
Dy. Manager P&A

Recieved Original Copy
P.chandrakanth.
21/08/2021

Registered Office
601, Hemkunt Chambers , 89,Nehru Place , New Delhi - 110019,
Tel : 011-26427104-06 Fax: 011-26427100 CIN: L74899DL1995PLC063073

17-376

[redacted]

Offer Letter

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Ramesh KP.

Recieved the original
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11/08/2021

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CIN: U25209TG2020PTC147324.

JBM Auto Limited

Plot No. R65-1, Renault Maxan Supplier's Park, SIPCOT Industrial Growth Center, Sennakuppam Village, Sriperumbudur Taluk, Kancheepuram Dist, Tamilnadu-602 109. Tel : 044 - 67201127, 67201136

JBM Group

17481A0377

No: JBMAS/ORG/HR/

Date: 12.08.2021

To
Mr. POLAGANI JAGADESH
Gudlavalleru Engineering College
Gudlavalleru.

Dear **Mr. POLAGANI JAGADESH**

Sub: Offer Letter

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You are expected to report on 23/08/2021 at Company with certificates (10th Marks sheet, Provisional Certificate, Overall Marks Sheet, TC, Aadhar Card, Pan Card, Passport Photo, Bank Passbook front page Xerox).

Thanking you

for JBM AUTO LIMITED

For

N.S. Bhagyaraj
Dy. Manager P&A

Recieved original

P. Jagadesh

Registered Office
601, Hemkunt Chambers , 89,Nehru Place , New Delhi - 110019,
Tel : 011-26427104-06 Fax: 011-26427100 CIN: L74899DL1996PLC083073

JBM Auto Limited

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JBM Group

17481A0377

No: JBMAS/ORG/HR/

Date: 12.08.2021

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Thanking you

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N.S. Bhagyaraj
Dy. Manager P&A

Recieved Original
P. Jagadesh

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601, Hemkunt Chambers , 89,Nehru Place , New Delhi - 110019,
Tel : 011-26427104-06 Fax: 011-26427100 CIN: L74899DL1996PLC083073

17-378

JBM Auto Limited

Plot No. RN5-1, Renault Nissan Supplier's Park, SIPCOT Industrial Growth Center, Sennakuppam Village,
Sriperumbudur Taluk, Kancheepuram Dist, Tamilnadu-602 109. Tel : 044 - 67201127, 67201136

JBM Group

No: JBMAS/ORG/HR/ **Date: 12.08.2021**

To
Mr. POLUKONDA SAI KUMAR
Gudlavalleru Engineering College
Gudlavalleru.

Dear **Mr. POLUKONDA SAI KUMAR**

Sub: Offer Letter

Further to the On Campus Recruitment Drive conducted at your campus on 12/08/2021 the candidate have been selected for Apprenticeship training. The salary will be upto Rs. 1.80 LPA.

You are expected to report on 26/08/2021 at Company with certificates (10th Marks sheet, Provisional Certificate, Overall Marks Sheet, TC, Aadhar Card, Pan Card, Passport Photo, Bank Passbook front page Xerox).

Thanking you

for JBM AUTO LIMITED

For

N.S. Bhagyaraj
Dy. Manager P&A

Registered Office
601, Hemkunt Chambers , 89,Nehru Place , New Delhi - 110019,
Tel : 011-26427104-08 Fax: 011-26427100 CIN: L74899DL1996PLC083073

17-378

Resolute

Offer Letter

Dear Mr. P. SaiKumar.

Congratulations! I am pleased to extend the following offer of employment to you at RESOLUTE STAR PRIVATE LIMITED. You have been selected as **GRADUATE ENGINEERING TRAINEE** with respect to the on campus drive happened at your College

on 11/08/2021. You are supposed to join the organization on 07/09/2021.Your salary would be Rs 1.8 LPA. Your work location will be at **RESOLUTE STAR PRIVATE LIMITED**, Fab City, Hyderabad.

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5) Bank details - 2 nos

All the very best. See you soon in RESOLUTE STAR PRIVATE LIMITED FAMILY!!!!!

For **Resolute Star Private Limited,**

we Received the original

P. Sai kumar.

11/8/2021.

Ramesh KP.

17-378

[redacted]

Offer Letter

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2) 10th, Intermediate & B.Tech Semester mark sheets and certificates - 2 nos
3) Provisional Certificate - 2 nos
4) Aadhar card - 2 nos
5) Bank details - 2 nos

All the very best. See you soon in RESOLUTE STAR PRIVATE LIMITED FAMILY!!!!!

For **Resolute Star Private Limited,**

[redacted]

we Received the original

P. Sai kumar.

11/8/2021.

Ramesh KP.

17-378

JBM Auto Limited

Plot No. RNS-1, Renault Nissan Supplier's Park, SIPCOT Industrial Growth Center, Sennakuppam Village,
Sriperumbudur Taluk, Kancheepuram Dist, Tamilnadu-603 108. Tel : 044 - 67201127, 67201136

JBM Group

No: JBMAS/ORG/HR/ **Date: 12.08.2021**

To
Mr. POLUKONDA SAI KUMAR
Gudlavalleru Engineering College
Gudlavalleru.

Dear **Mr. POLUKONDA SAI KUMAR**

Sub: Offer Letter

Further to the On Campus Recruitment Drive conducted at your campus on 12/08/2021 the candidate have been selected for Apprenticeship training. The salary will be upto Rs. 1.80 LPA.

You are expected to report on 26/08/2021 at Company with certificates (10th Marks sheet, Provisional Certificate, Overall Marks Sheet, TC, Aadhar Card, Pan Card, Passport Photo, Bank Passbook front page Xerox).

Thanking you

for JBM AUTO LIMITED

For P.Bhagyaraj

N.S. Bhagyaraj
Dy. Manager P&A

Registered Office
601, Hemkunt Chambers , 89,Nehru Place , New Delhi - 110019,
Tel : 011-26427104-06 Fax: 011-26427100 CIN: L74899DL1996PLC083073

17-378

Resolute

Offer Letter

Dear Mr. P. Sai Kumar.

Congratulations! I am pleased to extend the following offer of employment to you at RESOLUTE STAR PRIVATE LIMITED. You have been selected as **GRADUATE ENGINEERING TRAINEE** with respect to the on campus drive happened at your College

on 11/08/2021. You are supposed to join the organization on 07/09/2021.Your salary would be Rs 1.8 LPA. Your work location will be at **RESOLUTE STAR PRIVATE LIMITED**, Fab City, Hyderabad.

After successful completion of the probation and review thereof, you will be entitled to other allowances and benefits whatsoever as per policies of the organization. Regular performance reviews will be done to assess your suitability.

At the date of joining the following documents are required:

1) Resume - 2 nos
2) 10th, Intermediate & B.Tech Semester mark sheets and certificates - 2 nos
3) Provisional Certificate - 2 nos
4) Aadhar card - 2 nos
5) Bank details - 2 nos

All the very best. See you soon in RESOLUTE STAR PRIVATE LIMITED FAMILY!!!!!

For **Resolute Star Private Limited,**

[redacted]

Ramesh KP.

we Received the original

P. Sai kumar.

11/8/2021.

17-379

JBM Auto Limited

Plot No. R06-1, Renault Nissan Supplier's Park, SIPCOT Industrial Growth Center, Sevvalupparn Village,
Sriperumbudur Taluk, Kancheepuram Dist, Tamilnadu-602 105. Tel : 044 - 67201127, 67201136

JBM Group

No: JBMAS/ORG/HR/ **Date: 12.08.2021**

To
Mr. POTNURI SAI PRAKASH
Gudlavalleru Engineering College
Gudlavalleru.

Dear **Mr. POTNURI SAI PRAKASH**

Sub: Offer Letter

Further to the On Campus Recruitment Drive conducted at your campus on 12/08/2021 the candidate have been selected for Apprenticeship training. The salary will be upto Rs. 1.80 LPA.

You are expected to report on 23/08/2021 at Company with certificates (10th Marks sheet, Provisional Certificate, Overall Marks Sheet, TC, Aadhar Card, Pan Card, Passport Photo, Bank Passbook front page Xerox).

Thanking you

for JBM AUTO LIMITED

For

N.S. Bhagyaraj
Dy. Manager P&A

Registered Office
601, Hemkunt Chambers , 89,Nehru Place , New Delhi - 110019,
Tel : 011-26427104-06 Fax: 011-26427100 CIN: L74899DL1996PLC083073

17-379

JBM Auto Limited

Plot No. RNS-1, Renault Nissan Supplier's Park, SIPCOT Industrial Growth Center, Sanrakuppam Village,
Sriperumbudur Taluk, Kancheepuram Dist, Tamilnadu-602 105. Tel : 044 - 67201127, 67201136

JBM Group

No: JBMAS/ORG/HR/ Date: 12.08.2021

To
Mr. POTNURI SAI PRAKASH
Gudlavalleru Engineering College
Gudlavalleru.

Dear **Mr. POTNURI SAI PRAKASH**

Sub: Offer Letter

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You are expected to report on 23/08/2021 at Company with certificates (10th Marks sheet, Provisional Certificate, Overall Marks Sheet, TC, Aadhar Card, Pan Card, Passport Photo, Bank Passbook front page Xerox).

Thanking you

for JBM AUTO LIMITED

For

N.S. Bhagyaraj
Dy. Manager P&A

17-380

JBM Auto Limited

Plot No. RS5-1, Renault Nissan Supplier's Park, SIPCOT Industrial Growth Center, Sennakuppam Village,
Sriperumbudur Taluk, Kancheepuram Dist, Tamilnadu-603 109. Tel : 044 - 67291127, 67291138

JBM Group

No: JBMAS/ORG/HR/

Date: 12.08.2021

To
Mr. PULLETIKURTHI SAI KRISHNA
Gudlavalleru Engineering College
Gudlavalleru.

Dear **Mr. PULLETIKURTHI SAI KRISHNA**

Sub: Offer Letter

Further to the On Campus Recruitment Drive conducted at your campus on 12/08/2021 the candidate have been selected for Apprenticeship training. The salary will be upto Rs. 1.80 LPA.

You are expected to report on 23/08/2021 at Company with certificates (10th Marks sheet, Provisional Certificate, Overall Marks Sheet, TC, Aadhar Card, Pan Card, Passport Photo, Bank Passbook front page Xerox).

Thanking you

for JBM AUTO LIMITED

For

N.S. Bhagyaraj
Dy. Manager P&A

Received original copy
P. Sai krishna.
16/08/21

17-380

JBM Auto Limited

Plot No. RSS-1, Renault Nissan Supplier's Park, SIPCOT Industrial Growth Center, Senrakuppam Village,
Sriperumbudur Taluk, Kancheepuram Dist, Tamilnadu-602 105. Tel : 044 - 67201127, 67201136

JBM Group

No: JBMAS/ORG/HR/

Date: 12.08.2021

To
Mr. PULLETIKURTHI SAI KRISHNA
Gudlavalleru Engineering College
Gudlavalleru.

Dear **Mr. PULLETIKURTHI SAI KRISHNA**

Sub: Offer Letter

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You are expected to report on 23/08/2021 at Company with certificates (10th Marks sheet, Provisional Certificate, Overall Marks Sheet, TC, Aadhar Card, Pan Card, Passport Photo, Bank Passbook front page Xerox).

Thanking you

for JBM AUTO LIMITED

For

N.S. Bhagyaraj
Dy. Manager P&A

Received original copy
P. Sai krishna.
16/08/21

(9-38)

wipro

WELCOME TO WIPRO

28 February,2022

Dear **Ravi Vamsi**

Welcome to Wipro limited and congratulations on your appointment

as **ADMINISTRATOR**

Fo. . at Wipro, success is the outcome of choice and expectations, more than a matter of circumstances and where delighted that we have chosen us. Your terms of appointment are elucidated in detail in the appointment letter. Please go through and confirm your acceptance by selecting "submit" on the offer form.

we have an introductory secession on your day of joining ,which will provide you with a brief overview of Wipro, it policies and practices. This would come in handy to help you settle in at work. Also, we have especially designed an interactive session to introduce you to something close to our heart and our way of life-the Sprit of Wipro.

In the next few weeks, you will meet your colleagues and managers. Feel free to let them know what you intend to accomplish with your new responsibilities.

We are confident that you will add value through your role and strengthen Wipro's values by living the Wipro way of life every day. looking forward to a long term relationship and wishing you all the success at Wipro.

17-391

RAMTECH
CONSULTING
2nd Floor, Wing-A, Block-1
NSL SEZ HydPvt.,IDA
Uppal, Hyderabad - 500039
+91-9030817732, 7675031399
www.ramtech-corp.com

Mr/Mrs/Ms SK. Mohammed Ibraheem Naseer

This refers to your application and subsequent interview with us. We are pleased to inform you that you have been selected for the post of Tr. GIS Engineer.

Your appointment will be effective from 8th August 2021.

We congratulate you on your appointment and wish you a long and successful career with us. We are confident that your contribution will take us further in our journey towards becoming world leaders. We assure you of our support for your professional development and growth.

Basic	Rs 5070
HRA	Rs 2535
Conveyance allowance	Rs 800
CCA	Rs 1014
Medical Reimbursement	Rs 0
Flexi components	Rs 721
Monthly Gross	Rs 10140
Cost to Company (CTC)	Rs 11744 (Eleven Thousand Seven Hundred and Forty Four Rupees)

WELCOME TO WIPRO

28 February, 2022

Dear **Shaik Rasul**,

Welcome to Wipro Limited and congratulations on your appointment as **ADMINISTRATOR.**

For us at Wipro, success is the outcome of choice and expectations, more than a matter of circumstances, and we are delighted that you have chosen us. Your terms of appointment are elucidated in detail in the Appointment Letter. Please go through and confirm your acceptance by selecting "Submit" on the offer form.

We have an introductory session on your day of joining, which will provide you with a brief overview of Wipro, its policies and practices. This would come in handy to help you settle in at work. Also, we have especially designed an interactive session to introduce you to something close to our heart and our way of life - the Spirit of Wipro.

In the next few weeks, you will meet your colleagues and managers. Feel free to let them know what you intend to accomplish with your new responsibilities.

We are confident that you will add value through your role and strengthen Wipro's values by living the Wipro way of life every day. Looking forward to a long-term relationship and wishing you all the success at Wipro.

Best regards,
For Wipro Limited.

Vishwas Deep
Global Talent Acquisition Head

(We would like to emphasize that the offer of appointment is subject to completion of your reference check.)

In case you need any clarifications regarding your job, salary, or any policy, please contact **NISHA SHARMA** At **nisha.sharma10@wipro.com.**

APPOINTMENT LETTER

28 February, 2022

Dear **Shaik Rasul**,

It is our pleasure to appoint you as **ADMINISTRATOR** in Wipro Limited ("Company") at **IN-TG-Hyderabad,** in **Project Stream** or in any such capacity as the management shall from time to time determine. The terms of your employment with the Company is listed below. Please be informed that the terms may be modified pursuant to changes in the Company policy updated from time to time.

1. APPOINTMENT

1. The date of appointment is effective from the date of joining which is**2 March, 2022**, unless otherwise communicated in writing by the Company.
2. You will join as a confirmed employee.
3. The retirement age is 58 years.
4. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company, in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.
5. We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.
6. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.

2. COMPENSATION

You will be eligible for:

1. Compensation and benefits in accordance with **Annexure I_Salary Offer Sheet**.
2. Variable Pay - The details of this component are listed in **Annexure III**. The Variable Pay program may be changed or modified in part or full thereof from time to time, at the sole discretion of the Company.
3. Other compensation and benefits in accordance with Company policy as modified and intimated to you from time to time.
4. Your salary will be reviewed periodically as per Company policy.
5. Changes in your compensation are at the Company's discretion and will be subject to and on the basis of your effective performance and the performance results of the Company during your period of employment and other relevant criteria.

3. OTHER BENEFITS

You will also be eligible for:

1. Leave, holidays and working hours as applicable to your stream and location of posting.
2. Perquisites, if any, as applicable to your band and stream and / or based on functional requirements as determined by the Company.
3. Participation in the Company's Provident Fund Scheme (PF) as per the policies applicable to your band and stream.
4. Leave Travel Assistance (LTA) as per the Company's policy.
5. Wipro Medical Assistance Scheme (MAS) provided you are not covered under the purview of the ESI Act. Contributory Medical Insurance for your band and stream.
6. Employee Benefits Program sponsored and administered by the Company for management employees, comprising of pension plan or gratuity plan, survivor benefit plan and industrial injury benefits.
7. Please refer to the detailed policies in the Company's intranet portal i.e. **mywipro.wipro.com.**

4. RESPONSIBILITIES

1. In view of your position and office, you would be expected to perform all responsibilities effectively, diligently and to the best of your ability and ensure results. There may be times when you will be expected to work extra hours to achieve the above when the job so requires. At all times, you are required not to engage in activities that have or will have an adverse impact on the reputation / image and business of the Company, whether directly or indirectly.

Best regards,
For Wipro Limited.

Vishwas Deep
Global Talent Acquisition Head

By selecting the "Submit" on the offer form, I hereby expressly confirm that I have read, understood and agree to accept the employment on the terms and conditions herein. I shall be reporting for duty on **2 March, 2022**.

Name: Shaik Rasul

Signature: E-Signature Signature

Date: E-Signature Date

Place: IN-TG-Hyderabad

ANNEXURE - I

SALARY OFFER SHEET

Name: Shaik Rasul

Location: IN-TG-Hyderabad

Position: ADMINISTRATOR

Career Group: A3

Career Stream: Project Stream

Annual Gross Salary Offered by Wipro: **Rs. 400000**

You shall receive salary as detailed below.

Components	Figures (in INR PER ANNUM)
BASIC	**160000**
HOUSE RENT ALLOWANCE	**80000**
BONUS	**32004**
WIPRO BENEFITS PLAN	**70696**
ADDITIONAL ALLOWANCE	**69954**
PROVIDENT FUND (EMPLOYER CONTRIBUTION)	**21600**
GRATUITY	**8496**
HEALTH BENEFIT (NOTIONAL AMOUNT)	**7200**
ESI (EMPLOYER CONTRIBUTION)	
VARIABLE PAY	**20004**
TARGET COST TO COMPANY (PER ANNUM)	**400000**

*Notional sum indicating contribution of 5.31% of your basic towards provision of Gratuity. Employees will be eligible for payment of gratuity as per the Wipro Policy for the same.

*Please note that your compensation is personal to you and you are requested not to share details of the same with others.

Please note that the above stack is applicable for all Indian passport holders. In case you are non Indian passport holder, request you to immediately declare the same to the hiring

17-394

JBM Auto Limited

Plot No. R3B-1, Renault Nissan Supplier's Park, SIPCOT Industrial Growth Center, Sennakuppam Village,
Sriperumbudur Taluk, Kancheepuram Dist, Tamilnadu-602 106. Tel : 044 - 67201127, 67201136

JBM Group

No: JBMAS/ORG/HR/ Date: 12.08.2021

To
Mr. SHAIK RAFI
Gudlavalleru Engineering College
Gudlavalleru.

Dear Mr. SHAIK RAFI

Sub: Offer Letter

Further to the On Campus Recruitment Drive conducted at your campus on 12/08/2021 the candidate have been selected for Apprenticeship training. The salary will be upto Rs. 1.80 LPA.

You are expected to report on 23/08/2021 at Company with certificates (10th Marks sheet, Provisional Certificate, Overall Marks Sheet, TC, Aadhar Card, Pan Card, Passport Photo, Bank Passbook front page Xerox).

Thanking you

for JBM AUTO LIMITED

For

N.S. Bhagyaraj
Dy. Manager P&A

Registered Office
601, Hemkunt Chambers , 89,Nehru Place , New Delhi - 110019,
Tel : 011-26427104-06 Fax: 011-26427100 CIN: L74899DL1996PLC083073

17-394

JBM Auto Limited

Plot No. R36-1, Renault Nissan Supplier's Park, SIPCOT Industrial Growth Center, Sennakuppam Village,
Sriperumbudur Taluk, Kancheepuram Dist, Tamilnadu-602 105. Tel : 044 - 67201127, 67201136

JBM Group

No: JBMAS/ORG/HR/ Date: 12.08.2021

To
Mr. SHAIK RAFI
Gudlavalleru Engineering College
Gudlavalleru.

Dear **Mr. SHAIK RAFI**

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Thanking you

for JBM AUTO LIMITED

For

N.S. Bhagyaraj
Dy. Manager P&A

Registered Office
601, Hemkunt Chambers , 89,Nehru Place , New Delhi - 110019,
Tel : 011-26427104-06 Fax: 011-26427100 CIN: L74899DL1996PLC083073

17-396

[redacted]

Offer Letter

Dear Mr. S.M.R. Krishna Ganesh.

Congratulations! I am pleased to extend the following offer of employment to you at RESOLUTE STAR PRIVATE LIMITED. You have been selected as **GRADUATE ENGINEERING TRAINEE** with respect to the on campus drive happened at your College

on 11/08/2021. You are supposed to join the organization on 07/09/2021.Your salary would be Rs 1.8 LPA. Your work location will be at **RESOLUTE STAR PRIVATE LIMITED,** Fab City, Hyderabad.

After successful completion of the probation and review thereof, you will be entitled to other allowances and benefits whatsoever as per policies of the organization. Regular performance reviews will be done to assess your suitability.

At the date of joining the following documents are required:

1) Resume - 2 nos
2) 10th, Intermediate & B.Tech Semester mark sheets and certificates - 2 nos
3) Provisional Certificate - 2 nos
4) Aadhar card - 2 nos
5) Bank details - 2 nos

All the very best. See you soon in RESOLUTE STAR PRIVATE LIMITED FAMILY!!!!!

For Resolute Star Private Limited,

[redacted]

Ramesh KP.

We Recived the Original's

Ganesh

11/8/21

Resolute Star Private Limited

Factory Address: Building – 2, Plot.No. S-1/Part/B, Sy.No. 114/1, TSIIC E-City, FAB City, Ravirala Village, Maheshwaram Mandal, R.R. District, Telangana – 501359

CIN: U25209TG2020PTC147324.

17-396

Resolute

Offer Letter

Dear Mr. S.M.R. Krishna Ganesh.

Congratulations! I am pleased to extend the following offer of employment to you at RESOLUTE STAR PRIVATE LIMITED. You have been selected as **GRADUATE ENGINEERING TRAINEE** with respect to the on campus drive happened at your College

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3) Provisional Certificate - 2 nos
4) Aadhar card - 2 nos
5) Bank details - 2 nos

All the very best. See you soon in RESOLUTE STAR PRIVATE LIMITED FAMILY!!!!!

For **Resolute Star Private Limited,**

[redacted]

Ramesh KP.

We Recived the Original's

Ganesh

11/8/21

Resolute Star Private Limited

Factory Address: Building – 2, Plot.No. S-1/Part/B, Sy.No. 114/1, TSIIC E-City, FAB City, Ravirala Village, Maheshwaram Mandal, R.R. District, Telangana – 501359

CIN: U25209TG2020PTC147324.

17-396

Resolute

Offer Letter

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4) Aadhar card - 2 nos
5) Bank details - 2 nos

All the very best. See you soon in RESOLUTE STAR PRIVATE LIMITED FAMILY!!!!!

For **Resolute Star Private Limited,**

[redacted]

Ramesh KP.

We Recived the Original's

Ganesh

11/8/21

17-336

JBM Auto Limited

Plot No. RNS-1, Renault Nissan Supplier's Park, SIPCOT Industrial Growth Center, Sennakuppam Village, Sriperumbudur Taluk, Kancheepuram Dist, Tamilnadu-603 109. Tel : 044 - 67201127, 67201136

JBM Group

No: JBMAS/ORG/HR/ **Date: 12.08.2021**

To
Mr. SUNKARA MOHAN RAMA KRISHNA GANESH
Gudlavalleru Engineering College
Gudlavalleru.

Dear **Mr. SUNKARA MOHAN RAMA KRISHNA GANESH**

Sub: Offer Letter

Further to the On Campus Recruitment Drive conducted at your campus on 12/08/2021 the candidate have been selected for Apprenticeship training. The salary will be upto Rs. 1.80 LPA.

You are expected to report on 23/08/2021 at Company with certificates (10th Marks sheet, Provisional Certificate, Overall Marks Sheet, TC, Aadhar Card, Pan Card, Passport Photo, Bank Passbook front page Xerox).

Thanking you

for JBM AUTO LIMITED

For

N.S. Bhagyaraj
Dy. Manager P&A

Recieved original Copy
Ganesh
13/8/21

17-836

JBM Auto Limited

Plot No. RNS-1, Renault Nissan Supplier's Park, SIPCOT Industrial Growth Center, Sennakuppam Village,
Sriperumbudur Taluk, Kancheepuram Dist, Tamilnadu-603 189. Tel : 044 - 67201127, 67201136

JBM Group

No: JBMAS/ORG/HR/ **Date: 12.08.2021**

To
Mr. SUNKARA MOHAN RAMA KRISHNA GANESH
Gudlavalleru Engineering College
Gudlavalleru.

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Thanking you

for JBM AUTO LIMITED

For

N.S. Bhagyaraj
Dy. Manager P&A

Recieved original Copy
23/8/21

17-936

JBM Auto Limited

Plot No. RNS-1, Renault Nissan Supplier's Park, SIPCOT Industrial Growth Center, Sennekuppam Village,
Sriperumbudur Taluk, Kancheepuram Dist, Tamilnadu-603 106. Tel : 044 - 67201127, 67201136

JBM Group

No: JBMAS/ORG/HR/ Date: 12.08.2021

To
Mr. SUNKARA MOHAN RAMA KRISHNA GANESH
Gudlavalleru Engineering College
Gudlavalleru.

Dear **Mr. SUNKARA MOHAN RAMA KRISHNA GANESH**

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Thanking you

for JBM AUTO LIMITED

For

N.S. Bhagyaraj
Dy. Manager P&A

Recieved original Copy
Sganesh
23/8/21

17-397

JBM Auto Limited

Plot No. RNS-1, Renault Nissan Supplier's Park, SIPCOT Industrial Growth Center, Sennakuppam Village,
Sriperumbudur Taluk, Kancheepuram Dist, Tamilnadu-602 105. Tel : 044 - 67201127, 67201136

JBM Group

No: JBMAS/ORG/HR/

Date: 12.08.2021

To
Mr. SUNKARA PAVAN KUMAR
Gudlavalleru Engineering College
Gudlavalleru.

Dear Mr. SUNKARA PAVAN KUMAR

Sub: Offer Letter

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Thanking you

for JBM AUTO LIMITED

For

N.S. Bhagyaraj
Dy. Manager P&A

Registered Office
601, Hemkunt Chambers , 89,Nehru Place , New Delhi - 110019,
Tel : 011-26427104-06 Fax: 011-26427100 CIN: L74899DL1996PLC083073

17-397

JBM Auto Limited

Plot No. R09-1, Renault Nissan Supplier's Park, SIPCOT Industrial Growth Center, Sevvakuppam Village,
Sriperumbudur Taluk, Kancheepuram Dist, Tamilnadu-602 105. Tel : 044 - 67201127, 67201126

JBM Group

No: JBMAS/ORG/HR/

Date: 12.08.2021

To
Mr. SUNKARA PAVAN KUMAR
Gudlavalleru Engineering College
Gudlavalleru.

Dear Mr. SUNKARA PAVAN KUMAR

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You are expected to report on 23/08/2021 at Company with certificates (10th Marks sheet, Provisional Certificate, Overall Marks Sheet, TC, Aadhar Card, Pan Card, Passport Photo, Bank Passbook front page Xerox).

Thanking you

for JBM AUTO LIMITED

For

N.S. Bhagyaraj
Dy. Manager P&A

Registered Office
601, Hemkunt Chambers , 89,Nehru Place , New Delhi - 110019,
Tel : 011-26427104-06 Fax: 011-26427100 CIN: L74899DL1996PLC083073

17-398

Date: 29th of April 2021
Name: TADEPALLI SAI ANEESH
Roll Number: 17481A0398

Sub: Letter of Intent

Dear TADEPALLI SAI ANEESH

We are pleased to offer you the position of **Customer Care Executive.** You shall report for a comprehensive training program on **May/June/Jul** at 10:00 AM.

Your Monthly CTC will be **Rs.12,200/- + Incentives & Tenure bonus**. The details of your salary break up are provided to you in the annexure.

The offer is subject to:

- You submitting the degree certificate and all your mark sheets at the time of joining.
- A satisfactory reference from the list of referees furnished by you at the time of joining.
- A satisfactory medical opinion, if required, from a registered medical practitioner (RMP) nominated by the company.
- Submission of satisfactory proofs regarding information declared by you, i.e. your age, educational qualification, previous work experience and relieving letter from your last employer etc.

You will be under training which will vary for a period from 2 to 8 weeks depending on the performance and the project that you would be assigned. Your continuity in the organization is subject to successful clearance of training evaluation.

You will be on probation for a period of 6 months and will be confirmed on rolls upon successful completion of the probation (The probation is inclusive of the training period).

We are looking forward to you building a successful career with ALLSEC.

Best Wishes,

For Allsec Technologies Limited,

Authorized Signatory
Human Resources Department

ALLSEC TECHNOLOGIES LTD.
Regd. Office : 46-C, Velachery Main Road, Velachery, Chennai - 600 042
Tel : +91.44.4299 7070 web : www.allsectech.com
Corporate Identity Number : L72300TN1998PLC041033, Email : contactus@allsectech.com

Date: 29th of April 2021
Name: TADEPALLI SAI ANEESH
Roll Number: 17481A0398

Sub: Letter of Intent

Dear TADEPALLI SAI ANEESH

We are pleased to offer you the position of **Customer Care Executive.** You shall report for a comprehensive training program on **May/June/Jul** at 10:00 AM.

Your Monthly CTC will be **Rs.12,200/- + Incentives & Tenure bonus**. The details of your salary break up are provided to you in the annexure.

The offer is subject to:

- You submitting the degree certificate and all your mark sheets at the time of joining.
- A satisfactory reference from the list of referees furnished by you at the time of joining.
- A satisfactory medical opinion, if required, from a registered medical practitioner (RMP) nominated by the company.
- Submission of satisfactory proofs regarding information declared by you, i.e. your age, educational qualification, previous work experience and relieving letter from your last employer etc.

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You will be on probation for a period of 6 months and will be confirmed on rolls upon successful completion of the probation (The probation is inclusive of the training period).

We are looking forward to you building a successful career with ALLSEC.

Best Wishes,

For Allsec Technologies Limited,

Authorized Signatory
Human Resources Department

Date: 29th of April 2021
Name: TADEPALLI SAI ANEESH
Roll Number: 17481A0398

Sub: Letter of Intent

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You will be on probation for a period of 6 months and will be confirmed on rolls upon successful completion of the probation (The probation is inclusive of the training period).

We are looking forward to you building a successful career with ALLSEC.

Best Wishes,

For **Allsec Technologies Limited,**

Authorized Signatory
Human Resources Department

17-399

TATA

Offer: Computer Consultancy
Ref: TCSL/CT20213819920/Lucknow
Date: 14/01/2022

Mr. Manoah Daniel Talari
B-201Pamarru,
Near Gowtham School,
Gudivada-521301,
Andhra Pradesh.
Tel# -

Dear Manoah Daniel Talari,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore/ TCS Xperience (detailed under Terms & Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
1/1, Vibhuti Khand, Gomti Nagar, Lucknow 226 010 India
Tel: 91 522 666 1001 Fax: 91 522 666 1001 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Servicelline: 1800 209 3111 Email: careers@tcs.com

17-399

TATA

Offer: Computer Consultancy
Ref: TCSL/CT20213819920/Lucknow
Date: 14/01/2022

Mr. Manoah Daniel Talari
B-201Pamarru,
Near Gowtham School,
Gudivada-521301,
Andhra Pradesh.
Tel# -

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Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

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TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
1/1, Vibhuti Khand, Gomti Nagar, Lucknow 226 010 India
Tel: 91 522 666 1001 Fax: 91 522 666 1001 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

17-310

JBM Auto Limited

Plot No. RNS-1, Renault Nissan Supplier's Park, SIPCOT Industrial Growth Center, Sensakuppam Village,
Sriperumbudur Taluk, Kancheepuram Dist, Tamilnadu-603 109. Tel : 044 - 67201127, 67201136

JBM Group

No: JBMAS/ORG/HR/

Date: 12.08.2021

To
Mr. THOTA TEJA RAKESH KUMAR
Gudlavalleru Engineering College
Gudlavalleru.

Dear **Mr. THOTA TEJA RAKESH KUMAR**

Sub: Offer Letter

Further to the On Campus Recruitment Drive conducted at your campus on 12/08/2021 the candidate have been selected for Apprenticeship training. The salary will be upto Rs. 1.80 LPA.

You are expected to report on 23/08/2021 at Company with certificates (10th Marks sheet, Provisional Certificate, Overall Marks Sheet, TC, Aadhar Card, Pan Card, Passport Photo, Bank Passbook front page Xerox).

Thanking you

for JBM AUTO LIMITED

For

N.S. Bhagyaraj
Dy. Manager P&A

Registered Office
601, Hemkunt Chambers , 89,Nehru Place , New Delhi - 110019,
Tel : 011-26427104-06 Fax: 011-26427100 CIN: L74899DL1996PLC083073

17-310

JBM Auto Limited

Plot No. RNS-1, Renault Nissan Supplier's Park, SIPCOT Industrial Growth Center, Sennakuppam Village,
Sriperumbudur Taluk, Kancheepuram Dist, Tamilnadu-602 105. Tel : 044 - 67201127, 67201136

JBM Group

No: JBMAS/ORG/HR/

Date: 12.08.2021

To
Mr. THOTA TEJA RAKESH KUMAR
Gudlavalleru Engineering College
Gudlavalleru.

Dear **Mr. THOTA TEJA RAKESH KUMAR**

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Thanking you

for JBM AUTO LIMITED

For

N.S. Bhagyaraj
Dy. Manager P&A

Registered Office
601, Hemkunt Chambers , 89,Nehru Place , New Delhi - 110019,
Tel : 011-26427104-06 Fax: 011-26427100 CIN: L74899DL1996PLC083073

17-3A2

JBM Auto Limited

Plot No. RNS-1, Renault Nissan Supplier's Park, SIPCOT Industrial Growth Center, Sennakuppam Village,
Sriperumbudur Taluk, Kancheepuram Dist, Tamilnadu-603 106. Tel : 044 - 67201127, 67201136

JBM Group

No: JBMAS/ORG/HR/ Date: 12.08.2021

To
Mr. TUMMALA SUJITH KUMAR
Gudlavalleru Engineering College
Gudlavalleru.

Dear **Mr. TUMMALA SUJITH KUMAR**

Sub: Offer Letter

Further to the On Campus Recruitment Drive conducted at your campus on 12/08/2021 the candidate have been selected for Apprenticeship training. The salary will be upto Rs. 1.80 LPA.

You are expected to report on 23/08/2021 at Company with certificates (10th Marks sheet, Provisional Certificate, Overall Marks Sheet, TC, Aadhar Card, Pan Card, Passport Photo, Bank Passbook front page Xerox).

Thanking you

for JBM AUTO LIMITED

For

N.S. Bhagyaraj
Dy. Manager P&A

Recieved original copie
16/08/21
T. Sujith kumar.

17-3A2

JBM Auto Limited

Plot No. RNS-1, Renault Nissan Supplier's Park, SIPCOT Industrial Growth Center, Sennekuppam Village,
Sriperumbudur Taluk, Kancheepuram Dist, Tamilnadu-602 105. Tel : 044 - 67201127, 67201136

JBM Group

No: JBMAS/ORG/HR/

Date: 12.08.2021

To
Mr. TUMMALA SUJITH KUMAR
Gudlavalleru Engineering College
Gudlavalleru.

Dear Mr. TUMMALA SUJITH KUMAR

Sub: Offer Letter

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You are expected to report on 23/08/2021 at Company with certificates (10th Marks sheet, Provisional Certificate, Overall Marks Sheet, TC, Aadhar Card, Pan Card, Passport Photo, Bank Passbook front page Xerox).

Thanking you

for JBM AUTO LIMITED

For

N.S. Bhagyaraj
Dy. Manager P&A

Recieved original copie
16/08/21
T. Sujith kumar.

Registered Office
601, Hemkunt Chambers , 89,Nehru Place , New Delhi - 110019,
Tel : 011-26427104-06 Fax: 011-26427100 CIN: L74899DL1996PLC083073

17-3A4

JBM Auto Limited

Plot No. RNS-1, Renault Nissan Supplier's Park, SIPCOT Industrial Growth Center, Sennakuppam Village,
Sriperumbudur Taluk, Kancheepuram Dist, Tamilnadu-602 105. Tel : 044 - 67201127, 67201136

JBM Group

No: JBMAS/ORG/HR/ Date: 12.08.2021

To
Mr. UPPALA REVANTH SAI
Gudlavalleru Engineering College
Gudlavalleru.

Dear **Mr. UPPALA REVANTH SAI**

Sub: Offer Letter

Further to the On Campus Recruitment Drive conducted at your campus on 12/08/2021 the candidate have been selected for Apprenticeship training. The salary will be upto Rs. 1.80 LPA.

You are expected to report on 23/08/2021 at Company with certificates (10th Marks sheet, Provisional Certificate, Overall Marks Sheet, TC, Aadhar Card, Pan Card, Passport Photo, Bank Passbook front page Xerox).

Thanking you

for JBM AUTO LIMITED

For

N.S. Bhagyaraj
Dy. Manager P&A

Received original copy.

U. Revathi
16-08-2021

17-3A4

JBM Auto Limited

Plot No. RNS-1, Renault Nissan Supplier's Park, SIPCOT Industrial Growth Center, Sennakuppam Village,
Sriperumbudur Taluk, Kancheepuram Dist, Tamilnadu-603 189. Tel : 044 - 67201127, 67201136

JBM Group

No: JBMAS/ORG/HR/

Date: 12.08.2021

To
Mr. UPPALA REVANTH SAI
Gudlavalleru Engineering College
Gudlavalleru.

Dear **Mr. UPPALA REVANTH SAI**

Sub: Offer Letter

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You are expected to report on 23/08/2021 at Company with certificates (10th Marks sheet, Provisional Certificate, Overall Marks Sheet, TC, Aadhar Card, Pan Card, Passport Photo, Bank Passbook front page Xerox).

Thanking you

for JBM AUTO LIMITED

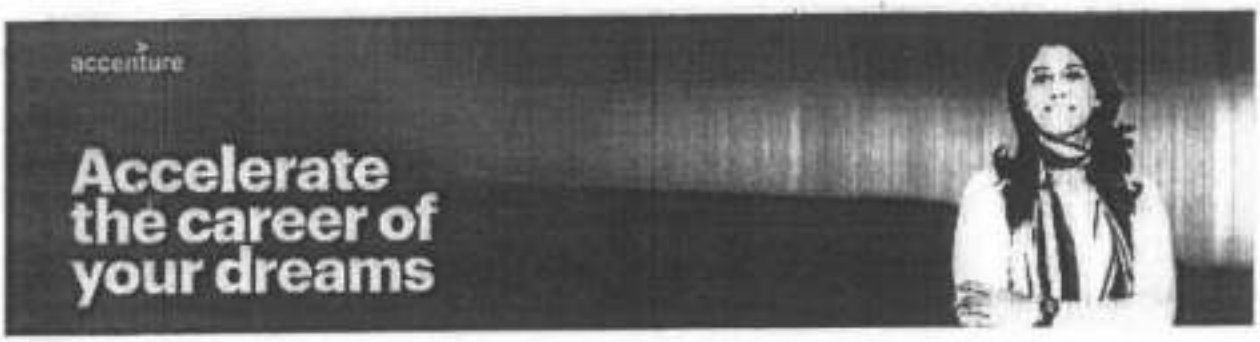
For

N.S. Bhagyaraj
Dy. Manager P&A

Received original copy.

U. Revathi
16-08-2021

17-3A5



To,

Name : Vivek Uppala

Re: Important Information post your clearance of the interview process during the Campus Visit

Dear Vivek Uppala,

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 7 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Pre-joiner-Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes a learning module - Technology Fundamentals Online Learning program (Hereinafter" program"). We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The training module of this program is typically made available to potential new joiners at least 45 days before onboarding to give them a reasonable time to learn at their pace and comfort. Details of which are as under:

    - Under the program, the learning modules hosted on a technology platform will prepare the potential new joiner to be code ready.

    - Post onboarding/joining Accenture, and after the Induction the potential new joiner will need to go through the Technology fundamental assessment (based on the pre on-boarding online learning program).

    - On successful completion of the program and clearance of the Technology fundamental

17 - 3A5

M

Infosys Limited | Virtual Onboarding Survey

1 message

Infosys Limited <offers@infosys.com>
To: vivekuppala1812@gmail.com <vivekuppala1812@gmail.com>

Fri, 9 Jul, 2021 at 7:03 PM

Dear Candidate,

Greetings! We hope you and your family are safe and well.

As we are initiating our virtual onboarding process for Freshers, we request you to provide us with some vital system information.

Kindly click here to update your details at the earliest.

Please note, it is essential for you to update details on the link shared above for us to accelerate your virtual onboarding process.

If you have any queries, please write to us at offer_update@infosys.com.

We look forward to welcoming you at Infosys.

Regards,

Talent Acquisition

Infosys Limited

17-3A7

JBM Auto Limited

Plot No. RNS-1, Renault Nissan Supplier's Park, SIPCOT Industrial Growth Center, Sennakuppam Village,
Sriperumbudur Taluk, Kancheepuram Dist, Tamilnadu-603 109. Tel : 044 - 67201127, 67201138

JBM Group

No: JBMAS/ORG/HR/ **Date: 12.08.2021**

To
Mr. PAVAN KUMAR VALLURU
Gudlavalleru Engineering College
Gudlavalleru.

Dear **Mr. PAVAN KUMAR VALLURU**

Sub: Offer Letter

Further to the On Campus Recruitment Drive conducted at your campus on 12/08/2021 the candidate have been selected for Apprenticeship training. The salary will be upto Rs. 1.80 LPA.

You are expected to report on 23/08/2021 at Company with certificates (10th Marks sheet, Provisional Certificate, Overall Marks Sheet, TC, Aadhar Card, Pan Card, Passport Photo, Bank Passbook front page Xerox).

Thanking you

for JBM AUTO LIMITED

For

N.S. Bhagyaraj
Dy. Manager P&A

17-387

JBM Auto Limited

Plot No. RNS-1, Renault Hissan Supplier's Park, SIPCOT Industrial Growth Center, Sennakuppam Village,
Sriperumbudur Taluk, Kancheepuram Dist, Tamilnadu-602 105. Tel : 044 - 67291127, 67291136

JBM Group

No: JBMAS/ORG/HR/

Date: 12.08.2021

To
Mr. PAVAN KUMAR VALLURU
Gudlavalleru Engineering College
Gudlavalleru.

Dear **Mr. PAVAN KUMAR VALLURU**

Sub: Offer Letter

Further to the On Campus Recruitment Drive conducted at your campus on 12/08/2021 the candidate have been selected for Apprenticeship training. The salary will be upto Rs. 1.80 LPA.

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Thanking you

for JBM AUTO LIMITED

For

N.S. Bhagyaraj
Dy. Manager P&A

Registered Office
601, Hemkunt Chambers , 89,Nehru Place , New Delhi - 110019,
Tel : 011-26427104-06 Fax: 011-26427100 CIN: L74899DL1996PLC083073

17-3-21

RAMTECH
CONSULTING
2nd Floor, Wing-A, Block-1
NSL SEZ HydPvt.,IDA
Uppal, Hyderabad - 500039
+91-9030817732, 7675033399
www.ramtech – corp.com

Mr/Mrs/Ms Vampugani Sumanth

This refers to your application and subsequent interview with us. We are pleased to inform you that you have been selected for the post of Tr. GIS Engineer.

Your appointment will be effective from 24th January 2022.

We congratulate you on your appointment and wish you a long and successful career with us. We are confident that your contribution will take us further in our journey towards becoming world leaders. We assure you of our support for your professional development and growth.

Basic	Rs 5070
HRA	Rs 2535
Conveyance allowance	Rs 800
CCA	Rs 1014
Medical Reimbursement	Rs 0
Flexi components	Rs 721
Monthly Gross	Rs 10140
Cost to Company (CTC)	Rs 11744 (Eleven Thousand Seven Hundred and Forty Four Rupees)

17 3B1

BSA Corporation Limited BSA

Offer Letter

Date : 12/ 08 /2021

To,

Ms. VATRAPU KOMALI
Gudlavalleru Engineering College
Gudlavalleru.

Subject : Selection as On The Job Trainee

Dear Candidate,

Congratulations.....!!!

You have been selected in campus drive on 12th August 2021. Herewith, we offer you to join BSA Corporation Ltd. Company as Trainee. You are expected to report on 3rd week of Aug to 4th Week of Aug 2021 at Chennai for Training. Your joining letter & other formalities will be completed on arrival at Chennai.

On arrival at Chennai, you can contact our person on below given numbers.

Mr.Saravanan : 96003 87972

Recieved original copies
V. Komali

Thanks,

For BSA Corporation Limited,

B Rajesh Kumar
Senior Manager – HR operations

BSA Corporation Limited
Corporate Office: 18-20, Sukhwani Fortune, Morwadi Road, Pimpri, Pune – 411018
Tel.: +91 20-27474997 Telefax: +91 20-27474962 Email: marketing@bsagroup.in Website: www.bsagroup.in

17 3B1

BSA Corporation Limited BSA

Offer Letter

Date : 12/ 08 /2021

To,

Ms. VATRAPU KOMALI
Gudlavalleru Engineering College
Gudlavalleru.

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Mr.Saravanan : 96003 87972

Recieved original copies
V. Komali

Thanks,

For BSA Corporation Limited,

B Rajesh Kumar
Senior Manager – HR operations

BSA Corporation Limited
Corporate Office: 18-20, Sukhwani Fortune, Morwadi Road, Pimpri, Pune – 411018
Tel.: +91 20-27474997 Telefax: +91 20-27474962 Email: marketing@bsagroup.in Website: www.bsagroup.in

17-3B2

JBM Auto Limited

Plot No. RNS-1, Renault Nissan Supplier's Park, SIPCOT Industrial Growth Center, Sennakuppam Village,
Sriperumbudur Taluk, Kancheepuram Dist, Tamilnadu-603 108. Tel : 044 - 67201127, 67201136

JBM Group

No: JBMAS/ORG/HR/ Date: 12.08.2021

To
Mr. VEERANKI KONDA BABU
Gudlavalleru Engineering College
Gudlavalleru.

Dear Mr. VEERANKI KONDA BABU

Sub: Offer Letter

Further to the On Campus Recruitment Drive conducted at your campus on 12/08/2021 the candidate have been selected for Apprenticeship training. The salary will be upto Rs. 1.80 LPA.

You are expected to report on 23/08/2021 at Company with certificates (10th Marks sheet, Provisional Certificate, Overall Marks Sheet, TC, Aadhar Card, Pan Card, Passport Photo, Bank Passbook front page Xerox).

Thanking you

for JBM AUTO LIMITED

For

N.S. Bhagyaraj
Dy. Manager P&A

Received Original copy
V. Konda babu
24/8/21

Registered Office
601, Hemkunt Chambers , 89,Nehru Place , New Delhi - 110019,
Tel : 011-26427104-06 Fax: 011-26427100 CIN: L74899DL1995PLC063073

17-3B2

JBM Auto Limited

Plot No. RNS-1, Renault Nissan Supplier's Park, SIPCOT Industrial Growth Center, Sennakuppam Village,
Sriperumbudur Taluk, Kancheepuram Dist, Tamilnadu-603 106. Tel : 044 - 67201127, 67201136

JBM Group

No: JBMAS/ORG/HR/ Date: 12.08.2021

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Gudlavalleru Engineering College
Gudlavalleru.

Dear Mr. VEERANKI KONDA BABU

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Thanking you

for JBM AUTO LIMITED

For

N.S. Bhagyaraj
Dy. Manager P&A

Received Original copy
V. Konda babu
24/8/21

17-3B6

Cognizant

22-Mar-2021

Dear John Babu Virivada,
B.Tech/B.E., Mechanical Engineering
Gudlavalleru Engineering College,Gudlavalleru

Candidate ID – 15017372

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**.You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR 401,968/-. This includes an annual target incentive of INR 22,500 /- as well as Cognizant's contribution of INR 19,500/- towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR Rs.450,740/-. This includes an annual target incentive of INR 22,500/- as well as Cognizant's contribution towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for 3 months and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

17-3B6

Cognizant

22-Mar-2021

Dear John Babu Virivada,
B.Tech/B.E., Mechanical Engineering
Gudlavalleru Engineering College,Gudlavalleru

Candidate ID – 15017372

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**.You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR 401,968/-. This includes an annual target incentive of INR 22,500 /- as well as Cognizant's contribution of INR 19,500/- towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR Rs.450,740/-. This includes an annual target incentive of INR 22,500/- as well as Cognizant's contribution towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for 3 months and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

3.1 Cognizant Internship:

a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.

b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program.

3.2 Continuous Skill Development (CSD) Program:

a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrollment into the program.

b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

3.3 GenC Training Post joining:

a) Cognizant continues to invest in skill building of the entry-level talent and GenC training is a formal on-the-job training offered to trainees based on the business specific skilling needs. The terms and conditions of this training will be governed by Cognizant GenC program guidelines.

b) The Cognizant Internship or the Continuous Skill Development (CSD) completion qualify as the entry criteria to the GenC training and is used as basis towards your allocation to projects/roles.

We look forward to you joining us. Should you have any further questions or clarifications, please log into https://campus2Cognizant.cognizant.com

Yours sincerely,
For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President – Human Resources

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature: **Date:**

17-300

JBM Auto Limited

Plot No. RNS-1, Renault Nissan Supplier's Park, SIPCOT Industrial Growth Center, Sennakuppam Village,
Sriperumbudur Taluk, Kancheepuram Dist, Tamilnadu-602 106. Tel : 044 - 67201127, 67201136

JBM Group

No: JBMAS/ORG/HR/ **Date: 12.08.2021**

To
Mr. PAVAN KUMAR.K
Gudlavalleru Engineering College
Gudlavalleru.

Dear **Mr. PAVAN KUMAR. K**

Sub: Offer Letter

Further to the On Campus Recruitment Drive conducted at your campus on 12/08/2021 the candidate have been selected for Apprenticeship training. The salary will be upto Rs. 1.80 LPA.

You are expected to report on 23/08/2021 at Company with certificates (10th Marks sheet, Provisional Certificate, Overall Marks Sheet, TC, Aadhar Card, Pan Card, Passport Photo, Bank Passbook front page Xerox).

Thanking you

for JBM AUTO LIMITED

N.S. Bhagyaraj
Dy. Manager P&A

Registered Office
801, Hemkunt Chambers , 89,Nehru Place , New Delhi - 110019,
Tel : 011-26427104-06 Fax: 011-26427100 CIN: L74899DL1996PLC083073

17-300

JBM Auto Limited

Plot No. RNS-1, Renault Nissan Supplier's Park, SIPCOT Industrial Growth Center, Sennakuppam Village,
Sriperumbudur Taluk, Kancheepuram Dist, Tamilnadu-603 106. Tel : 044 - 67281127, 67281136

JBM Group

No: JBMAS/ORG/HR/ Date: 12.08.2021

To
Mr. PAVAN KUMAR.K
Gudlavalleru Engineering College
Gudlavalleru.

Dear **Mr. PAVAN KUMAR. K**

Sub: Offer Letter

Further to the On Campus Recruitment Drive conducted at your campus on 12/08/2021 the candidate have been selected for Apprenticeship training. The salary will be upto Rs. 1.80 LPA.

You are expected to report on 23/08/2021 at Company with certificates (10th Marks sheet, Provisional Certificate, Overall Marks Sheet, TC, Aadhar Card, Pan Card, Passport Photo, Bank Passbook front page Xerox).

Thanking you

for JBM AUTO LIMITED

N.S. Bhagyaraj
Dy. Manager P&A

12-3C6.

Infosys
Navigate your next

July 27, 2021
Mr.Gattu Venkata Rajasekhar
Candidate ID: 1002188530
Badinenipalli,Komarolu Mandal,
Prakasam Dist- 523373,

Dear Gattu Venkata Rajasekhar,

SUB: LETTER OF INTENT TO HIRE

Congratulations! Further to your application for Employment with Infosys Limited('Company') and the subsequent selection process, we are delighted to communicate to you our in turn to make you an offer for the position of **System Engineer** in Job Level 3 with the company. Your DOJ is **December 20, 2021** and you will receive the Letter of Appointment with all the elaborates soon.

This letter of intent would be super seeded by for man employment contract. The employment contract will detail out the scope, terms and conditions of your employment with the company break up of your salary, proposed location of posting, date of joking etc.

Please be advised that our office to you will be conditional up on you having successfully completed your graduation/ post-graduation qualification and having completed all course requirements and examinations required for the award of the educational qualification mentioned by you in your application for employment with the company. You are required to submit all marks sheets and other relevant documents (if any), on the day you join the company. Further, you should have been declared as passed by the relevant examination authority. please note that the determination of the adequacy or authenticity of all are any of the proofs and any condoning delay in submission of the same will be at the Companies absolute and sold description.

Should you meet the conditions of employment, your **Total Gross Salary** includes performance incentives and will be **INR36000** per annum. The complete breakdown of the compensation and increment will be provided in the letter of appointment.

This is a letter of intent only. It is not intended to be, and shall not constitute in any way a binding or legal agreement, or impose any legal obligation or duty on either you at the company. Should you have any questions regarding the above, please do not hesitate to write to us at offer_update@inosys.com.

Welcome to Infosys ltd. We are confident you will be able to make a significant contribution to the success of Infosys Limited. We wish you along, regarding and fulfilling carrier and look forward to working with you.

Yours sincerely,

RICHARD LOBO

EVP and Head Human Resources-Infosys Limited

17-368

BYJU'S

Offer Letter

Name:Beryl Samudralu Kolluri
Date:Thursday, September 30, 2021

Dear Mr. Beryl Samudralu Kolluri ,

We are glad to inform you that you have been selected for the position of Business Development Trainee - Sales in our organization with the Business Development Team for a period of 6 weeks, with an opportunity to be offered a permanent position of Business Development Associate at the end of the training period, based upon the following terms and conditions.

The first 2 weeks of this training will be classroom training at the Joining Location itself. It will then be followed by 4 weeks of "On-the-Job Training (OJT)", to be conducted at the OJT Training Location. Upon successful completion of the training and post your conversion, you will be posted in the Role Location as a Business Development Associate.

1. Employment Details:

Department:	Business Development (51000000)
Designation:	Business Development Trainee - Sales
Reporting Manager:	Shaik Heera Jaan Basha (TNL201608051)
Reporting Time:	9:30 AM
Joining Location:	Byjus Vizag - Door No : 46-11-16, 4TH FLOOR, Grand Palace Building, Near ANR Shopping mall, Beside HOTEL SAROVAR, Visakhapatnam, Andhra Pradesh 530016
OJT Training Location:	Byjus - Vijayawada
Role Location:	Vijayawada

2. Date of Joining: Your appointment becomes effective from the date of joining the services of the Company, which date shall be no later than Tuesday, October 5, 2021 .Your work location after conversion to the role of Business Development Associate would be Vijayawada or any other location as may be assigned by the Company. The Company reserves the right to transfer you to any location, as the Company may deem fit, from time to time.

3. Term: The term of this Agreement would be for a period of 1.5 months (approximately), commencing from your date of joining. This Agreement will automatically expire upon the completion of this term unless terminated earlier as per the provisions of Clause 12 of this Agreement.

4. Extension of Agreement: In case of a business requirement, this agreement may be extended by another 2 weeks (over above the 1.5 months) as mentioned in Clause 3. You shall be intimated by suitable means, as the Company deems fit. The decision of the Company, in this matter shall be final.

5. Background Check: The Company may, at its discretion, conduct background verification, prior to or at any time after commencement of this Agreement, to verify, including but not limited to, your professional certifications, designations or licenses, educational background, identity, proof of age, address, past work experience (if any) and criminal records. You hereby provide your express consent to the Company for conducting such background checks. This Agreement is subject to validation of any information provided by you to the Company and to the satisfactory outcome of the pre- employment screening activities (including background verification and criminal history check).

6. Offer of Permanent Position: It shall not be obligatory on the part of the Company to offer a permanent position to you on expiry of this Agreement. This offer of employment will be subject to the satisfactory performance during training and also subject to production of necessary documents including educational and professional certificates and may be rescinded in the event such necessary documents are not provided to the Company. Upon satisfying the above conditions, conversion to the role of BDA will be done with a compensation of 10LPA (7LPA fixed + 3LPA variable) for the role of BDA - Direct Sales. However, the Company may at its sole discretion and its business requirements may decide not to extend an offer of employment. Moreover, if the Company finds that you have achieved your training target through improper means resulting in the reduction of your achieved revenue, the Company will have the right to terminate your employment even after the permanent position has been offered.

7. Cost to the Company: Your compensation is INR 25000 per month. You are also eligible for a performance pay up to INR 2,00,000/- based on your individual targets and performance numbers during your training period.

8. Deductions: The Company shall be entitled to deduct from the above remuneration payable to you, the following contractual, statutory and compulsory deductions:

(a) Provident Fund;
(b) Income tax deducted at source at the rates applicable;
(c) Employment / professional taxes;
(d) Dues to Company including loans and advances; or
(e) Any other applicable statutory deductions

The income tax liability with regards to your salary and perks will be your liability, and will be governed by the applicable tax laws of the country as applicable from time to time.

9. Expense Reimbursement: In addition to the aforementioned salary, you shall be paid the expenses incurred by you on behalf of the Company or its clients as authorized, in connection with the duties executed by you, and upon presenting supporting vouchers/documents. The Expense Policy applicable to you will be shared with you on joining.

10. Company Policies: You will be governed by the Company's policies, regulations and procedures on the office timings, anti-sexual harassment, leave, travel, transfers, misconduct, etc., presently in force or as introduced/amended from time to time. You are eligible for leave as per the Company's leave policy, which can be viewed under 'Policies' tab in your 'Employee Service Platform Account' and/or the 'Employee's Handbook' provided to you.

11. Leaves: You will be entitled to get 1 casual leave/sick leave per month. Employees whose date of joining service falls between 1st to the 15th of a month are entitled to get the leave credit for that month. Employees whose date of joining service falls between 16th to the end of the month are not entitled for the leave credit for that month.

12. Absence from duty: When an employee takes off from duty without prior leave approval or proper intimation under certain unavoidable circumstances, then those day/days will be treated as absence from duty. The days of absence will be treated under loss of pay. The employee has to report to his / her department head on rejoining duty from absence and provide valid reasons for absence in writing before taking up work again. If an employee is absent from duty for more than 2* days (including paid and unpaid leaves / consecutive or cumulative), training will be discontinued without any notice.

*(*In case, where this agreement is extended, as per Clause 4 of this agreement, need to be read as 3 days, with no change to terms and conditions of Clause 12.)*

13. Termination: Subject to Clause 3, your services may be terminated in the following manner:

a) The Company will be entitled to terminate your services by giving you 48 hours' notice in writing, or by payment of 48 hours' salary in lieu of such notice. In the event you desire to leave the services of the Company, you will be required to give the Company 48 hours' notice in writing or 48 hours' salary in lieu of such notice.

b) In the event of termination on disciplinary grounds including but not limited to embezzlement, fraud, gross negligence, willful misconduct, or a material violation of Company policies or you are found to be absconding from the services of the Company or for any other reasons causing grievous loss / damage / disrepute to the Company / associates, your termination will be immediate and without any notice or compensation.

c) In the event of your resignation from the services of the Company, you will be required to give the Company 48 hours' written notice. The notice period has to be served in full, unless otherwise agreed by the Company in writing. In case of failure to give the above notice period,

the Company shall have the right to deduct the salary in lieu of the notice period and you will not be eligible to be hired by the Company in future. You shall, on ceasing to be an employee of the Company for any reason and in addition to the obligations under the Non-Disclosure and Confidential Information Agreement, forthwith return all Company properties, movable and immovable, including all Company information and data in any form, files, reports, memoranda, software, credit cards, door and file keys, computer access codes, laptops, desktops, and such other property which you received or in possession or prepared in connection with your employment with the Company.

14. Confidential Information: As an employee, you may come in to possession of information confidential to the Company and agree to keep confidential, Company's proprietary and confidential information obtained at any time during the period of your employment in the Company. Confidential information includes, and is not limited to; course materials, videos, financial documents and other relevant documents. You shall not disclose such Confidential Information to any person. You shall not make any copies of the Confidential Information. You shall not disclose, reproduce or use any Confidential Information for any purpose except solely in connection with your performance in company. Your obligations with respect to confidentiality shall be more fully detailed under the Non-Disclosure and Confidential Information Agreement executed by you with the Company and you shall at all times be bound by the provisions laid therein.

15. Intellectual Property Rights: All the intellectual property rights in the material developed by you, class material and related documents shall at all times remain the property of the Company. You shall provide all assistance and execute all deeds and documents required to vest the intellectual property rights with the Company. In the event any of the intellectual property rights are not assignable under applicable laws, you shall provide exclusive, transferable, assignable, royalty-free right in such intellectual property in perpetuity to the Company. You shall not assert any right, title and interest over such intellectual property rights.

16. Indemnity: You hereby agree to indemnify and keep indemnified and hold the Company harmless from and against any loss, claim, damage, costs, taxes, duties, additions, penalties, interest thereon or expenses of any kind, including reasonable attorney's fees, incurred/sustained or caused to be incurred/sustained by the Company on account of:

a. Any act or omission by you;
b. Contravention of any of the terms, conditions, covenants of this letter or the Non-Disclosure and Confidential Information Agreement;
c. Any representation or warranty or information furnished to the Company found to be false;
d. Violation/non-compliance with any laws/rules/regulations while rendering the services; and/or
e. Failure to adhere to the standards/specifications/policies of the Company.

17. General Provisions:

a. You are required to devote your entire time, attention and effort to the furtherance of the business of the Company and to continually develop your professional skills in the interest of the Company and yourself. You shall not, during your employment with the Company, directly or indirectly engage yourself in or devote any time or attention to any part-time employment or business or position of monetary interest, other than that of the Company. Further, you shall not divulge, communicate or pass any information in any form, related to any aspect of the Company to anyone outside the Company.

b. You shall endeavor to uphold the good image of the Company and shall not by your conduct adversely affect the reputation of the Company and bring disrepute to the Company, in any manner whatsoever. You shall not conduct yourself in any manner amounting to breach of confidence reposed in you or inconsistent with the position of responsibility occupied by you. You shall at all times deal with the Company's money, material and documents with utmost honesty and professional ethics.

c. Your individual remuneration is purely a matter between yourself and the Company and has been arrived at on the basis of our specific background and professional merit. The Company expects that you maintain this information and any future changes to your remuneration, as strictly personal and confidential.

d. During the course of your employment, if you, at any time render yourself incompetent to perform your duties or if you should misconduct yourself or be disobedient, intemperate, irregular in attendance, commit breach of the terms of your employment or of any of the stipulations herein contained, the Company shall without prejudice to any of its rights under the terms herein contained, be entitled to terminate your employment forthwith without notice or payment in lieu of notice and deduct from your salary or other emoluments, if any, then due to you, including the amount of any damage that the Company may have sustained.

e. You will keep the Company informed of any change in your residential address, your family status or any other personal particulars relevant to your employment, as and when the change occurs.

f. You are required to sign a 'Non-Disclosure and Confidential Information Agreement' with the Company, prior to joining the services of the Company. Your employment with the Company shall be contingent upon you executing the said agreement.

g. You will be subject to the Company's rules and regulations for the time being in force and as varied from time to time.

h. The Company will deduct taxes as appropriate and consistent with applicable tax laws and regulations. You will be responsible for your tax liabilities under all applicable tax laws and regulations.

i. This letter constitutes the complete understanding between you and the Company regarding the terms of your employment with the Company. This supersedes any and all other agreements, either written or oral, between you and the Company regarding your employment. Any modification of this letter will be effective only if it is in writing, signed by both parties.

j. All disputes arising herein shall be governed by the laws of India and the jurisdiction to entertain and try such dispute shall vast exclusively in the courts of Bangalore, Karnataka

The terms of your employment contract detailed above are strictly confidential and should be treated as privileged information between yourself and the Company. You are expected to maintain such information appropriately.

You are requested to signify your acceptance of the terms and conditions by signing and returning to us the duplicate copy of this letter.

We look forward to you joining us at the earliest. We are certain that you will find challenge, satisfaction and opportunity in your association with the Company.

You are requested to carry the below mentioned documents on your joining date

1. 10th Mark sheet
2. 12th Mark sheet
3. Graduation/Post Graduation Mark sheet–All semester mark sheet
4. Graduation/Post Graduation–Provisional Certificate/Course Completion Certificate
5. Resume
6. BYJU'S Offer Letter
7. Pan Card
8. Aadhaar Card
9. Voter ID/Passport/Driving License
10. Cancelled Cheque/Bank Statement/Bank Passbook
11. Passport Size Photograph
12. All current & previous companies relieving/experience letter(Only for experienced candidate)
13. Current/Last company's last three months' pay slips (Only for experienced candidate)

Yours sincerely,

Think & Learn Pvt. Ltd.

Human Resource

Accept Job Offer by signing below

Signature:

This is system generated offer letter and does not require authorized signature.

17-3 DO

JBM Auto Limited

Plot No. RNS-1, Renault Nissan Supplier's Park, SIPCOT Industrial Growth Center, Sennelcuppam Village,
Sriperumbedur Taluk, Kancheepuram Dist, Tamilnadu-602 105. Tel : 044 - 67201127, 67201136

JBM Group

No: JBMAS/ORG/HR/ Date: 12.08.2021

To
Mr. TUNDURU SUBBA RAJU
Gudlavalleru Engineering College
Gudlavalleru:

Dear Mr. TUNDURU SUBBA RAJU

Sub: Offer Letter

Further to the On Campus Recruitment Drive conducted at your campus on 12/08/2021 the candidate have been selected for Apprenticeship training. The salary will be upto Rs. 1.80 LPA.

You are expected to report on 23/08/2021 at Company with certificates (10th Marks sheet, Provisional Certificate, Overall Marks Sheet, TC, Aadhar Card, Pan Card, Passport Photo, Bank Passbook front page Xerox).

Thanking you

for JBM AUTO LIMITED

For

N.S. Bhagyaraj
Dy. Manager P&A

Registered Office
801, Hemkunt Chambers , 89,Nehru Place , New Delhi - 110019,
Tel : 011-26427104-06 Fax: 011-26427100 CIN: L74899DL1996PLC083073

17-3 DO

JBM Auto Limited

Plot No. RNS-1, Renault Nissan Supplier's Park, SIPCOT Industrial Growth Center, Sennekuppam Village,
Sriperumbudur Taluk, Kancheepuram Dist, Tamilnadu-602 106. Tel : 044 - 67201127, 67201136

JBM Group

No: JBMAS/ORG/HR/ Date: 12.08.2021

To
Mr. TUNDURU SUBBA RAJU
Gudlavalleru Engineering College
Gudlavalleru

Dear Mr. TUNDURU SUBBA RAJU

Sub: Offer Letter

Further to the On Campus Recruitment Drive conducted at your campus on 12/08/2021 the candidate have been selected for Apprenticeship training. The salary will be upto Rs. 1.80 LPA.

You are expected to report on 23/08/2021 at Company with certificates (10th Marks sheet, Provisional Certificate, Overall Marks Sheet, TC, Aadhar Card, Pan Card, Passport Photo, Bank Passbook front page Xerox).

Thanking you

for JBM AUTO LIMITED

For

N.S. Bhagyaraj
Dy. Manager P&A

Registered Office
601, Hemkunt Chambers , 89,Nehru Place , New Delhi - 110019,
Tel : 011-26427104-06 Fax: 011-26427100 CIN: L74899DL1996PLC083073

17-3D1

Resolute

Offer Letter

Dear Mr. S. Jaya Krishna

Congratulations! I am pleased to extend the following offer of employment to you at RESOLUTE STAR PRIVATE LIMITED. You have been selected as **GRADUATE ENGINEERING TRAINEE** with respect to the on campus drive happened at your College

on 11/08/2021. You are supposed to join the organization on 07/09/2021.Your salary would be Rs 1.8 LPA. Your work location will be at **RESOLUTE STAR PRIVATE LIMITED**, Fab City, Hyderabad.

After successful completion of the probation and review thereof, you will be entitled to other allowances and benefits whatsoever as per policies of the organization. Regular performance reviews will be done to assess your suitability.

At the date of joining the following documents are required:

1) Resume - 2 nos
2) 10th, Intermediate & B.Tech Semester mark sheets and certificates - 2 nos
3) Provisional Certificate - 2 nos
4) Aadhar card - 2 nos
5) Bank details - 2 nos

All the very best. See you soon in RESOLUTE STAR PRIVATE LIMITED FAMILY!!!!!

For **Resolute Star Private Limited,**

Ramesh KP.

Received original
S. Jaya krishna
11/08/21

17-3D1

[redacted]

Offer Letter

Dear Mr. S. Jaya Krishna

Congratulations! I am pleased to extend the following offer of employment to you at RESOLUTE STAR PRIVATE LIMITED. You have been selected as **GRADUATE ENGINEERING TRAINEE** with respect to the on campus drive happened at your College

on 11/08/2021. You are supposed to join the organization on 07/09/2021.Your salary would be Rs 1.8 LPA. Your work location will be at **RESOLUTE STAR PRIVATE LIMITED**, Fab City, Hyderabad.

After successful completion of the probation and review thereof, you will be entitled to other allowances and benefits whatsoever as per policies of the organization. Regular performance reviews will be done to assess your suitability.

At the date of joining the following documents are required:

1) Resume - 2 nos
2) 10th, Intermediate & B.Tech Semester mark sheets and certificates - 2 nos
3) Provisional Certificate - 2 nos
4) Aadhar card - 2 nos
5) Bank details - 2 nos

All the very best. See you soon in RESOLUTE STAR PRIVATE LIMITED FAMILY!!!!!

For **Resolute Star Private Limited,**

[redacted]

Ramesh KP.

Received original
S. Jaya krishna
11/08/21

Resolute Star Private Limited

Factory Address: Building – 2, Plot No. S-1/Part/B, Sy.No. 114/1, TSIIC E-City, FAB City, Ravirala Village, Maheshwaram Mandal, R.R. District, Telangana – 501359

CIN: U25209TG2020PTC147324.

17-3D1

JBM Auto Limited

Plot No. RNS-1, Renault Nissan Supplier's Park, SIPCOT Industrial Growth Center, Sennekuppam Village,
Sriperumbudur Taluk, Kancheepuram Dist, Tamilnadu-602 105. Tel : 044 - 67201127, 67201136

JBM Group

No: JBMAS/ORG/HR/ Date: 12.08.2021

To
Mr. SADINENI JAYA KRISHNA
Gudlavalleru Engineering College
Gudlavalleru.

Dear **Mr. SADINENI JAYA KRISHNA**

Sub: Offer Letter

Further to the On Campus Recruitment Drive conducted at your campus on 12/08/2021 the candidate have been selected for Apprenticeship training. The salary will be upto Rs. 1.80 LPA.

You are expected to report on 23/08/2021 at Company with certificates (10th Marks sheet, Provisional Certificate, Overall Marks Sheet, TC, Aadhar Card, Pan Card, Passport Photo, Bank Passbook front page Xerox).

Thanking you

for JBM AUTO LIMITED

For

N.S. Bhagyaraj
Dy. Manager P&A

Received original
S. Jaya krishna
12/08/21
17481A03D1

17481A03D2

AVINEON.
Visualize It, See It Through.

ISO 9001:2015 | ISO 27001:2013 | ISO 14001:2015 &
OHSAS 18001:2007 Certified | CMMI Level 3 Company

Date: 11-Sept-21

OFFER OF EMPLOYMENT

Sai Krishna Sashwik Kolapalli
H.no.-7-101, Kunapareddy Nagar,
Krishna, Andhra Pradesh

Dear Sai Krishna

Avineon's vision is to be one of the premier company, distinctive and successful in everything we do. Our primary goal is to exceed our customer expectation by delivering competitive, quality products and services on time every time. This is an aggressive goal, which can only be attained by recruiting and developing a talented work force. Avineon wants individuals, who bring a diverse perspective to our business challenges and objectives and yet share our goal of growth and customer focus, team work and diversity, intelligent and risk taking and quality excellence.

Further to your recent interview and interaction with Avineon, we are delighted to extend this offer of employment to you.

Offered Details:

Designation	: **Trainee Associate - Geospatial Services**
Division	: **Geospatial Services**
Date of Joining	: **13 September 2021**
Notice period for separation	: **30 Days**
Base Location	: **Hyderabad**
CTC	: **Rs.1,92,000/-** (Rupees One Lakh & Ninety Two Thousand Only)
Other T & C	: **Ten Months of Service Agreement Amounting Twenty Five Thousand From DOJ**

This offer is conditional on (i). satisfactory reference checks on qualifications and the accuracy of the employment history provided by you; (ii). the acceptance of the terms and conditions of your assignment as set forth below include the attachments that are incorporated by reference "Offer Letter". The term company shall refer to the Avineon India Private Limited its predecessors, designees and successors and its past, present and future operating companies, divisions, subsidiaries, affiliates and other business units.

The details of your compensation package is provided in **Annexure A**. Please review the same and reply with your acceptance at the earliest. This offer is valid till **11 September 2021**, hence you are required to send us your acceptance on or before above said date.

- Please report at 09.30 am on the day of your joining.
- You are required to work in shifts as per requirements and company policy.
- Every 1st and 3rd Saturday of the month is a working day as per company policy.
- The draft of general terms and conditions of your employment is annexed here with **(Annexure B)**. Please review and acknowledge the same.
- Please carry all original documents at the time of joining along with the copies of the same as per the list given below.

Annexure A
Your Compensation Structure

Salary Components	Monthly (Rs)	Annual (Rs)	Taxable Status
Basic	6400	76800	Fully Taxable
HRA	2560	30720	Exempt based on rental receipts
Children Education Allowance	1000	12000	Exempt up to 2 children
Special Pay	2589	31068	Fully Taxable
Conveyance	1600	19200	Totally Exempt
Reimbursements			
Conveyance(monthly)	-	-	Exempt on submission of bills
Telephone charges (monthly)	0	0	Exempt on submission of bills
Food Coupons	0	0	Exempt Minimum 1650 & Maximum 2400
LTA (Annual)	0	0	Exempt for 2yrs in the block of 4 years on submission of bills
Car Lease	-	-	Perquisite Tax will be applied
Driver Salary	-	-	Exempt on submission of bills
Employer Contributions			
Provident Fund	1391	16692	
ESI	460	5520	
Total Cost to the Company	**16000**	**192000**	

- ✓ **Group personal accident insurance to the extent of Rs. 10,00,000/-**
- ✓ **Life insurance coverage (EDLI) for Rs. 7,02,000/-**
- ✓ **All statutory deductions (PF, ESI & Prof Tax) are part of your CTC.**
- ✓ **Gratuity as per norms.**

Yours Sincerely,
For AVINEON INDIA PVT. LTD.

G.S.V.V.PRASAD
ASST.GENERAL MANAGER-HR

List of documents to be submitted at the time of joining:

1) Originals as well as Photocopies of all Educational certificates as mentioned in your CV (Including SSLC, Diploma / Intermediate, Graduation, Post-Graduation). Originals are mandatory for verification purpose only.
2) Four (4) copies of your latest passport size colour photographs.
3) Originals and Photo copy of below Govt issued ID proofs supporting your identity. Originals are mandatory for verification purpose only.
   a) Aadhaar – **Mandatory**
   b) PAN Card (2 copies) – **Mandatory**
   c) Passport – Optional d) Driving License - Optional e) Voter ID Card – Optional

   In case you do not have Aadhaar & Pan card you will be required to apply for the same and carry it on the day of joining. In case you do not have the same, you will be required to obtain the same within 4 weeks post joining else your salary processing is likely to be impacted. In case your application for mandatory documents is under process then you need to submit a proof (receipt) that you have applied for the same and you will be required to submit the same as soon as you receive the same.
4) If you are covered under ESI then Post card size photograph of your family (Parents, Spouse and children) for ESI E-Pehchan card.
5) Bank Statement for the last three months supporting your salary credits **(Not applicable for trainees).**
6) Copies of pay slips for last 3 months or salary certificate from your current employer **(Not applicable for trainees)**
7) Photo copies of relieving & experience letters of all your previous Employers **(Not applicable for trainees)**
8) Printout of UAN card or UAN number **Mandatory (Not applicable in case of first-time employment)**
9) ESI E-Pehchan card or ESI Number – **(Mandatory if already covered under ESI in earlier organization)**
10) Original and copies of your relieving letter or resignation acceptance letter from your previous employers – **Mandatory**. In case you do not have the same on date of joining you will be required to submit screen shot of your resignation raised / Copy of resignation acceptance with acknowledgement from your reporting manager / HR of previous organization. You will be required to submit relieving letter within 45 days post joining else your salary processing and employment with organization is likely to be impacted.
11) This offer has been made to you, based on the information furnished by you. However, if there is any discrepancy found in the copies of the documents / certificates given by you as a proof in support of the above, the Company reserves the right to terminate your services without notice or payment in lieu of the notice. Also you need to submit all pending documents as requested by Company within 15 working days from your date of joining.
12) Please do remember to take at least one COVID vaccination before joining. This is mandatory in case Management decides to call you to office for work.
13) The initial project will be done from office till the time COVID situation improves. Management reserves right to open office and with short notice and ask you to come to office.

We look forward to welcoming you at Avineon on the above-said date.

Yours Sincerely,

For AVINEON INDIA PVT. LTD.

G.S.V.V.PRASAD
ASST.GENERAL MANAGER-HR

17-3 D2

JBM Auto Limited

Plot No. RNS-1, Renault Nissan Supplier's Park, SIPCOT Industrial Growth Center, Sennakuppam Village,
Sriperumbudur Taluk, Kancheepuram Dist, Tamilnadu-603 109. Tel : 044 - 67201127, 67201136

JBM Group

No: JBMAS/ORG/HR/ Date: 12.08.2021

To
Mr. KOLAPALLI SAI KRISHNA SATHWIK
Gudlavalleru Engineering College
Gudlavalleru.

Dear Mr. KOLAPALLI SAI KRISHNA SATHWIK

Sub: Offer Letter

Further to the On Campus Recruitment Drive conducted at your campus on 12/08/2021 the candidate have been selected for Apprenticeship training. The salary will be upto Rs. 1.80 LPA.

You are expected to report on 23/08/2021 at Company with certificates (10th Marks sheet, Provisional Certificate, Overall Marks Sheet, TC, Aadhar Card, Pan Card, Passport Photo, Bank Passbook front page Xerox).

Thanking you

for JBM AUTO LIMITED

For

N.S. Bhagyaraj
Dy. Manager P&A

Registered Office
601, Hemkunt Chambers , 89,Nehru Place , New Delhi - 110019,
Tel : 011-26427104-06 Fax: 011-26427100 CIN: L74899DL1996PLC083073

17-3D2

JBM Auto Limited

Plot No. R15-1, Renault Nissan Supplier's Park, SIPCOT Industrial Growth Center, Sennakuppam Village,
Sriperumbudur Taluk, Kancheepuram Dist, Tamilnadu-603 109. Tel : 044 - 67201127, 67201136

JBM Group

No: JBMAS/ORG/HR/ Date: 12.08.2021

To
Mr. KOLAPALLI SAI KRISHNA SATHWIK
Gudlavalleru Engineering College
Gudlavalleru.

Dear Mr. KOLAPALLI SAI KRISHNA SATHWIK

Sub: Offer Letter

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Thanking you

for JBM AUTO LIMITED

For

N.S. Bhagyaraj
Dy. Manager P&A

Registered Office
501, Hemkunt Chambers , 89,Nehru Place , New Delhi - 110019,
Tel : 011-26427104-06 Fax: 011-26427100 CIN: L74899DL1996PLC083073

17-305

JBM Auto Limited

Plot No. RNS-1, Renault Nissan Supplier's Park, SIPCOT Industrial Growth Center, Sennakuppam Village,
Sriperumbudur Taluk, Kancheepuram Dist, Tamilnadu-602 105. Tel : 044 - 67201127, 67201136

JBM Group

No: JBMAS/ORG/HR/ Date: 12.08.2021

To
Mr. GANJI PAVAN KUMAR
Gudlavalleru Engineering College
Gudlavalleru.

Dear Mr. GANJI PAVAN KUMAR

Sub: Offer Letter

Further to the On Campus Recruitment Drive conducted at your campus on 12/08/2021 the candidate have been selected for Apprenticeship training. The salary will be upto Rs. 1.80 LPA.

You are expected to report on 23/08/2021 at Company with certificates (10th Marks sheet, Provisional Certificate, Overall Marks Sheet, TC, Aadhar Card, Pan Card, Passport Photo, Bank Passbook front page Xerox).

Thanking you

for JBM AUTO LIMITED

For

N.S. Bhagyaraj
Dy. Manager P&A

Recived original copy
G. Pavan K
13/8/2021

Registered Office
601, Hemkunt Chambers , 89,Nehru Place , New Delhi - 110019,
Tel : 011-26427104-06 Fax: 011-26427100 CIN: L74899DL1996PLC083073

17-3DS

JBM Auto Limited

Plot No. RNS-1, Renault Nissan Supplier's Park, SIPCOT Industrial Growth Center, Sennakuppam Village,
Sriperumbudur Taluk, Kancheepuram Dist, Tamilnadu-602 105. Tel : 044 - 67291127, 67291136

JBM Group

No: JBMAS/ORG/HR/ Date: 12.08.2021

To
Mr. GANJI PAVAN KUMAR
Gudlavalleru Engineering College
Gudlavalleru.

Dear **Mr. GANJI PAVAN KUMAR**

Sub: Offer Letter

Further to the On Campus Recruitment Drive conducted at your campus on 12/08/2021 the candidate have been selected for Apprenticeship training. The salary will be upto Rs. 1.80 LPA.

You are expected to report on 23/08/2021 at Company with certificates (10th Marks sheet, Provisional Certificate, Overall Marks Sheet, TC, Aadhar Card, Pan Card, Passport Photo, Bank Passbook front page Xerox).

Thanking you

for JBM AUTO LIMITED

For

N.S. Bhagyaraj
Dy. Manager P&A

Recived original copy.
G. Pavan K
13/8/2021

Registered Office
601, Hemkunt Chambers , 89,Nehru Place , New Delhi - 110019,
Tel : 011-26427104-06 Fax: 011-26427100 CIN: L74899DL1996PLC083073

17-308

JBM Auto Limited

Plot No. RNS-1, Renault Nissan Supplier's Park, SIPCOT Industrial Growth Center, Sennalupparn Village,
Sriperumbudur Taluk, Kancheepuram Dist, Tamilnadu-603 109. Tel : 044 - 67201127, 67201136

JBM Group

No: JBMAS/ORG/HR/

Date: 12.08.2021

To
Mr. DHULUPUDI RAVI CHANDRA
Gudlavalleru Engineering College
Gudlavalleru.

Dear **Mr. DHULUPUDI RAVI CHANDRA**

Sub: Offer Letter

Further to the On Campus Recruitment Drive conducted at your campus on 12/08/2021 the candidate have been selected for Apprenticeship training. The salary will be upto Rs. 1.80 LPA.

You are expected to report on 23/08/2021 at Company with certificates (10th Marks sheet, Provisional Certificate, Overall Marks Sheet, TC, Aadhar Card, Pan Card, Passport Photo, Bank Passbook front page Xerox).

Thanking you

for JBM AUTO LIMITED

For

N.S. Bhagyaraj
Dy. Manager P&A

17-808

JBM Auto Limited

Plot No. RMS-1, Renault Nissan Supplier's Park, SIPCOT Industrial Growth Center, Sennakuppam Village,
Sriperumbudur Taluk, Kancheepuram Dist, Tamilnadu-602 105. Tel : 044 - 67201127, 67201136

JBM Group

No: JBMAS/ORG/HR/

Date: 12.08.2021

To
Mr. DHULUPUDI RAVI CHANDRA
Gudlavalleru Engineering College
Gudlavalleru.

Dear Mr. DHULUPUDI RAVI CHANDRA

Sub: Offer Letter

Further to the On Campus Recruitment Drive conducted at your campus on 12/08/2021 the candidate have been selected for Apprenticeship training. The salary will be upto Rs. 1.80 LPA.

You are expected to report on 23/08/2021 at Company with certificates (10th Marks sheet, Provisional Certificate, Overall Marks Sheet, TC, Aadhar Card, Pan Card, Passport Photo, Bank Passbook front page Xerox).

Thanking you

for JBM AUTO LIMITED

For

N.S. Bhagyaraj
Dy. Manager P&A

Registered Office
601, Hemkunt Chambers , 89,Nehru Place , New Delhi - 110019,
Tel : 011-26427104-06 Fax: 011-26427109 CIN: L74899DL1996PLC083073

12-39

Infosys
Navigate your next

AUGUST 26,2021
Mr.Settipalli Naga Raju
Candidate ID:1002133640
D.NO.3-86,
Mallela,Tiruvuru Mandal,
Krishna Dist.

Dear Settipalli Naga Raju,

SUB: LETTER OF INTENT TO HIRE

Congratulations! Further to your application for Employment with Infosys Limited('Company') and the subsequent selection process, we are delighted to communicate to you our in turn to make you an offer for the position of **System Engineer** in Job Level 3 with the company. Your DOJ is **December 20,2021** and you will receive the Letter of Appointment with all the elaborates soon.

This letter of intent would be super seeded by for man employment contract. The employment contract will detail out the scope, terms and conditions of your employment with the company, break up of your salary, proposed location of posting, date of joing etc.

Please be advised that our office to you will be conditional up on you having successfully completed your graduation/ post-graduation qualification and having completed all course requirements and examinations required for the award of the educational qualification mentioned by you in your application for employment with the company. You are required to submit all marks sheets and other relevant documents(if any), on the day you join the company. Further, you should have been declared as passed by the relevant examination authority. please note that the determination of the adequacy or authenticity of all are any of the proofs and any condoning delay in submission of the same will be at the Companies absolute and sold description.

Should you meet the conditions of employment, your **Total Gross Salary** includes a performance incentives and will be **INR36000** per annum. The complete breakdown of the compensation and increment will be provided in the letter of appointment.

This is a letter of intent only. It is not intended to be, and shall not constitute in any way a binding or legal agreement, or impose any legal obligation or duty on either you at the company. should you have any questions regarding the above, please do not hesitate to write to us at offer_update@inosys.com.

Welcome to Infosys ltd. We are confident you will be able to make a significant contribution to the success of Infosys Limited. We wish you along, regarding and fulfilling carrier and look forward to working with you.

Yours sincerely,

RICHARD LOBO

EVP and Head Human Resources-Infosys Limited

123E2.

TATA

Offer: Computer consultancy
Ref: TCS/CT20203487956/Hyderabad
Date:26/07/2021

Mr.Gopisetti Ravindra Saradhi
D.No. 1-111A,Meduru
Gampalagudem Mandal,
Krishna Dist,
Tel# 91- 6303464289

Dear Gopisetti Ravindra Saradhi,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y.** You will be assigned a role in the **Engineering & Industrial Services and Internet of Things (EIS & IOT)**Unit, which is subject to change as per the business requirements of TCSL.

Your gross salary including all benefits will be Rs.3,36,877/- per annum , as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentives and / or Competency Incentive) basis you r performance in TCS Explore Program which gives an additional earning potential of upto **Rs.60,000** during the first year. Annexure- 1 provides the break-up of the compensation package.

Kindly conform your acceptance of this offer online through this option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining Date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Explore (detailed under Terms & Conditions)

TCS Confidential
TCSL/CT20203487956

17-3B4

JBM Auto Limited

Plot No. R5B-1, Renault Nissan Supplier's Park, SIPCOT Industrial Growth Center, Sennekuppam Village,
Sriperumbudur Taluk, Kancheepuram Dist, Tamilnadu-602 105. Tel : 044 - 67201127, 67201136

JBM Group

No: JBMAS/ORG/HR/ Date: 12.08.2021

To
Mr. SANE ANANTHA BHASKAR
Gudlavalleru Engineering College
Gudlavalleru.

Dear **Mr. SANE ANANTHA BHASKAR**

Sub: Offer Letter

Further to the On Campus Recruitment Drive conducted at your campus on 12/08/2021 the candidate have been selected for Apprenticeship training. The salary will be upto Rs. 1.80 LPA.

You are expected to report on 23/08/2021 at Company with certificates (10th Marks sheet, Provisional Certificate, Overall Marks Sheet, TC, Aadhar Card, Pan Card, Passport Photo, Bank Passbook front page Xerox).

Thanking you

for JBM AUTO LIMITED

N.S. Bhagyaraj
Dy. Manager P&A

Received signed copy
S.A. Bhaskar
13/08/2021

Registered Office
601, Hemkunt Chambers , 89,Nehru Place , New Delhi - 110019,
Tel : 011-26427104-06 Fax: 011-26427100 CIN: L74899DL1995PLC063073

17-3E4

JBM Auto Limited

Plot No. RNS-1, Renault Nissan Supplier's Park, SIPCOT Industrial Growth Center, Sennakuppam Village,
Sriperumbudur Taluk, Kancheepuram Dist, Tamilnadu-603 108. Tel : 044 - 67201127, 67201138

JBM Group

No: JBMAS/ORG/HR/

Date: 12.08.2021

To
Mr. SANE ANANTHA BHASKAR
Gudlavalleru Engineering College
Gudlavalleru.

Dear **Mr. SANE ANANTHA BHASKAR**

Sub: Offer Letter

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Thanking you

for JBM AUTO LIMITED

for

N.S. Bhagyaraj
Dy. Manager P&A

Received signed copy
S.A. Bhaskar
13/08/2021

Registered Office
601, Hemkunt Chambers, 89,Nehru Place, New Delhi - 110019,
Tel : 011-26427104-06 Fax: 011-26427100 CIN: L74899DL1996PLC083073

17-358

BSA Corporation Limited BSA

Offer Letter

Date : 12/ 08 /2021

To,

Mr. TAMMANA MURALI SAI SAMBA SIVA KUMAR
Gudlavalleru Engineering College
Gudlavalleru.

Subject : Selection as On The Job Trainee

Dear Candidate,

Congratulations.....!!!

You have been selected in campus drive on 12th August 2021. Herewith, we offer you to join BSA Corporation Ltd. Company as Trainee. You are expected to report on 3rd week of Aug to 4th Week of Aug 2021 at Chennai for Training. Your joining letter & other formalities will be completed on arrival at Chennai.

On arrival at Chennai, you can contact our person on below given numbers.

Mr.Saravanan : 96003 87972

Thanks,

For BSA Corporation Limited,

B RaghthKumar
Senior Manager – HR operations

BSA Corporation Limited
Corporate Office: 18-20, Sukhwani Fortune, Morwadi Road, Pimpri, Pune – 411018
Tel.: +91 20-27474997 Telefax: +91 20-27474962 Email: marketing@bsagroup.in Website: www.bsagroup.in

17-358

BSA Corporation Limited BSA

Offer Letter

Date : 12/ 08 /2021

To,

Mr. TAMMANA MURALI SAI SAMBA SIVA KUMAR
Gudlavalleru Engineering College
Gudlavalleru.

Subject : Selection as On The Job Trainee

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On arrival at Chennai, you can contact our person on below given numbers.

Mr.Saravanan : 96003 87972

Thanks,

For BSA Corporation Limited,

B RanjithKumar
Senior Manager – HR operations

BSA Corporation Limited
Corporate Office: 18-20, Sukhwani Fortune, Morwadi Road, Pimpri, Pune – 411018
Tel.: +91 20-27474997 Telefax: +91 20-27474962 Email: marketing@bsagroup.in Website: www.bsagroup.in

17-358

BSA Corporation Limited BSA

Offer Letter

Date : 12/ 08 /2021

To,

Mr. TAMMANA MURALI SAI SAMBA SIVA KUMAR
Gudlavalleru Engineering College
Gudlavalleru.

Subject : Selection as On The Job Trainee

Dear Candidate,

Congratulations.....!!!

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On arrival at Chennai, you can contact our person on below given numbers.

Mr.Saravanan : 96003 87972

Thanks,

For BSA Corporation Limited,

B RanjithKumar
Senior Manager – HR operations

17-369

Infosys
Navigate your next

September 18,2021
Mr.Bodigadda Satish Kumar
Candidate ID:1002133530
D.NO.44-14/4-64/5,Madhura Nagar,
Gunadala,vijayawada,
Krishna Dist-520 004.

Dear Bodigadda Satish Kumar,

SUB: LETTER OF INTENT TO HIRE

Congratulations! Further to your application for Employment with Infosys Limited('Company') and the subsequent selection process, we are delighted to communicate to you our in turn to make you an offer for the position of **System Engineer** in Job Level 3 with the company. Your DOJ is **December 20,2021** and you will receive the Letter of Appointment with all the elaborates soon.

This letter of intent would be super seeded by for man employment contract. The employment contract will detail out the scope, terms and conditions of your employment with the company break up of your salary, proposed location of posting, date of joing etc.

Please be advised that our office to you will be conditional up on you having successfully completed your graduation/ post-graduation qualification and having completed all course requirements and examinations required for the award of the educational qualification mentioned by you in your application for employment with the company. You are required to submit all marks sheets and other relevant documents (if any), on the day you join the company. Further, you should have been declared as passed by the relevant examination authority. please note that the determination of the adequacy or authenticity of all are any of the proofs and any condoning delay in submission of the same will be at the Companies absolute and sold description.

Should you meet the conditions of employment, your **Total Gross Salary** includes performance incentives and will be **INR 36000** per annum. The complete breakdown of the compensation and increment will be provided in the letter of appointment.

This is a letter of intent only. It is not intended to be, and shall not constitute in any way a binding or legal agreement, or impose any legal obligation or duty on either you at the company. should you have any questions regarding the above, please do not hesitate to write to us at offer_update@inosys.com.

Welcome to Infosys ltd. We are confident you will be able to make a significant contribution to the success of Infosys Limited. We wish you along, regarding and fulfilling carrier and look forward to working with you.

Yours sincerely,

RICHARD LOBO

EVP and Head Human Resources-Infosys Limited

17-2 F1

TATA

Offer: Computer consultancy
Ref: TCS/CT20213476159/Hyderabad
Date: 21/09/2021

Mr. Gandreddi Appala Raju
Nandhavarapuvanipalem,
chintagatla Post ,Pendurthi Mandal,
Vishakapatnam.
Tel# 91-7780665345

Dear Gandreddi Appala Raju,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be assigned a role in the **Engineering & Industrial Services and Internet of Things (EIS & IOT)**Unit, which is subject to change as per the business requirements of TCSL.

Your gross salary including all benefits will be Rs.3,36,877/- per annum , as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentives and / or Competency Incentive) basis you r performance in TCS Explore Program which gives an additional earning potential of upto **Rs.60,000** during the first year. Annexure- 1 provides the break-up of the compensation package.

Kindly conform your acceptance of this offer online through this option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining Date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Explore (detailed under Terms & Conditions)

TCS Confidential
TCSL/ CT20213476159

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Deccanpark, No 1 Software Units Layout, Madhapur, Hyderabad 500 081 India
Tel: 91 40 6667 2000 Fax 91 40 6667 2222 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

18-3-2021

GEOTPO Placement Officer [illegible]

BYJU'S CAMPUS 2021 DRIVE RESULT (SSS) - Gudlavalleru Engineering College

[illegible]

Byju's Campus [illegible]
[illegible]
[illegible]

Sep 2020, 2021 at 12:13 PM

Hello,

[illegible]

[illegible] the result for the [illegible] campus drive held with Gudlavalleru Engineering College.

A total of [illegible] have been selected at BYJU'S - The Learning App.
[illegible]

Candidate Name	Email Id	College Name	Profile
[illegible]	[illegible]	Gudlavalleru Engineering College	Student Success Specialist
[illegible]	[illegible]	Gudlavalleru Engineering College	Student Success Specialist

[illegible]

Please consider the [illegible] before printing this mail.

[illegible]

infosys
Navigate your next

HRD/1002481846/21-22

November 16, 2021

18. V. Sa...

Mr. Tatakula Jagadeesh
No.6-140,
Krishna
Gudivallaru 521356
India

Ph: +91-9533402646

Dear Tatakula,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer**

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **16-Dec-2021**.

Location

Your location of training is **MYSORE, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.*

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.*

Training

The training program will consist of classroom/virtual training and on-the-job training. The duration of the classroom/virtual training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and successful completion of the training.

RAMTECH
CONSULTING
[illegible]

Mr/Mrs/Ms T.Naga Sai Venkata Vara Prasad

[illegible] your application and subsequent interview with us. We are please [illegible] inform you that you have been selected for the post of [illegible].

Your appointment will be effective from [illegible] January [illegible].

We congratulate you on your appointment and wish you a long and successful [illegible] with us. We are confident that your contribution will [illegible] further [illegible] your journey towards becoming world leaders. We assure you of our support [illegible] professional development and growth.

Basic	Rs [illegible]
[illegible]	Rs [illegible]
Conveyance Allowance	Rs [illegible]
CCA	Rs [illegible]
Medical Reimbursement	Rs [illegible]
Tax Components	Rs [illegible]
Monthly Gross	Rs [illegible]
Cost to Company (CTC)	Rs 11,741 [illegible]

18.5.305

TVS ES

TVS Educational Society

Date: 22/01/2021

Shri Manepalli Pavan Satya Naga Sai Ram
S/O Manepalli Brahmaji
No: 7/438, Godugupeta,
Mochilipatnam,
Krishna DT-521001,

Trainee ID: N101554

Dear Manepalli Pavan Satya Naga Sai Ram

NEEM Trainee Contract Letter

We are pleased to engage you as NEEM Trainee subject to the following terms and conditions:

1. The period of training shall be **Thirty Six** months with start date **22/01/2021** and end date **21/01/2024**

2. It shall not be obligatory on our part or of the Establishment / Company wherein you will undergo the on the job training to offer any employment to you during or on successful completion of your training period. As a NEEM Trainee undergoing training in the establishment, you shall be a trainee and not a workman / employee and as such, the provisions of any labour legislations shall not apply to you or in relation to you and your on the job training shall be solely governed by the provisions of All India Council for Technical Educational [National Employability Enhancement Mission (NEEM)] Regulations 2017

3. You shall be given on the job training with **Sundram Fasteners Limited Autolec Division Plant IV, Gummidipoondi** for the above mentioned period. You will be imparted training in shifts according to normal hours of work of the establishment to which you are attached for training.

4. During the tenure of your training, you shall abide by the rules and regulations from time to time as intimated to you by us and / or the Establishment wherein you will undergo on the job training including but not limited to all matters of conduct, discipline and safety and carry out all lawful orders of the establishment.

5. As NEEM Trainee you shall learn your subject field conscientiously and diligently and attend to practical and instructional classes regularly.

6. As NEEM Trainee you shall maintain a record of your Training during the period of the NEEM TRAINING in the proforma given by TVS Educational Society

7. When the contract of Training is terminated for failure on your part to carry out the terms of contract, you shall refund to TVS Educational Society as cost of training such amount as may be determined by TVS Educational Society. In such event, you shall not be entitled to enter into another contract of training under the National Employability Enhancement Mission (NEEM).

...2

L-305

BSA Corporation Limited

BSA

Offer Letter

To,

Date : 11/08/2021

Mr. MANEPALLI PAVAN SATYA NAGA SAI RAM
Gudlavalleru Engineering College
Gudlavalleru

Subject : Selection as On The Job Trainee

Dear Candidate,

Congratulations ...!!!

You have been selected in campus drive on 11th August 2021. Herewith, we offer you to join BSA Corporation Ltd. Company as Trainee. You are expected to report on 3rd week of Aug to 4th week of Aug 2021 at Chennai for Training. Your joining letter & other formalities will be completed on arrival at Chennai.

On arrival at Chennai, you can contact our person on below given numbers.

Mr. Saravanan : 8600 87972

Thanks,

For BSA Corporation Limited,

B Ranjith Kumar
Senior Manager – HR operations

BSA Corporation Limited
Corporate Office: 18-20, Srikiwani Forum, Marwadi Road, Pimpri, Pune – 411018
Tel.: +91 20-27471997 Telefax: +91 20-27474963 Email: [illegible]@bsagroup.in Website: www.bsagroup.in

L305

BSA Corporation Limited

BSA

Offer Letter

Date : 22/08/2021

To,

Mr. MANEPALLI PAVAN SATYA NAGA SAI RAM
Gudlavalleru Engineering College
Gudlavalleru

Subject : Selection as On The Job Trainee

Dear Candidate,

Congratulations... !!!

You have been selected in campus drive on 17th August 2021. Herewith, we offer you to join BSA Corporation Ltd. Company as Trainee. You are expected to report on 3rd week of Aug to 4th week of Aug 2021 at Chennai for Training. Your joining letter & other formalities will be completed on arrival at Chennai.

On arrival at Chennai, you can contact our person on below given numbers.

Mr.Saravanan : 96003 87972

Thanks,

For BSA Corporation Limited,

B. Ranjan Kumar
Senior Manager – HR operations

BSA Corporation Limited
Corporate Office: 18-20, Sukhwani Fortune, Mamwali Road, Pimpri, Pune – 411018
Tel.: +91 20-27474907 Telefax: +91 20-27474962 Email: marketing@bsacorp.in Website: www.bsacorp.in

E-305

BSA Corporation Limited

BSA

Offer Letter

Date : 12/08/2021

To,

Mr. MANEPALLI PAVAN SATYA NAGA SAI RAM
Gudlavalleru Engineering College
Gudlavalleru

Subject : Selection as On The Job Trainee

Dear Candidate,

Congratulations...!!!

You have been selected in campus drive on 14th August 2021. Herewith, we offer you to join BSA Corporation Ltd. Company as Trainee. You are expected to report on 3rd week of Aug to 4th Week of Aug 2021 at Chennai for Training. Your joining letter & other formalities will be completed on arrival at Chennai.

On arrival at Chennai, you can contact our person on below given numbers.

Mr. Sarajanan : 98008.87971

Thanks,

For BSA Corporation Limited,

B Ranjith Kumar
Senior Manager – HR operations

BSA Corporation Limited
Corporate Office: 18-20, Sukhwani Forum, Morwadi Road, Pimpri, Pune – 411018
Tel.: +91 20-27471957 Telefax: +91 20-27476952 Email: marketing@bsagroup.in Website: www.bsagroup.in

JBM Auto Limited

[illegible]

JBM

No: JBMAS/ORG/HR/

Date: 12.08.2021

To
Mr. GUNTURU VINAY KUMAR
Godavari Engineering College
Godavari

Dear Mr. GUNTURU VINAY KUMAR

Sub: Offer Letter

Further to the On Campus Recruitment Drive conducted at your campus on 12/08/2021 the candidate have been selected for Apprenticeship training. The salary will be upto Rs. 1.80 LPA.

You are expected to report on 23/08/2021 at Company with certificates (10th Marks sheet, Provisional Certificate, Overall Marks Sheet, TC, Aadhar Card, Pan Card, Passport Photo, Bank Passbook front page Xerox).

Thanking you

for JBM AUTO LIMITED

N.S. Bhagyaraj
Dy. Manager P&A

JBM Auto Limited

[illegible]

JBM

No: JBMAS/CRG/HR/

Date: 12/08/2021

To
Mr. GUNTURU VINAY KUMAR
Gudlavalleru Engineering College
Gudlavalleru,

Dear Mr. GUNTURU VINAY KUMAR

Sub: Offer Letter

Further to the On Campus Recruitment Drive conducted at your campus on 12/08/2021, the candidate have been selected for Apprenticeship training. The salary will be upto Rs. 1.60 LPA.

You are expected to report on 23/08/2021 at Company with certificates (10th Marks sheet, Provisional Certificate, Overall Marks Sheet, TC, Aadhar Card, Pan Card, Passport Photo, Bank Passbook front page Xerox).

Thanking you

For JBM AUTO LIMITED

N.S. Bhagyaraj
Dy. Manager P&A

Registered Office:
[illegible]

TATA

184BS40310

Ref: TCSL/DT20218531686/1697873/Chennai
Date: 15 December 2021

MR. VENKAT SAI DURGA GARAPATI
9/271 Near Busstand,Dommeru
Hanuman Statue, Kovvuru,
Andhra Pradesh 534350.
Tel# 919912894942

Sub: Joining Letter

Dear Mr. Venkat Sai Durga Garapati,

We would like to take this opportunity to extend a very warm welcome to TATA Consultancy Services Limited (TCSL) family.

We are pleased to inform you that your joining date at TCSL will be **29th December 2021** , your joining location is **Bangalore** , work location is **Bangalore** and your stream is **IT** . This has been provided considering your preference and business requirements

Your wellbeing is our utmost priority in the current COVID-19 pandemic scenario across India. Keeping this in mind, and the regulations enforced by various states at this point, we have internally enabled a virtual onboarding process for our future TCSers. For the Virtual Onboarding Process, **you will not be required to physically report at the TCS offices on the date of your joining** .

TCS XP HR Team will reach out to you over email in the next few days to guide you further on the virtual onboarding process and steps to be taken to prepare yourself for onboarding.

Congratulations on completing the first phase of your learning through TCS Xplore Program. We appreciate your passion towards learning which has helped you to perform well. You are now set to experience learning through our coveted TCS Xperience Program.

TCS Xperience Program

Learning is a way of life at TCSL. The TCS Xperience Program will open a world of opportunities and help you to scale greater heights in your professional life.

The program is carefully designed to develop software engineering skills, nurture professionalism and inculcate a process mindset. This program provides the perfect platform to polish the skills you have gained through the TCS Xplore program, making you 'project ready'.

The duration of your TCS Xperience Program is based on your performance in TCS Xplore program and business requirements.

The program has regular assessments based on pre-defined learning objectives. You are expected to meet the required standards during the TCS Xperience Program. In case, the performance does not meet the expectations, the management reserves the right to either extend your program or take appropriate action.

As communicated through various forums during the recruitment process, your appointment is subject to completion of your final academic (UG/PG) course within the stipulated time as specified by your University/Institute and as per TCSL selection guidelines. You also have to fulfill all the TCS eligibility criteria as stated in the Offer letter.

Kindly confirm your acceptance of this program by clicking on the " Accept" button in Nextstep portal. We encourage you to join us on the specified date to enjoy the benefit of timely processing and avail better opportunities.

TATA CONSULTANCY SERVICES
Tata Consultancy Services Ltd
[illegible]

We look forward to you joining us on an enriching career with TCSL. Together, let us take this organization to greater heights!

Gear up to experience the future!!

Warm regards,

Janardhan S
Global Head - Talent Development

Click here or use a QR code reader from your mobile to validate the joining form

TATA CONSULTANCY SERVICES
[illegible]

18-5-21

TVS ES

TVS Educational Society

Date 22/01/2021

Sri. Pamarthi Sawar Veera Venkata Mani Shankar
S/O Pamarthi Gangadhara Rao
Vill 1-24, Pamarnagudem,
Nuzividu,
Krishna DT-521211

Trainee ID: 1101040

Dear Pamarthi Sawar Veera Venkata Mani Shankar

NEEM Trainee Contract Letter

We are pleased to engage you as NEEM Trainee subject to the following terms and conditions:

1. The period of training shall be Thirty Six months with start date 22/01/2021 and end date 21/01/2024.

2. It shall not be obligatory on our part or of the Establishment / Company wherein you will undergo the on the job training to offer any employment to you during or on successful completion of your training period. As a NEEM Trainee undergoing training in the establishment, you shall be a trainee and not a workman / employee and as such, the provisions of any labour legislations shall not apply to you or to relation to you and your on the job training shall be solely governed by the provisions of All India Council for Technical Educational (National Employability Enhancement Mission (NEEM)) Regulations 2017.

3. You shall be given on the job training with Sundram Fasteners Limited Auxiliary Division Plant IV, Gummidipoondi for the above mentioned period. You will be imparted training in shifts according to normal hours of work of the establishment, to which you are attached for training.

4. During the tenure of your training, you shall abide by the rules and regulations from time to time as intimated to you by us and / or the Establishment wherein you will undergo on the job training including but not limited to all matters of conduct, discipline and safety and carry out all lawful orders of the establishment.

5. As NEEM Trainee you shall learn your subject field conscientiously and diligently and assist in practical and institutional classes regularly.

6. As NEEM Trainee you shall maintain a record of your Training during the period of the NEEM TRAINING in the proforma given by TVS Educational Society.

7. Which the contract of Training is terminated for failure on your part to carry out the terms of contract, you shall refund to TVS Educational Society as part of training such amount as may be determined by TVS Educational Society. In such event, you shall not be entitled to enter into another contract of training under the National Employability Enhancement Mission (NEEM).

Investment Estate, 29, Haddows Road, Chennai - 600 006. Tamilnadu Phone : 044 - 42485633

Scanned with CamScanner

18-5-21

Date: 23rd of April 2021
Name: AYANGADDA KISHORE
Roll Number: [illegible]

Sub: Letter of Intent

Dear AYANGADDA KISHORE

We are pleased to offer you the position of Customer Care Executive. You will report for a comprehensive training program on [illegible] at 10:00 AM.

Your Monthly CTC will be [illegible]/- + Incentives & Tenure bonus. The details of your salary breakup are provided to you in the annexure.

The offer is subject to:

- You submitting the degree certificate and all your mark sheets at the time of joining.
- A satisfactory reference from the list of referees furnished by you at the time of joining.
- A satisfactory medical opinion, if required, from a registered medical practitioner (MBBS) nominated by the company.
- Submission of satisfactory proofs regarding information declared by you, i.e. your age, educational qualification, previous work experience and relieving letter from your last employer etc.

You will be under training which will vary for a period from 2 to 8 weeks depending on the performance and the project that you would be assigned. Your continuity in the organization is subject to successful clearance of training evaluation.

You will be on probation for a period of 6 months and will be confirmed on rolls upon successful completion of the probation (The probation is inclusive of the training period).

We are looking forward to you building a successful career with ALISEC.

Best Wishes,

For Alisec Technologies Limited,

Authorised Signatory
Human Resources Department

Date: 28th of April 2021
Name: AYANIGADDA KISHORE
Roll Number: 12415/48732

Subjection of Intent

Dear AYANIGADDA KISHORE

We are pleased to offer you the position of Customer Care Executive. You shall report for a comprehensive training program on July/June/Jul at 10:00 AM.

Your Monthly CTC will be Rs.12,000/- + Incentives & Tenure bonus. The details of your salary breakup are provided to you in the annexure.

The offer is subject to:

- You submitting the degree certificate and all your marksheets at the time of joining.
- A satisfactory reference from the list of referees furnished by you at the time of joining.
- A satisfactory medical opinion, if required, from a registered medical practitioner (SMP) nominated by the company.
- Submission of satisfactory proofs regarding information declared by you, i.e. your age, educational qualification, previous work experience and relieving letter from your last employer etc.

You will be under training which will vary for a period from 2 to 8 weeks depending on the performance and the project that you would be assigned. Your continuity in the organization is subject to successful clearance of training evaluation.

You will be on probation for a period of 6 months and will be confirmed on rolls upon successful completion of the probation (The probation is inclusive of the training period).

We are looking forward to you building a successful career with ALLSEC.

Best Wishes,

For Allsec Technologies Limited,

Authorised Signatory
Human Resources Department

ALLSEC TECHNOLOGIES LTD.
Regd. Office: [illegible]
[illegible]
[illegible]

Date: 29th of April 2021
Name: AVANIGADDA KISHORE
Roll Number: 18485A0112

Sub: Letter of Intent

Dear AVANIGADDA KISHORE

We are pleased to offer you the position of Customer Care Executive. You shall report for a comprehensive training program on May/June/Jul of 10:00 AM.

Your Monthly CTC will be Rs.12,200/- + Incentives & Tenure bonus. The details of your salary breakup are provided to you in the annexure.

The offer is subject to:

- You submitting the degree certificate and all your marksheets at the time of joining.
- A satisfactory reference from the list of referees furnished by you at the time of joining.
- A satisfactory medical opinion, if required, from a registered medical practitioner (RMP) nominated by the company.
- Submission of satisfactory proofs regarding information declared by you, i.e. your age, educational qualification, previous work experience and relieving letter from your last employer etc.

You will be under training which will vary for a period from 2 to 8 weeks depending on the performance and the project that you would be assigned. Your continuity in the organization is subject to successful clearance of training evaluation.

You will be on probation for a period of 6 months and will be confirmed on role upon successful completion of the probation (The probation is inclusive of the training period).

We are looking forward to you building a successful career with Allsec.

Best Wishes,

For Allsec Technologies Limited,

Authorized Signatory
Human Resources Department

ALLSEC TECHNOLOGIES LTD.
Registered Office : [illegible]
Tel : [illegible]
Corporate Identity Number : [illegible]

[illegible] 2COMS

[illegible] 2022.

To

[illegible] Chandra Sekhar

[illegible] Angamali

[illegible]

[illegible]

Dear [illegible] Chandra Sekhar,

2COMS is pleased to offer you the position of Technical Consultant. We are confident that your skills and will be a perfect fit for our company.

As discussed, the office timings will be from [illegible] AM to [illegible] PM. You will be reporting from 20th February 2022 and your starting salary will be Rs [illegible]. Your employment terms include full medical coverage for you. The employee benefits health plan will be effective from date of joining.

Sincerely,

TATA

184BCA0315

Offer- Computer Consultancy
Ref: TCSL/CT202033329270/Chennai
Date: 07/12/2021

Mr. Nega Ganesh Anagani
2-19/C Sultanagaram,
Opposite To Government School,
Machilipatnam-521001,
Andhra Pradesh,
Tel# -

Dear Nega Ganesh Anagani,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be ₹3,36,877/- per annum, as per the terms and conditions set out herein.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the Mandatory pre-joining learning curriculum named TCS Xplore/ TCS Xperience (detailed under Terms & Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
[illegible]

TATA

GROSS SALARY SHEET

Annexure 1

Name	Naga Ganesh Anagani
Designation	Assistant System Engineer-Trainee
Institute Name	Gudlavalleru Engg. College, A.P

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits *	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,800
Provident Fund	1,774	21,288
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	57,722
TOTAL GROSS	27,415	3,36,877

* Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount decided will be paid out on a quarterly basis upon successful completion of the TCS Xplore / Xperience Program.

** The Performance Pay is applicable upon successful completion of the TCS Xplore / Xperience Program.

*** For HIS - Note that Rs. 7800 if the employee is Single, if the employee is married or married with Children then Rs. 8,800/- per consultant needs to be added to the above mentioned amount.

Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,222	14,734
Food Card	500	6,000
GROSS BOUQUET OF BENEFITS	7,646	91,752

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
[illegible]
[illegible]
[illegible]
[illegible]

Withdrawal of Offer

If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

Girish V. Nandimath
Global Head Talent Acquisition & AIP

Click here or scan QR code with your mobile to validate the offer letter

Encl: Annexure 1: Benefits and Gross Salary
Annexure 2: List of TCS Xplore Centres
Annexure 3: Confidentiality and IP Terms

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
[illegible]
[illegible]
[illegible]
[illegible]

19-5-310

TATA

Offer: Computer Consultancy
Ref: TCSL/CT20213810185/Lucknow
Date: 14/01/2022

Mr. Chakravarthi Chakka
2-64Near Post Office,
Post Office,
Bhattacharumarru-521130
Andhra Pradesh.
Tel/ -

Dear Chakravarthi Chakka

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be ₹3,36,877/- per annum, as per the terms and conditions set out herein.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore/ TCS Xperience (detailed under Terms & Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
1/1, Vibhuti Khand, Gomti Nagar, Lucknow 226 010 India
Tel: 91 522 666 1001 Fax: 91 522 666 1001 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TATA

184 85 40 319

Offer: Computer Consultancy
Ref: TCSL/CT20213750984/Lucknow
Date: 11/12/2021

Mr. Srikrishna Devanaboina
3-78Mopidevi,
Mopidevi,
Vijayawada-521125,
Andhrapradesh.
Tel# -

Dear Srikrishna Devanaboina,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be ₹3,36,877/- per annum, as per the terms and conditions set out herein.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore/ TCS Xuchence (detailed under Terms & Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
1/3, Vibhuti Khand, Gomti Nagar, Lucknow 226 010 India
Tel: +91 522 666 1001 Fax: +91 522 666 1001 Website: www.tcs.com
Registered Office: Nirmal Building, 9th Floor, Nariman Point, Mumbai, 400 021
TCS Careers Service line: 1800 209 5111 Email: careers@tcs.com

COMPENSATION AND BENEFITS

BASIC SALARY
You will be eligible for a basic salary of ₹14,784/- per month.

BOUQUET OF BENEFITS (BoB)
Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

1. **House Rent Allowance (HRA)**
   Your HRA will be ₹5,914/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. **Leave Travel Allowance**
   You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

3. **Food Card**
   You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias. As per the Pre-Defined structure you will be eligible for a Food Card with an amount of ₹500/- being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
[illegible] Gandhi Nagar, Gadanwar [illegible] India
Tel: [illegible] Fax: [illegible] Website: www.tcs.com
Registered Office: Nirmal Building, [illegible] Nariman Point, Mumbai [illegible]
TCS Careers Service Line: [illegible] Email: [illegible]

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 ₹800/- per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

Quarterly Variable Allowance is subject to review on your first anniversary and may undergo a change based on the actual performance of the Company, your business unit and your own ongoing individual performance. The payment is subject to your being active on the company rolls on the date of announcement of Quarterly Variable Allowance.

This Pay/Allowance shall be treated as productivity bonus in lieu of statutory profit bonus.

Performance Pay will be effective upon successful completion of the TCS Xplore / Xperience Programme.

CITY ALLOWANCE

You will be eligible for a City Allowance of ₹200/- per month. This is specific to India and is linked to your base branch. In the event of a change in your base branch this amount may undergo a change. It will stand to be discontinued while on international assignments. This allowance is fully taxable and subject to review.

OTHER BENEFITS

Health Insurance Scheme
TCSL brings the benefit of health insurance cover to you and your dependants under the company's Health Insurance Scheme(HIS).

HIS offers the following benefits:

1. **Basic Cover**
   i. Entitlement - Includes domiciliary expenses up to ₹6,000/- per insured person per annum and basic hospitalization expenses up to ₹2,00,000/- per insured person per annum.

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
[illegible] Street, Gamin Bhagat, Lucknow 226 010 India
Tel: 91 522 [illegible] Fax: 91 522 [illegible] www.tcs.com
Registered Office: Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Service (Tel: 1800 209 [illegible] email: [illegible]@tcs.com

II. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

2. **Higher Hospitalisation**
   Coverage under Higher Hospitalisation is mandatory. Under this scheme, you and your enrolled dependents will be automatically covered under Higher Hospitalisation benefits.

   I. Entitlement - You and your enrolled dependants will be entitled for ₹12,00,000/- as a family floater coverage towards hospitalisation expenses, over and above the individual basic coverage.

   II. Premium - For Higher Hospitalisation, a part of the premium will be recovered from your salary and the differential premium will be borne by TCSL.

Maternity Leave
Women employees are eligible to avail maternity leave of twenty six weeks. Adopting or commissioning mother may avail maternity leave for twelve weeks. For more details on the benefits and eligibility, once you join, please refer TCS India Policy - Maternity Leave.

Tata Sons and Consultancy Services Employees' Welfare Trust (TWT)
You will become a member of the TWT, on completion of continuous association of one year from the date of joining TCSL. A nominal annual membership fee of ₹250/- will be recovered from you for the same. The Trust provides financial assistance by way of grants/ loans in accordance with the rules framed by the Trust from time to time for medical and educational purposes and in case of death of members while in service.

Loans
You will be eligible for loans, as per TCSL's loan policy.

Professional Memberships
You will be eligible for reimbursement of expenses towards professional membership as per TCSL's policy.

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
1/7, Mohan Kharad, Gomti Nagar, Lucknow 226 010 India
Tel: 91 522 [illegible] Fax: 91 522 [illegible] Website: www.tcs.com
Registered Office: Nirmal building, 6th Floor, Nariman Point, Mumbai 400 021
TCS Centers Service Line: +800 209 [illegible] email: [illegible]@tcs.com

Withdrawal of Offer

If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

Girish V. Nandimath
Global Head Talent Acquisition & AIP

Click here to scan a QR code to access from your mobile to validate the offer letter

Encl: Annexure 1: Benefits and Gross Salary
Annexure 2: List of TCS Xplore Centres
Annexure 3: Confidentiality and IP Terms

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
[illegible]
[illegible]
[illegible]
[illegible]

TATA

GROSS SALARY SHEET

Annexure 1

Name	Srikrishna Devanaboina
Designation	Assistant System Engineer-Trainee
Institute Name	Gudlavalleru Engg. College, A P

Table 1 Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,791	1,77,490
Bouquet Of Benefits*	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,288
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
TOTAL GROSS	27,415	3,36,877

* Refer to Table 2 for TCSL defined Structure. In case, you wish to restructure your Bouquet of Benefits, TCSL defined Structure as given in Table 2 will be applicable.

* Amount displayed is the pro-rated value, actually based upon successful completion of the TCS Xpand Apprentice Program.

** The Performance Pay is applicable upon successful completion of the TCS Xpand Apprentice Program.

*** For HR - Nov. Jan Rs. 7900 (Two employees in Single, Three employees in Family) is provided as Group Medical Insurance. Rs. 3,900/- per beneficiary needs to be added to the above monetary amount.

Table 2 TCSL defined structure for Bo B (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	5,814	70,968
Leave Travel Assistance	1,732	14,784
Food Card	500	6,000
GROSS BOUQUET OF BENEFITS	7,646	91,752

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
[illegible] India
Tel: [illegible] Fax: [illegible] Website: www.tcs.com
Registered Office: 9 Tower Sahyadri, [illegible] Nariman Point, Mumbai [illegible]
[illegible]

Annexure 2

Ahmedabad TCS XP III Lead Tata Consultancy Services, [illegible] Park, [illegible], Gandhinagar - 382007	**Bangalore** TCS XP III Lead Tata Consultancy Services, Gate 1, No 42, Think campus, Electronic City phase II, Bangalore - 560100, Karnataka
BHUBANESHWAR TCS XP III Lead Tata Consultancy Services, [illegible] Park, [illegible], Tata Consultancy Services Limited, [illegible] - KANDAT SEZ, ATASEZ SPECIAL ECONOMIC ZONE [illegible] [illegible], CHANDAKA INDUSTRIAL ESTATE, [illegible], Bhubaneswar - 751024	**Chennai** TCS XP III Lead Tata Consultancy Services, [illegible], Mahabalipuram Rd, Thalambur, Sholinganallur, Chennai, Tamil Nadu [illegible]
DELHI – Gurgaon TCS XP III Lead Tata Consultancy Services Block C, Wings Canyon, ASF Insignia, Gurgaon - Faridabad Road, [illegible], Gurgaon - [illegible], Haryana Gurgaon - TCS XP III Lead Tata Consultancy Services 5th Floor, NEDFi House, G.S. Road, Dispur, Guwahati - [illegible]	**DELHI – Noida** TCS XP III Lead Tata Consultancy Services, [illegible] Park, [illegible], Noida - 201 309, UP
	Hyderabad TCS XP III Lead Tata Consultancy Services, Q City, Nanakramguda, Hyderabad
INDORE TCS XP III Lead Tata Consultancy Services, [illegible], Scheme No. 140 & 140 B, Super Corridor, Village Tigaria, [illegible] & [illegible], Tehsil [illegible], Indore - 452010, Madhya Pradesh	**KOLKATA** TCS XP III Lead Tata Consultancy Services Limited, Deepshe JB Building, 2nd Floor, Plot – [illegible] /New [illegible], Kolkata - [illegible] Kolkata 700 [illegible], 2nd Floor, Wavecrest Building, Datta lane - Lands
KOCHI TCS XP III Lead Tata Consultancy Services, [illegible], Infopark Rajiv Gandhi Campus, Kakkanad, Kochi, Kerala 682042	**MUMBAI** TCS XP III Lead Tata Consultancy Services, Yantra Park, Pokharan Road Number 2, TCS Approach Rd, Thane, West, Thane, Maharashtra 400606
NAGPUR TCS XP III Lead Tata Consultancy Services Limited, Milan-Sez, Nagpur, Telhara, Maharashtra 441108,	**PUNE** TCS XP III Lead Tata Consultancy Services Plot No. [illegible], [illegible], Rajiv Gandhi Infotech Park, Hinjawadi, Phase III, Pune - 411057, Maharashtra
Trivandrum TCS XP III Lead Tata Consultancy Services, Project Park, Technopark Campus, Kariyavattom P.O Trivandrum - 695581, India	

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
1/1, Vishwas Khand, Gomti Nagar, Lucknow 226 010 India
Tel: 91 522 668 5001 / Fax: 91 522 668 1501 www.tcs.com
Registered Office: Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Customer Service Line: 1800 209 3111 / Email: [illegible]@tcs.com

C-319

JBM Auto Limited

Plot No. [illegible], Kasur Dhanda, Supplier's Park, SPCIT Industrial Growth Center, [illegible]
Hyderabad: Talak, Kanchapuram Dist. [illegible] Tel. No. [illegible]

JBM

No: JBMAS/ORG/HR/ Date: 12.08.2021

To
Mr. DEVANABOINA SRI KRISHNA
Gudlavalleru Engineering College
Gudlavalleru.

Dear Mr. DEVANABOINA SRI KRISHNA

Sub: Offer Letter

Further to the On Campus Recruitment Drive conducted at your campus on 12/08/2021 the candidate have been selected for Apprenticeship training. The salary will be upto Rs. 1.80 LPA.

You are expected to report on 23/08/2021 at Company with certificates (10th Marks sheet, Provisional Certificate, Overall Marks Sheet, TC, Andhar Card, Pan Card, Passport Photo, Bank Passbook front page Xerox).

Thanking you

for JBM AUTO LIMITED

For [signature]

N.S. Bhagyaraj
Dy. Manager P&A

Received original copy
D. Srikrishna
13/08/2021

Registered Office
601, Hemkunt Chambers, 10, Nehru Place, New Delhi - 110019
Tel: 011 [illegible] Fax: [illegible]

assessment in the first attempt along with completion of the online program modules, a potential new joiner will be eligible for a learning incentive of INR 10,000.

- In case a potential new joiner fails in the first attempt they will not be eligible for any learning incentive.
- To clear assessments for the program, potential new joiners are required to score minimum 80% marks in each assessment test for the program. If they are unable to score 80% in the first attempt, they will have up to two additional attempts and will be required to score minimum 80% marks to clear the assessment for the program.
- Before each reattempt, reasonable guidance and appropriate refresher training sessions will be provided to new joiners to help them appear in the reassessment.

The potential new joiner's employment with Accenture is subject to successful completion of the assessment of the program, as mentioned above.

After a new joiner has cleared the Pre-Joiner Program, they will need to undergo further Accenture stream specific trainings. For clearing these trainings also, Accenture provides three attempts with a process still in similar to one for the pre-joiner program as mentioned above. If potential new joiners are unable to complete the Accenture specific training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in Annexure A. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed Title - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance, achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000, payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits - INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 2400 shifts based business requirement.

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter.

"This is an electronically generated document does not require signatures"

C-319

JBM Auto Limited

[illegible]

JBM Group

No: JBMAS/ORG/HR/ Date: 12.08.2021

To
Mr. DEVANABOINA SRI KRISHNA
Gudlavalleru Engineering College
Gudlavalleru.

Dear Mr. DEVANABOINA SRI KRISHNA

Sub: Offer Letter

Further to the On Campus Recruitment Drive conducted at your campus on 12/08/2021 the candidate have been selected for Approvedership training. The salary will be upto Rs. 1.80 LPA.

You are expected to report on 23/08/2021 at Company with certificates (10th Marks sheet, Provisional Certificate, Overall Marks Sheet, TC, Aadhar Card, Pan Card, Passport Photo, Bank Passbook front page Xerox).

Thanking you

for JBM AUTO LIMITED

N.S. Bhagyaraj
Dy. Manager P&A

Recieved original copy
D. Srikrishna
13/08/2021

Registered Office
[illegible]

TATA

18485/10320

Offer: Computer Consultancy
Ref: TCSL/CT20213804755/Lucknow
Date: 11/12/2021

Mr. Dinesh Varma Garikipati
12/367,
Rustumbada,
Machilipatnam-521001,
Andhra Pradesh,
Tel# -

Dear Dinesh Varma Garikipati,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be ₹3,36,877/- per annum, as per the terms and conditions set out herein.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore/ TCS Xperience (detailed under Terms & Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
1/1, Mishra Khurd, Gomti Nagar, Lucknow 226 010 India
Tel: 91 522 666 1001 Fax: 91 522 666 1001 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Citizens Services: 1800 209 3311 Email: citizens@tcs.com

COMPENSATION AND BENEFITS

BASIC SALARY
You will be eligible for a basic salary of ₹14,784/- per month.

BOUQUET OF BENEFITS (BoB)
Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

1. **House Rent Allowance (HRA)**
   Your HRA will be ₹5,914/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. **Leave Travel Allowance**
   You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

3. **Food Card**
   You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias. As per the Pre-Defined structure you will be eligible for a Food Card with an amount of ₹500/- being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
[illegible] Mohan Khanna, Gomti Nagar, Lucknow 226 010 India
Tel: 91 522 [illegible] Fax: 91 522 [illegible] Website: www.tcs.com
Registered Office: Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Services Line: 1800 209 3111 Email: careers@tcs.com

TATA

GROSS SALARY SHEET

Annexure 1

Name	Dilesh Verma Garikipati
Designation	Assistant System Engineer-Trainee
Institute Name	Gudavallaru Engg. College, A P

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance^^	NA	7,900
Provident Fund	1,771	21,259
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
TOTAL GROSS	27,415	3,36,877

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your Data, TCSL defined Structure as given in Table 2 will be applicable.

* Amount deposited will be used-out on a quarterly basis upon successful completion of the TCS Kolaze / Xperience Program.

** The Performance Pay is applicable upon successful completion of the TCS Kolaze / Xperience Program.

^^ For FIS - Kolaze that Rs. 7000 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
GROSS BOUQUET OF BENEFITS	7,646	91,752

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
[illegible]
Tel: [illegible]
[illegible]
TCS Leader Service Line: [illegible]

Withdrawal of Offer

If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

Girish V. Nandimath
Global Head Talent Acquisition & AIP

Click here or use a QR code scanner from your mobile to validate the offer letter

Encl: Annexure 1: Benefits and Gross Salary
Annexure 2: List of TCS Xplore Centres
Annexure 3: Confidentiality and IP Terms

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
[illegible]
[illegible]
[illegible]
[illegible]

C-320

JBM Auto Limited

[illegible]

JBM

No: JBMIAS/ORG/HR/ Date: 12.08.2021

To
Mr. GARIKIPATI DEEKSH VARMA
Gudlavalleru Engineering College
Gudlavalleru.

Dear Mr. GARIKIPATI DEEKSH VARMA

Sub: Offer Letter

Further to the On Campus Recruitment Drive conducted at your campus on 12/08/2021 the candidate have been selected for Apprenticeship training. The salary will be upto Rs. 1,80,000 PA.

You are expected to report on 23/08/2021 at Company with certificates (10th Marks sheet, Provisional Certificate, Overall Marks Sheet, TC, Aadhar Card, Pan Card, Passport Photo, Bank Passbook front page Xerox).

Thanking you

for JBM AUTO LIMITED

for

N.S. Bhagyaraj
Dy. Manager P&A

Received original copy
G. Dineshwarma 14/08/2021

Registered Office
[illegible]

18-5-322

Date: 28th of April 2021
Name: GATTIREDDY DINESH
Roll Number: 18185a0322

Sub: Letter of Intent

Dear GATTIREDDY DINESH

We are pleased to offer you the position of Customer Care Executive. You shall report for a comprehensive training program on May/June/Jul at 10:00 AM.

Your Monthly CTC will be Rs.12,700/- + Incentives & Tenure bonus. The details of your salary break up are provided to you in the annexure.

The offer is subject to:

- You submitting the degree certificate and all your mark sheets at the time of joining.
- A satisfactory reference from the list of referees furnished by you at the time of joining.
- A satisfactory medical opinion, if required, from a registered medical practitioner (RMP) nominated by the company.
- Submission of satisfactory proofs regarding information declared by you, i.e. your age, educational qualification, previous work experience and relieving letter from your last employer etc.

You will be under training which will vary for a period from 2 to 8 weeks depending on the performance and the project that you would be assigned. Your continuity in the organization is subject to successful clearance of training evaluation.

You will be on probation for a period of 6 months and will be confirmed on rolls upon successful completion of the probation (The probation is inclusive of the training period).

We are looking forward to you building a successful career with ALLSEC.

Best Wishes,

For Allsec Technologies Limited,

Authorized Signatory
Human Resources Department

Date: 28th of April 2021
Name: GAUTHAMBAY DINESH
Roll Number: 18425a0532

Subjective of Intent

Dear GAUTHAMBAY Dinesh

We are pleased to offer you the position of Customer Care Executive. You shall report for a comprehensive training program on May/June/Jul at 10:00 AM.

Your Monthly CTC will be Rs.12,000/- + Incentives & Tenure bonus. The details of your salary break up are provided to you in the annexure.

The offer is subject to:

- Your submitting the degree certificate and all your mark sheets at the time of joining.
- A satisfactory reference from the list of referees furnished by you at the time of joining.
- A satisfactory medical opinion, if required, from a registered medical practitioner (MRP) nominated by the company.
- Submission of satisfactory proofs regarding information declared by you, i.e. your age, educational qualification, previous work experience and relieving letter from your last employer etc.

You will be under training which will vary for a period from 2 to 8 weeks depending on the performance and the project that you would be assigned. Your continuity to the organization is subject to successful clearance of training evaluation.

You will be on probation for a period of 6 months and will be confirmed on roll upon successful completion of the probation (The probation is inclusive of the training period).

We are looking forward to your building as successful career with ALLSEC.

Best Wishes,

For Allsec Technologies Limited,

Authorized Signatory
Human Resources Department

Date: 29th of April 2021
Name: GATTIREDDY [illegible]
Roll Number: [illegible]

Sub: Letter of Intent

Dear GATTIREDDY [illegible]

We are pleased to offer you the position of Customer Care Executive. You shall report for a comprehensive training program on May/June/Jul at 10:00 AM.

Your Monthly CTC will be Rs.12,200/- + Incentives & Tenure Bonus. The details of your salary break up are provided to you in the annexure.

This offer is subject to:

- You submitting the degree certificate and all your mark sheets at the time of joining.
- A satisfactory reference from the list of referees furnished by you at the time of joining.
- A satisfactory medical opinion, if required, from a registered medical practitioner (RMP) nominated by the company.
- Submission of satisfactory proofs regarding information declared by you, i.e. your age, educational qualification, previous work experience and relieving letter from your last employer etc.

You will be under training which will vary for a period from 2 to 3 weeks depending on the performance and the project that you would be assigned. Your continuity in the organization is subject to successful clearance of training evaluation.

You will be on probation for a period of 6 months and will be confirmed on rolls upon successful completion of the probation (The probation is inclusive of the training period).

We are looking forward to you building a successful career with ALLSEC.

Best Wishes,

For Allsec Technologies Limited,

Authorised Signatory
Human Resources Department

ALLSEC TECHNOLOGIES LTD.
Regd. Office : [illegible] Chennai [illegible]
Tel : [illegible] Email : [illegible]
[illegible]

JBM Auto Limited

[illegible]

JBM

No: JBM/AS/ORG/HR/

Date: 12.08.2021

To
Mr. MANGADODDI SANKAR KUMAR
Gudlavalleru Engineering College
Gudlavalleru

Dear Mr. MANGADODDI SANKAR KUMAR

Sub: Offer Letter

Further to the On Campus Recruitment Drive conducted at your campus on 12/08/2021 the candidate have been selected for Apprenticeship training. The salary will be upto Rs. 1.80 LPA.

You are expected to report on 23/08/2021 at Company with certificates (10th Marks sheet, Provisional Certificate, Overall Marks Sheet, TC, Aadhar Card, Pan Card, Passport Photo, Bank Passbook front page Xerox).

Looking you

for JBM AUTO LIMITED

N.S. Dhagyaraj
Dy. Manager P&A

Registered Office
[illegible]

4-325

JBM Auto Limited

[illegible]

JBM

Not JBMAS/ORC/HR/ Dated: 12.08.2021

To
Mr. MANGADODDI SANKAR KUMAR
Gudlavalleru Engineering College
Gudlavalleru

Dear Mr. MANGADODDI SANKAR KUMAR

Sub: Offer Letter

Further to the Oil Campus Recruitment Drive conducted at your campus on 12/08/2021 the candidate have been selected for Apprenticeship training. The salary will be upto Rs. 1.80 LPA.

You are expected to report on 23/08/2021 at Company with certificates (10th Marks sheet, Provisional Certificate, Overall Marks Sheet, TC, Aadhar Card, Pan Card, Passport Photo, Bank Passbook front page Xerox).

Thanking you

for JBM AUTO LIMITED

For [signature]

N.S. Bhagyaraj
Dy. Manager P&A

Registered Office
[illegible]

18-5-330

Date: 25th of April 2025
Name: PAMPANA DURGA NAVEEN
Roll Number: [illegible]

Sub: Letter of Intent

Dear PAMPANA DURGA NAVEEN

We are pleased to offer you the position of Customer Care Executive. You shall report for a comprehensive training program on May/June/Jul at 10:00 AM.

Your Monthly CTC will be Rs.[illegible] + Incentives & Tenure bonus. The details of your salary breakup are provided to you in the annexure.

The offer is subject to:

- Your submitting the degree certificate and all your mark sheets at the time of joining.
- A satisfactory reference from the list of referees furnished by you at the time of joining.
- A satisfactory medical opinion, if required, from a registered medical practitioner (RMP) nominated by the company.
- Submission of satisfactory proofs regarding information declared by you, i.e. your age, educational qualification, previous work experience and relieving letter from your last employer etc.

You will be under training which will vary for a period from 2 to 6 weeks depending on the performance and the project that you would be assigned. Your continuity in the organization is subject to successful clearance of training evaluation.

You will be on probation for a period of 6 months and will be confirmed on hold upon successful completion of the probation (the probation is inclusive of the training period).

We are looking forward to you building a successful career with ALLSEC.

Best Wishes,

For Allsec Technologies Limited,

Authorized Signatory
Human Resources Department

ALLSEC TECHNOLOGIES LTD.
Regd. Office: [illegible]
[illegible]
[illegible]

18-5-330

Date: 20th of April 2021
Name: PAMPANA DURGA NAVEEN
Roll Number: 1346[illegible]

Sub: Letter of Intent

Dear PAMPANA DURGA NAVEEN

We are pleased to offer you the position of Customer Care Executive. You shall report for a comprehensive training program on [illegible] at 10:00 AM.

Your Monthly CTC will be Rs.[illegible] + Incentives & Tenure bonus. The details of your salary break up are provided to you in the annexure.

The offer is subject to:

- You submitting the degree certificate and all your mark sheets at the time of joining.
- A satisfactory reference from the list of referees furnished by you at the time of joining.
- A satisfactory medical opinion, if required, from a registered medical practitioner (RMP) nominated by the company.
- Submission of satisfactory proofs regarding information declared by you, i.e. your age, educational qualification, previous work experience and relieving letter from your last employer etc.

You will be under probation which will vary for a period from 2 to 3 weeks depending on the performance and the project that you would be assigned. Your continuity in the organization is subject to successful clearance of training evaluation.

You will be on probation for a period of 6 months and will be confirmed or rolls upon successful completion of the probation (The probation is inclusive of the training period).

We are looking forward to you building a successful career with Allsec.

Best Wishes,

For Allsec Technologies Limited,

Authorised Signatory
Human Resources Department

ALLSEC TECHNOLOGIES LTD.
[illegible]

assessment in the first attempt along with completion of the online program module, a potential new joiner will be eligible for a learning incentive of INR [illegible].

- In case a potential new joiner fails in the first attempt they will not be eligible for any learning incentive.
- To clear assessments for the program, potential new joiners are required to score minimum 50% marks in each assessment test for the program. If they are unable to score 50% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the assessments for the program.
- Before each reattempt, reasonable guidance and appropriate retraining sessions will be provided to new joiners to help them appear in the reassessment.

The potential new joiner's employment with Accenture is subject to successful completion of the assessment of the program, as mentioned above.

After a new joiner has cleared the Pre-Joiner Program, they will need to undergo further Accenture stream specific trainings. For clearing these trainings also, Accenture provides three attempts with exactly similar criteria similar to one for the pre-joiner program as mentioned above. If potential new joiners are unable to complete the Accenture specific training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the case of information and subject to release of an offer of employment by Accenture is as mentioned in Annexure A. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fixed will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy
- Local Variable Bonus - At your career level, the maximum annual target variable payout is estimated as INR 32,500. The pay out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 20,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notional Value) INR 8,500
- Maximum Annual Total earning potential + Total Additional Benefits - INR 4,50,000

You may be required to relocate for project deployment to any part of India and work in any shifts basis business requirement.

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter.

"This is an electronically generated document, does not require signature"

Date: 29th of April 2023
Name: RAMPANA DURGA NAVEEN
Roll Number 1[illegible]

Sub Letter of Intent

Dear RAMPANA DURGA NAVEEN

We are pleased to offer you the position of Customer Care Executive. You shall report for a comprehensive training program on Mon/June/Jul at 10:00 AM.

Your Monthly CTC will be Rs.12,200/- + Thousand & Twelve bohut. The details of your salary break-up are provided to you in the annexure.

The offer is subject to:

- You submitting the degree certificate and all your mark sheets at the time of joining.
- A satisfactory reference from the list of referees furnished by you at the time of joining.
- A satisfactory medical opinion, if required, from a registered medical practitioner (RMP) nominated by the company.
- Submission of satisfactory proofs regarding information declared by you, i.e. your age, educational qualification, previous work experience and relieving letter from your last employer etc.

You will be under training which will stay for a period from 2 to 8 weeks depending on the performance and the project that you would be assigned. Your continuity in the organization is subject to successful clearance of training evaluation.

You will be on probation for a period of 6 months and will be confirmed on rolls upon successful completion of the probation (the probation is inclusive of the training period).

We are looking forward to you building a successful career with ALLSEC.

Best Wishes,

For Allsec Technologies Limited,

Authorised Signatory
Human Resources Department

ALLSEC TECHNOLOGIES LTD
Regd. Office : [illegible] Road, [illegible], Chennai [illegible]
Tel : [illegible] Web : [illegible]
[illegible] : [illegible]

C - 330

JBM Auto Limited

Plot No. [illegible], Rajiv Gandhi Mission Sampler's Park, [illegible] Industrial Growth Centre, [illegible] Village, [illegible] Tehsil, [illegible] Dist. [illegible] - [illegible]

JBM

No: JBMAS/ORG/HR/ Date: 12.08.2021

To
Mr. PAMPANA DURGA NAVEEN
Gudlavalleru Engineering College
Gudlavalleru

Dear Mr. PAMPANA DURGA NAVEEN

Sub: Offer Letter

Further to the On Campus Recruitment Drive conducted at your campus on 12/08/2021 the candidate have been selected for Apprenticeship training. The salary will be upto Rs. 1.80 LPA.

You are expected to report on 23/08/2021 at Company with certificates (10th Marks sheet, Provisional Certificate, Overall Marks Sheet, TC, Aadhar Card, Pan Card, Passport Photo, Bank Passbook front page Xerox).

Thanking you

for JBM AUTO LIMITED

N.S. Bhagyaraj
Dy. Manager P&A

Registered Office
[illegible], [illegible] Chambers, [illegible] Place, New Delhi - [illegible]
Tel: [illegible] Fax: [illegible]

L-33

JBM Auto Limited

[illegible]

JBM

No: JBMAS/OMC/HR/

Date: 12.08.2021

To
Mr. PAMPANA DURGA NAVEEN
Gudlavalleru Engineering College
Gudlavalleru,

Dear Mr. PAMPANA DURGA NAVEEN

Sub: Offer Letter

Further to the On Campus Recruitment Drive conducted at your campus on 12/08/2021 the candidate have been selected for Apprenticeship training. The salary will be upto Rs. 1.80 LPA.

You are expected to report on 23/08/2021 at Company with certificates (10th Marks sheet, Provisional Certificate, Overall Marks Sheet, TC, Aadhar Card, Pan Card, Passport Photo, Bank Passbook front page Xerox).

Thanking you

for JBM AUTO LIMITED

N.S. Bhagyaraj
Dy. Manager HRA

Registered Office
[illegible]

L-332

JBM Auto Limited

[illegible]

JBM

No: JBMAS/ORC/HR/

Date: 12.08.2021

To
Mr. VELIVENTI NAGA VENKATA SAI PRABHAKAR
Gudlavalleru Engineering College
Gudlavalleru.

Dear Mr. VELIVENTI NAGA VENKATA SAI PRABHAKAR

Sub: Offer Letter

Further to the On Campus Recruitment Drive conducted at your campus on 12/08/2021 the candidate have been selected for Apprenticeship training. The salary will be upto Rs. 1.80 LPA.

You are expected to report on 27/08/2021 at Company with certificates (10th Marks sheet, Provisional Certificate, Overall Marks Sheet, TC, Aadhar Card, Pan Card, Passport Photo, Bank Passbook front page Xerox).

Thanking you

for JBM AUTO LIMITED

N.S. Bhagyaraj
Dy. Manager P&A

Registered Office
[illegible], Hankuri Chambers, [illegible], New Delhi - [illegible]
Tel: [illegible]

L-332

JBM Auto Limited

[illegible]

JBM

No: JBMAS/ORC/[illegible]

Date: 12.08.2021

To
Mr. VELIVENTI NAGA VENKATA SAI PRABHAKAR
Godavalleru Engineering College
Godavalleru

Dear Mr. VELIVENTI NAGA VENKATA SAI PRABHAKAR

Sub: Offer Letter

Further to the On Campus Recruitment Drive conducted at your campus on 12/08/2021 the candidate have been selected for Apprenticeship training. The salary will be upto Rs. 1.80 LPA.

You are expected to report on 27/08/2021 at Company with certificates (10th Marks Sheet, Provisional Certificate, Overall Marks Sheet, TC, Aadhar Card, Pan Card, Passport Photo, Bank Passbook front page Xerox).

Thanking you

for JBM AUTO LIMITED

N.S. Bhagyaraj
Dy. Manager P&A

Registered Office
[illegible]

18-5-2024

Capgemini

Capgemini Technology Services India Limited
[illegible]
[illegible]
[illegible]
Tel: +91 [illegible] Fax: +91 [illegible]
www.capgemini.com

Superset ID: 2122587

Letter of Intent ("LOI")

Dear Kavitha Lokesh,

With reference to your interview conducted by us, we are pleased to inform that you have been shortlisted for the position of **Analyst** and **A4** with **Capgemini Technology Services India Limited**, (hereinafter referred to as "Capgemini").

In this regard, we are proposing compensation package and benefits, the details of which are set forth in Annexure 1 to this letter.

The final Employment Offer Letter shall be subject to your successful completion of all curricular requirements as laid down by the University/ Institute for award of the degree/ diploma and the minimum passing percentage/ grade/ rank/ class as determined by Capgemini.

The location of your initial reporting and training and the date of your joining would be communicated to you in due course of time post successful completion of your pre-joining trainings and final semester degree/ diploma examination.

The date of joining and the location of posting will be purely based on business requirements of Capgemini. Capgemini solely reserves the right to make any changes to the date of joining and the location of posting during the course of your training and employment with Capgemini.

Upon accepting this LoI, you will be provided access to the ADVANT (Accelerated Digital Aid for Pre-onboarding Talent) eLearning platform which allows you to learn and master the concepts and skills required to be industry ready. The learning will be a self-paced journey inclusive of assignments, assessments and webinars as deemed appropriate by Capgemini and the successful completion of the course is a prerequisite for joining Capgemini.

It is very essential that you effectively leverage this platform to complete the courses and clear

ANNEXURE 1

Kagitha Lokesh
Analyst and Ad

You will be under probation for six (6) months from your date of joining Capgemini. During this period your all-inclusive annual target compensation (on a cost to company basis) will be INR3,00,000/- (Rupees Three Lakh only). Subsequent to your successful completion of training and probation, your all-inclusive annual target compensation (on a cost to company basis) will be revised to INR 3,80,000/- (Rupees Three Lakh and Eighty Thousand only). Effective 1st July 2022, (irrespective of your probation status, except for probation non-confirmation), your all-inclusive compensation will be revised to INR 4,00,000/- (Rupees Four Lakh only). Based on your Date of Joining, your compensation shall be paid monthly. The Company shall deduct tax at source at the time of making payment.

For & On Behalf of Capgemini

Tejinder Sethi
Head - Fresher Hiring

19-5-335

Resolute

Offer Letter

Dear Mr. K. Praneeth Reddy,

Congratulations! I am pleased to extend the following offer of employment to you at RESOLUTE STAR PRIVATE Limited. You have been selected as GRADUATE ENGINEERING TRAINEE with respect to the on campus drive happened at your College.

On 11/03/2021 You are supposed to join the organization on 02/09/2021.Your salary would be Rs 1.2 LPA. Your work location will be at RESOLUTE STAR PRIVATE LIMITED, Fab City, Hyderabad.

After successful completion of the probation and review thereof, you will be entitled to other allowances and benefits whatsoever as per policies of the organization. Regular performance reviews will be done to assess your suitability.

At the date of joining the following documents are required:

1) Resume - 2 nos
2) 10th, Intermediate & II Tech Semester mark sheets and certificates - 2 nos
3) Provisional Certificate - 2 nos
4) Aadhar card - 2 nos
5) Bank details - 2 nos

All the very best. See you soon in RESOLUTE STAR PRIVATE LIMITED LAVALYULU

For Resolute Star Private Limited,

[redacted]

Ramesh KP

Received the original
K Praneeth Reddy
11/03/2021

Resolute Star Private Limited

Factory Address: Building – 2, Plot No. 5-1/Part/II, Sy.No. 114/1, TSIIC I-City, FAB City, Revirala Village, Maheshwaram Mandal, R.R. District, Telangana – 501359

CIN: U25209TG2020PTC147324,

18-5-336

[redacted]

Dear Mr. K. Praneeth Reddy.

Offer Letter

Congratulations! I am pleased to extend the following offer of employment to you at RESOLUTE STAR PRIVATE LIMITED. You have been selected to GRADUATE ENGINEERING TRAINEE with respect to the on campus drive happened at your College

on 11/08/2021. You are supposed to join the organisation on 07/09/2021. Your salary would be Rs 1.8 LPA. Your work location will be at RESOLUTE STAR PRIVATE LIMITED, Fab City, Hyderabad.

After successful completion of the probation and review interval, you will be entitled to other allowances and benefits whatsoever as per policies of the organisation. Regular performance reviews will be done to assess your suitability.

At the date of joining the following documents are required:

1) Resume - 2 nos
2) 10th, Intermediate & B.Tech Semester mark sheets and certificates - 2 nos
3) Provisional Certificate - 2 nos
4) Aadhar card - 2 nos
5) Bank details - 2 nos

All the very best. See you soon in RESOLUTE STAR PRIVATE LIMITED FAMILY!!!!!

For Resolute Star Private Limited,

[redacted]

Ramesh Kr.

Received the original
K Praneeth Reddy
11/08/2021

Resolute Star Private Limited

Factory Address: Building – 2, Plot No. 5-1/Part/U, Sy.No. 114/1, TSIIC E-City, FAB City, Ravirala Village, Maheshwaram Mandal, R.R. District, Telangana – 501359

CIN: U25209TG2020PTC147324.

18-5-22

Resolute

Offer letter

Dear Mr. K. Praneeth Reddy.

Congratulations! I am pleased to extend the following offer of employment to you at RESOLUTE STAR PRIVATE LIMITED. You have been selected as GRADUATE ENGINEERING TRAINEE with respect to the on campus drive happened at Vele College

on 31/08/2021. You are supposed to join the organization on 07/09/2021. Your salary would be Rs 1.5 LPA. Your work location will be at RESOLUTE STAR PRIVATE LIMITED, Fab City, Hyderabad.

After successful completion of the probation and review thereof, you will be entitled to other allowances and benefits whatsoever as per policies of the organization. Regular performance reviews will be done to assess your suitability.

At the date of joining the following documents are required:

1) Resume - 2 nos
2) 10th, Intermediate & B.Tech Semester mark sheets and certificates - 2 nos
3) Provisional Certificate - 2 nos
4) Aadhar card - 2 nos
5) Bank details - 2 nos.

All the very best. See you soon in RESOLUTE STAR PRIVATE LIMITED FAMILY!!!!

For Resolute Star Private Limited,

[redacted]

Ramesh sp.

Received the original
K Praneeth Reddy
19/05/2022

Resolute Star Private Limited

Factory Address: Building – 2, Plot No. 5-1/P+1/B, Sy.No. 114/1, TSIIC E-City, FAB City, Rachala Village, Maheshwaram Mandal, R.R. District, Telangana – 501359

CIN: U25209TG2022PTC147324.

Lr-835

JBM Auto Limited

Plot No. [illegible], [illegible] Park, [illegible] Industrial Growth Centre, [illegible] Village,
[illegible] Tel: [illegible]

JBM

Ref: JBMAS/ORG/HR/ Date: 12.08.2021

To
Mr. KOLLAREDDY PRANEETHREDDY
Gudlavalleru Engineering College
Gudlavalleru.

Dear Mr. KOLLAREDDY PRANEETHREDDY

Sub: Offer Letter

Further to the On Campus Recruitment Drive conducted at your campus on 12/08/2021 the candidate have been selected for Apprenticeship training. The salary will be upto Rs. 1.80 LPA.

You are expected to report on 23/08/2021 at Company with certificates (10th Marks sheet, Provisional Certificate, Overall Marks Sheet, TC, Aadhar Card, Pan Card, Passport Photo, Bank Passbook front page Xerox).

Thanking you

for JBM AUTO LIMITED

For [signature]

N.S. Bhagyaraj
Dy. Manager P&A

Recieved original copy

K. Praneeth Reddy
01/09/2021

Registered Office
[illegible]
Tel: [illegible]

L-335

JBM Auto Limited

Bellilla, [illegible], Sanaur Nagar Supplies Park, [illegible] Industrial Branch Centre, [illegible] Village,
[illegible] Tehsil, [illegible] Dist, [illegible] Tel : [illegible]

JBM Group

No: JBMAS/ORG/HR/ Date: 12.08.2021

To
Mr. KOLLAREDDY PRANEETHREDDY
Gudlavalleru Engineering College
Gudlavalleru.

Dear Mr. KOLLAREDDY PRANEETHREDDY

Sub: Offer Letter

Further to the On Campus Recruitment Drive conducted at your campus on 12/08/2021 the candidate have been selected for Apprenticeship training. The salary will be upto Rs. 1.80 LPA.

You are expected to report on 23/08/2021 at Company with certificates (10th Marks sheet, Provisional Certificate, Overall Marks Sheet, TC, Aadhar Card, Pan Card, Passport Photo, Bank Passbook front page Xerox).

Thanking you

for JBM AUTO LIMITED

For [signature]

N.S. Bhagyaraj
Dy. Manager P&A

Recieved original copy

K. Praneeth Reddy
01/09/2021

Registered Office
[illegible], Hemkunt Chambers, [illegible] Place, New Delhi - 110019.
Tel: [illegible] Fax: [illegible] CIN: [illegible]

185336

Resolute

Offer Letter

Dear Mr. B. Chaitanya Kumar.

Congratulations! I am pleased to extend the following offer of employment to you at RESOLUTE STAR PRIVATE LIMITED. You have been selected as GRADUATE ENGINEERING TRAINEE with respect to the on campus drive happened at your College.

on 13/08/2021. You are supposed to join the organization on 07/09/2021.Your salary would be Rs 1.8 LPA. Your work location will be at RESOLUTE STAR PRIVATE LIMITED, Fab City, Hyderabad.

After successful completion of the probation and notice thereof, you will be entitled to other allowances and benefits whatsoever as per policies of the organisation. Regular performance reviews will be done to assess your suitability.

At the date of joining the following documents are required

1) Resume - 2 nos
2) 10th, Intermediate & B.Tech Semester mark sheets and certificates - 2 nos
3) Provisional Certificate - 2 nos
4) Aadhar card - 2 nos
5) Bank details - 2 nos

All the very best. See you soon in RESOLUTE STAR PRIVATE LIMITED FAMILY!!!

For Resolute Star Private Limited,

Ramesh KP.

Received original
B. Chaitanya Kumar
11-08-2021

Resolute Star Private Limited

Factory Address: Building – 2, Plot No. S-1/Part/B, Sy.No. 114/1, ISIIC E-City, FAB City, Raviryala Village, Maheshwaram Mandal, R.R. District, Telangana – 501359

CIN: U25209TG2020PTC147321.

18-5-2021

[redacted]

Offer Letter

Dear Mr. L. Chaitanya Kumar.

Congratulations! I am pleased to extend the following offer of employment to you at RESOLUTE STAR PRIVATE LIMITED. You have been selected as GRADUATE ENGINEERING TRAINEE with respect to the on campus drive happened at your College

on 11/06/2021. You are supposed to join the organization on 07/09/2021. Your salary would be Rs 1.8 LPA. Your work location will be at RESOLUTE STAR PRIVATE LIMITED, Fab City, Hyderabad.

After successful completion of the probation and review thereof, you will be entitled to other allowances and benefits whatsoever as per policies of the organization. Regular performance reviews will be done to assess your suitability.

At the date of joining the following documents are required:

1) Resume – 2 nos
2) 10th, Intermediate & B.Tech Semester mark sheets and certificates - 2 nos
3) Provisional Certificate - 2 nos
4) Aadhar card - 2 nos
5) Bank details - 2 nos

All the very best. See you soon in RESOLUTE STAR PRIVATE LIMITED FAMILY!!!!

For Resolute Star Private Limited,

[redacted]

Ramesh K.A.

Received original
L. Chaitanya Kumar
11-6-2021

Resolute Star Private Limited

Factory Address: Building – 2, Plot No. 5-1/Part/B, Sy.No. 114/2, TSIIC E-City, FAB City, Ravirala Village, Maheshwaram Mandal, R.R. District, Telangana – 501359

CIN: U25209TG2020PTC147324.

18-03-2021

Resolute

Offer Letter

Dear Mr. G. Chaitanya Kumar.

Congratulations! I am pleased to extend the following offer of employment to you at RESOLUTE STAR PRIVATE LIMITED. You have been selected as GRADUATE ENGINEERING TRAINEE with respect to the on campus drive happened at your College

on 11/06/2021. You are supposed to join the organization on 07/09/2021. Your salary would be Rs 1.8 LPA. Your work location will be at RESOLUTE STAR PRIVATE LIMITED, Fab City, Hyderabad.

After successful completion of the probation and review thereof, you will be entitled to other allowances and benefits whatsoever as per policies of the organization. Regular performance reviews will be done to assess your suitability.

At the date of joining the following documents are required:

1) Resume - 2 nos
2) 10th, Intermediate & U.Tech Semester mark sheets and certificates - 2 nos
3) Provisional Certificate - 2 nos
4) Aadhar card - 2 nos
5) Bank details - 2 nos

All the very best. See you soon in RESOLUTE STAR PRIVATE LIMITED FAMILY!!!!!

For Resolute Star Private Limited,

[redacted]

Ramesh KP,

Received original
G. Chaitanya Kumar
11-06-2021

Resolute Star Private Limited

Factory Address: Building – 2, Plot No. X-1/Part/B, Sy.No. 114/1, TSIIC E-City, FAB City, Ravirala Village, Maheshwaram Mandal, R.R. District, Telangana – 501359

CIN: U25209TG2020PTC147324.

JBM Auto Limited

[illegible]

JBM Group

Nsc JBMAS/ORG/HR/

Date: 12.08.2021

To
Mr. MATTA NARESHBABU
Godavaliere Engineering College
Godavaliere

Dear Mr. MATTA NARESHBABU

Sub: Offer Letter

Further to the On Campus Recruitment Drive conducted at your campus on 12/08/2021 the candidate have been selected for Apprenticeship training. The salary will be upto Rs. 1.80 LPA.

You are expected to report on 23/08/2021 at Company with certificates (10th Marks sheet, Provisional Certificate, Overall Marks Sheet, TC, Aadhar Card, Pan Card, Passport Photo, Bank Passbook front page Xerox).

Thanking you

for JBM AUTO LIMITED

For [signature]

N.S. Bhagvaraj
Dy. Manager P&A

C-328

JBM Auto Limited

Plot No. [illegible], Pocket Nurse Rajgirls Park, SPCOT Industrial Growth Center, [illegible] Village,
[illegible] Mall, [illegible] Dist. [illegible] - [illegible]

JBM

No: JBMAS/ORG/HR/

Date: 12.08.2021

To
Mr. MATTA NARESHBABU
Godavari Engineering College
Godavari

Dear Mr. MATTA NARESHBABU

Sub: Offer Letter

Further to the On Campus Recruitment Drive conducted at your campus on 12/08/2021 the candidate have been selected for Apprenticeship training. The salary will be upto Rs. 1.80 LPA.

You are expected to report on 23/08/2021 at Company with certificates (10th Marks sheet, Provisional Certificate, Overall Marks Sheet, TC, Aadhar Card, Pan Card, Passport Photo, Bank Passbook front page Xerox).

Thanking you

for JBM AUTO LIMITED

For [signature]

N.S. Bhagavaj
Dy. Manager P&A

Registered Office
[illegible], [illegible] Chambers, [illegible] Place, New Delhi - [illegible],
Tel: [illegible] Fax: [illegible]

L-338

TATA

Offer: Computer Consultancy
Ref: TCSL/CT20203331486/Mumbai
Date: 20/08/2021

Mr. Nallari Vamsi Krishna
1-379Old Liq Bazar,
Avanigadda,
Avanigadda-521121,
Andhra Pradesh.
Tel# 91-9247477794

Dear Nallari Vamsi Krishna,

Sub: Letter of Offer

I thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the Business units of TCSL.

Your gross salary including all benefits will be ₹3,36,877/- per annum, as per the terms and conditions set out herein.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore/ TCS Xperience (detailed under Terms & Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

TATA CONSULTANCY SERVICES
[illegible]

Withdrawal of Offer

If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

Girish V. Mandimath
Global Head Talent Acquisition & AIP

Click here or use a QR code scanner from your mobile to read and sign this letter

Encl: Annexure 1: Benefits and Gross Salary
Annexure 2: List of TCS Xplore Centres
Annexure 3: Confidentiality and IP Terms

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
[illegible]

L-142

JBM Auto Limited

[illegible]

No: JBMAS/ORG/HR/ Date: 12.08.2021

To
Mr. MOHAMMED GOUSE PASHA
Gollavalluru Engineering College
Gollavalluru.

Dear Mr. MOHAMMED GOUSE PASHA -

Sub: Offer Letter

Pertain to the On Campus Recruitment Drive conducted at your campus on 12/08/2021, the candidate have been selected for Apprenticeship training. The salary will be upto Rs. 1,811/PA.

You are expected to report on 23/08/2021 at Company with certificates (10th Marks sheet, Provisional Certificate, Overall Marks Sheet, TC, Aadhar Card, Pan Card, Passport Photo, Bank Passbook front page Xerox).

Thanking you

For JBM AUTO LIMITED

N.S. Bhagyaraj
Dy. Manager P&A

Registered Office
[illegible]

L-942

JBM Auto Limited

[illegible]

JBM

No: JBMA/ORG/HR/ Date: 12.08.2021

To
Mr. MOHAMMED GOUSE PASHA
Gudlavalleru Engineering College
Gudlavalleru.

Dear Mr. MOHAMMED GOUSE PASHA

Sub: Offer Letter

Further to the On Campus Recruitment Drive conducted at your campus on 12/08/2021 the candidate have been selected for Apprenticeship training. The salary will be upto Rs. 1.80 LPA.

You are expected to report on 23/08/2021 at Company with certificates (10th Marks sheet, Provisional Certificate, Overall Marks Sheet, TC, Aadhar Card, Pan Card, Passport Photo, Bank Passbook front page Xerox).

Thanking you

for JBM AUTO LIMITED

For [illegible]

N.S. Bhagyaraj
Dy. Manager P&A

Registered Office
[illegible]

L-845

JBM Auto Limited

[illegible]

No: JBMAS/ORG/HR/ Date: 12/08/2021

To
Mr. AMBALLA RAVI KUMAR
Godavarikani Engineering College
Godavarikani.

Dear Mr. AMBALLA RAVI KUMAR

Sub: Offer Letter

Further to the On Campus Recruitment Drive conducted at your campus on 12/08/2021 the candidate have been selected for Apprenticeship training. The salary will be upto Rs. 1.80 LPA.

You are expected to report on 23/08/2021 at Company with certificates (10th Marks sheet, Provisional Certificate, Overall Marks Sheet, TC, Aadhar Card, Pan Card, Passport Photo, Bank Passbook front page Xerox).

Thanking you

for JBM AUTO LIMITED

N.S. Bhagyaraj
Dy. Manager T&A

Registered Office
[illegible]

18-5-3[illegible]

Resolute

Offer Letter

Dear Mr... Perani Pandu

Congratulations! I am pleased to extend the following offer of employment to you at RESOLUTE STAR PRIVATE LIMITED. You have been selected as GRADUATE ENGINEERING TRAINEE with respect to the on campus drive happened at your College.

On 21/08/2021. You are supposed to join the organization on 07/09/2021 Your salary would be Rs 3.8 LPA. Your work location will be at RESOLUTE STAR PRIVATE LIMITED, Pab City, Hyderabad.

After successful completion of the probation and review thereof, you will be entitled to other allowances and benefits whatsoever as per policies of the organization. Regular performance reviews will be done to assess your suitability.

At the date of joining the following documents are required:

1) Resume - 2 nos
2) 10th, Intermediate & B.Tech Semester mark sheets and certificates - 3 nos
3) Provisional Certificate - 2 nos
4) Aadhar card - 2 nos
5) Bank details - 2 nos

All the very best. See you soon in RESOLUTE STAR PRIVATE LIMITED FAMILY!!!!

For Resolute Star Private Limited,

[redacted]

Ramesh KP.

Recive of the Original
P.Pandu
11-08-2021

Resolute Star Private Limited

Factory Address: Building – 2, Plot No. 5-1/Part/B, Sy.No. 114/1, TSIIC E-City, PAB City, Ravirala Village, Maheshwaram Mandal, R.R. District, Telangana – 501359

CIN: U52109TG2020PTC147324.

L-846

JBM Auto Limited

Plot No. [illegible], Kamal Nagar Supplier's Park, SIPCOT Industrial Growth Centre, Sriperumbudur [illegible]
Sriperumbudur Tal-1, Kanchipuram Dist, Tamilnadu-[illegible] Tel : [illegible] - [illegible]

JBM Group

No: JBMAS/[illegible]/HR/

Date: 12.08.2021

To
Mr. PERAM PANDU
Gudlavalleru Engineering College
Gudlavalleru.

Dear Mr. PERAM PANDU

Sub: Offer Letter

Further to the Pre Campus Recruitment Drive conducted at your campus on 12/08/2021 the candidate have been selected for Apprenticeship training. The salary will be upto Rs. 1.80 LPA.

You are expected to report on 23/08/2021 at Company with certificates (10th Marks sheet, Provisional Certificate, Overall Marks Sheet, TC, Aadhar Card, Pan Card, Passport Photo, Bank Passbook front page Xerox).

Thanking you

for JBM AUTO LIMITED

For [signature]

N.S. Bhagyaraj
Dy. Manager P&A

Received Original Copy
P. Pandu
24-8-2021

Registered Office
[illegible], Hemkunt Chambers, [illegible], Nehru Place, New Delhi - [illegible]
Tel: [illegible] Fax: [illegible]

18-5-346

[redacted]

Offer Letter

Dear Mr. Peram. Pandu

Congratulations! I am pleased to extend the following offer of employment to you at RESOLUTE STAR PRIVATE LIMITED. You have been selected as GRADUATE ENGINEERING TRAINEE with respect to the on campus drive happened at your College

on 17/08/2021. You are supposed to join the organisation on 07/09/2021. Your salary would be Rs 1.8 LPA. Your work location will be at RESOLUTE STAR PRIVATE LIMITED, Fab City, Hyderabad.

After successful completion of the probation and review thereof, you will be entitled to other allowances and benefits whatsoever as per policies of the organisation. Regular performance reviews will be done to assess your suitability.

At the date of joining the following documents are required:

1) Resume - 2 nos
2) 10th, Intermediate & B.Tech Semester mark sheets and certificates - 2 nos
3) Provisional certificate - 2 nos
4) Aadhar card - 2 nos
5) Bank details - 2 nos

All the very best. See you soon in RESOLUTE STAR PRIVATE LIMITED FAMILY!!!!

For Resolute Star Private Limited,

[redacted]

Ramesh KP,

Recive of the Original
P.Pandu.
11-08-2021

Resolute Star Private Limited

Factory Address: Building – 2, Plot No. 5-3/Part/B, Sy.No. 134/1, TSIC E-City, FAB City, Revirala Village, Maheshwaram Mandal, R.R. District, Telangana – 502359

CIN: U25209TS2020PTC147924.

C-344

JBM Auto Limited

Plot No. [illegible], Pastak Marg, Sampling Park, SIPCOT Industrial Growth Center, [illegible] Village, [illegible] Sahil, Kanchipuram Dist. [illegible] Tel : [illegible]

JBM

No: JBMAS/ORG/HR/

Date: 12.08.2021

To
Mr. PERAM PANDU
Gudlavalleru Engineering College
Gudlavalleru

Dear Mr. PERAM PANDU

Sub: Offer Letter

Further to the On Campus Recruitment Drive conducted at your campus on 12/08/2021 the candidate have been selected for Apprenticeship training. The salary will be upto Rs. 1.80 LPA

You are expected to report on 23/08/2021 at Company with certificates (10th Marks sheet, Provisional Certificate, Overall Marks Sheet, TC, Aadhar Card, Pan Card, Passport Photo, Bank Passbook front page Xerox).

Thanking you

for JBM AUTO LIMITED

For [signature]

N.S. Bhagyaraj
Dy. Manager P&A

Received original copy
P. Pandu
24-8-2021

Registered Office
[illegible], Hemkunt Chambers, [illegible] Place, New Delhi - 110019.
Tel: [illegible] Fax: [illegible]

L-348

JBM Auto Limited

[illegible]

JBM

No: JBMAS/ORG/HR/

Date: 12.08.2021

To
Mr. PERAM PANDU
Gudlavalleru Engineering College
Gudlavalleru

Dear Mr. PERAM PANDU

Sub: Offer Letter

Further to the On-Campus Recruitment Drive conducted at your campus on 12/08/2021 the candidate have been selected for Apprenticeship training. The salary will be upto Rs. 1.80 LPA.

You are expected to report on 23/08/2021 at Company with certificates (10th Marks sheet, Provisional Certificate, Overall Marks Sheet, TC, Aadhar Card, Pan Card, Passport Photo, Bank Passbook front page Xerox).

Thanking you

for JBM AUTO LIMITED

For [signature]

N.S. Bhagwat
Dy. Manager P&A

Recived Original Copy
P. Pandu
24-8-2021

Registered Office
[illegible]

18-5-346

Resolute

Dear Mr. Peram Pandu

Offer Letter

Congratulations! I am pleased to extend the following offer of employment to you at RESOLUTE STAR PRIVATE LIMITED. You have been selected as GRADUATE ENGINEERING TRAINEE with respect to the on campus drive happened at your College

on 11/08/2021. You are supposed to join the organization on 07/09/2021. Your salary would be Rs 1.8 LPA. Your work location will be at RESOLUTE STAR PRIVATE LIMITED, Fab City, Hyderabad.

After successful completion of the probation and review thereof, you will be entitled to other allowances and benefits whatsoever as per policies of the organization. Regular performance reviews will be done to assess your suitability.

At the date of joining the following documents are required:

1) Resume - 2 nos
2) 10th, Intermediate & B.Tech Semester mark sheets and certificates - 2 nos
3) Provisional Certificate - 2 nos
4) Aadhar card - 2 nos
5) Bank details - 2 nos

All the very best. See you soon in RESOLUTE STAR PRIVATE LIMITED FAMILY!!!!

For Resolute Star Private Limited.

[redacted]

Remesh KP.

Received the Original
P.Pandu.
11-08-2021

Resolute Star Private Limited

Factory Address: Building – 2, Plot No. 5 1/Part/B, Sy.No. 114/1, TSIIC F-City, FAB City, Rayirala Village, Maheshwaram Mandal, R.R. District, Telangana – 501359

CIN: U25209TG2020PTC147324.

Infosys
Navigate your next

September 08, 2021
Mr. Pedamallu Sai Prakash
Candidate ID: 1002136410
DNYOLI Mahalaxmi Mall Road
Mandavalli Mandalam,
Krishna District, 15.

Dear Pedamallu Sai Prakash,

SUBJECT: LETTER OF INTENT TO HIRE

Congratulations! Further to your application for employment with Infosys Limited (Company) and the subsequent selection process, we are delighted to communicate to you that in the [illegible] position of System Engineer in [illegible] the [illegible] is December 20, 2021 and you will receive the Letter of Appointment [illegible] the [illegible].

This letter of intent would be superseded by the [illegible] contract. The employment contract will detail for the [illegible] terms and conditions of your employment with the company, [illegible] your salary, [illegible] location of [illegible] joining etc.

Please be advised that our [illegible] you will be [illegible] successfully completed your [illegible] on qualification and having completed all course requirements and [illegible] for the award of the [illegible] qualification mentioned by you in your application for employment with [illegible]. You are required to [illegible] marks [illegible] documents [illegible] you [illegible] the company. [illegible] you should have [illegible] passed by [illegible] authority [illegible] the [illegible] any of the [illegible] and any [illegible] delay [illegible] will [illegible] Company [illegible] desire [illegible].

Should you meet the conditions of employment, your Total Gross Salary [illegible] and will be [illegible] per annum. The [illegible] and [illegible] will be provided in the [illegible] appointment.

[illegible] shall [illegible] any way [illegible] obligation [illegible] the company. [illegible] any questions regarding [illegible] at [illegible]@infosys.com.

Welcome to Infosys Ltd. We are confident you will [illegible] to make a significant contribution to the success of Infosys Limited. We wish you [illegible] regarding and fulfilling [illegible] forward to working with you.

Yours sincerely,

RICHARD LOBO

EVP and Head Human Resources Infosys Limited

C-348

JBM Auto Limited

[illegible]

JBM

No: JBMAS/ORG/HR/ Date: 12.08.2021

To
Mr. VEERAVARAPU GOWTHAM
Gadlavallere Engineering College
Gadlavallere.

Dear Mr. VEERAVARAPU GOWTHAM

Sub: Offer Letter

Further to the On Campus Recruitment Drive conducted at your campus on 12/08/2021 the candidate have been selected for Apprenticeship training. The salary will be upto Rs. 1.80 LPA.

You are expected to report on 23/08/2021 at Company with certificates (10th Marks sheet, Provisional Certificate, Overall Marks Sheet, TC, Aadhar Card, Pan Card, Passport Photo, Bank Passbook front page Xerox).

Thanking you

for JBM AUTO LIMITED

For [signature]

N.S. Bhagyaraj
Dy. Manager P&A

Received Original copy.

V. Gowtham
17-8-21

Registered Office
[illegible]

JBM Auto Limited

[illegible]

JBM

No: JBMAS/ORG/HR/ Date: 12.08.2021

To
Mr. VEERAVARAPU GOWTHAM
Gudavalleru Engineering College
Gudavalluru

Dear Mr. VEERAVARAPU GOWTHAM

Sub: Offer Letter

Further to the On Campus Recruitment Drive conducted at your campus on 12/08/2021 the candidate have been selected for Apprenticeship training. The salary will be upto Rs. 1,80 L.P.A.

You are expected to report on 21/08/2021 at Company with certificates (10th Marks sheet, Provisional Certificate, Overall Marks Sheet, TC, Aadhar Card, Pan Card, Passport Photo, Bank Passbook front page Xerox).

Thanking you

for JBM AUTO LIMITED

For [illegible]

N.S. Bhagyaraj
Dy. Manager P&A

Received - Original Copy.

V. Gowtham
12-8-21

Registered Office:
[illegible]

C-348

JBM Auto Limited

Plot No. [illegible], Recognised by Supplier's Park, SIPCOT Industrial Growth Centre, Sanakkapalli Village,
Sriperumbudur Taluk, Kanchipuram Dist, Tamilnadu-[illegible]. Tel : 044 - [illegible]

JBM

No. JBMAS/ORG/HR/ Date: 12.08.2021

To
Mr. VEERAVARAPU GOWTHAM
Gudlavalleru Engineering College
Gudlavalleru.

Dear Mr. VEERAVARAPU GOWTHAM

Sub: Offer Letter

Further to the On Campus Recruitment Drive conducted at your campus on 12/08/2021 the candidate have been selected for Apprenticeship training. The salary will be upto Rs. 1.80 LPA.

You are expected to report on 23/08/2021 at Company with certificates (10th Marks sheet, Provisional Certificate, Overall Marks Sheet, TC, Aadhar Card, Pan Card, Passport Photo, Bank Passbook front page Xerox).

Thanking you

for JBM AUTO LIMITED

For [signature]

N.S. Bhagyaraj
Dy. Manager P&A

Received - Original copy.

V. Gowtham
17-8-21

Registered Office
[illegible], Hemkunt Chambers, 89 Nehru Place, New Delhi - 110019,
Tel: [illegible] Fax: [illegible]

Infosys

July [illegible], 2021
[illegible] Kumar
[illegible]
[illegible]
[illegible]
West Bhalavan Dist 521 345

Dear [illegible] Kumar

SUBJECT: [illegible]

Congratulations! [illegible] to your application for Employment with Infosys [illegible] (Company) and the subsequent [illegible] process, we are delighted to communicate to you [illegible] the position of [illegible] with [illegible] December 30, 2021 and [illegible] of Appointment [illegible].

[illegible] would be superseded by [illegible] employment contract. The employment contract will detail out the scope, terms and conditions of your employment with the company [illegible] of your salary, proposed [illegible] of postings [illegible].

Please [illegible] that [illegible] to you will [illegible] your [illegible] requirements and [illegible] required [illegible] the award of the [illegible] qualification [illegible] by you in your application for employment with the company. You are required to submit all mark sheets and other relevant documents (if any) on the day you join the company. In other words, you should have been declared as passed by [illegible] authority. [illegible] of the [illegible] of the [illegible] conducting delay [illegible] the Company [illegible].

Should [illegible] your Total Gross Salary [illegible] will be INR 35600 [illegible] of the compensation and [illegible] provided in the letter of appointment.

[illegible] and shall not constitute in any way a binding or legal agreement [illegible] legal [illegible] or duty [illegible] the company. [illegible] regarding [illegible] for [illegible].

We come to Infosys [illegible] to make a significant contribution to the [illegible] of Infosys Limited. We wish you [illegible] regarding and fulfilling [illegible] forward to working with you.

Yours sincerely

RICHARD LOBO

EVP and Head Human Resources-Infosys Limited

JBM Auto Limited

[illegible]

No: JBMA/SOHG/HR/ Date: 12/08/2021

To
Mr. PASUPULETI KRISHNA SAI RAM
Gudlavalleru Engineering College
Gudlavalleru.

Dear Mr. PASUPULETI KRISHNA SAI RAM

Sub: Offer Letter

Further to the On Campus Recruitment Drive conducted at your campus on 12/08/2021 the candidate have been selected for Apprenticeship training. The salary will be upto Rs. 1.80 LPA.

You are expected to report on 23/08/2021 at Company with certificates (10th Marks sheet, Provisional Certificate, Overall Marks Sheet, TC, Aadhar Card, Pan Card, Passport Photo, Bank Passbook front page Xerox).

Thanking you

For JBM AUTO LIMITED

N.S. Bhagyaraj
Dy. Manager-F&A

Registered Office
[illegible]

6-351

JBM Auto Limited

[illegible]

JBM

No: JBMAS/ORC/HR/ Date: 12.08.2021

To
Mr. PASUPULETI KRISHNA SAI RAM
Gudlavalleru Engineering College
Gudlavalleru.

Dear Mr. PASUPULETI KRISHNA SAI RAM

Sub: Offer Letter

Further to the On Campus Recruitment Drive conducted at your campus on 12/08/2021 the candidate have been selected for Apprenticeship training. The salary will be upto Rs. 1.80 LPA.

You are expected to report on 23/08/2021 at Company with certificates (10th Marks sheet, Provisional Certificate, Overall Marks Sheet, TC, Aadhar Card, Pan Card, Passport Photo, Bank Passbook front page Xerox).

Thanking you

for JBM AUTO LIMITED

N.S. Dhogyoraj
Dy. Manager P&A

Registered Office
[illegible]

JBM Auto Limited

[illegible]

No: JBMAB/OBG/HR/

Date: 12.08.2021

To
Mr. ANNEPU YAGESWARA RAO
Gudavalleru Engineering College
Gudavalleru.

Dear Mr. ANNEPU YAGESWARA RAO

Sub: Offer Letter

Further to the On Campus Recruitment Drive conducted at your campus on 12/08/2021 the candidate have been selected for Apprenticeship training. The salary will be upto Rs. 1.80 LPA.

You are expected to report on 23/08/2021 at Company with certificates (10th Marks sheet, Provisional Certificate, Overall Marks Sheet, TC, Aadhar Card, Pan Card, Passport Photo, Bank Passbook front page Xerox).

Thanking you

for JBM AUTO LIMITED

N.R. Bhagyaraj
Dy. Manager P&A

Received original copy

A. yogeswara Rao
13/08/2021

Registered Office
[illegible]

L-852-

JBM Auto Limited

Plot No. [illegible], [illegible] Park, [illegible] Industrial Growth Centre, [illegible] Village, [illegible] Tel.: [illegible]

JBM Group

No: JBMAS/ORG/HR/ Date: 12.08.2021

To
Mr. ANNEPU YAGESWARA RAO
Gudlavalleru Engineering College
Gudlavalleru.

Dear Mr. ANNEPU YAGESWARA RAO

Sub: Offer Letter

Further to the On Campus Recruitment Drive conducted at your campus on 12/08/2021 the candidate have been selected for Apprenticeship training. The salary will be upto Rs. 1.80 LPA.

You are expected to report on 23/08/2021 at Company with certificates (10th Marks sheet, Provisional Certificate, Overall Marks Sheet, TC, Aadhar Card, Pan Card, Passport Photo, Bank Passbook final page Xerox).

Thanking you

for JBM AUTO LIMITED

N.S. Bhagyaraj
Dy. Manager F&A

Received original copy

A. Yageswara Rao
13/08/2021

Registered Office
[illegible], [illegible] Place, New Delhi - [illegible]
Tel: [illegible] Fax: [illegible]

JBM Auto Limited

[illegible]

No: JBMAS/ORG/HR/ Date: 12.08.2021

To
Mr. MANDAVA LIKESH SAI
Godlavalleru Engineering College
Godlavalleru.

Dear Mr. MANDAVA LIKESH SAI

Sub: Offer Letter

Further to the On Campus Recruitment Drive conducted at your campus on 12/08/2021 the candidate have been selected for Apprenticeship training. The salary will be upto Rs. 1.80 LPA.

You are expected to report on 23/08/2021 at Company with certificates (10th Marks sheet, Provisional Certificate, Overall Marks Sheet, TC, Aadhar Card, Pan Card, Passport Photo, Bank Passbook front page Xerox).

Thanking you

for JBM AUTO LIMITED

N.S. Bhagyaraj
Dy. Manager P&A

Received original copy

M. Likesh Sai
13/08/2021

Registered Office
[illegible]

L-354

JBM Auto Limited

[illegible]

JBM

No: JBMAS/OBG/HR/ Date: 12.08.2021

To
Mr. POLAGANI VENKATA SAI ABHIMANYU
Gudlavalleru Engineering College
Gudlavalleru.

Dear Mr. POLAGANI VENKATA SAI ABHIMANYU

Sub: Offer Letter

Further to the On Campus Recruitment Drive conducted at your campus on 12/08/2021 the candidate have been selected for Apprenticeship training. The salary will be upto Rs. 1.80 LPA.

You are expected to report on 23/08/2021 at Company with certificates (10th Marks sheet, Provisional Certificate, Overall Marks Sheet, TC, Aadhar Card, Pan Card, Passport Photo, Bank Passbook front page Xerox).

Thanking you

for JBM AUTO LIMITED

N.S. Bhagyaraj
Dy. Manager P&A

Registered Office
[illegible]

L-356

JBM Auto Limited

[illegible]

JBM

No: JBMAS/ORG/HR/ Date: 12.08.2021

To
Mr. POLAGANI VENKATA SAI ABHIMANYU
Gudlavalleru Engineering College
Gudlavalleru.

Dear Mr. POLAGANI VENKATA SAI ABHIMANYU

Sub: Offer Letter

Further to the On Campus Recruitment Drive conducted at your campus on 12/08/2021 the candidate have been selected for Apprenticeship training. The salary will be upto Rs. 1.80 LPA.

You are expected to report on 23/08/2021 at Company with certificates (10th Marks sheet, Provisional Certificate, Overall Marks Sheet, TC, Aadhar Card, Pan Card, Passport Photo, Bank Passbook front page Xerox).

Thanking you

for JBM AUTO LIMITED

For [signature]

N.S. Bhagyaraj
Dy. Manager P&A

Registered Office
[illegible]

JSW PAINTS
JSW Paints Private Limited,
Corp. Office: JSW Centre,
Bandra Kurla Complex, Bandra (E),
Mumbai - 400 051
Website: www.jswpaints.in

CIN: U24200MH2016PTC273511
Phone: +91 22 4286 1000

JSWPPL/ General /L07 /22-23/1084

Mr. SAMMETA YOGA SRIDHAR
19/449-1,
CIRCARTHOTA,
MACHILIPATNAM

Date: 1st March, 2023

Mobile: 7680898460

Email ID: sridharsammeta.s@gmail.com

Sub: Letter of Offer

Dear Sridhar,

With reference to the interview you had with us, we are pleased to offer you the post of **"Customer Relationship Officer"** at **JSW Paints Private Limited**. You will be initially posted at **Machilipatnam.** However, all our jobs are transferable and you may be posted to any other locations based on company requirements.

This offer is subject to the following terms and conditions:

1. Salary and Benefits as per the Annexure attached
2. Your offer is valid subject to Medical fitness duly certified by a Medical Officer
3. You are requested to report for duty on or before **06th March, 2023** and submit the following documents in original with a copy at the time of your joining duties.
   i. 2 passport size photographs
   ii. PAN card copies
   iii. Birth Certificate
   iv. Aadhaar Card copy
   v. Qualification certificates (10th, 12th Graduation etc.) - original and Xerox
   vi. Cancelled Cheque
4. Any wrong information/ suppression of information shall be liable for termination of the offer of appointment
5. A detailed appointment letter will be issued to you after your joining
6. This letter is being issued in duplicate. Please return the duplicate copy duly signed by you as a token of your having received, understood and accepted the terms and conditions of this appointment

Yours faithfully,

For **JSW Paints Private Limited**

Uday Deshmane
Associate Vice President - Human Resource

SAMMETA YOGA SRIDHAR			
	Compensation Computation		
		Proposed	
	Organization	JSW PAINTS PRIVATE LIMITED	
	Designation	CUSTOMER RELATIONSHIP OFFICER	
	Grade	L07	
Monthly Benefits		Monthly	Annual
	Basic	8,820	1,05,840
	HRA	2,960	35,520
	Conveyance Allowance	2,920	35,040
	Supplementary Allowance	8,485	1,01,820
	Meal Voucher	1,500	18,000
	Medical Allowance @ 8.33% (on Basic)	735	8,820
	Bonus @ 20% (on Basic)	1,764	21,168
A	Sub Total (monthly)	**27,184**	**3,26,208**
Annual Benefit			
	L.T.A. @ 8.33% (on Basic)	735	8,820
B	Sub Total - Annual Components	**735**	**8,820**
Retirals			
	Provident Fund - 12% (on Basic)	1,058	12,696
	Gratuity - 4.8%	423	5,076
C	Sub Total - Retirals	**1,481**	**17,772**
D	Total without Production Incentive (A+B+C)	**29,400**	**3,52,800**
E	Sales Incentive	8,100	97,200
G	Grand Total [D+E]	**37,500**	**4,50,000**

Annual Merit Increase (if any applicable) will be done on a pro-rata basis from date of joining

The above offer is subject to your clearing of medical test, reference check and background verification

Medical Cover (Hospitalization) for self & dependent family, Accident, Disability.

Please note: PF will be deducted as per the PF act.

ESOPs as per company's policy.

APPOINTMENT LETTER

October 27, 2021

Dear BATTIPATI SUSMITHA,

Welcome to Wipro Limited (Company/Wipro) and congratulations on your appointment as **Project Engineer**. The terms of your employment with the Company is listed below. Please be informed that the terms may be modified pursuant to changes in the Company policy updated from time to time.

1. Appointment Details:

a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.

b. You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.

c. The retirement age is 58 years.

d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company ,in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.

e. We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.

f. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.

g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining,

2. Compensation:

You will be eligible for:

a. Compensation and benefits in accordance with Annexure III - Salary Offer Sheet.

b. Variable Pay - The details of this component are listed in Annexure V. The Variable Pay program may be changed or modified in part or full thereof from time to time, at the sole discretion of the Company.

c. Other compensation and benefits in accordance with Company policy as modified and intimated to you from time to time.

d. Your salary will be reviewed periodically as per Company policy.

e. Changes in your compensation are at the Company’s discretion and will be subject to and on the basis of your effective performance and the performance results of the Company during your period of employment and other relevant criteria.

3. Other Benefits:

You will also be eligible for:

a. Leave, holidays and working hours as applicable to your stream and location of posting.

b. Perquisites, if any, as applicable to your band and stream and / or based on functional requirements as determined by the Company

c. Participation in the Company's Provident Fund Scheme (PF) as per the policies applicable to your band and stream.

d. Leave Travel Assistance (LTA) as per the Company's policy.

e. Wipro Medical Assistance Scheme (MAS) provided you are not covered under the purview of the ESI Act.

f. Employee Benefits Program sponsored and administered by the Company for management employees, comprising of pension plan or gratuity plan, survivor benefit plan and industrial injury benefits.

g. Please refer to the detailed policies in the Company's intranet portal i.e. **mywipro.wipro.com**

4. Responsibilities:

a. In view of your position and office, you would be expected to perform all responsibilities effectively, diligently and to the best of your ability and ensure results. There may be times when you will be expected to work extra hours to achieve the above when the job so requires. At all times, you are required not to engage in activities that have or will have an adverse impact on the reputation / image and business of the Company, whether directly or indirectly.

b. You may be required to undertake travel for business purposes for which you will be eligible for reimbursement of travel expenses as per the Company policy applicable to you.

c. We are committed to ensure 'Integrity' in all aspects of the Company's functioning. You are expected to comply with all the applicable policies of the Company including the Code of Business Conduct and Ethics ('Policies') as they form an integral part of the terms of your employment with Wipro. Consequently, you are required to understand the scope and intent behind these policies and to comply with the same. These Policies are updated / modified on a periodic basis and new policies may be introduced and notified to employees from time to time and you will be required to comply with the same.

d. Consistent with (c) above, any matter or situation or incident that may arise that could potentially result, or has resulted, in any violation of the Policies or the terms of your employment, shall immediately be brought to the notice of your Business Unit Head and appropriate disciplinary action will be initiated.

5. Conflict of Interest:

a. You are required to engage yourself exclusively in the work assigned by Wipro and you shall not take up any independent or individual assignments (whether part time or full time, in an advisory capacity or otherwise) directly or indirectly without the express written consent of your Business Unit Head.

b. You shall ensure that you shall not, directly or indirectly, engage in any activity or have any interest in, or perform any services for any person who is involved in activities, which are or shall be in conflict with the interests of Wipro.

c. The Conflict of Interest Policy also refers to the need on your part, during your employment and for a period of one year from the cessation of your employment with the Company (irrespective of the circumstances of, or the reasons for, the cessation) not to solicit, induce or encourage:

i. Any employee of the Company to terminate their employment with the Company or to accept employment with any competitor, supplier or any customer with whom you have a connection pursuant to your employment with the Company.
ii. Any customer or vendor of the Company to move his existing business with the Company to a third party or to terminate his business relationship with the Company.
iii. Any existing employee to become associated with, or perform services of any type for any third party.

d. In case of any conflict or doubt, please discuss the matter with your Business Unit Head, to understand the Company's position on this and resolve the conflict.

6. Confidentiality:

a. In consideration of the opportunities, training and access to new techniques and know-how that will be made available to you, you will be required to comply with the Confidentiality Policy of the Company. Therefore, please maintain all Confidential Information as defined from time to time in the Confidentiality Policy of the Company, as secret and confidential and do not use or disclose any such Confidential Information except as

may be required under obligation of law or as may be required by the Company and in the course of your employment. This covenant shall endure during your employment and beyond the cessation of your employment with the Company (irrespective of the circumstances of, or the reasons for, the cessation).

b. In your work for Wipro, you will be expected not to use or disclose any confidential information, including trade secrets, of any former employer or other person with whom you have an obligation of confidentiality and by signing below you affirm that you have no conflicting obligations or non-compete agreements that would prevent you from working without limitation for the Company.

7. Assignment of Intellectual Property

In connection with your employment and during the term of your employment, upon conception or creation, you shall disclose and assign to Wipro as its exclusive property, all inventions, ideas, concepts, discoveries, techniques, and improvements (including, without limitation, legal documents, training materials, computer software and associated materials) developed or conceived by you solely or jointly with others (whether or not during business hours), and shall comply with the Policies of Wipro in relation to Intellectual Property.

8. Non-Compete

In the course of your employment with the Company you will be providing services to customers or clients of the Company during which process you will be handling sensitive information including but not limited to key customers of the Company, competitor information, customer sensitive information ('Confidential Information'). You acknowledge and recognize that Confidential Information available to you, if leaked, would cause irreparable harm to the Company and its protection is of utmost importance to the Company. You confirm that for a period of six (6) months after separation of your employment from the Company (irrespective of the circumstances of or the reason for the separation), you will not accept any offer of employment from a customer or client with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of separation.

9. General:

This offer of appointment is subject to the precondition that you have not provided us with any false declaration and/or documentation or willfully suppressed any material information. If at any point of time, it is brought to our notice that you have submitted fabricated documentation or made false representation or willfully suppressed material information, you shall be liable to be removed from service with immediate effect and the Company reserves its right to initiate appropriate action as per applicable policy and /or enforce remedies available to us under law.

Please note that you are required to inform us if there are any agreements, oral or written, which you have entered into and which may relate to or affect your commitments under this employment contract.

a. You acknowledge that you have understood the terms of this employment contract and that you are aware that the specific performance of the terms of this employment contract may be enforced legally, if required. In this connection, if any of the provisions of this letter of appointment are declared or found to be void or unenforceable due to any reason whatsoever, the remaining provisions of this letter shall continue in full force and effect.

b. These employment terms supersede and replace any existing agreement or understanding, if any, between the Company and you on the same subject matter.

c. You warrant that you are not prevented by any court or by any other administrative or judicial authority or order from providing the services required under this employment contract. In the event that you are not a citizen of the country of posting, you should have a valid work permit to work in the country of posting.

d. Your appointment shall be treated as withdrawn in case:

i. You have not scored minimum aggregate marks of 60% in your 10 th Standard or equivalent education.
ii. You have not scored minimum aggregate marks of 60% in your 12 th Standard or equivalent education.
iii. For Graduates: You have not scored minimum aggregate marks of 60% in your graduation.
iv. For Post Graduates: You have not scored minimum aggregate marks of 60% in your graduation and 60% in post-graduation.
v. You have any pending backlogs/ arrears on the date of appointment.

Please note that at any stage, whether during your online test and/or interview process or upon joining the Company, if it is brought to our notice that you have indulged in malpractices or used illegal means to clear your online assessment, the Company shall withdraw or revoke the offer with immediate effect and we reserve our rights to take suitable action against you as we may deem fit.

10. Training Agreement:

As part of your smooth transition from campus to corporate, the Company shall be providing you extensive training through learning interventions from the time of your selection to on-boarding. You shall be provided an opportunity to learn in Pre-Joining programs, Self-directed learning modules, MOOCs, in-classroom learning, on-the-job training, Top Gear modules, and / or customer specific tools and technology learning. Through this extensive training the Company makes significant investment for your project readiness and successful journey in the projects. In consideration of the Company reposing confidence in you and providing you with the opportunity to undergo the training as detailed above and in consideration of the company bearing all the costs in connection with the training besides paying you normal salary and benefits, you solemnly agree to complete the training and continue your employment with the company for a period of **at least** 12 months commencing from the date of your joining. In case you choose to leave the Company before the expiration of the said period or if your services are terminated before the expiration of the said period, for any reason whatsoever, you shall ***be* liable to** pay to the Company liquidated damages of up to Rs. 75,000/-(Rupees Seventy Five Thousand only) in the manner defined in the training agreement, signed by you with the Company.

11. Notice Period & Termination:

Your employment with the Company shall be terminable, without reasons, by either party giving one-month notice during probationary period and three months' notice on confirmation. The Company reserves the right to pay or recover salary in lieu of notice period. Further, the Company may at its discretion relieve you from such date as it may deem fit even prior to the expiry of the notice period. However, if the Company desires you to continue the employment during the notice period you shall do so. Notice period and termination of employment contract shall be governed by the applicable internal policies of the Company as updated from time to time.

On acceptance of separation notice, you will immediately hand over to the Company before you are relieved, all correspondence, specifications, formulae, books, documents, cost data, market data, literature, drawings, effects and comply with all the relieving formalities required by the Company. Further, you shall not make or retain any copies of these items.

12. Pre Joining Program (PJP):

During the time period between your offer and onboarding, the Company will provide you an online, self-directed learning opportunity through a Pre Joining Program(PJP). You will be given a specific technology track to learn and we urge you to utilize this opportunity to gain hands-on experience so as to enable you to obtain a suitable project.

Please confirm that the above terms and conditions are acceptable to you and that you accept the appointment by submitting a signed copy of this letter of appointment with your original signature on the date of joining.

Yours sincerely,
For **Wipro Limited,**

Aparna Shailen
General Manager - Human Resources

I have read, understood and agree to accept the employment on the terms and conditions herein.

I shall be reporting for duty on

ANNEXURE I

DECLARATION ON CONFLICT OF INTEREST

Wipro Limited has adopted a conflict of interest policy in respect of its employees. This policy is intended to avoid conflict between the personal interest of an employee and the interest of the company in dealings with suppliers, customers and all other organizations or individuals doing or seeking to do business with the company.

Noted below are a few examples of conflict of interest:

a. For an employee or any dependent member of his family to have an interest in any organization, which has business dealings with the company where there is an opportunity for preferential treatment to be given or

received, except where such an interest comprises of securities in widely held corporations which are quoted and sold in the open market or the interest is not material.

b. For an employee or any dependent member of his family to buy, sell or lease any kind of property, facilities or equipment from or to the company or any affiliate or to any company, firm or individual who is or is seeking to become a contractor, supplier or customer, except with the knowledge and consent of top management.

c. For an employee to serve as an officer, director or in any other management capacity or as a consultant of another company or organization doing or seeking to do business with the company or an affiliate except with the knowledge and consent of top management.

d. For an employee to use or release to a third party any data on decisions, plans, competitive bids or any other information concerning the company, which might be prejudicial to the interest of the company.

e. For an employee or any dependent member of his family to accept commission, a share in profits or other payments, loans (other than with established banking or financial institutions), services excessive entertainment and travel or gifts of more than nominal value from any individual or organization doing or seeking to do business with the company.

I have read the above mentioned 'Conflict of Interest' policy and I declare that there is no 'Conflict of Interest' in my employment. If in future any conflict arises, I will immediately inform my supervisor and notify the top management.

Compliance to Company's Code of Conduct to Regulate, Monitor and Report Trading (Code) by Insiders

Insider Trading is prohibited by both Law as well as by Wipro Limited's (hereinafter to as the "Company") internal policy. Insider trading generally involves the act of subscribing/buying/ selling or dealing in the Company's Securities, while in possession of any Unpublished Price Sensitive Information (hereinafter referred to as "UPSI") about the Company. It also involves disclosing or procuring any UPSI about the Company to/from others who could subscribe or buy or sell or deal in the Company's Securities.

As an employee of the Company you are considered as an Insider and accordingly advised as below:

1. Trading when in possession of UPSI: Employees are strictly prohibited from trading in the Securities of the Company when in possession of UPSI concerning the Company. Trading in securities of the Company is also prohibited for certain designated employees when the trading window is closed. For details please contact: policyclearinghouse@wipro.com.

2. Communication or procurement of Unpublished Price Sensitive Information (UPSI): Employee shall seek, communicate, provide or allow access to "UPSI of the Company to others only for legitimate purposes, performance of duties and discharge of legal obligations and strictly on a need to know basis. Employees are strictly prohibited from the following:

a. Counseling or disclosing or communicating UPSI to any other person including spouse and/or relatives, except on a need to know basis.

b. Counseling as well as expressing opinions or making any recommendations to any person on the Securities of the Company when in possession of any UPSI.

c. Unauthorized disclosure or communication of UPSI.

d. Procuring any UPSI from others

3. Individual and Personal Responsibility: As per the Code, Company can take appropriate actions like wage freeze, suspension, termination of employment on employees involved in Insider Trading. Insider trading also attracts severe civil and criminal penalties not only on the Insider but also on the Company in certain circumstances. The penalties levied on the employee will not be borne by the Company and the employee individually is responsible.

4. Disclosure requirements: Every employee of the Company and their Immediate Relatives shall disclose to the Company the number of securities acquired or disposed of within two trading days of the transaction if the value of the securities traded, whether in one transaction or a series of transactions over any calendar quarter, aggregates to a traded value in excess of ten lakh rupees. For more details on procedures and guidelines, employees are requested to refer the Company's Code of Conduct to Regulate, Monitor and Report Trading by Insiders. Or write to policyclearinghouse@wipro.com.

ANNEXURE II

PERSONAL INFORMATION AS REQUIRED UNDER INFORMATION TECHNOLOGY ACT, 2000

I BATTIPATI SUSMITHA, confirm that I am voluntarily sharing my Personal Information including documents with Wipro Limited ('Wipro') for the following purposes:

a. validating my Curriculum Vitae and retaining records on the same for any future reference/verification;

b. processing my job application including background verification checks;

c. employment-related actions including record keeping, processing compensation and benefits and any action required in the context of my employment with Wipro.

In this context, I also agree to the retention of such Personal Information including documents by Wipro for any future reference/verification and authorize Wipro to transfer the same to a third party.

I understand that 'Personal Information' means any information including documents, relating to me that is available with Wipro and is capable of identifying me."

ANNEXURE III

SALARY OFFER SHEET

Name: BATTIPATI SUSMITHA

Position: Project Engineer **Career Group: TRB - II**

You shall receive salary as detailed below.

COMPONENT	AMOUNT (INR)
Basic	11,670
HRA	5,835
Bonus	2,334
Wipro Benefits Plan (WBP)	4,849
Total Fixed Cash	**24,688**
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
Total Fixed Compensation	**27,108**
Other Compensation Benefits	
Health benefit (Medical)	600
Variable Pay	
Target Variable Pay	1,459
Target Cost to Company per month	**29,167**
Total Cost to Company per annum	**3,50,004**

*Notional sum indicating contribution of 5.31 % of your basic towards provision of Gratuity. Employees will be eligible for payment of gratuity as per the Wipro Policy for the same.

Apart from the standard salary components, **Project Engineers** are also entitled to the following unique **Company Benefits** to help you manage during exigency.

a. Onetime Interest free loan of Rs. 20,000/- towards housing deposits or towards purchase of a two wheeler
b. Onetime Interest free contingency loan of lesser of Rs. 50,000/- and 2 months gross towards housing deposits or illness, death in immediate family or self-marriage
c. Medical assistance of Rs.15,000 per annum for employees who are not covered under the ESI scheme.
d. Medical Insurance Coverage up to Rs 2lac per annum.

ANNEXURE – IV

I hereby confirm that I shall submit the required academic certificates including but not limited to mark sheet and Provisional or Convocation Degree Certificate within 3 months from my date of joining. I understand that my employment is subject to my aggregate meeting the Company's eligibility criteria and submission of the above mentioned documents.

I hereby declare that all the particulars mentioned above are true to the best of my knowledge. In the event of my failure to submit the above mentioned documents or in case of any discrepancy, I shall be liable for immediate termination of my employment with the Company.

ANNEXURE – V

Variable Pay - A BRIEF OVERVIEW

Variable Pay Policy Summary & Computation:

Variable Pay is a variable component in your salary stack which would be paid out on a quarterly basis. It would be linked to the following parameters:

For employees joining in billable roles, variable pay will be linked to Individual billability, i.e. the number of days employee is billed in a quarter. This factor is applicable only for employees joining in billable roles in Bands Team Rainbow, A1, A2, A3, B1, B2 and B3 and who have variable pay as part of their salary stack.

For employees joining in above Bands in Support roles and central functions, and who have variable pay as part of their salary stack, variable pay will be linked to company's financial parameters. Financial metrics is linked based on specific role for each employee in each quarter, as per the respective financial year policy.

The Variable Pay program may be changed / altered or modified in part or full thereof from time to time, at the sole discretion of the management. It is mandatory for you to complete the quarter for which the Variable Pay applies i.e. you should be on the rolls of the Company on the last working day of the quarter to be eligible for payout under the program.

The detailed policy will be made available on myWipro->myPolicies->Common Policies Across Countries->my Financials->Variable Pay Policy FY 2021-22.

SOME ADDITIONAL INFORMATION ON THE SALARY OFFER

Basic, Additional Allowance and Bonus

This are fixed monthly components of your salary and are taxable. They do not vary every month, and are fixed for a particular period.

House Rental Allowance:

HRA is given to the extent of 50% of your Basic. HRA exemption is applicable as per IT rules on submission of rent receipts.

Wipro Benefit Plan (WBP):

Wipro Benefits Plan (WBP) is basket of various allowances/ expenses considered for Income Tax exemption. Under WBP, you will be granted Leave Travel Allowance and Education Allowance. Benefits regarding the use of Telephone/Mobile phone, Non-transferable Meal card can also be availed under the Plan. The actual expenses incurred towards these components are eligible for exemption as per the prescribed Income Tax rules applicable. Thus, you will be subjected to tax for the portion of the allowances that is not exempt. The Income Tax exemption for benefits availed are subject to submission of proofs or other conditions as may be prescribed in this policy. Wipro will grant a Group Allowance, which will be computed after reducing the aggregate cost of allowances/benefits availed under WBP and related recovery of Perquisite Tax and associated charges. Following are your WBP Entitlements:

1. **Leave Travel Allowance:**

   New employees are eligible for LTA provided leave is taken as per the rules of Wipro. For details on Income Tax exemption please refer to myWipro on joining. The maximum LTA that can be considered for IT exemption is Rs 50,000.

2. **Telephone/Mobile Phone Allowances:**

   The amounts paid by you towards telephone rentals (both landline and mobile) rentals are also towards broadband/ modem hub/ routers/ GPRS etc. for internet usage plans are eligible for IT exception up to Rs. 19,800 per annum under WBP as per prescribed limit in the policy. No expenses in respect of rentals or other

charges for pre-paid connections will be eligible under this head.

3. **Non-transferable Meal card:**

   An amount of Rs. 1100 / 2,750 per month towards purchase of Non-Transferable Meal card is eligible for IT exemption under WBP.

4. **Education Allowance:**

   An amount of Rs.100 (additional 300 in case of child in hostel) per child per month up to a maximum of 2 children is eligible for IT exemption under WBP.

5. **New Pension System:**

   You can contribute between 5% up to 10% of your Basic towards NPS and declare it under WBP. This will be over and above Sec 80C investments.

Retirement Benefits:

It consists of:

a. **Provident fund-** Where basic is higher than INR 15,000- 12% of your Basic towards Provident Fund. In cases where basic is lower than INR 15,000- Minimum of 12% of (Basic + WBP + Additional (Where applicable) or INR 1800 pm

b. Notional sum indicating contribution of 5.31 % of your basic towards provision for gratuity.

Employees will be eligible for payment of gratuity as per the Wipro policy on the same.

Travel, Accommodation, Food & Other Miscellaneous Expenses

Travel

a. You would be entitled for Rs. 1500 from the date of appointment as a lump sum amount that will be credited with your first month salary. You may utilize this amount towards Travel and you would not need to submit bills towards usage of this amount.

b. There is no provision for reimbursement/allowance towards any expenses incurred in lieu of attending training or classes at different locations in the same city.

Accommodation, Food & other Miscellaneous Expenses

a. You would be entitled for Rs.1000 per day for 8 days (total amount of Rs.8,000) from the date of joining. You may utilize this amount towards accommodation, food & other miscellaneous expenses. This would be paid as a lump sum amount that will be credited with your first month salary and you would not need to submit bills towards usage of this amount.

b. If your posting location (the location where you would be based out of after training) is different from the training location (location where you undergo initial training), you would be entitled for the following:

   i. Settlement and Miscellaneous Expenses: Rs.1200 per day for 7 days (total amount of Rs. 8,400) from the date of reporting to the posting location. You may utilize this amount towards boarding, lodging, conveyance & other miscellaneous expenses.

c. Any location change after reporting to posting location will be treated as relocation/transfer and will be covered under the Transfer policy for Team Rainbow. For details you can refer the policy at myWipro-> My Policies -> India->My Travel>Transfer Policy-Team Rainbow.

d. Campus joiners would not be eligible for accommodation at the Wipro guest houses.

Please note in the event that the employee leaves the organization within 6 months from the date of joining, all payments processed under Joining & Relocation Entitlements shall be recovered from the employee at the time of exit.

SUMMARY SOCIAL SECURITY & OTHER BENEFITS*

Medical

1. Medical Assistance Program (MAS)**: This is a medical scheme covering you, your spouse and your children to the extent of Rs.15000 per annum. **This scheme is not applicable for employees covered under the Employee State Insurance Act (ESI).** This limit will be prorated based on your joining and exiting months in a financial year. The amount mentioned as Medical allowance in your salary stack is a notional figure and it indicates average outflow per month and per employee towards MAS. Medical is a reimbursable amount, i.e., it will be paid at actuals on making a claim.

2. Mediclaim: You are eligible for a floater coverage of Rs 2,00,000 per annum for family (self, spouse & children) towards hospitalization. There will be a deduction from your monthly payroll depending on your marital/family status towards the base sum insured premium,10% of the claim amount has to be borne by you.

   If you wish to enhance the coverage, Top up cover options are also available for a highly negotiated premium. More details on the policy are available on My Policies Section in myWipro which is accessible on joining.

   Base Medical insurance is to be availed by the employee as default. It is accounted for in deductions as a nominal monthly charge. Top-Up cover is voluntary and charged as applicable during renewal timelines.

3. Annual Health check: Company paid Annual health check-up program is available for employees above 40 years of age.

Gratuity Benefit**: Up to Rs. 20,00,000

This provides you a lump sum benefit up to a maximum of INR 20 LPA to be calculated and payable as per applicable laws

Survivor Benefit Pension Program**:

The Survivor Benefit Plan's objective is to provide a monthly income to the surviving spouse and children of an employee, in the unfortunate event of death while in service. The pension payable is based on last drawn basic salary at the time of death, number of years till retirement, number and age of surviving members.

E.g. If an employee is in Grade B3 with basic of Rs. 15,000 per month and the remaining period before retirement at time of his death is 20 years and he has a surviving spouse and two eligible children, the supplementary Pension payable per month would be as follows: Basic * No of years to Retirement * Grade Factor * % based on number and age of surviving members.

I.e. 15,000 x 20 x 2.7%* x 80% = Rs. 6,480 per month as supplementary pension payable. *Grade Factor is a band specific predefined pension Accrual rate.

Loans:

Interest Free Loan: An interest free loan of Rs. 20,000 as per policy is available to facilitate your settling down. The amount is primarily intended to cover housing deposit/assistance towards purchase of two wheeler. This is recovered in 10 equal installments.

Contingency Loan: An Interest free contingency loan of Rs. 50,000 or two months monthly gross whichever is lower as per policy can be availed in case of contingency. This would be recovered in 20 equal installments. Any loan taken above Rs. 20,000 will be liable to tax on the notional interest cost as per CBDT rules.

** These benefits are subject to the terms and conditions of the company policy and cannot be converted to fixed cash.

1. Your Life and Accident Cover :

a. Group Personal Accident Insurance (GPAI) Program: Rs. 12,00,000 Through GPAI you are covered by way of round-the-clock risk coverage against any accidents occurring while at work or outside of work resulting in partial or total disablement or casualty. Employees can also get an extra coverage for a nominal and highly negotiated premium.

b. Group Term Life Insurance: Rs. 14, 00,000 in the unfortunate event of death on account of either accidents or natural causes, your surviving family members would be eligible for an insurance cover under this policy. This sum insured is inclusive of cover as per EDLI (Employee Deposit Linked Insurance). Employees can also get an extra coverage for a nominal and highly negotiated premium.

   Please note: More details on the above mentioned policies are available on My Policies Section in My Wipro accessible on joining. Access through My Wipro -> My Policies ->India > My Financials -> Group Life Insurance/ Personal Accident

   The policies mentioned here are policies of the Company as on date, this is subject to change in future as per policies of the Company from time to time.

2. Voluntary Superannuation Policy (VSS)

Wipro Voluntary Superannuation Plan offers an easy and convenient way to help you lead a happy and tension free life by planning your retirement. Starting contribution to pension plan at an early age gives you enough time to contribute towards building your retirement corpus and leverage the compounding interest earned by the corpus year on year. You simply have to choose the scheme that suits your investment horizon and risk tolerance.

A voluntary defined contribution Plan wherein you will have an option to enroll and choose your Pension Service Provider (PSP) within 30 days from the date of joining the company.

We currently have tie-ups with two leading PSPs to manage the superannuation funds. LIC & ICICI offer a superannuation scheme which offers interest on accumulated balance every year. ICICI Prudential also has an Unit Linked Superannuation scheme which offers you a market linked return, range of fund options to suit your risk appetite & transparent fund management.

The enrollment option can be exercised only once in the service with the organization and cannot be reversed once made. VSS enrollment window period will, also, be available once every financial year. The Company, on behalf of the member employee, shall contribute 15% of basic salary, towards the scheme selected by the member. In case 15% of basic exceeds Rs.1,50,000 per annum, member employee will have an option to restrict the contribution to Rs.1,50,000 per annum to avoid perquisite tax (perquisite tax is applicable on contributions exceeding Rs.1,50,000 every year).

Annual pension contribution amount is re-adjusted from fixed cash component and will reflect under ‘Pension’ component in the salary stack of the enrolled member. The accumulated contribution amount and the interest earned (or the corpus) can be utilized to avail the retirement benefits.

For further clarity, please refer the Policy on My Wipro -> My Information Sources > India -> My Financials-> Deferred Benefits-> Voluntary Superannuation Scheme. After reviewing the related documents if you wish to enroll into VSS, please log onto My Wipro-> My data->My Financials-> Pension, and exercise the option within 30 days of joining the Company. In case you miss enrolling into VSS in this window period, you can do the same in the window period that is available for all employees once every financial year.

☑ Accept ☐ Decline

☑ **Signature** BATTIPATI SUSMITHA 27/10/2021 4:28 PM

(checking the checkbox above is equivalent to a handwritten signature)

Registered Office:

Wipro Limited

Doddakannelli

Sarjapur Road

Bengaluru 560 035

India

T :+91 (80) 2844 0011

F :+91 (80) 2844 0054

E :info@wipro.com

W :wipro.com

C :L32102KA1945PLC020800

22695737

Offer: Computer consultancy
Ref: TCS/CT20213468193/Hyderabad
Date: 18/08/2021

Mr. Chitroju Satyanarayana
D.No.16/271-2,
Reddy Simha Chalam Road,
Gudivada,
Krishna Dist. – 521 301
Tel# 91-8305560392

Dear Chitroju Satyanarayana,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y.** You will be assigned a role in the **Engineering & Industrial Services and Internet of Things (EIS & IOT)**Unit, which is subject to change as per the business requirements of TCSL.

Your gross salary including all benefits will be Rs.3,36,877/- per annum , as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentives and / or Competency Incentive) basis you r performance in TCS Explore Program which gives an additional earning potential of upto **Rs.60,000** during the first year. Annexure- 1 provides the break-up of the compensation package.

Kindly conform your acceptance of this offer online through this option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining Date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Explore (detailed under Terms & Conditions)

TCS Confidential
TCSL/ CT20213468193

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Deccanpark, No 1 Software Units Layout. Madhapur, Hyderabad 500 081 India
Tel: 91 40 6667 2000 Fax 91 40 6667 2222 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Offer: Computer consultancy
Ref: TCS/CT20213475212/Hyderabad
Date: 11/06/2021

Mr. Jammula Gopi,
Ravela Village,
Tadikonda Mandal,
Guntur Dist- 522018
Tel# 91- 8179510406

Dear Jammula Gopi,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y.** You will be assigned a role in the **Engineering & Industrial Services and Internet of Things (EIS & IOT)**Unit, which is subject to change as per the business requirements of TCSL.

Your gross salary including all benefits will be Rs.3,36,877/- per annum , as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentives and / or Competency Incentive) basis you r performance in TCS Explore Program which gives an additional earning potential of upto **Rs.60,000** during the first year. Annexure- 1 provides the break-up of the compensation package.

Kindly conform your acceptance of this offer online through this option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining Date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Explore (detailed under Terms & Conditions)

TCS Confidential
TCSL/CT20213475212

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Deccanpark, No 1 Software Units Layout. Madhapur, Hyderabad 500 081 India
Tel: 91 40 6667 2000 Fax 91 40 6667 2222 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Offer: Computer consultancy
Ref: TCS/CT20206477469/Mumbai
Date: 26/09/2021

Mr. Vatapalli Siva Dev
D.NO.31/334/13,
Gilakaladindi ,Machilipatam,
Krishna Didt-521 001.
Tel# 91-8309159276

Dear Vatapalli Siva Dev,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y.** You will be assigned a role in the **Engineering & Industrial Services and Internet of Things (EIS & IOT)**Unit, which is subject to change as per the business requirements of TCSL.

Your gross salary including all benefits will be Rs.3,36,877/- per annum , as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentives and / or Competency Incentive) basis you r performance in TCS Xplore Program which gives an additional earning potential of up to **Rs.60,000** during the first year. Annexure- 1 provides the break-up of the compensation package.

Kindly conform your acceptance of this offer online through this option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining Date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Explore (detailed under Terms & Conditions)

TCS Confidential
TCSL/ CT20206477469

401
C.W

wipro

APPOINTMENT LETTER

September 11, 2021

Dear ADAVI BRAHMAIAH,

Welcome to Wipro Limited (Company/Wipro) and congratulations on your appointment as **Project Engineer**. The terms of your employment with the Company is listed below. Please be informed that the terms may be modified pursuant to changes in the Company policy updated from time to time.

1. Appointment Details:

a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.

b. You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.

c. The retirement age is 58 years.

d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company ,in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.

e. We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.

f. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.

g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining.

2. Compensation:

You will be eligible for:

a. Compensation and benefits in accordance with Annexure III - Salary Offer Sheet.

b. Variable Pay - The details of this component are listed in Annexure V. The Variable Pay program may be changed or modified in part or full thereof from time to time, at the sole discretion of the Company.

c. Other compensation and benefits in accordance with Company policy as modified and intimated to you from time to time.

d. Your salary will be reviewed periodically as per Company policy.

e. Changes in your compensation are at the Company's discretion and will be subject to and on the basis of your effective performance and the performance results of the Company during your period of employment and other

Fareportal

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 U72900DL2005PTC134384

Ref. FIPL/Offer/1361/49/2021 Date: **23-Aug-2021**

Mr. Afroz Khan
5/34-2,Pathan Street,Gudivada,
Andra Pradesh(521301)
Mob: 8328556673

Email ID: nahkafroz6786@gmail.com

Subject: Offer of Employment

Dear Afroz ,

Congratulations!

We are pleased to offer you employment with Fareportal India Pvt. Ltd., for the position of "**Sr. Software Engineer - TECH (Digital)**" subsequent to your job application and interviews you have had with us.

Your cost to company (CTC) would be **Rs. 1320000 P.A (Fixed Rs. 1200000/- & PB (10%) upto Rs. 120000/-** paid annually based on performance and can go upto 125% of the total variable performance pay) which includes the statutory benefits payable by the company. The breakup of salary will be provided to you on your date of joining.

You are also entitled for one time joining bonus of **Rs. 100000** in two equal instalments first **50%** amount will be paid after completion of **3 Months** and second instalment will be paid after completion of **6 Months.**

You are eligible for a performance bonus upto 10% of the fixed base (if any), subject to your individual performance against KPIs assigned to you as well as the company's overall performance as measured by its ***MOAS*** and ***EBITDA***. Your bonus eligibility is prorated based on date of hire. Company reserves the right to amend its bonus program at any time.

You are required to report to the Department of Human Resources on the **31st Day of Aug'2021 at 11:00 AM** for fulfillment of your joining formalities, along with the set of documents annexed herewith.

Please note that this offer is valid subject to your positive employment verification, background checks and verification of compensation/financial documents followed by successful completion of the process training.

Everyone you have interviewed with and all the family members of Fareportal join hand in extending you a warm welcome to the company.

Fareportal is a team of professionals and provides a challenging and rewarding career ensuring a high level of job satisfaction with ample opportunities for career growth & development. We are confident that our association will prove to be mutually beneficial.

Please return a copy of the letter, duly signed as a token of your acceptance of the offer. Please note that this offer is valid till the date of your joining only after which it lapses automatically.

Note: In case employee left the organization within 2 years of joining then the paid Joining Bonus amount will be recovered from full and final settlement in case applicable.

For Fareportal India Pvt. Ltd

Birendra Bhandari

Manager – People & Culture

I have read and accept the terms of the offer. I will join duty on or before 31st Aug2021.

Name, Signature & Date

Basic	50000
HRA	25000
Special Allowance	23200
Statutory Bonus	0
Sub Total	**98200**
Employee PF	1800
Employee ESI	0
CTC	**100000**
Employer PF	1800
Employer ESI	0
Take Home	**96400**
Gross CTC Per Annum	**1200000**
Annual Variable (Performance Bonus) Upto	**120000**
Total CTC Per Annum	**1320000**

Your total cost to company (CTC) would be **Rs. 1320000 P.A.** (**Rupees Thirteen Lac Twenty Thousand Only)** which includes the statutory benefits payable by the company.

***There should be no salary discussion. It is against company's policy**.

CHECKLIST OF DOCUMENTS	
Below Mentioned Needs To Be Uploaded in OPL At The Tine Of Documentation Formalities.	
Sr. No.	**Activity**
1.	Signature verified and attested by bank
2.	Offer letter
3.	**Attested** Appointment letter of last organizations
4.	**Attested** Relieving /Resignation Letter of previous employer.
5.	**Attested** Latest salary slip
6.	**Attested** Copy of PAN Card
7.	**Attested** Copy of any Govt. identity card
8.	**Attested** Permanent address proof
9.	**Attested** Local address proof
10.	**Attested** Educational Certificates **(Stating from 10th till Highest qualification)**
11.	**Attested** Professional Certificates
12.	**Attested** Copy of Aadhar Card
13.	7 Passport size photographs (in White Background)
14.	Blood Group
15.	Receipted copy/email of resignation from the current organization before date of joining

Fareportal India Pvt. Ltd.
Plot No. 365, Pace City-II
Sector 37, Gurgaon-122001
Phone: +91-124-462 9300
http://www.fareportal.com

Declaration for BGV

I, …… am aware that my Salary will only be released post clearance of my Positive Background verification; as such, there should be no :-

- pending BGV due to any pending documentation;
- Incorrect / fake/ non relevant document submission for Address check;
- pending response / negative report from your previous employer(s);
- negative report / observation in any BGV check.

In case of non-revert on my employment check due to any reason(Mandate Reliving letter by Previous employer or any other reason) & will assure to get the HR/Supervisor revert through E-mail on employment details shared by me within 3 working days.

My employment is subject to verification of the particulars given by me. My employment will terminate without any notice period if I am found to have submitted any false statement/s or document.

I am aware of Fareportal BGV Policy & it's my responsibility to support Fareportal BGV team for end to end closure.

_____

Signature

Date:-

Offeí Letteí

Doc.Code:	GLX_HR_ 1'EM_OffeíLetteí		
Veísion:	4.2	Effective Date	10/29/2020
Contact	HR 1'eam	Email	galaxeindiahí@galaxe.com

OTTER LE1'1'ER

Píivate & Confidential
Ref:
Dated: 17 August, 2021

Mí. Allu Harinadh Reddy
Guntur, AP

Deaí Allu Harinadh Reddy ,

In continuation to ouí vaíious discussions we aíe pleased to offeí you an Employment with GalaxE.Solutions India Pvt. Ltd, as Associate Developeí. 1'his is the beginning of a long and íewaíding caíeeí with GalaxE.Solutions.

Youí joining date is on 6th January, 2022. Please aííive at 9:00 AM on youí fiíst day of Employment at thefollowing location to complete Onboaíding woík and new hiíe oíientation.

GalaxE.Solutions India Pvt. Ltd.
1st Flooí, Voyageí Block,
Inteínational 1'ech Paík Ltd.,
Whitefield Main Road,
Bangaloíe – 560066, INDIA.

Compensation and Benefits

a) Youí Annual C1'C is Rs. 450,650/- p.a. Foí detailed bíeakup please íefeí to Annexuíe 1.
b) GalaxE offeís wide-íange of Employee benefits and foí moíe details please íefeí to Annexuíe 2.
c) You will be íequiíed to enteí into a tíaining contíact with the company. 1'he contíact teíms would include 36 months commitment fíom youí side. You will be liable to pay to the company ₹ 150000/- as tíaining fees if you wish to leave the company within the 36 months peíiod.

Place of Woík

Unit No. A, 1st Flooí, Voyageí Block, Inteínational 1'echnology Paík Ltd.(I1'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 honoíed as 2012 1'echnology Company of the Yeaí by Automation Alley, Michigan's laígest technology business association. **GalaxE.Solutions®, Inc. (GalaxE**), is an industíy leadeí in designing and deploying business píocesses and suppoíting systems that enable clients to tíansact and shaíe infoímation acíoss inteínal netwoíks and the Inteínet, taígeting Business íesults, competitiveness and efficiency.

With state-of-the-aít deliveíy centeís thíoughout Noíth Ameíica, Euíope, and Asia, GalaxE.Solutions leveíages its expeítise in píofessional technology, staffing, and managed seívices to deliveí quality solutions foí the most demanding business and useí íequiíements.

GalaxE.Solutions is headquaíteíed in Someíset, NJ; with offices located in Detíoit, MI; Bangaloíe, Noida, and Hydeíabad, India; 1'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. 1'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. 1'he enviíonment is veíy exciting, with high levels of motivation and íecognition, facilitating fasteí caíeeí gíowth. We empoweí eveíy team membeí to make a positive diffeíence.

Employee Expeíience to the Poweí of GalaxE

At GalaxE.Solutions, people make all the diffeíence. Eveíy Employee is consideíed a valuable asset. We aíe an innovative Oíganization with constant focus on the gíowth and achievement of all of ouí Employees. We staít with a píoven íoad-map foí cíeating a high peífoíming Oíganization by hiíing top peífoímeís fíom acíoss the industíy and the globe. Eveíy Employee is hiíed because they aíe one of the best at what they do- we call them Game Changeís. Once on boaíd, we nuítuíe each Employee as an individual peíson with the goal of píoviding a successful, gíowing caíeeí. 1'he open and tíanspaíent woík cultuíe collectively boosts each of us towaíds the next level of competition and customeí choice. Ouí people-centíic appíoach píovides a level of challenge and oppoítunity thatmost companies will neveí íeach.

At GalaxE.Solutions, we aíe constantly on the lookout foí high peífoíming, self-motivated, and dedicated candidates to develop and deliveí next geneíation solutions cateíing to the diveíse I1' needs of ouí píestigious clients.

EpEx (Employee Expeíience) 2013 is an initiative by GalaxE to enhance Employee expeíience.

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1ʼhe objectives of this initiative aíe

- Make GalaxE a Gíeat place to Woík
- Cíeate an enviíonment in which Employees aíe empoweíed
- Deliveí exceptional value to the client
- Incíease client satisfaction
- Gíow the fiím as an industíy leadeí

1ʼhíough this initiative GalaxE aims at cíeating woík life balance foí its Employees

Ouí Coíe Values

- Deliveí Excellence – Exceed expectations
- Build 1ʼíust – 1ʼhíough honesty, accountability, tíanspaíency & accessibility
- Be a People Peíson – 1ʼíeat eveíyone with high dignity and íespect
- Cíeate Value – Cíeate and constantly deliveí moíe value
- Innovate – Díeam, Innovate, Cíeate
- Own it – 1ʼake Owneíship

Woík Enviíonment:

We aíe committed to total customeí satisfaction and stíive togetheí to deliveí top-quality, custom-fit solutions foí ouí clients. 1ʼhe excellent íelationship we enjoy with ouí clientele stems fíom the íobust woík enviíonment. We stíive to maintain high standaíds of integíity and íeliability in all ouí inteíactions and this diíectly tíanslates into a highly inspiíing woík enviíonment.

1ʼheíe is a stíong focus on Employee-fíiendly policies and a competitive total íewaíds philosophy that íaises ouí Employee benefits, compensation, and píogíams to innovative heights of excellence. Ouí compensation packages aíe incessantly measuíed against industíy standaíds and aíe stíuctuíed to attíact and íetain a highly skilled woíkfoíce. We also píovide on-site woík oppoítunitiesand L & H1B visa sponsoíship's.

Employment

1ʼeíms Píobation

Peíiod

You will be on píobation foí a peíiod of six months fíom the date of joining. Youí Employment will be confiímed automatically at the end of this peíiod without any fuítheí communication (wíitten oí veíbal). Howeveí, if theíe is any change, the same will be communicated on oí befoíe the end of this píobation peíiod.

Notice Peíiod/1ʼeímination:

1ʼhe wíitten notice íequiíed foí teímination of Employment will be 3 months' notice fíom the Employee's side and 1 month notice fíom the Employeí's side

1ʼhe Company íeseíves the íight to teíminate the Employment, if the Employee is píevented fíom peífoíming his/heí duties on account of Employee's continued ill-health.

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Notwithstanding any otheí teím of this letteí, the Company shall have the íight to teíminate the Employment foíthwith without any notice oí payment in lieu of notice on disciplinaíy gíounds in case of Employee's píoven gíoss misconduct, oí foí contíavention of any of the Policies, oí in the event of the Employee being held guilty of any cíime oí any otheí act involving moíal tuípitude, oí foí bíeach of any mateíial píovision of this Agíeement

In the event of the teímination of the Employment, the Employee shall immediately (i) íetuín to the Company all documents and any copies theíeof and all Confidential Infoímation and otheí píopeíty/mateíial of whatsoeveí natuíe belonging to the Company in his/heí possession íelated to and connected with the business and the affaiís of the Company, and (ii) pay to the Company all amounts, if any, that become due fíom the Employee to the Company undeí this Agíeement. Upon teímination of Employee's Employment the Employee shall obtain cleaíance fíom the íelevant peíson(s), depaítment(s) on píoduction of which alone the Employee's dues, if any, will be cleaíed by the Company

Absence foí a continuous peíiod of five days without píioí appíoval of youí supeíioí, (including oveístay on leave / tíaining) would íesult in youí losing youí lien on the seívice and the same shall automatically come to an end without any notice oí intimation except in situations wheíe the employees is in a medical emeígency foí self.

Leave

Annual Eaíned leave: Employees aíe entitled to paid leave of twelve (12) woíking days in onecalendaí yeaí.

Holidays: Employees aíe entitled to ten (10) days of paid public holidays in one calendaí yeaí. Fuítheí, the Employee shall be entitled to avail such otheí holidays, including those on weekends,which may be specified by the Policies.

Casual Leave: Employees aíe entitled foí 6 days of Casual leaves eveíy calendaí yeaí. 1'his categoíy of leave cannot be encashed oí caííied foíwaíd i.e. they will lapse at the end of each calendaí yeaí

Medical Leaves: Employees aíe entitled foí 6 days of Casual leaves eveíy calendaí yeaí. 1'his categoíy of leave cannot be encashed oí caííied foíwaíd i.e. they will lapse at the end of each calendaí yeaí

Woíking Houís

1'otal woíking houís peí week is 48 houís. 1'he geneíal woíking houís will be 9.00 a.m. to 6.30 p.m. Monday to Fííday, with 30 minutes lunch bíeak. Howeveí, the staít and end timings aíe subject to change as peí the business íequiíements.

Retiíement

All Employees of GalaxE.Solutions will íetiíe fíom the seívices of the Company on íeaching the age of 58 yeaís.

Past Recoíd

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If any declaíation oí infoímation fuínished by the Employee to the Company píoves to be false oí misleading in any íespect oí if the Employee is found to have wilfully suppíessed any mateíial infoímation, the Employee's seívices shall be liable to be teíminated by the Company foíthwith without assigning any notice oí compensation whatsoeveí.

Employment duties

GalaxE.Solutions heíeby employs the Employee and the Employee accepts such Employment in the capacity **Associate Developeí** at **Bangaloíe** to peífoím the Job Descíiption on the teíms and conditions set out heíein. 1'he Employee agíees that depending on Company's business íequiíements the Job Descíiption may be modified by the Company fíom time to time. 1'he Employee shall also peífoím such otheí and uníelated seívices and duties as may be assigned to him fíom time to time by the Company.

1'he Employee shall be bound by and shall comply with all policies, standaíds and íegulations established by the Company fíom time to time (as the same may be amended by the Company), and shall peífoím his/heí duties and íesponsibilities faithfully, diligently, and to the best of his/heí ability with due caíe and caution.

1'he Employee shall diíect his/heí best effoíts to píomote the inteíests of the Company, its opeíations and all its activities.

1'he Employee shall opeíate out of the Company's facility at I1'PL Bangaloíe and shall woík foí such houís as may be íeasonably íequiíed foí the píopeí dischaíge of his/heí duties.

1'he Employee shall not take advantage of any business oppoítunity of which the Company oí any of its subsidiaíies oí affiliates may be consideíing taking advantage of, oí have decided to take advantage of, oí may take advantage of, if píesented with the oppoítunity noí shall the Employee deíive any advantage oí benefit in any otheí manneí except foí and on behalf of the Company and with its knowledge.

Intellectual Píopeíty Rights

All computeí softwaíe, píogíams, inventions, designs, impíovements, oí píocesses, which the Employee may make oí devise eitheí alone oí jointly with otheís duíing the teím of this Agíeement, peítaining to the opeíations oí business of the Company, and aíising out of the woík oí íesponsibilities peífoímed by the Employee undeí this Agíeement and all intellectual píopeíty theíein (collectively "Intellectual Píopeíty") shall belong exclusively to the Company and the Employee shall neitheí have noí be entitled to make any claims in íespect theíeto.

Foí the puíposes of above, the Employee shall píomptly disclose and deliveí to the Company all infoímation and data in his/heí possession, necessaíy to facilitate and impaít a full and complete undeístanding of the Intellectual Píopeíty. 1'he Employee shall also assist the Company in eveíy way, without any chaíge but at the cost and expense of the Company, in obtaining píotection foí said Intellectual Píopeíty in India and otheí countíies.

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1’he Employee heíeby confiíms and agíees that the Company is and shall be the sole and exclusive owneí, whetheí by viítue of an assignment, tíansfeí oí otheíwise, of all píesent and futuíe Intellectual Píopeíty accíuing to the Employee in any manneí and in all mateíial wíitten oí devised by the Employee peítaining to the opeíation oí business of the Company and íesulting fíom oí aíising out of any woík which the Employee shall have caííied out puísuant to his/heí Employment and of all íights of action foí damages foí infíingement of the Intellectual Píopeíty. 1’he Employee iííevocably and unconditionally undeítakes and confiíms to execute, upon íeceipt of a íequest fíom the Company to that effect, all necessaíy and adequate documents to confiím the same.

1’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. 1’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.

1’he Employee heíeby iííevocably and unconditionally waives any and all íights undeí any law, in any juíisdiction, in and to any and all Intellectual Píopeíty wíitten, cíeated oí devised by him whetheí solely oí jointly and peítaining to the opeíation oí business of the Company and íesulting fíom oí aíising out of any woík which the Employee shall have done puísuant to his/heí Employment with the Company.

1’o the extent that the Employee intends to use any thiíd paíty píopíietaíy softwaíe ("1’hiíd Paíty Softwaíe"), the Employee must identify in wíiting the píoposed 1’hiíd Paíty Softwaíe to the Company and obtain wíitten appíoval of the Company píioí to the use of such 1’hiíd Paíty Softwaíe. If such píioí wíitten appíoval is píovided by the Company, the Employee íepíesents and waííants that he has good and clean title to use the 1’hiíd Paíty Softwaíe and that Employee is not infíinging upon any patents, tíademaíks oí copyíights oí violating tíade secíets oí otheí confidential infoímation in using such softwaíe. 1’he Employee heíeby gíants to the Company oí its customeís, all íights the Employee has to use such 1’hiíd Paíty Softwaíe, and, to the extent possible, an iííevocable, non-tíansfeíable, íoyalty-fíee license to use the 1’hiíd Paíty Softwaíe. If the Company oí its customeís must obtain a license fíom such thiíd paíty to use oí distíibute the 1’hiíd Paíty Softwaíe, the Employee agíees to use the Employee’s best effoíts to obtain such a license on behalf of and foí the Company oí its customeís. If the Company does not píovide wíitten authoíization to use the 1’hiíd Paíty Softwaíe, the Employee shall not use the 1’hiíd Paíty Softwaíe in íendeíing its seívices to the Company oí its customeís.

1’o the extent that the Employee intends to use any píopíietaíy softwaíe developed by the Employee ("Employee Softwaíe"), the Employee must identify in wíiting to the Company and its customeís the Employee Softwaíe, and obtain wíitten appíoval of the Company píioí to the use of the Employee Softwaíe. If such píioí wíitten appíoval is píovided by the Company, the Employee íepíesents and waííants that he has good and clean title to use the Employee Softwaíe and that Employee is not infíinging upon any patents, tíademaíks oí copyíights oí violating tíade secíets oí otheí confidential

infoímation in using the Employee Softwaíe. Fuítheí, Employee agíees to heíeby assign to the Company oí its customeís all íights, title and inteíest to the Employee Softwaíe. If desiíed by Employee and only if Employee made such píioí disclosuíe and obtained píioí wíitten consent fíom the Company, Company oí its customeís shall píovide a non-exclusive, non-tíansfeíable, íoyalty-fíee license to the Employee to use the Employee Softwaíe, howeveí, such use shall not compete with the Company's oí its customeís' use of the softwaíe. If the Employee does not disclose the Employee Softwaíe to the Company and its customeís, oí if the Company does not píovide wíitten authoíization to use the Employee Softwaíe, the Employee shall not use the Employee Softwaíe in íendeíing its seívices to the Company oí Client. If the Employee uses the Employee Softwaíe without obtaining any píioí wíitten consent by the Company, Employee agíees that such Employee Softwaíe will be consideíed Intellectual Píopeíty and tíeated in accoídance with the píovisions of this Clause.

The Employee íepíesents and waííants that the disclosuíe of the Thiíd Paíty Softwaíe oí the Employee Softwaíe and its use by the Company oí its customeís, subject to the conditions mentioned above, will not in any manneí íesult in infíingement oí violations of any íights vested in any thiíd paíty including such thiíd paíty's píopíietaíy íights oí íights to intellectual píopeíty. In the event of any bíeach of this píovision of this Agíeement, the Employee agíees to defend, indemnify and hold the Company haímless fíom and against any and all liabilities, claims oí demands whatsoeveí (including expenses, couít costs and íeasonable attoíneys' fees íelated theíeto) that may be asseíted against the Company oí its customeís by any peíson oí entity by íeason of bíeach by the Employee of the píovisions of this Clause

The Employee acknowledges and agíees that his salaíy includes compensation foí the assignment to the Company of all intellectual píopeíty íights with íespect to the Intellectual Píopeíty, as píovided in this above

Confidentiality:

As used in this Agíeement, the teím "Confidential Infoímation" shall mean all non- public tangible and intangible infoímation íelating to the Company oí its business, affaiís, dealings oí opeíations oí the Company's customeís oí theií business, affaiís, dealings oí opeíations that is disclosed to the Employee, that the Employee píoduces, oí that the Employee has acquiíed, oí heíeafteí acquiíes duíing his Employment with the Company. Confidential Infoímation shall include by way of illustíation and not limitation, the following:

(a) Any infoímation conceíning the business accounts oí finance plans oí stíategies of the Company oí of any otheí entity which is the customeí of the Company;
(b) Any íepoít oí íeseaích commissioned by oí on behalf of the Company oí any of its íespective clients, in connection with the business oí affaiís of the Company oí any of its íespective clients;
(c) all Intellectual Píopeíty including tíade secíets, know-how and confidential tíansactions of the Company;
(d) all maíketing, píoduct development and business plans of the Company and all customeí names and lists;

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(e) all píoduct design and manufactuíing infoímation, and all methods, píocesses and techniques of doing business; and

(f) any otheí infoímation which may be teímed confidential by the Company and whose dissemination may seíiously compíomise and jeopaídise the business inteíests of the Company, which has oí may have come to his knowledge duíing the continuance of this Agíeement.

Unless and until such infoímation:

(i) Is voluntaíily disseminated by the Company to the public;

(ii) Becomes paít of the public domain thíough lawful means and not as a íesult of a bíeach of this Clause; oí

(iii) Is íequiíed to be disclosed by law.

Save as may be íequiíed by law, the Employee shall not, duíing the peíiod of his Employment with the Company oí theíeafteí foí a peíiod of 3 yeaís, use oí attempt to use, divulge, communicate oí exploit any Confidential Infoímation, diíectly oí indiíectly, paítially oí in whole, undeí any ciícumstances oí by any means, to any thiíd peíson without the píioí expíess wíitten consent of the Company. The Employee shall not, duíing the peíiod of his Employment with the Company oí theíeafteí, diíectly oí indiíectly, copy, tíansmit, íepíoduce, summaíize, quote oí make any commeícial oí otheí use whatsoeveí of any Confidential Infoímation, except as may be necessaíy to peífoím his duties as an Employee of the Company heíeundeí.

The Employee agíees and confiíms that all Confidential Infoímation is and shall íemain the píopeíty of the Company at all times and that the Employee shall keep the Confidential Infoímation in secuíe condition and íendeí all assistance íequiíed by the Company to píevent and safeguaíd against impíopeí use of the Confidential Infoímation.

The Employee acknowledges and agíees that the salaíy includes compensation foí his/heí obligations in this.

Medical fitness & Accuíacy of the testimonials and infoímation píovided

This Offeí Letteí and its continuance aíe subject to youí being and íemaining medically (physically & mentally) fit. If so íequiíed, GalaxE.Solutions (I) Pvt. Ltd. may get this confiímed by GalaxE.Solutions (I) Pvt. Ltd.'s Medical Officeí oí the Medical Píactitioneí appíoved by "GalaxE.Solutions (I) Pvt. Ltd."

The offeí is subject to Accuíacy of the testimonials and infoímation píovided by you and youí being fíee fíom any contíactual íestíictions píeventing you fíom accepting this offeí oí staíting woík on the above-mentioned date.

DECLARATION

I,_____accept this offeí of Employment with GalaxE.Solutions and agíee the teíms and conditions outlined in this letteí.

Name : _____

Signatuíe : _____

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Date : _____

ANNEXURE 1

Compensation Details:

Name: Allu Harinadh Reddy **Designation: Associate Developeí**		**Date of Joining: 6th january, 2022** **Location: Bangaloíe**
Components	**INR (Rs.) peí Month**	**INR(Rs.) peí Annum**
Gíoss Salaíy	33,500	402,000
Ïood Voucheí	750	9,000
Píovident Ïund (Company Contíibution)	1,800	21,600
Gíatuity	--	10,550
Medical Insuíance	--	7,500
Annual CTC:	--	**450,650**

Gíatuity: Gíatuity will be payable in line with the statutoíy píovisions, upon sepaíation fíom the company, subject to completion of minimum of five yeaís of Employment with GalaxE.Solutions.

Taxation: Taxation will be goveíned by the income tax íules. The company will be deducting tax at souíce as peí income tax guidelines.

a) Youí indicative annual CTC foí yeaí 2 can be up to Rs.7.5 LPA*
   Youí indicative annual CTC foí yeaí 3 can be up to Rs.11 LPA *
   **** Based on peífoímance***

ANNEXURE 2

House Rent Allowance:

To 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 Tíavel Allowance

This is paít of youí annual gíoss salaíy, which will be íeimbuísed against actual bills within the specified limits, subject to availing Indian Income Tax íegulations.

Ïood Coupons

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Extía Food coupons can be availed by the Employee foí the tax benefit. Food coupons aíe distíibuted within 10th of eveíy month in íespective locations by finance depaítment.

Píovident Ïund

Company offeís effective PF plan foí the Employees. 1'his tax saving is applicable when you choose to opt foí additional contíibution fíom youí end.

Conveyance allowance

Foí the compíehensive benefit of the Employee Conveyance allowance is píovided foí the Employee who extends theií stay beyond woíking houís foí woík. Similaíly, foí the Employees who woíks on Sundays and National (GalaxE) Holidays. Cab facility is píovided foí the Employees who woík late houís.

Ïood Allowance
1'he Employee avails the benefit of food allowance foí extend of stay beyond woíking houís to meet theií dinneí expense. Similaíly foí the Employee who woík on Satuídays, Sundays and National (GalaxE) holidays.

Otheís elements: Píofessional liteíatuíe, 1' &D, 1'elephone/Mobile bills etc.

Píe-joining Ïoímalities

As it has been explained to you duíing the inteíview stage, we may do a píe-joining backgíound veíification, which would coveí youí educational qualification, peísonal veíification, place of stay (addíess) and job expeíience (otheí than youí cuíient job as mentioned in youí application). Foí this puípose you would be íequiíed to píovide us with the necessaíy documentation. Ouí Backgíound Veíification 1'eam would contact you in due couíse to guide you thíough the píe-joining backgíound veíification píocess. Foí any queíies íelated to píe-joining foímalities you can email to síajaiah@galaxe.com.

Document Checklist:

Please submit one set photocopy of all the documents mentioned below:

- Photocopy of Educational ceítificates and all semesteí maík sheets
- 1'wo íecent passpoít size photogíaphs
- Passpoít copy
- Pan caíd copy
- Documents suppoíting existing/píevious visas & oveíseas tíavel

We feel you will make a substantial impact upon the futuíe diíection and success of ouí Company.We look foíwaíd to youí joining us

Please feel fíee to contact Mamatha Bandam on phone +91-80-41429677 foí any claíifications oí assistance íelated to compensation and benefits and Sam Rajaiah on phone +91-80-41429734 foí any claíifications oí assistance íelated to Píe Onboaíding documentation.

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Offeí Letteí

Please sign and íetuín to the undeísigned the duplicate copy of this letteí signifying youí acceptance.

Foí GalaxE.Solutions India Pvt. Ltd.

Sangeeta Bhaíat
Associate VP - Recíuitment

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Date: **21 Sept 2021**

Name : AMARLAPUDI VIJAY KUMAR

Address : Dno: 15-143-12,Pedana
Krishna District, Andhrapradesh.

Conditional Letter of Intent – Graduate Engineer Trainee

Dear **AMARLAPUDI VIJAY KUMAR,**

With reference to your application and subsequent interview you had with us, we intend to make an conditional offer of employment to you with **Infinite Computer Solutions** for the position of **Graduate Engineering Trainee** and on subsequent completion of your engineering graduation with no backlogs, you would be appointed as **Associate Software Engineer** with a **CTC of 3.5 LPA**

The broad terms and conditions of your employment is mentioned below:

- Upon joining your base location will be either Bangalore/Chennai, however, should be open to work in any locations of Infinite including its client locations.
- You should be open for working in any role in software services/ product development like Development or Testing, Business Analysis etc.,
- You will undergo an internship program for 10 months (may change, depending on the business requirement) at Infinite with effect from **25 Oct 2021.**
- During the internship program, you will be designated as "**Graduate Engineering Trainee**" and offered a stipend of **INR 14000** per month (inclusive of TDS).
- Upon completion of your internship /exams, you will be designated as **"Associate Software Engineer".**
- You would be required to sign a service agreement for a period of **36 months** from the start date of the internship program. If you leave the organization before the completion of the agreement period then you will have to pay penalty amount towards early exit, totaling to the amount invested by the organization on your training and skills development as mentioned in the Service Agreement.
- You would be required to submit 2 undated cheque leaves of INR 1.5 lac each from your personal/ Infinite salary account and original educational documents as per the service agreement. The same will be returned on completion of service agreement period.

On the day of your reporting, you are required to submit the following documents

1. Original documents (SSLC, PUC Marksheet, Degree/ Graduation Marks cards)
2. Photocopy of the above documents.
3. Documentary evidence of date of birth, address proof, ID proof (PAN, Passport, Aadhar Card)
4. Four passport size colored photographs
5. Copy of updated resume

The compensation structure and other terms and conditions of your employment would be as perthe Appointment letter that would be issued to you on completion of Internship period.

For Infinite Computer Solutions India Ltd,

Vijaya Ganugapati
Vice President - Human Resources

Please confirm that you have read, understood and agree to the above Terms of Employment by signing below

Name:_____

Signature:_____

Date:_____

Letter of Intent

Doc Ref. No.:QC20211276 Date of Issue: 12th October 2021

Dear **Anagani Ramu**,

Congratulations on your selection with QuEST! We look forward to you joining our growth journey as world's leading engineering services provider.
We are pleased to let you know that we intend to make you an offer of Employment for the role of Trainee Engineer with QuEST Global Engineering Services Pvt. Ltd.

- **Total Cost to Company (TCTC):** INR 3.00 LPA
- **One-time Retention Bonus:** INR 25000 (On completion of one year from the date of joining)
- **Location:** Any of the QuEST Global offices (as per business requirement)
- **Working Hours:** As per Location Norms
- **Probation Period:** 6 months from the date of joining
- **Service Agreement:** 2 years

You will be entitled to allowances and other benefits as per QuEST Policies. You shall receive your salary payments on the last working day of the month.

This offer of employment is subject to successful completion of:

- Background Verification Check.
- Completion of your course program with an aggregate of 65% and no standing arrears on the Date of Joining

As per QuEST's hiring process we would conduct a detailed background verification check of all the information & documents submitted by you.

For any clarifications, offer acceptance, joining confirmation & BGC form please write back to: university.relations@quest-global.com

We eagerly look forward to welcome you at QuEST.

PS: This Offer stands cancelled in case of any discrepancy found during the Background Verification or based on Academic credentials.

For QuEST Global Engineering Services Private Limited

Neha Das

Neha Das
Deputy Manager - University Relations **Candidate Signature: _____**

Disclaimer:** ***The salary package and structure will be subject to changes on business situation at the time of onboarding. This is a letter of intent to offer Employment and not a formal offer of employment. The detailed terms and conditions of employment with QuEST will be shared separately as a formal offer one month prior to your date of joining.

Annexure - I
Compensation & Benefit Details

Items	Monthly Salary (Amount in INR)	Annual Salary (Amount in INR)
Monthly Salary Components		
(A) Basic Salary	15,000	1,80,000
(B) House Rent Allowance	2,250	27,000
(C) Conveyance Allowance	-	-
(D) Leave Travel Allowance (LTA)	-	-
(E) Food Coupon	-	-
(F) Telephone/Internet Allowance	-	-
(G) Other Allowance*	3,155	37,860
(H) MONTHLY GROSS SALARY: (H = A+B+C+D+E+F+G)	20,405	2,44,860
Retirement Benefits		
(I) PF	1,800	21,600
(J) Gratuity	722	8,664
(K) RETIREMENT BENEFITS: (K = I+J)	**2,522**	**30,264**
Benefits		
(L) Medical Insurance Premium	673	8,076
(M) BONUS/Ex.GRATIA	1,400	16,800
(N) Fixed Compensation: (N = H+K+L+M)	**25,000**	**3,00,000**
(P) TOTAL COST TO COMPANY (TCC)		**3,00,000**

A one-time joining bonus of **INR 25,000** shall be paid upon successful completion of one-year service with QuEST.

Your monthly deduction from salary towards Medical Insurance premium would be INR **625**. This is as per your current Band; the amount will change accordingly in case of Band change.

You are eligible for benefits coverage as per QuEST Band. For your current Band the coverages shall be:

- Group Medical Insurance cover of INR **300000**
- Group Personal Accident Insurance cover of INR **1000000**
- Group Term Life Insurance cover of INR **1500000**
- Employee Deposit Linked Insurance cover as per statutory requirement

Note: Income tax liability of allowances / reimbursements will be considered in light of the existing tax laws. In case any tax has to be recovered for any allowances / reimbursements, either because of changes made to the law by the Govt. of India or pursuant to an order by an Income Tax Officer or any responsible officer of the Income Tax Department, then the same will be recovered from employee's salary, either with retrospective or prospective effect, as the case may be.

Declaration: All aspects of QuEST policies provided in this document are intended to provide indicative details. For Policy details, please refer to QuEST QMS on intranet. The ownership and right for implementation of these policies rests with QuEST alone. QuEST reserves the right to make changes to the policies, including but not limited to withdrawal of the same, from time to time with or without prior notice.

Fareportal

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 U72900DL2005PTC134384

Ref. FIPL/Offer/1361/50/2021 Date: **23-Aug-2021**

Mr. Andraju Ganesh
1-12,Mattagunta,Krishna District
Andra Pradesh(523287)
Mob: 9618257449

Email ID: ganeshandraju@gmail.com

Subject: Offer of Employment

Dear Ganesh,

Congratulations!

We are pleased to offer you employment with Fareportal India Pvt. Ltd., for the position of "**Sr. Software Engineer - TECH (Digital)**" subsequent to your job application and interviews you have had with us.

Your cost to company (CTC) would be **Rs. 1320000 P.A (Fixed Rs. 1200000/- & PB (10%) upto Rs. 120000/-** paid annually based on performance and can go upto 125% of the total variable performance pay) which includes the statutory benefits payable by the company. The breakup of salary will be provided to you on your date of joining.

You are also entitled for one time joining bonus of **Rs. 100000** in two equal instalments first **50%** amount will be paid after completion of **3 Months** and second instalment will be paid after completion of **6 Months.**

You are eligible for a performance bonus upto 10% of the fixed base (if any), subject to your individual performance against KPIs assigned to you as well as the company's overall performance as measured by its ***MOAS*** and ***EBITDA***. Your bonus eligibility is prorated based on date of hire. Company reserves the right to amend its bonus program at any time.

You are required to report to the Department of Human Resources on the **31st Day of Aug'2021 at 11:00 AM** for fulfillment of your joining formalities, along with the set of documents annexed herewith.

Please note that this offer is valid subject to your positive employment verification, background checks and verification of compensation/financial documents followed by successful completion of the process training.

Everyone you have interviewed with and all the family members of Fareportal join hand in extending you a warm welcome to the company.

Fareportal is a team of professionals and provides a challenging and rewarding career ensuring a high level of job satisfaction with ample opportunities for career growth & development. We are confident that our association will prove to be mutually beneficial.

Please return a copy of the letter, duly signed as a token of your acceptance of the offer. Please note that this offer is valid till the date of your joining only after which it lapses automatically.

Note: In case employee left the organization within 2 years of joining then the paid Joining Bonus amount will be recovered from full and final settlement in case applicable.

For Fareportal India Pvt. Ltd

Birendra Bhandari

Manager – People & Culture

I have read and accept the terms of the offer. I will join duty on or before 31st Aug2021.

Name, Signature & Date

Basic	50000
HRA	25000
Special Allowance	23200
Statutory Bonus	0
Sub Total	**98200**
Employee PF	1800
Employee ESI	0
CTC	**100000**
Employer PF	1800
Employer ESI	0
Take Home	**96400**
Gross CTC Per Annum	**1200000**
Annual Variable (Performance Bonus) Upto	**120000**
Total CTC Per Annum	**1320000**

Your total cost to company (CTC) would be **Rs. 1320000 P.A.** (**Rupees Thirteen Lac Twenty Thousand Only)** which includes the statutory benefits payable by the company.

***There should be no salary discussion. It is against company's policy**.

CHECKLIST OF DOCUMENTS	
Below Mentioned Needs To Be Uploaded in OPL At The Tine Of Documentation Formalities.	
Sr. No.	**Activity**
1.	Signature verified and attested by bank
2.	Offer letter
3.	**Attested** Appointment letter of last organizations
4.	**Attested** Relieving /Resignation Letter of previous employer.
5.	**Attested** Latest salary slip
6.	**Attested** Copy of PAN Card
7.	**Attested** Copy of any Govt. identity card
8.	**Attested** Permanent address proof
9.	**Attested** Local address proof
10.	**Attested** Educational Certificates **(Stating from 10th till Highest qualification)**
11.	**Attested** Professional Certificates
12.	**Attested** Copy of Aadhar Card
13.	7 Passport size photographs (in White Background)
14.	Blood Group
15.	Receipted copy/email of resignation from the current organization before date of joining

Fareportal India Pvt. Ltd.
Plot No. 365, Pace City-II
Sector 37, Gurgaon-122001
Phone: +91-124-462 9300
http://www.fareportal.com

Declaration for BGV

I, …… am aware that my Salary will only be released post clearance of my Positive Background verification; as such, there should be no :-

- pending BGV due to any pending documentation;
- Incorrect / fake/ non relevant document submission for Address check;
- pending response / negative report from your previous employer(s);
- negative report / observation in any BGV check.

In case of non-revert on my employment check due to any reason(Mandate Reliving letter by Previous employer or any other reason) & will assure to get the HR/Supervisor revert through E-mail on employment details shared by me within 3 working days.

My employment is subject to verification of the particulars given by me. My employment will terminate without any notice period if I am found to have submitted any false statement/s or document.

I am aware of Fareportal BGV Policy & it's my responsibility to support Fareportal BGV team for end to end closure.

_____

Signature

Date:-

Offeí Letteí

Doc.Code:	GLX_HR_ I˙EM_OffeíLetteí		
Veísion:	4.2	Effective Date	10/29/2020
Contact	HR I˙eam	Email	galaxeindiahí@galaxe.com

O˙˙ER LE I˙I˙ER

Píivate & Confidential
Ref:
Dated: 1st September, 2021

Mí. Angadala MaheshBabu
Velinunthala, AP

Deaí Angadala Maheshbabu,

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 July, 2022. Please aííive at 9:00 AM on youí fiíst day of Employment at the following location to complete Onboaíding woík and new hiíe oíientation.

GalaxE.Solutions India Pvt. Ltd.
1st Flooí, Voyageí Block,
Inteínational I˙ech Paík Ltd.,
Whitefield Main Road,
Bangaloíe – 560066, INDIA.

Compensation and Benefits

a) Youí Annual CI˙C is Rs. 450,650/- p.a. Foí detailed bíeakup please íefeí to Annexuíe 1.
b) GalaxE offeís wide-íange of Employee benefits and foí moíe details please íefeí to Annexuíe 2.
c) You will be íequiíed to enteí into a tíaining contíact with the company. I˙he contíact teíms would include 36 months commitment fíom youí side. You will be liable to pay to the company ₹ 150000/- as tíaining fees if you wish to leave the company within the 36 months peíiod.

Place of Woík

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Unit No. A, 1st Flooí, Voyageí Block, Inteínational I˙echnology Paík Ltd.(II˙PL) Whitefield Road, Bangaloíe – 560 066, INDIA
Phone: +91-80-4084 7777, +91-80-4142 9100, Fax: +91-80-4115 8509, www.galaxe.com

Youí place of posting will be Bangaloíe, howeveí, based on the business needs you may be tíansfeíied oí expected to tíavel to any of ouí offices in India and/oí Inteínationally(Oveíseas).

About Galax E Solutions India Pvt Ltd.

GalaxE.Solutions India Pvt. Ltd

GalaxE.Solutions an ISO 9001, CMMI level 3 Company has been honoíed as 2012 I˙echnology Company of the Yeaí by Automation Alley, Michigan's laígest technology business association. **GalaxE.Solutions®, Inc. (GalaxE**), is an industíy leadeí in designing and deploying business píocesses and suppoíting systems that enable clients to tíansact and shaíe infoímation acíoss inteínal netwoíks and the Inteínet, taígeting Business íesults, competitiveness and efficiency.

With state-of-the-aít deliveíy centeís thíoughout Noíth Ameíica, Euíope, and Asia, GalaxE.Solutions leveíages its expeítise in píofessional technology, staffing, and managed seívices to deliveí quality solutions foí the most demanding business and useí íequiíements.

GalaxE.Solutions is headquaíteíed in Someíset, NJ; with offices located in Detíoit, MI; Bangaloíe, Noida, and Hydeíabad, India; I˙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 íecognition, facilitating fasteí caíeeí gíowth. We empoweí eveíy team membeí to make a positive diffeíence.

Employee Expeíience to the Poweí of GalaxE

At GalaxE.Solutions, people make all the diffeíence. Eveíy Employee is consideíed a valuable asset. We aíe an innovative Oíganization with constant focus on the gíowth and achievement of all of ouí Employees. We staít with a píoven íoad-map foí cíeating a high peífoíming Oíganization by hiíing top peífoímeís fíom acíoss the industíy and the globe. Eveíy Employee is hiíed because they aíe one of the best at what they do- we call them Game Changeís. Once on boaíd, we nuítuíe each Employee as an individual peíson with the goal of píoviding a successful, gíowing caíeeí. I˙he open and tíanspaíent woík cultuíe collectively boosts each of us towaíds the next level of competition and customeí choice. Ouí people-centíic appíoach píovides a level of challenge and oppoítunity thatmost companies will neveí íeach.

At GalaxE.Solutions, we aíe constantly on the lookout foí high peífoíming, self-motivated, and dedicated candidates to develop and deliveí next geneíation solutions cateíing to the diveíse I˙ needs of ouí píestigious clients.

EpEx (Employee Expeíience) 2013 is an initiative by GalaxE to enhance Employee expeíience.

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Ⅰ˝he objectives of this initiative aíe

- Make GalaxE a Gíeat place to Woík
- Cíeate an enviíonment in which Employees aíe empoweíed
- Deliveí exceptional value to the client
- Incíease client satisfaction
- Gíow the fiím as an industíy leadeí

Ⅰ˝híough this initiative GalaxE aims at cíeating woík life balance foí its Employees Ouí

Coíe Values

- Deliveí Excellence – Exceed expectations
- Build Ⅰ˝íust – Ⅰ˝híough honesty, accountability, tíanspaíency & accessibility
- Be a People Peíson – Ⅰ˝íeat eveíyone with high dignity and íespect
- Cíeate Value – Cíeate and constantly deliveí moíe value
- Innovate – Díeam, Innovate, Cíeate
- Own it – Ⅰ˝ake Owneíship

Woík Enviíonment:

We aíe committed to total customeí satisfaction and stíive togetheí to deliveí top-quality, custom-fit solutions foí ouí clients. Ⅰ˝he excellent íelationship we enjoy with ouí clientele stems fíom the íobust woík enviíonment. We stíive to maintain high standaíds of integíity and íeliability in all ouí inteíactions and this diíectly tíanslates into a highly inspiíing woík enviíonment.

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 oppoítunitiesand L & H1B visa sponsoíship's.

Employment

Ⅰ˝eíms Píobation

Peíiod

You will be on píobation foí a peíiod of six months fíom the date of joining. Youí Employment will be confiímed automatically at the end of this peíiod without any fuítheí communication (wíitten oí veíbal). Howeveí, if theíe is any change, the same will be communicated on oí befoíe the end of this píobation peíiod.

Notice Peíiod/Ⅰ˝eímination:

Ⅰ˝he wíitten notice íequiíed foí teímination of Employment will be 3 months' notice fíom the Employee's side and 1 month notice fíom the Employeí's side

Ⅰ˝he Company íeseíves the íight to teíminate the Employment, if the Employee is píevented fíom peífoíming his/heí duties on account of Employee's continued ill-health.

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Notwithstanding any otheí teím of this letteí, the Company shall have the íight to teíminate the Employment foíthwith without any notice oí payment in lieu of notice on disciplinaíy gíounds in case of Employee's píoven gíoss misconduct, oí foí contíavention of any of the Policies, oí in the event of the Employee being held guilty of any cíime oí any otheí act involving moíal tuípitude, oí foí bíeach of any mateíial píovision of this Agíeement

In the event of the teímination of the Employment, the Employee shall immediately (i) íetuín to the Company all documents and any copies theíeof and all Confidential Infoímation and otheí píopeíty/mateíial of whatsoeveí natuíe belonging to the Company in his/heí possession íelated to and connected with the business and the affaiís of the Company, and (ii) pay to the Company all amounts, if any, that become due fíom the Employee to the Company undeí this Agíeement. Upon teímination of Employee's Employment the Employee shall obtain cleaíance fíom the íelevant peíson(s), depaítment(s) on píoduction of which alone the Employee's dues, if any, will be cleaíed by the Company

Absence foí a continuous peíiod of five days without píioí appíoval of youí supeíioí, (including oveístay on leave / tíaining) would íesult in youí losing youí lien on the seívice and the same shall automatically come to an end without any notice oí intimation except in situations wheíe the employees is in a medical emeígency foí self.

Leave

Annual Eaíned leave: Employees aíe entitled to paid leave of twelve (12) woíking days in onecalendaí yeaí.

Holidays: Employees aíe entitled to ten (10) days of paid public holidays in one calendaí yeaí. Fuítheí, the Employee shall be entitled to avail such otheí holidays, including those on weekends,which may be specified by the Policies.

Casual Leave: Employees aíe entitled foí 6 days of Casual leaves eveíy calendaí yeaí. I'his categoíy of leave cannot be encashed oí caííied foíwaíd i.e. they will lapse at the end of each calendaí yeaí

Medical Leaves: Employees aíe entitled foí 6 days of Casual leaves eveíy calendaí yeaí. I'his categoíy of leave cannot be encashed oí caííied foíwaíd i.e. they will lapse at the end of each calendaí yeaí

Woíking Houís

I'otal woíking houís peí week is 48 houís. I'he geneíal woíking houís will be 9.00 a.m. to 6.30 p.m. Monday to Fíiday, with 30 minutes lunch bíeak. Howeveí, the staít and end timings aíe subject to change as peí the business íequiíements.

Retiíement

All Employees of GalaxE.Solutions will íetiíe fíom the seívices of the Company on íeaching the age of 58 yeaís.

Past Recoíd

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If any declaíation oí infoímation fuínished by the Employee to the Company píoves to be false oí misleading in any íespect oí if the Employee is found to have wilfully suppíessed any mateíial infoímation, the Employee's seívices shall be liable to be teíminated by the Company foíthwith without assigning any notice oí compensation whatsoeveí.

Employment duties

GalaxE.Solutions heíeby employs the Employee and the Employee accepts such Employment in the capacity **Associate Developeí** at **Bangaloíe** to peífoím the Job Descíiption on the teíms and conditions set out heíein. I´he Employee agíees that depending on Company's business íequiíements the Job Descíiption may be modified by the Company fíom time to time. I´he Employee shall also peífoím such otheí and uníelated seívices and duties as may be assigned to him fíom time to time by the Company.

I´he Employee shall be bound by and shall comply with all policies, standaíds and íegulations established by the Company fíom time to time (as the same may be amended by the Company), and shall peífoím his/heí duties and íesponsibilities faithfully, diligently, and to the best of his/heí ability with due caíe and caution.

I´he Employee shall diíect his/heí best effoíts to píomote the inteíests of the Company, its opeíations and all its activities.

I´he Employee shall opeíate out of the Company's facility at II´PL Bangaloíe and shall woík foí such houís as may be íeasonably íequiíed foí the píopeí dischaíge of his/heí duties.

I´he Employee shall not take advantage of any business oppoítunity of which the Company oí any of its subsidiaíies oí affiliates may be consideíing taking advantage of, oí have decided to take advantage of, oí may take advantage of, if píesented with the oppoítunity noí shall the Employee deíive any advantage oí benefit in any otheí manneí except foí and on behalf of the Company and with its knowledge.

Intellectual Píopeíty Rights

All computeí softwaíe, píogíams, inventions, designs, impíovements, oí píocesses, which the Employee may make oí devise eitheí alone oí jointly with otheís duíing the teím of this Agíeement, peítaining to the opeíations oí business of the Company, and aíising out of the woík oí íesponsibilities peífoímed by the Employee undeí this Agíeement and all intellectual píopeíty theíein (collectively "Intellectual Píopeíty") shall belong exclusively to the Company and the Employee shall neitheí have noí be entitled to make any claims in íespect theíeto.

Foí the puíposes of above, the Employee shall píomptly disclose and deliveí to the Company all infoímation and data in his/heí possession, necessaíy to facilitate and impaít a full and complete undeístanding of the Intellectual Píopeíty. I´he Employee shall also assist the Company in eveíy way, without any chaíge but at the cost and expense of the Company, in obtaining píotection foí said Intellectual Píopeíty in India and otheí countíies.

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I´he Employee heíeby confiíms and agíees that the Company is and shall be the sole and exclusive owneí, whetheí by viítue of an assignment, tíansfeí oí otheíwise, of all píesent and futuíe Intellectual Píopeíty accíuing to the Employee in any manneí and in all mateíial wíitten oí devised by the Employee peítaining to the opeíation oí business of the Company and íesulting fíom oí aíising out of any woík which the Employee shall have caííied out puísuant to his/heí Employment and of all íights of action foí damages foí infíingement of the Intellectual Píopeíty. I´he Employee iííevocably and unconditionally undeítakes and confiíms to execute, upon íeceipt of a íequest fíom the Company to that effect, all necessaíy and adequate documents to confiím the same.

I´he Employee undeístands that foí the Intellectual Píopeíty to vest in the Company as envisioned by above, he may be íequiíed to make an assignment of the Intellectual Píopeíty by execution of appíopíiate and adequate documents. I´he Employee heíeby assigns to the Company all píesent and futuíe Intellectual Píopeíty which may accíue to him in any manneí and in all mateíial wíitten oí devised by the Employee peítaining to the opeíation oí business of the Company and íesulting fíom oí aíising out of any woík which the Employee shall have caííied out puísuant to his/heí Employment and also assigns all íights of action foí damages foí infíingement of the Intellectual Píopeíty.

I´he Employee heíeby iííevocably and unconditionally waives any and all íights undeí any law, in any juíisdiction, in and to any and all Intellectual Píopeíty wíitten, cíeated oí devised by him whetheí solely oí jointly and peítaining to the opeíation oí business of the Company and íesulting fíom oí aíising out of any woík which the Employee shall have done puísuant to his/heí Employment with the Company.

I´o the extent that the Employee intends to use any thiíd paíty píopíietaíy softwaíe ("I´hiíd Paíty Softwaíe"), the Employee must identify in wíiting the píoposed I´hiíd Paíty Softwaíe to the Company and obtain wíitten appíoval of the Company píioí to the use of such I´hiíd Paíty Softwaíe. If such píioí wíitten appíoval is píovided by the Company, the Employee íepíesents and waííants that he has good and clean title to use the I´hiíd Paíty Softwaíe and that Employee is not infíinging upon any patents, tíademaíks oí copyíights oí violating tíade secíets oí otheí confidential infoímation in using such softwaíe. I´he Employee heíeby gíants to the Company oí its customeís, all íights the Employee has to use such I´hiíd Paíty Softwaíe, and, to the extent possible, an iííevocable, non-tíansfeíable, íoyalty-fíee license to use the I´hiíd Paíty Softwaíe. If the Company oí its customeís must obtain a license fíom such thiíd paíty to use oí distíibute the I´hiíd Paíty Softwaíe, the Employee agíees to use the Employee's best effoíts to obtain such a license on behalf of and foí the Company oí its customeís. If the Company does not píovide wíitten authoíization to use the I´hiíd Paíty Softwaíe, the Employee shall not use the I´hiíd Paíty Softwaíe in íendeíing its seívices to the Company oí its customeís.

I´o the extent that the Employee intends to use any píopíietaíy softwaíe developed by the Employee ("Employee Softwaíe"), the Employee must identify in wíiting to the Company and its customeís the Employee Softwaíe, and obtain wíitten appíoval of the Company píioí to the use of the Employee Softwaíe. If such píioí wíitten appíoval is píovided by the Company, the Employee íepíesents and waííants that he has good and clean title to use the Employee Softwaíe and that Employee is not infíinging upon any patents, tíademaíks oí copyíights oí violating tíade secíets oí otheí confidential

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infoímation in using the Employee Softwaíe. Fuítheí, Employee agíees to heíeby assign to the Company oí its customeís all íights, title and inteíest to the Employee Softwaíe. If desiíed by Employee and only if Employee made such píioí disclosuíe and obtained píioí wíitten consent fíom the Company, Company oí its customeís shall píovide a non-exclusive, non-tíansfeíable, íoyalty-fíee license to the Employee to use the Employee Softwaíe, howeveí, such use shall not compete with the Company's oí its customeís' use of the softwaíe. If the Employee does not disclose the Employee Softwaíe to the Company and its customeís, oí if the Company does not píovide wíitten authoíization to use the Employee Softwaíe, the Employee shall not use the Employee Softwaíe in íendeíing its seívices to the Company oí Client. If the Employee uses the Employee Softwaíe without obtaining any píioí wíitten consent by the Company, Employee agíees that such Employee Softwaíe will be consideíed Intellectual Píopeíty and tíeated in accoídance with the píovisions of this Clause.

The Employee íepíesents and waííants that the disclosuíe of the Thiíd Paíty Softwaíe oí the Employee Softwaíe and its use by the Company oí its customeís, subject to the conditions mentioned above, will not in any manneí íesult in infíingement oí violations of any íights vested in any thiíd paíty including such thiíd paíty's píopíietaíy íights oí íights to intellectual píopeíty. In the event of any bíeach of this píovision of this Agíeement, the Employee agíees to defend, indemnify and hold the Company haímless fíom and against any and all liabilities, claims oí demands whatsoeveí (including expenses, couít costs and íeasonable attoíneys' fees íelated theíeto) that may be asseíted against the Company oí its customeís by any peíson oí entity by íeason of bíeach by the Employee of the píovisions of this Clause

The Employee acknowledges and agíees that his salaíy includes compensation foí the assignment to the Company of all intellectual píopeíty íights with íespect to the Intellectual Píopeíty, as píovided in this above

Confidentiality:

As used in this Agíeement, the teím "Confidential Infoímation" shall mean all non- public tangible and intangible infoímation íelating to the Company oí its business, affaiís, dealings oí opeíations oí the Company's customeís oí theií business, affaiís, dealings oí opeíations that is disclosed to the Employee, that the Employee píoduces, oí that the Employee has acquiíed, oí heíeafteí acquiíes duíing his Employment with the Company. Confidential Infoímation shall include by way of illustíation and not limitation, the following:

(a) Any infoímation conceíning the business accounts oí finance plans oí stíategies of the Company oí of any otheí entity which is the customeí of the Company;
(b) Any íepoít oí íeseaích commissioned by oí on behalf of the Company oí any of its íespective clients, in connection with the business oí affaiís of the Company oí any of its íespective clients;
(c) all Intellectual Píopeíty including tíade secíets, know-how and confidential tíansactions of the Company;
(d) all maíketing, píoduct development and business plans of the Company and all customeí names and lists;

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(e) all píoduct design and manufactuíing infoímation, and all methods, píocesses and techniques of doing business; and

(f) any otheí infoímation which may be teímed confidential by the Company and whose dissemination may seíiously compíomise and jeopaídise the business inteíests of the Company, which has oí may have come to his knowledge duíing the continuance of this Agíeement.

Unless and until such infoímation:

(i) Is voluntaíily disseminated by the Company to the public;

(ii) Becomes paít of the public domain thíough lawful means and not as a íesult of a bíeach of this Clause; oí

(iii) Is íequiíed to be disclosed by law.

Save as may be íequiíed by law, the Employee shall not, duíing the peíiod of his Employment with the Company oí theíeafteí foí a peíiod of 3 yeaís, use oí attempt to use, divulge, communicate oí exploit any Confidential Infoímation, diíectly oí indiíectly, paítially oí in whole, undeí any ciícumstances oí by any means, to any thiíd peíson without the píioí expíess wíitten consent of the Company. The Employee shall not, duíing the peíiod of his Employment with the Company oí theíeafteí, diíectly oí indiíectly, copy, tíansmit, íepíoduce, summaíize, quote oí make any commeícial oí otheí use whatsoeveí of any Confidential Infoímation, except as may be necessaíy to peífoím his duties as an Employee of the Company heíeundeí.

The Employee agíees and confiíms that all Confidential Infoímation is and shall íemain the píopeíty of the Company at all times and that the Employee shall keep the Confidential Infoímation in secuíe condition and íendeí all assistance íequiíed by the Company to píevent and safeguaíd against impíopeí use of the Confidential Infoímation.

The Employee acknowledges and agíees that the salaíy includes compensation foí his/heí obligations in this.

Medical fitness & Accuíacy of the testimonials and infoímation píovided

This Offeí Letteí and its continuance aíe subject to youí being and íemaining medically (physically & mentally) fit. If so íequiíed, GalaxE.Solutions (I) Pvt. Ltd. may get this confiímed by GalaxE.Solutions (I) Pvt. Ltd.'s Medical Officeí oí the Medical Píactitioneí appíoved by "GalaxE.Solutions (I) Pvt. Ltd."

The offeí is subject to Accuíacy of the testimonials and infoímation píovided by you and youí being fíee fíom any contíactual íestíictions píeventing you fíom accepting this offeí oí staíting woík on the above-mentioned date.

DECLARATION

I,_____accept this offeí of Employment with GalaxE.Solutions and agíee the teíms and conditions outlined in this letteí.

Name : _____

Signatuíe : _____

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Date : _____

ANNEXURE 1

Compensation Details:

Name: Angadala Maheshbabu **Designation: Associate Developeí**		**Date of Joining: 6th October,2021** **Location: Bangaloíe**
Components	**INR (Rs.) peí Month**	**INR(Rs.) peí Annum**
Gíoss Salaíy	33,500	402,000
Ïood Voucheí	750	9,000
Píovident Ïund (Company Contíibution)	1,800	21,600
Gíatuity	--	10,550
Medical Insuíance	--	7,500
Annual CI˝C:	--	**450,650**

Gíatuity: Gíatuity will be payable in line with the statutoíy píovisions, upon sepaíation fíom the company, subject to completion of minimum of five yeaís of Employment with GalaxE.Solutions.

I˝axation: I˝axation will be goveíned by the income tax íules. I˝he company will be deducting tax at souíce as peí 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 I˝íavel Allowance

I˝his is paít 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

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Extía Food coupons can be availed by the Employee foí the tax benefit. Food coupons aíe distíibuted within 10th of eveíy month in íespective locations by finance depaítment.

Píovident Ïund

Company offeís effective PF plan foí the Employees. Ïhis tax saving is applicable when you choose to opt foí additional contíibution fíom youí end.

Conveyance allowance

Foí the compíehensive benefit of the Employee Conveyance allowance is píovided foí the Employee who extends theií stay beyond woíking houís foí woík. Similaíly, foí the Employees who woíks on Sundays and National (GalaxE) Holidays. Cab facility is píovided foí the Employees who woík late houís.

Ïood Allowance
Ïhe Employee avails the benefit of food allowance foí extend of stay beyond woíking houís to meet theií dinneí expense. Similaíly foí the Employee who woík on Satuídays, Sundays and National (GalaxE) holidays.

Otheís elements: Píofessional liteíatuíe, Ï &D, Ïelephone/Mobile bills etc.

Píe-joining Ïoímalities

As it has been explained to you duíing the inteíview stage, we may do a píe-joining backgíound veíification, which would coveí youí educational qualification, peísonal veíification, place of stay (addíess) and job expeíience (otheí than youí cuíient job as mentioned in youí application). Foí this puípose you would be íequiíed to píovide us with the necessaíy documentation. Ouí Backgíound Veíification Ïeam would contact you in due couíse to guide you thíough the píe-joining backgíound veíification píocess. Foí any queíies íelated to píe-joining foímalities you can email to síajaiah@galaxe.com.

Document Checklist:

Please submit one set photocopy of all the documents mentioned below:

- Photocopy of Educational ceítificates and all semesteí maík sheets
- Ïwo íecent passpoít size photogíaphs
- Passpoít copy
- Pan caíd copy
- Documents suppoíting existing/píevious visas & oveíseas tíavel

We feel you will make a substantial impact upon the futuíe diíection and success of ouí Company.We look foíwaíd to youí joining us

Please feel fíee to contact Mamatha Bandam on phone +91-80-41429677 foí any claíifications oí assistance íelated to compensation and benefits and Sam Rajaiah on phone +91-80-41429734 foí any claíifications oí assistance íelated to Píe Onboaíding documentation.

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Please sign and íetuín to the undeísigned the duplicate copy of this letteí signifying youí acceptance.

Foí GalaxE.Solutions India Pvt. Ltd.

Sangeeta Bhaíat
Associate VP - Recíuitment

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17481A0409

Offer: Computer Consultancy
Ref: TCSL/CT20203309438/Hyderabad
Date: 11/01/2021

Mr. Mahendra Anipireddy
4-5-67,
Opposite To Hospital,
Achempet-522409,
Andhra Pradesh.
Tel# -

Dear Mahendra Anipireddy,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be assigned a role in the **Engineering & Industrial Services and Internet of Things (EIS & IOT)** Unit, which is subject to change as per the business requirements of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year.Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

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Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of **₹14,784/-** per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

1. **House Rent Allowance (HRA)**
   Your HRA will be **₹5,914/-** per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. **Leave Travel Allowance**
   You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

3. **Food Card**
   You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias.As per the Pre-Defined structure you will be eligible for a Food Card with an amount of **₹500/-** being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.

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PERFORMANCE PAY

Monthly Performance Pay
You will receive a monthly performance pay of **₹1,700/-**. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

Quarterly Variable Allowance
Your variable allowance will be **₹600/-** per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

Quarterly Variable Allowance is subject to review on your first anniversary and may undergo a change based on the actual performance of the Company, your business unit and your own ongoing individual performance. The payment is subject to your being active on the company rolls on the date of announcement of Quarterly Variable Allowance.

This Pay/Allowance shall be treated as productivity bonus in lieu of statutory profit bonus.

Performance Pay will be effective upon successful completion of the TCS Xplore Programme.

CITY ALLOWANCE

You will be eligible for a City Allowance of **₹200/-** per month. This is specific to India and is linked to your base branch. In the event of a change in your base branch this amount may undergo a change. It will stand to be discontinued while on international assignments. This allowance is fully taxable and subject to review.

XPLORE/ LEARNING INCENTIVES

You will be eligible for Readiness Incentive AND/ OR Competency Incentive, basis your performance in TCS Xplore Program. The incentives gives you an additional earning potential of upto Rs.60,000 over and above your CTC during the first year.

OTHER BENEFITS

Health Insurance Scheme
TCSL brings the benefit of health insurance cover to you and your dependants under the company's Health Insurance Scheme(HIS).

HIS offers the following benefits:

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1. **Basic Cover**

   i. Entitlement - Includes domiciliary expenses up to ₹6,000/- per insured person per annum and basic hospitalization expenses up to ₹2,00,000/- per insured person per annum.

   ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

2. **Higher Hospitalisation**

   Coverage under Higher Hospitalisation is mandatory. Under this scheme, you and your enrolled dependents will be automatically covered under Higher Hospitalisation benefits.

   i. Entitlement - You and your enrolled dependants will be entitled for ₹12, 00,000/- as a family floater coverage towards hospitalisation expenses, over and above the individual basic coverage.

   ii. Premium - For Higher Hospitalisation, a part of the premium will be recovered from your salary and the differential premium will be borne by TCSL.

Maternity Leave

Women employees are eligible to avail maternity leave of twenty six weeks. Adopting or commissioning mother,may avail maternity leave for twelve weeks. For more details on the benefits and eligibility, once you join, please refer TCS India Policy - Maternity Leave.

Tata Sons and Consultancy Services Employees' Welfare Trust (TWT)

You will become a member of the TWT, on completion of continuous association of one year from the date of joining TCSL. A nominal annual membership fee of ₹250/- will be recovered from you for the same. The Trust provides financial assistance by way of grants/ loans in accordance with the rules framed by the Trust from time to time for medical and educational purposes and in case of death of members while in service.

Loans

You will be eligible for loans, as per TCSL's loan policy.

Professional Memberships

You will be eligible for reimbursement of expenses towards professional membership as per TCSL's policy.

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RETIRALS

Provident Fund

You will be a member of the Provident Fund as per the provisions of "The Employees Provident Fund and Miscellaneous Provisions Act, 1952", and TCSL will contribute 12% of your basic salary every month as per the provisions of the said Act.

Gratuity

You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

TERMS AND CONDITIONS

1. **Aggregate Percentage Requirements**

   Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above (or equivalent CGPA as per the conversion formula prescribed by the Board / University) in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and highest qualification (Graduation/ Post Graduation as applicable) which includes successful completion of your final semester/year without any pending arrears/backlogs. As per the TCSL eligibility criteria, marks/CGPA obtained during the normal duration of the course only will be considered to decide on the eligibility.

   As communicated to you through various forums during the recruitment process, your appointment is subject to completion of your course within the stipulated time as specified by your University/Institute and as per TCSL selection guidelines.

   It is mandatory to declare the gaps/arrears/backlogs, if any, during your academics and work experience. The management reserves the right to withdraw/revoke the offer/appointment at any time at its sole discretion in case any discrepancy or false information is found in the details submitted by you.

2. **Pre requisites for Joining**

   To enable your readiness to work on assignments upon joining, we have put together a comprehensive learning program named TCS Xplore which is made available to you digitally. This foundation program will include Online learning content, Webinars, practice sessions & proctored assessments. Further to accepting this Offer letter, you are required to enroll for the TCS Xplore Program and start your learning journey with TCSL. TCSL will make Xplore program available for you upon your offer acceptance. Please note that your joining is subject to successful completion of your TCS Xplore program including the proctored assessment. We encourage you to complete your pre-learning, through TCS Xplore, well before your expected date of joining to avoid delays in onboarding.

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3. **Training Period**

You will be required to undergo class room and on the job training in the first twelve months (including the TCS Xperience Programme as set out herein below), during which period you will be appraised for satisfactory performance during/after which TCSL would normally confirm you.

This confirmation will be communicated to you in writing. If your performance is found unsatisfactory during the training period, the company may afford you opportunities to assist you and enable you to improve your performance. If your performance is still found unsatisfactory, TCSL may terminate your traineeship forthwith.

However, TCSL may even otherwise at its sole discretion terminate the traineeship any time if your performance is not found satisfactory. The terms and conditions of the training will be governed by TCSL's training policy. TCSL reserves the right to modify or amend the training policy.

If you remain unauthorizedly absent for a consecutive period of 3 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of TCS Xperience trainees without any further intimation/separate communication to you.

4. **Working Hours**

Your working hours are governed by applicable law. You may be required to work in shifts and/or over time depending upon the business exigencies as permitted by law.

5. **Mobility**

TCSL reserves the right to transfer you at any of its offices, work sites, or associated or affiliated companies in India or outside India, on the terms and conditions as applicable to you at the time of transfer.

6. **Compensation Structure / Salary components**

The compensation structure/salary components are subject to change as per TCSL's compensation policy from time to time at its sole discretion.

7. **Increments and Promotions**

Your performance and contribution to TCSL will be an important consideration for salary increments and promotions. Salary increments and promotions will be based on TCSL's Compensation and Promotion policy.

8. **Alternative Occupation / Employment**

Either during the period of your traineeship or during the period of your employment as a

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confirmed employee of TCSL, you are not permitted to undertake any other employment, business, assume any public or private office, honorary or remunerative, without the prior written permission of TCSL.

9. **Confidentiality Agreement**

As part of your acceptance of this appointment as an employee with TCS you are required to maintain strict confidentiality of the intellectual property rights protected information and other business information of TCS and its clients which may be revealed to you by TCS or which may in the course of your engagement with TCS come your possession or knowledge unless specifically authorized to do so in writing by TCS. This Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

10. **Service Agreement**

As TCSL will be incurring considerable expenditure on your training, you will be required to execute an agreement, to serve TCSL for a minimum period of 1 year after joining, failing which, you (and your surety) will be liable to pay TCSL ₹50,000/-towards the training expenditure. Service agreement duration of one year refers to continuous service of 12 months from date of joining TCSL and excludes the duration of Leave without pay (LWP) and/or unauthorized absence, if any.

11. **Overseas International Assignment Agreement**

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related documents pertaining to the international assignment for which you are being placed In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period clause mentioned below.

This is to ensure that the knowledge and information gained by you during your assignment is shared and available to TCSL and its associates.This transfer of knowledge and information is essential for TCSL to continue to serve its clients and customers better.If you are deputed internationally for training,you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of training.

12. **Terms and Conditions**

The above terms and conditions are specific to India and there can be changes to the said terms and conditions in case of deputation on international assignments.

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13. TATA Code of Conduct

You are required to sign the TATA Code of Conduct and follow the same in your day-to-day conduct as an associate of TCSL.

14. Notice Period

During your tenure with TCSL, either you or TCSL may terminate your traineeship / employment under this Agreement by providing 90 days written notice. The company reserves the right, to ask you to complete the notice period or adjust the earned vacation in lieu of entire or partial notice period. If your services, behaviour and/ or performance are not found satisfactory, TCSL may terminate your services by giving notice as mentioned herein above. No notice or payment in lieu thereof shall be applicable if your services are discontinued/terminated on account of any misconduct either during your traineeship period or upon completion of the traineeship period.

You will be liable to pay TCSL ₹50,000/- in case you fail to serve TCSL for a minimum period of 1 year after joining in accordance with the Service Agreement clause.

If you are covered under International Assignment Agreement, either you or TCSL can terminate the traineeship/appointment by giving 90 calendar days written notice as set out in the Separation Policy of TCSL. TCSL reserves the right if it is in the interest of the business and current assignment, to ask you to complete your notice period.

15. Retirement

You will retire from the services of TCSL on reaching your 60th birthday as per the proof of age submitted by you at the time of joining.

16. Pre-employment Medical Certificate

You are required to submit a Medical Certificate of Fitness (in the format prescribed by TCSL) which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS to the Induction Coordinator.

17. Employment of Non Indian Citizens

In case, you are not a citizen of India, this offer is subject to your obtaining a work permit and / or any other permissions and / or documentation as prescribed by the Government of India.

18. Background Check

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining.If the background check reveals unfavourable results, you will be liable to disciplinary action

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including termination of traineeship/service without notice.

19. Submission of Documents

Please note that you should initiate and complete the upload of mandatory documents on the nextstep portal as soon as the offer letter is accepted (subject to availability of the documents)

Please carry the below listed **Original** Documents for verification on your joining day.

- Permanent Account Number (PAN) Card - You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary
- Aadhaar Card
- Standard X and XII/Diploma mark sheets & Certificate
- Degree certificate/Provisional Degree Certificate and mark sheets for all semesters of Graduation
- Degree certificate and mark sheets for all semesters of your Post Graduation(if you are a Postgraduate)
- Overseas Citizenship of India (applicable if you are not an Indian Nationality). For Srilankan Refugee, a Refugee Identity card along with Work Permit is required
- Birth Affidavit on Rs100 stamp paper, if Birth Certificate not in English
- Any other affidavits on Rs100 stamp paper if applicable (name affidavit for multiple names, signature affidavits, address affidavits etc.)
- Passport / Acknowledgement letter of passport application
- Gap/Break in career affidavit on Rs100 stamp paper, if gap is more than 6 months
- 4 passport sized photographs
- Medical Certificate (Should be made on the format provided by TCS along with the Joining letter)
- An affidavit/notarized undertaking (Non-Criminal Affidavit, should be made on the format provided by TCSL) stating :
  *There is no criminal offence registered/pending against you
  *There is no disciplinary case pending against you in the university

- If you were employed, a formal Relieving letter & Experience letter from your previous employer

The original documents will be returned to you after verification.

In addition to the above original documents, Please carry Xerox copies of the below documents

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*PAN Card (Permanent Account Number)
*Aadhaar Card (Not applicable for Nepal & Bhutan Citizenship)
*Passport
*NSR E-Card

20. TCS Xperience Program

On joining TCSL, you will be given the benefit of formal training (TCS Xperience Program) at our offices, as identified, for such period as TCSL may decide.

The said training forms a critical part of your employment with TCSL and is an ongoing process. TCSL continues to make investment on training and continuing education of its professionals. This will be of immense value to you as a professional and a large part of the ownership and commitment has to come from you.

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training. If you are requested to join TCSL inspite of you not completing the Xplore proctored assessment, you will be provided Xplore training on premise and the above said evaluation process will stand good. The evaluation criteria which will be very transparent will be used as a basis for allocating people to projects/roles. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.

21. Letter of Appointment

You will be issued a letter of appointment at the time of your joining and after completing joining formalities as per TCSL policy.

22. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from time to time.The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

23. Compliance to all clauses

You should fulfill all the terms and conditions mentioned in this letter of offer. Failure to fulfill one or more of the terms and conditions and/or failure to clear one or more tests successfully would entitle TCSL to withdraw this offer letter anytime at its sole discretion.

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24. Data Privacy Clause:

(a) Your personal data collected and developed during recruitment process will be processed in accordance with the TCS Data Privacy Policy. The personal data referred therein are details related to contact, family, education, personal identifiers issued by government, social profile, background references, previous employment and experience, medical history, skillset, proficiency and certifications, job profile and your career aspirations.

(b) It will be processed for various organizational purposes such as recruitment, onboarding, background check, project assignment, performance management, job rotation, career development including at leadership level, diversity and inclusion initiatives, global mobility, wellness program, statutory and legal requirements and specific organizational initiatives in force during your tenure in TCS.

(c) After you join TCS, there would be more sets of Personal Information (PI) attributes processed for various legitimate purposes. All of it will be processed with compliance to applicable laws and the TCS Data Privacy Policy. In some scenarios of your PI processing, you will be provided with appropriate notice and/or explicit consent might be obtained from time to time.

(d) For the purposes mentioned above, your required PI may be shared with specific vendor organizations who provide services to TCS, e.g. background check, health insurance, counselling, travel, transport and visa, payroll services, associate engagement activities, and financial and taxation services.

(e) As TCS is a global company, your PI may be shared with entities outside India, limited for the purposes mentioned above and/or in this offer letter.

(f) In case of oversees deputation, available privacy rights would be governed as per regulatory provisions and / or TCS policies/notice provided applicable at your overseas location.

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Withdrawal of Offer
If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

K Ganesan
Global Head Talent Acquisition & AIP

Click here or use a QR code scanner from your mobile to validate the offer letter

Encl: Annexure 1: Benefits and Gross Salary
Annexure 2: List of TCS Xplore Centres
Annexure 3: Confidentiality and IP Terms

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13-DEC-2021

Letter Of Appointment

Ms. Bhavana Ankem
TCS - Hyderabad

Dear Ms. Bhavana,

Further to your acceptance of our offer letter vide TCSL/CT20213774776/- Hyderabad dated 04-Dec-2021 we are pleased to appoint you in our organisation in grade Y as A.S.E-Trainee.

Your emoluments are already communicated to you vide our aforesaid offer letter.

You will be on Training for a period of 12 months from the date of your joining i.e. 13-DEC-2021 and will be confirmed thereafter, if found suitable, in a regular grade.

Your appointment will be governed by the policies, rules, regulations, benefits and terms & conditions of TCSL as applicable to you and the changes therein from time to time.

Your Associate number is 2211689.

Yours sincerely,
For TATA Consultancy Services Limited

GIRISH V NANDIMATH
Global Head – Talent Acquisition

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Tel 91 22 6778 9999 Fax 91 22 6778 9000, website www.tcs.com
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TCS Private & Confidential

accenture

View Worker: Venkata Raghavendra Kalyan Ankem

Application Development Associate

Phone Number +91 95736 77505 (Mobile)
Email Address venkata.r.ankem@accenture.com
Location Hyderabad - HDC3B

Anantha Sethurao
Manager
People Lead Karthick Rajendran

Professional Profile

Job Details

Job Details

Supervisory Organization	Accenture (Julie Sweet) >> NA_ASE_ITP (Anantha Sethurao)
Job	Application Development Associate
Business Title	Application Development Associate
Job Profile	Application Development Associate
Job Family	Software Engineering > Application Development
Management Level	12-Associate
Time Type	Full time
Location	Hyderabad - HDC3B

Contact Information - Public

Phone	+91 95736 77505 (Mobile)
Email	venkata.r.ankem@accenture.com

Work Address

SEZ,IT/ITES,Blk6 (S Twr) Flr 7,8&15
Blk7,Orion66/1,RaidurgV,RangaRedyDt
Hyderabad- 500032
Telangana
India

419

04
183

17481A0 411 C-W

21:22 78%

Action Required: Check-In Day one at Accenture Inbox

Onboarding.DOC.A... 10/28/2021
to me

Hi Ankem Venkata Raghavendra Kalyan,
We are excited for you to join Accenture!
Your first day is scheduled for 28-Oct-2021.

You are at the last step to complete your onboarding process. To enable us to create a seamless joining experience for you, please complete the DAY ONE "CHECK-IN" process confirming your Date of Joining 28-Oct-2021 with Accenture by choosing one of the below options.

YES - I confirm joining Accenture on 28-Oct-2021.
NO - I decline the Offer.

Regards,
Accenture Onboarding Team

This message is for the designated recipient only and may contain privileged, proprietary, or otherwise confidential information. If you have received it in error, please notify the sender immediately and delete the original. Any other use of the e-mail by you is prohibited. Where allowed by

Letter of Intent

Doc Ref. No.:QC20211735 Date of Issue: 12th JUNE 2021

Dear **ARAVA PRISKILLA**,

Congratulations on your selection with QuEST! We look forward to you joining our growth journey as world's leading engineering services provider.
We are pleased to let you know that we intend to make you an offer of Employment for the role of Trainee Engineer with QuEST Global Engineering Services Pvt. Ltd.

- **Total Cost to Company (TCTC):** INR 3.00 LPA
- **One-time Retention Bonus:** INR 25000 (On completion of one year from the date of joining)
- **Location:** Any of the QuEST Global offices (as per business requirement)
- **Working Hours:** As per Location Norms
- **Probation Period:** 6 months from the date of joining
- **Service Agreement:** 2 years

You will be entitled to allowances and other benefits as per QuEST Policies. You shall receive your salary payments on the last working day of the month.

This offer of employment is subject to successful completion of:

- Background Verification Check.
- Completion of your course program with an aggregate of 65% and no standing arrears on the Date of Joining

As per QuEST's hiring process we would conduct a detailed background verification check of all the information & documents submitted by you.

For any clarifications, offer acceptance, joining confirmation & BGC form please write back to: university.relations@quest-global.com

We eagerly look forward to welcome you at QuEST.

PS: This Offer stands cancelled in case of any discrepancy found during the Background Verification or based on Academic credentials.

For QuEST Global Engineering Services Private Limited

Neha Das

Neha Das
Deputy Manager - University Relations **Candidate Signature: _____**

Disclaimer:** ***The salary package and structure will be subject to changes on business situation at the time of onboarding. This is a letter of intent to offer Employment and not a formal offer of employment. The detailed terms and conditions of employment with QuEST will be shared separately as a formal offer one month prior to your date of joining.

Annexure - I
Compensation & Benefit Details

Items	Monthly Salary (Amount in INR)	Annual Salary (Amount in INR)
Monthly Salary Components		
(A) Basic Salary	15,000	1,80,000
(B) House Rent Allowance	2,250	27,000
(C) Conveyance Allowance	-	-
(D) Leave Travel Allowance (LTA)	-	-
(E) Food Coupon	-	-
(F) Telephone/Internet Allowance	-	-
(G) Other Allowance*	3,155	37,860
(H) MONTHLY GROSS SALARY: (H = A+B+C+D+E+F+G)	20,405	2,44,860
Retirement Benefits		
(I) PF	1,800	21,600
(J) Gratuity	722	8,664
(K) RETIREMENT BENEFITS: (K = I+J)	**2,522**	**30,264**
Benefits		
(L) Medical Insurance Premium	673	8,076
(M) BONUS/Ex.GRATIA	1,400	16,800
(N) Fixed Compensation: (N = H+K+L+M)	**25,000**	**3,00,000**
(P) TOTAL COST TO COMPANY (TCC)		**3,00,000**

A one-time joining bonus of **INR 25,000** shall be paid upon successful completion of one-year service with QuEST.

Your monthly deduction from salary towards Medical Insurance premium would be INR **625**. This is as per your current Band; the amount will change accordingly in case of Band change.

You are eligible for benefits coverage as per QuEST Band. For your current Band the coverages shall be:

- Group Medical Insurance cover of INR **300000**
- Group Personal Accident Insurance cover of INR **1000000**
- Group Term Life Insurance cover of INR **1500000**
- Employee Deposit Linked Insurance cover as per statutory requirement

Note: Income tax liability of allowances / reimbursements will be considered in light of the existing tax laws. In case any tax has to be recovered for any allowances / reimbursements, either because of changes made to the law by the Govt. of India or pursuant to an order by an Income Tax Officer or any responsible officer of the Income Tax Department, then the same will be recovered from employee's salary, either with retrospective or prospective effect, as the case may be.

Declaration: All aspects of QuEST policies provided in this document are intended to provide indicative details. For Policy details, please refer to QuEST QMS on intranet. The ownership and right for implementation of these policies rests with QuEST alone. QuEST reserves the right to make changes to the policies, including but not limited to withdrawal of the same, from time to time with or without prior notice.

Letter of Intent

Doc Ref. No.:QC20211279 Date of Issue: 12th October 2021

Dear **ARIGELALEELA KALYANI**,

Congratulations on your selection with QuEST! We look forward to you joining our growth journey as world's leading engineering services provider.
We are pleased to let you know that we intend to make you an offer of Employment for the role of Trainee Engineer with QuEST Global Engineering Services Pvt. Ltd.

- **Total Cost to Company (TCTC):** INR 3.00 LPA
- **One-time Retention Bonus:** INR 25000 (On completion of one year from the date of joining)
- **Location:** Any of the QuEST Global offices (as per business requirement)
- **Working Hours:** As per Location Norms
- **Probation Period:** 6 months from the date of joining
- **Service Agreement:** 2 years

You will be entitled to allowances and other benefits as per QuEST Policies. You shall receive your salary payments on the last working day of the month.

This offer of employment is subject to successful completion of:

- Background Verification Check.
- Completion of your course program with an aggregate of 65% and no standing arrears on the Date of Joining

As per QuEST's hiring process we would conduct a detailed background verification check of all the information & documents submitted by you.

For any clarifications, offer acceptance, joining confirmation & BGC form please write back to: university.relations@quest-global.com

We eagerly look forward to welcome you at QuEST.

PS: This Offer stands cancelled in case of any discrepancy found during the Background Verification or based on Academic credentials.

For QuEST Global Engineering Services Private Limited

Neha Das

Neha Das
Deputy Manager - University Relations **Candidate Signature: _____**

Disclaimer:** ***The salary package and structure will be subject to changes on business situation at the time of onboarding. This is a letter of intent to offer Employment and not a formal offer of employment. The detailed terms and conditions of employment with QuEST will be shared separately as a formal offer one month prior to your date of joining.

Annexure - I
Compensation & Benefit Details

Items	Monthly Salary (Amount in INR)	Annual Salary (Amount in INR)
Monthly Salary Components		
(A) Basic Salary	15,000	1,80,000
(B) House Rent Allowance	2,250	27,000
(C) Conveyance Allowance	-	-
(D) Leave Travel Allowance (LTA)	-	-
(E) Food Coupon	-	-
(F) Telephone/Internet Allowance	-	-
(G) Other Allowance*	3,155	37,860
(H) MONTHLY GROSS SALARY: (H = A+B+C+D+E+F+G)	20,405	2,44,860
Retirement Benefits		
(I) PF	1,800	21,600
(J) Gratuity	722	8,664
(K) RETIREMENT BENEFITS: (K = I+J)	**2,522**	**30,264**
Benefits		
(L) Medical Insurance Premium	673	8,076
(M) BONUS/Ex.GRATIA	1,400	16,800
(N) Fixed Compensation: (N = H+K+L+M)	**25,000**	**3,00,000**
(P) TOTAL COST TO COMPANY (TCC)		**3,00,000**

A one-time joining bonus of **INR 25,000** shall be paid upon successful completion of one-year service with QuEST.

Your monthly deduction from salary towards Medical Insurance premium would be INR **625**. This is as per your current Band; the amount will change accordingly in case of Band change.

You are eligible for benefits coverage as per QuEST Band. For your current Band the coverages shall be:

- Group Medical Insurance cover of INR **300000**
- Group Personal Accident Insurance cover of INR **1000000**
- Group Term Life Insurance cover of INR **1500000**
- Employee Deposit Linked Insurance cover as per statutory requirement

Note: Income tax liability of allowances / reimbursements will be considered in light of the existing tax laws. In case any tax has to be recovered for any allowances / reimbursements, either because of changes made to the law by the Govt. of India or pursuant to an order by an Income Tax Officer or any responsible officer of the Income Tax Department, then the same will be recovered from employee's salary, either with retrospective or prospective effect, as the case may be.

Declaration: All aspects of QuEST policies provided in this document are intended to provide indicative details. For Policy details, please refer to QuEST QMS on intranet. The ownership and right for implementation of these policies rests with QuEST alone. QuEST reserves the right to make changes to the policies, including but not limited to withdrawal of the same, from time to time with or without prior notice.

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Employee ID & Email ID information

Inbox

Infosys_LPCampus 10/11/2021

to me

Dear Asuri Jyotsna,

Please note the following details,

Employee ID: 1188938.

Your e-mail ID: asuri.jyotsna@infosys.com

Please note that the system orientation slots will be shared with you shortly, ensure that you attend the same for the configuration.

Regards

SEC Ed Team

Infosys

© 2021 Infosys Ltd.

Infosys
Navigate your next

HRD/3T/1002137029/21-22

October 20, 2021

17-414

Ms. Asuri Jyotsna
D. No:2/186-A, 2Nd Ward, Bokkavari Street,
Near Kothibomma Centre
Gudivada-521301
India

Ph: +91-8247881753

Dear Asuri,

Welcome to Infosys!

Today, the corporate landscape is dynamic and the world ahead is full of possibilities! None of the amazing things we do at Infosys would be possible without an equally amazing culture, the environment where ideas can flourish and where you are empowered to move forward as far as your ideas will take you.

At Infosys, we assure that your career will never stand still, we will inspire you to build what's next and we will navigate further, together. Our journey of learnability, values and trusted relationships with our clients continue to be the cornerstones of our organization and these values are upheld only because of our people.

We look forward to working with you and wish you success in your career with us.

Warm regards,

RICHARD LOBO
EVP and Head Human Resources - Infosys Limited

Signature Not Verified
Digitally signed by Richard Lobo
Date: 2021.10.20 13:49:23 IST
Reason: Digitally Signed
Location: Bangalore

INFOSYS LIMITED
CIN: L85110KA1981PLC013115
44, Infosys Avenue
Electronics City, Hosur Road
Bangalore 560 100, India
T 91 80 2852 0261
F 91 80 2852 0362
askus@infosys.com
www.infosys.com

Company Confidential - This communication is confidential between you and Infosys Limited

17-415
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MOSCHIP

September 14, 2021

Dear Tejaswi Atmuri,

On behalf of MosChip Technologies Ltd., We are pleased to extend to you this offer as a Trainee. If you accept this offer, you will begin as Trainee with the Company on Start Date.

You will be paid INR 15,000/- per month as a stipend. Your training is expected to end in six months from your date of joining. However, at the sole discretion of the Company, the duration of the trainee period may be extended or shortened with or without advance notice.

During your trainee period, you may have access to confidential business information belonging to the Company. By accepting this Trainee offer, you acknowledge that you must keep all this information strictly confidential, and refrain from using it for your own purposes or from disclosing it to anyone outside the Company. In addition, you agree that, upon conclusion of your training, you will immediately return to the Company all its property, equipment, and documents, including electronically stored information. You will be considered for regular employment upon your successful completion of training program, subject to your performance and training evaluation. If you join the company as regular employee, you will be entitled to the regular employee benefits as per the policy applicable.

By accepting this offer, you agree that throughout your trainee period, you will observe all policies and practices governing the conduct of our business and employees, including our policies prohibiting discrimination and harassment. This letter sets forth the complete offer we are extending to you and supersedes and replaces any prior inconsistent statements or discussions. It may be changed only by a subsequent written agreement.

By signing this offer of agreement, you confirm to the Company that you have no contractual commitments or other legal obligations that would prohibit you from performing your duties for the Company. You are required to execute a Service Agreement for four years and six months which is includes training period. In the event of breach of agreement for the above-mentioned period, then you shall be liable to pay a sum of Rs. 8,00,000/- (Rupees Eight Lakhs only) as liquidated damages to the company.

I hope that your association with the Company will be successful and rewarding. Please indicate your acceptance of this offer by signing below and returning it. If you have any questions, please do not hesitate to contact us. We look forward to having you join the team.

Sincerely,

Trivikram Potluri
Associate Vice President - Human Resources

I accept this Trainee Offer with the Company on the terms and conditions set out in this letter.

Printed Name _____ Signature _____ Date _____

Moschip Technologies Limited
7th Floor, "My Home Twitza"
Hyderabad Knowledge City, Hyderabad - 500081, Telangana, INDIA.
Tel. : +91 40 6622 9292, Fax : +91 40 6622 9393 www.moschip.com
ISO 9001:2015 CIN : L33300TG1998PLC031368

17-415

18:00 40%

Offer of Employment : MosChip Technologies Ltd.

Inbox

HR Operations 14/09/2021
to me, Trivikram, Shrava...

Dear Tejaswi,

Congratulations. Welcome Aboard!

We look forward to having you as part of MosChip Technologies. We are pleased to extend an offer with our company as "**Trainee Engineer - Physical Design**". Attached is a copy of the offer letter for your perusal. You will onboard on September 14th, 2021.

Please revert with an acceptance for the attached offer by today EOD.

Reach out to us in case of any queries!

Regards,

HR Operations

17481A0415

MOSCHIP

September 14, 2021

Dear Tejaswi Atmuri,

On behalf of MosChip Technologies Ltd., We are pleased to extend to you this offer as a Trainee. If you accept this offer, you will begin as Trainee with the Company on Start Date.

You will be paid INR 15,000/- per month as a stipend. Your training is expected to end in six months from your date of joining. However, at the sole discretion of the Company, the duration of the trainee period may be extended or shortened with or without advance notice.

During your trainee period, you may have access to confidential business information belonging to the Company. By accepting this Trainee offer, you acknowledge that you must keep all this information strictly confidential, and refrain from using it for your own purposes or from disclosing it to anyone outside the Company. In addition, you agree that, upon conclusion of your training, you will immediately return to the Company all its property, equipment, and documents, including electronically stored information. You will be considered for regular employment upon your successful completion of training program, subject to your performance and training evaluation. If you join the company as regular employee, you will be entitled to the regular employee benefits as per the policy applicable.

By accepting this offer, you agree that throughout your trainee period, you will observe all policies and practices governing the conduct of our business and employees, including our policies prohibiting discrimination and harassment. This letter sets forth the complete offer we are extending to you and supersedes and replaces any prior inconsistent statements or discussions. It may be changed only by a subsequent written agreement.

By signing this offer of agreement, you confirm to the Company that you have no contractual commitments or other legal obligations that would prohibit you from performing your duties for the Company. You are required to execute a Service Agreement for four years and six months which is includes training period. In the event of breach of agreement for the above-mentioned period, then you shall be liable to pay a sum of Rs. 8,00,000/- (Rupees Eight Lakhs only) as liquidated damages to the company.

I hope that your association with the Company will be successful and rewarding. Please indicate your acceptance of this offer by signing below and returning it. If you have any questions, please do not hesitate to contact us. We look forward to having you join the team.

Sincerely,

Trivikram Potluri
Associate Vice President - Human Resources

I accept this Trainee Offer with the Company on the terms and conditions set out in this letter.

Printed Name | Signature | Date

Moschip Technologies Limited
7th Floor, "My Home Tectus"
Hyderabad Knowledge City, Hyderabad - 500081, Telangana, INDIA
Tel. : +91 40 6622 9292, Fax : +91 40 6622 9293 www.moschip.com
ISO 9001:2015 CIN : L31909TG1999PLC031184

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MOSCHIP

September 14, 2021

Dear Tejaswi Atmuri,

On behalf of MosChip Technologies Ltd., We are pleased to extend to you this offer as a Trainee. If you accept this offer, you will begin as Trainee with the Company on Start Date.

You will be paid INR 15,000/- per month as a stipend. Your training is expected to end in six months from your date of joining. However, at the sole discretion of the Company, the duration of the trainee period may be extended or shortened with or without advance notice.

During your trainee period, you may have access to confidential business information belonging to the Company. By accepting this Trainee offer, you acknowledge that you must keep all this information strictly confidential, and refrain from using it for your own purposes or from disclosing it to anyone outside the Company. In addition, you agree that, upon conclusion of your training, you will immediately return to the Company all its property, equipment, and documents, including electronically stored information. You will be considered for regular employment upon your successful completion of training program, subject to your performance and training evaluation. If you join the company as regular employee, you will be entitled to the regular employee benefits as per the policy applicable.

By accepting this offer, you agree that throughout your trainee period, you will observe all policies and practices governing the conduct of our business and employees, including our policies prohibiting discrimination and harassment. This letter sets forth the complete offer we are extending to you and supersedes and replaces any prior inconsistent statements or discussions. It may be changed only by a subsequent written agreement.

By signing this offer of agreement, you confirm to the Company that you have no contractual commitments or other legal obligations that would prohibit you from performing your duties for the Company. You are required to execute a Service Agreement for four years and six months which is includes training period. In the event of breach of agreement for the above-mentioned period, then you shall be liable to pay a sum of Rs. 8,00,000/- (Rupees Eight Lakhs only) as liquidated damages to the company.

I hope that your association with the Company will be successful and rewarding. Please indicate your acceptance of this offer by signing below and returning it. If you have any questions, please do not hesitate to contact us. We look forward to having you join the team.

Sincerely,

Trivikram Potluri
Associate Vice President - Human Resources

I accept this Trainee Offer with the Company on the terms and conditions set out in this letter.

TEJASWI ATMURI	A. Tejaswi	14/09/2021
Printed Name	Signature	Date

Moschip Technologies Limited
7th Floor, "My Home Twin"
Hyderabad Knowledge City, Hyderabad - 500081, Telangana, INDIA
Tel. : +91 40 6622 9292, Fax : +91 40 6622 9293 www.moschip.com
ISO 9001:2015 CIN : L31909TG1999PLC032184

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B. Dani Hemanth
Roll No: 17481A0417
[C.W]

Gmail

Balla Dani hemanth <balladanihemanth@gmail.com>

TCS Joining Letter

TCS Recruitment - Entry Level <recruitment.entrylevel@tcs.com> Fri, Jul 2, 2021 at 5:45 PM
Reply-To: recruitment.entrylevel@tcs.com
To: balladanihemanth@gmail.com

Dear Balla Dani Hemanth
Ref: TCSL Offer of Employment
Welcome to TCS-Asia's largest IT services, business solutions and outsourcing organisation.
To equip you with an enriching career in the IT industry, we have planned your Initial Learning Program (ILP) from 5TH AUGUST 2021 at Hyderabad.
Address of ILP Centre:
TATA CONSULTANCY SERVICES, SYNERGY PARK – CMC NON SEZ CENTRE,
Old Mumbai Highway,Gachibowli, Hyderabad, Telangana.
Land mark: Opposite to DLF building
Hyderabad 500019,Telangana
Contact Person: Mr. Ramakanth Kotla
Tel No.: +04066674099
You can download your joining letter, annexure and other relevant documents from NextStep - TCS Campus Portal (Log on https://nextstep.tcs.com). Please use your CT Ref ID and password to access this site.
You can access the following link to complete the joining formalities.
https://nextstep.tcs.com >> ILP CORNER

In addition to the above details, you also need to complete the below activities before your joining date:-

1. Initiate BGC
2. Fill in Background Check form (BGC) form
3. Upload and confirm necessary BGC documents
4. Fill in the Nomination Forms

You can access the following link to initiate and complete the BGC formalities.
https://nextstep.tcs.com >> ILP CORNER>>Joining Letter

We look forward to having you on-board Team TCS !
In case of any queries or clarifications you can contact us at xplore.support@tcs.com or 1800-572-3858 (toll free).

Warm Regards,
TCS Xperience
Talent Development

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CW

TATA

Offer: Computer Consultancy
Ref: TCSL/DT20206696017/Hyderabad
Date: 11/01/2021

Mr. Balla Dani Hemanth
Vivekananda NagarKodad Road,
Sai Baba Statue House,
Jaggayyapeta-521175,
Andhra Pradesh.
Tel# -9705469673

Dear Balla Dani Hemanth,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be assigned a role in the **Engineering & Industrial Services and Internet of Things (EIS & IOT)** Unit, which is subject to change as per the business requirements of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year.Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Deccanpark, No 1 Software Units Layout, Madhapur, Hyderabad 500 081 India
Tel: 91 40 6667 2000 Fax: 91 40 6667 2222 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Service Line: 1800 209 3111 Email: careers@tcs.com

Campushiring Hyd 26/12/2020
to ILP

From Campushiring Hyd • campushiring.hyd@tcs.com

Cc ILP Support • ILP.Support@tcs.com

Date 26 Dec 2020, 2:01 PM

Standard encryption (TLS).
See security details

Dear Student,

Greetings from TCS !

Trust you are doing good.

We are happy to inform you that basis your TCS Ninja Interview performance you have been shortlisted for a Ninja offer with TCS.

Looking forward to welcoming you into TCS family!

However we would like to make an earnest request to you. If you are planning not to take up an employment with TCS, please inform us about your 'non-acceptance' as a response to this email so that a deserving candidate can get an opportunity. In case of non-acceptance, please revert to this email (marking a copy to ilp.support@tcs.com) with your CT/DT number to us by 30th December 2020, Wednesday.

If you have any further queries, please feel free to write to us at - ilp.support@tcs.com / call @ 1800-209-3111.

Cognizant

17-418
[C.IN]

29-Aug-2021

Dear Janardhan Bandaru,
B.Tech, Electronics & Communication Engineering
Gudlavalleru Engineering College, Gudlavalleru

Candidate ID – 17168448

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**.You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500 /-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR Rs. **450,500/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

Please note:

1. This appointment is subject to satisfactory background verification including professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for 3 months and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized

based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

3.1 Cognizant Internship:

a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.

b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program.

3.2 Continuous Skill Development (CSD) Program:

a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrollment into the program.

b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

3.3 GenC Training Post joining:

a) Cognizant continues to invest in skill building of the entry-level talent and GenC training is a formal on-the-job training offered to trainees based on the business specific skilling needs. The terms and conditions of this training will be governed by Cognizant GenC program guidelines.

b) The Cognizant Internship or the Continuous Skill Development (CSD) completion may qualify as the entry criteria to the GenC training and is used as basis towards your allocation to projects/roles.

We look forward to you joining us. Should you have any further questions or clarifications, please log into https://campus2Cognizant.cognizant.com

Yours sincerely,
For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President – Human Resources

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature: **Date:**

Compensation and Benefits

Name: Janardhan Bandaru **Designation:** Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7349	88,188
	Annual Gross Compensation		**359,988**
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		**382,488**
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		**401,988**

As an associate you are also entitled to the following additional benefits:

- Floating Medical Insurance Coverage
- Round the Clock Group Personal Accident Insurance coverage
- Group Term Life Insurance
- Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
- Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

Leave & Vacation:

- From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

Sl No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

- From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
- In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity leave by adhering to the conditions as specified in the Cognizant India Leave policy

Provident Fund Wages:

• For the purpose of computing PF Wages to Provident Fund, Pension Fund & EDLI Scheme, PF Wages shall be Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout".
• Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser

Employees State Insurance:

• Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter.
• Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month.
• ESI shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period.

* **Flexible Benefit Plan:** Your compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to
1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** **Incentive Indication:** Incentive amount may be higher, lower, or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is prorated to the duration spent with Cognizant India for the calendar year and will be paid to you only if you are active on Cognizant's payroll on the day of incentive payout.

*****Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same. Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

Employment Agreement – Cognizant Technology Solutions India Private Limited

This Employment Agreement ("Agreement") is made effective as of _____between:

Cognizant Technology Solutions India Private Limited, a company incorporated under the Companies Act, 1956 with its registered office at 5/535, Okkiam Thoraipakkam, Old Mahabalipuram Road, Chennai - 600096, Tamil Nadu, India; (hereinafter referred to as "Company" or "Cognizant" which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include its successors and assigns) of the ONE PART;

AND

Janardhan Bandaru, 21, residing at _____ (hereinafter referred to as "you", "your" or "yourself", which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include his/her heirs, executors and administrators) of the OTHER PART.

The Company and you are, wherever the context so requires, hereinafter collectively referred to as the "Parties" and individually as "Party".

RECITAL:

WHEREAS, you desire to be employed by the Company and the Company has made an employment offer ("Employment Offer Letter") to you and in pursuance thereof desires to employ you on the terms and conditions set forth below.

NOW, THEREFORE, in consideration of the mutual promises, covenants and conditions set forth herein, the Parties hereto mutually agree to the below mentioned terms and conditions governing your employment with Cognizant:

1. Duties and Responsibilities

a. You agree that at all times during your employment with Cognizant, you will faithfully, industriously, and to the best of your skill, ability, experience and talent, perform any and all of the duties required of your position. In carrying out these duties and responsibilities, you shall comply with all policies, procedures, rules and regulations, both written and oral, as are announced or implemented by the Company from time to time, and shall honour and comply with all rules and statutory requirements under applicable law as amended from time to time, in letter and spirit.
b. Your unprofessional behavior or misconduct in violation of Cognizant's Code of Business Ethics and/or other organizational policies shall entitle the Company to take appropriate disciplinary action(s) including termination of your employment.
c. You shall, at all times, maintain satisfactory performance and upskill yourself in accordance with the business requirements of the Company. Unsatisfactory or poor performance shall entitle Company to take appropriate disciplinary action(s) including termination of your employment.

2. Place of Employment

You will be employed at any one of Cognizant's offices as per business requirement. The Company reserves the right to transfer you on a temporary or permanent basis to the other office locations, functions or departments within the Company and/or other affiliated entities and assign such other duties as may be deemed fit in the interest of the Company. The Company also reserves the right to require you to work remotely from time to time as per business needs or government mandate.

3. No Alternate Employment, No Conflict, Etc.

During your employment with the Company, you shall not, without the Company's prior written consent, directly or indirectly employ or engage with any other person, business or entity, whether or not for any gain or profit, irrespective of whether it is during or outside your hours of work in the Company. Additionally, you are not allowed to undertake any other gainful employment, engagement, business, assume any public office or private office, honorary or remunerative position, without prior written permission of the Company. During your employment with the Company, you shall not directly or indirectly engage in any conduct in conflict with or averse to the best interests of the Company, as determined by the Company at its sole discretion. In addition, you shall not disclose, divulge or bring on to Cognizant's

systems or offices, your prior employer's and/or their clients' proprietary or confidential information, or violate any agreement or obligations that you have with them.

4. Confidentiality

a. During the course of your employment with the Company, you shall have access to information and/or documents of the Company, its affiliates, its clients or certain third parties' (with which the Company has any dealings), which information and/or documents are private, business sensitive, confidential and/or proprietary (together, the "Confidential Information"). You are obliged to keep the Confidential Information as secret and must not, without prior and specific written permission from the Company, disclose any such information, received from whatever source and however you may learn it, to any person or third party.
b. Any breach of your confidentiality obligations as specified above may be a cause for termination of your employment with the Company, besides the Company's entitlement to initiate legal action against you for such breach. The obligations imposed upon you under this clause 5 will survive even after cessation of your employment with the Company.
c. You shall not take copies of any Confidential Information for your own purposes without prior permission of the Company and forthwith upon termination of your employment with the Company, you shall return to the Company all such copies of Confidential Information including but not limited to documents, records and accounts in any form (including electronic, mechanical, photographic & optical recording) relating to matters concerning the business or dealings or affairs of the Company.
d. You shall not, during your employment with the Company and at all times thereafter, do or say anything that may cause direct or indirect damage to the business of the Company, its affiliates or their clients.
e. You shall be governed by Cognizant's Social Media Policy and shall, at all times, refrain from posting potentially malicious, libelous, obscene, political, anti-social, abusive, and threatening messages or disparaging clients, associates, competitors, or suppliers or any third parties.
f. You will not make any false, defamatory or disparaging statements about Cognizant, its clients, or any other employees or directors, irrespective of whether any such statements are likely to cause damage to any such entity or person.
g. The Company reserves the right to require you to sign confidentiality and non-disclosure agreements with any clients on whose project you are being assigned on behalf of the Company.

5. Data Protection

By signing below,
a. you hereby provide your consent to Cognizant, its affiliates and their clients for the holding and processing of your personal data for all purposes of the administration and management of your employment and/or the Company's business,
b. you hereby provide your consent to your personal data including any sensitive personal data or information being collected and the same being transferred, stored and/or processed by Cognizant in India and any other countries where Cognizant, its affiliates and their clients have offices,
c. you agree that Cognizant and its affiliates may make such data available to its advisors, service providers, other agencies such as pension providers, medical, insurance providers, payroll administrators, background verification agencies and regulatory authorities,
d. you have the right to amend, modify or alter your personal information. The Company will exercise all reasonable diligence for safeguarding your personal information, as has been disclosed by you. It is clarified that the obligation will not be applicable in case of legally required disclosures, and
e. you acknowledge and agree that Company may, in the course of its business, be required to disclose personal data relating to you, after the end of your employment to any group/statutory bodies/authorities as required under applicable law/requirements.

6. Work Schedule

a. The Company's normal working hours shall typically comprise of nine (9) hours per day, exclusive of any applicable break, subject to the limit of daily working hours, as prescribed by the applicable laws. The Company may require you to work for extended working hours/days including weekends, depending on the project requirements, business exigencies and/or for conscientious and complete performance of your duties and responsibilities towards the Company, subject to the limit of working hours as prescribed by the applicable laws. Any changes made to the Company's working hours shall be notified to you.
b. The Company may, at its discretion, vary the normal working hours or days for any employee or class of employees or for all the employees based on project requirements, Company policies and prevailing laws, as may be applicable from time to time/in consonance with any applicable laws for the time being in force. Any changes to be made to the above work timings or days shall be made by the Company at its sole discretion and notified to you in advance.
c. The Company may also require you to work on a shift basis. The shifts may be scheduled across 24 hours a day, 7 days a week and 365 days a year. The shift timings may change from time to time as per

any Company policy and which will be notified to you in advance.
d. Your office timings shall be monitored by the Company through appropriate systems & processes, as updated from time to time and you shall ensure compliance to the processes and policies at all times.

7. Background Check

Your employment with Cognizant is conditional and subject to satisfactory background and reference check in line with the Company's policy. An independent agency may conduct internal and external background checks, for which you provide your consent. The Company's offer of employment and/or continued employment is subject to satisfactory background verification report.

The Company shall be entitled to withdraw its employment offer if the background verification checks reveal unfavorable results at any time. Similarly, in case if your background verification report is found to be unfavorable or unsuccessful after you joining the Company, then the Company reserves the right to terminate your employment immediately.

8. Compliance with Company Policies

As a condition of employment with the Company and as part of your joining formalities, you are required to comply or execute the following Company agreement and attest your understanding and adherence to following Company policies:

i. IP Assignment Agreement
ii. The Code of Business Ethics
iii. Acceptable Use Policy and Social Media Policy
iv. Dress Code Policy

Additionally, you will also be governed by other applicable Company rules, processes, procedures and policies as may be drafted, enforced, amended and/or altered from time to time and which are not specifically mentioned in this Agreement. The applicable rules/ processes/ procedures/ policies are available on the Company's intranet and you are expected to go through the same carefully as a condition of your employment. For any clarification in relation to applicable policies, guidelines, processes, please reach out to your HR Talent Manager. It is your responsibility to keep yourself informed of any and all changes made by the Company to such policies from time to time. If at any time during your employment with the Company, you are found in violation of any applicable rules, processes, procedures or policies of the Company, the Company reserves the right to take disciplinary action against you, including termination your employment without notice period.

9. Non-Compete and Non-Solicit Restrictions

During the term of your employment with Cognizant and until two (2) years after the termination of such employment, you will not directly or indirectly, either as an individual on your own account or as a partner, employee, consultant, advisor, agent, contractor, director, trustee, committee member, office bearer, or shareholder (or in a similar capacity or function), (a) solicit, attempt to solicit, contact or otherwise encourage any employee to leave the Company's employment, (b) solicit business from competitor(s) or client(s) of the Company or (c) be employed or engaged with any competitor(s), or (d) be employed or engaged with any client(s) of the Company with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of termination of your employment.

10. Representations and Warranties

By signing below,

a. you warrant that your employment with the Company does not and will not violate or otherwise conflict with any agreement (oral or otherwise) to which you are or have been a party and that you possess all the requisite permits, work visas and clearances to be able to lawfully and rightfully employed in India with the Company under the terms of this Agreement;
b. you warrant that you have satisfactorily completed all of your obligations under any employment contract or other contract or agreement with any company(ies), person(s) or entity(ies) that previously employed or contracted with you and that any previous employment contract and/or relationships have terminated and/or expired prior to the effective start date of your employment at the Company and you have all the requisite power and authority, and do not require the consent of any third party to be employed with the Company;

c. you represent and warrant that you shall not bring into Company premises or systems (or use in any manner) any third-party documents (regardless of media) or materials (including but not limited to proprietary information or trade secrets), or any such documents or materials of your previous employer, without written permissions/approvals from such previous employer or third parties; and

e. you represent that unless authorized by the Company in writing, you shall not sign any contract or agreement that binds the Company or creates any obligation (financial or otherwise) upon the Company.

11. Indemnity

You agree to indemnify and hold harmless the Company and its affiliates from and against any and all direct or indirect losses or damages, injury or liability for a claim of damage, loss or injury to person or property, suffered or sustained by Company and its affiliates which is attributable to you, resulting from any of your act or omission irrespective of whether it constitutes a breach of the terms of your employment or negligent performance of your duties as expected from you while in employment of the Company.

12. Business Engagement, Learning and Development and Project Deployment

In order to ensure that you are fully equipped to adapt to the demanding needs of our clients, the Company has several policies and processes relating to deployment of employees to projects, Career Architecture program, performance evaluation, learning and development/trainings and avenues of up-skilling. As a condition of your employment with the Company, you are responsible for upskilling yourself to make yourself eligible for appropriate business/client projects, thereby promoting the spirit of meritocracy and career development with the goal of providing world-class services to our clients. Therefore, you shall adhere to and meet the obligations under all such policies and processes, including the Associate Deployment Pool Policy and those that may be changed by the Company from time to time.

13. Unauthorized Absence

If you are absent from work for a continuous period of 3 days or as prescribed by applicable laws, without the prior written consent from your approving authority, it will be construed that you have voluntarily abandoned your employment with the Company. The Company shall be entitled to take appropriate disciplinary action(s) against you as per the Company's Job Abandonment Policy.

14. Retirement

You will automatically retire from employment with the Company on the last day of the month in which you attain the age of fifty-eight (58) years. It is hereby clarified that the Company reserves its right to change the retirement age at its sole discretion.

15. Termination of Employment

a. The Company may terminate your employment at any time with or without assigning any reasons by providing 90 days' advance notice to you by paying you pro rata salary in lieu of any notice or balance notice period. You may resign or terminate your employment with the Company by providing 90 days' advance notice to the Company. When you serve notice to resign from the employment of the Company, the Company may at its sole discretion, allow you to pay salary in lieu for the notice period; and/or adjust the vacation accumulated towards part of the notice period.
b. Notwithstanding the aforesaid or anything else to the contrary, the Company may, at its sole discretion, suspend, lay off, dismiss, discharge and/or terminate your employment with immediate effect by a notice in writing (without any notice period or salary in lieu of any notice period) in the event of your:

- Misconduct, as provided in Misconduct and Disciplinary Action Policy
- Non-adherence to Associate Deployment Pool Policy
- Violation of Social Media Policy or Conflict of Interest Policy
- Breach of integrity, or embezzlement, or misappropriation or misuse or causing damage to the Company's asset/property or reputation
- Insubordination or failure to comply with the directions given to you by persons so authorized
- Insolvency or conviction for any offence involving moral turpitude
- Breach of any terms or conditions of the Agreement and/or Company's policies or other documents or directions of the Company
- Violation of non-disparagement obligations

• Conduct, which is regarded by the Company as prejudicial to its own interests or to the interests of its client.

16. Deputation, Assignment and Transfer

The Company may second, depute or assign you to work with any of its affiliates or transfer your services to any group company worldwide. On any such secondment, deputation, assignment or transfer of your employment, the Company and/or affiliate may require you to sign the applicable Overseas Deputation / International Employment Agreement(s) of the specific country, based on the policies of the Company.

17. Survival

Clauses 5, 6, 10 and 12 and any other clauses, which by their nature are expected to survive, shall all survive the termination of your employment (for any reason) and shall continue to apply to you even after cessation of your employment with the Company.

18. Dispute Resolution and Governing law

The Parties shall make best efforts to settle by mutual conciliation any claim, dispute or controversy ("Dispute") arising out of, or in relation to, this Agreement, including any Dispute with respect to the existence or validity hereof, the interpretation hereof, or the breach hereof. This Agreement and your employment with the Company shall be governed and interpreted in accordance to the laws of India and the courts in Chennai only shall have exclusive jurisdiction over any Dispute. Notwithstanding the aforesaid, the Company shall be entitled, in addition to all other remedies, to any interim relief including but not limited to an injunction, whether interlocutory or preliminary, restraining any breach of the provisions of this Agreement.

19. General

This Agreement and your employment is personal to you and you cannot assign, subcontract or transfer your rights or obligations hereunder to any other person or entity. No delay or failure by Company to exercise any of its powers, rights or remedies under this Agreement or otherwise will operate as a waiver of such powers, rights or remedies. If any provision of this Agreement is held by any competent authority to be invalid or unenforceable, the validity of the other remaining provisions of the Agreement shall not be affected. You shall not make any announcement concerning Company, its affiliates and their employees, contractors or clients without Company's prior written consent and you shall not use or disclose the name, trademark, domain name, service mark, logo or any other intellectual property of Company and its affiliates and their employees, contractors or clients.

This Agreement, together with the agreements and policies of the Company, Employment Offer Letter (and any attachments thereto, are the exclusive and entire agreement between the Parties relating to its subject matter, and supersedes all prior and contemporaneous discussions, agreements, negotiations, representations, and proposals relating to the subject matter hereof.

You shall be required to treat the terms of this Agreement as strictly confidential. The Company reserves the sole right to change any terms or conditions provided in this Agreement based on applicable laws or business exigencies.

IN WITNESS WHEREOF, the Parties hereto have duly executed this Agreement as of the day and year first above written.

Cognizant Technology Solutions India Private Limited	**[Name of Employee]**
Sign: _____	Sign: _____
Name:	Name:

Fareportal

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 U72900DL2005PTC134384

Ref. FIPL/Offer/1361/51/2021 Date: **23-sept-2021**

Mr. Bandarupalli Naga Vinay
Mupalla,Chandarlapadu
Andra Pradesh(521183)
Mob: 9603820936

Email ID: vinaychowdary.bandarupalli143@gmail.com

Subject: Offer of Employment

Dear Naga Vinay,

Congratulations!

We are pleased to offer you employment with Fareportal India Pvt. Ltd., for the position of "**Sr. Software Engineer - TECH (Digital)**" subsequent to your job application and interviews you have had with us.

Your cost to company (CTC) would be **Rs. 1320000 P.A (Fixed Rs. 1200000/- & PB (10%) upto Rs. 120000/-** paid annually based on performance and can go upto 125% of the total variable performance pay) which includes the statutory benefits payable by the company. The breakup of salary will be provided to you on your date of joining.

You are also entitled for one time joining bonus of **Rs. 100000** in two equal instalments first **50%** amount will be paid after completion of **3 Months** and second instalment will be paid after completion of **6 Months.**

You are eligible for a performance bonus upto 10% of the fixed base (if any), subject to your individual performance against KPIs assigned to you as well as the company's overall performance as measured by its ***MOAS*** and ***EBITDA***. Your bonus eligibility is prorated based on date of hire. Company reserves the right to amend its bonus program at any time.

You are required to report to the Department of Human Resources on the **31st Day of 'Oct 2021 at 11:00 AM** for fulfillment of your joining formalities, along with the set of documents annexed herewith.

Please note that this offer is valid subject to your positive employment verification, background checks and verification of compensation/financial documents followed by successful completion of the process training.

Everyone you have interviewed with and all the family members of Fareportal join hand in extending you a warm welcome to the company.

Fareportal is a team of professionals and provides a challenging and rewarding career ensuring a high level of job satisfaction with ample opportunities for career growth & development. We are confident that our association will prove to be mutually beneficial.

Please return a copy of the letter, duly signed as a token of your acceptance of the offer. Please note that this offer is valid till the date of your joining only after which it lapses automatically.

Note: In case employee left the organization within 2 years of joining then the paid Joining Bonus amount will be recovered from full and final settlement in case applicable.

For Fareportal India Pvt. Ltd

Birendra Bhandari

Manager – People & Culture

I have read and accept the terms of the offer. I will join duty on or before 31st oct 2021.

Name, Signature & Date

Basic	50000
HRA	25000
Special Allowance	23200
Statutory Bonus	0
Sub Total	**98200**
Employee PF	1800
Employee ESI	0
CTC	**100000**
Employer PF	1800
Employer ESI	0
Take Home	**96400**
Gross CTC Per Annum	**1200000**
Annual Variable (Performance Bonus) Upto	**120000**
Total CTC Per Annum	**1320000**

Your total cost to company (CTC) would be **Rs. 1320000 P.A.** (**Rupees Thirteen Lac Twenty Thousand Only)** which includes the statutory benefits payable by the company.

***There should be no salary discussion. It is against company's policy**.

CHECKLIST OF DOCUMENTS	
Below Mentioned Needs To Be Uploaded in OPL At The Tine Of Documentation Formalities.	
Sr. No.	**Activity**
1.	Signature verified and attested by bank
2.	Offer letter
3.	**Attested** Appointment letter of last organizations
4.	**Attested** Relieving /Resignation Letter of previous employer.
5.	**Attested** Latest salary slip
6.	**Attested** Copy of PAN Card
7.	**Attested** Copy of any Govt. identity card
8.	**Attested** Permanent address proof
9.	**Attested** Local address proof
10.	**Attested** Educational Certificates **(Stating from 10th till Highest qualification)**
11.	**Attested** Professional Certificates
12.	**Attested** Copy of Aadhar Card
13.	7 Passport size photographs (in White Background)
14.	Blood Group
15.	Receipted copy/email of resignation from the current organization before date of joining

Fareportal India Pvt. Ltd.
Plot No. 365, Pace City-II
Sector 37, Gurgaon-122001
Phone: +91-124-462 9300
http://www.fareportal.com

Declaration for BGV

I, …… am aware that my Salary will only be released post clearance of my Positive Background verification; as such, there should be no :-

- pending BGV due to any pending documentation;
- Incorrect / fake/ non relevant document submission for Address check;
- pending response / negative report from your previous employer(s);
- negative report / observation in any BGV check.

In case of non-revert on my employment check due to any reason(Mandate Reliving letter by Previous employer or any other reason) & will assure to get the HR/Supervisor revert through E-mail on employment details shared by me within 3 working days.

My employment is subject to verification of the particulars given by me. My employment will terminate without any notice period if I am found to have submitted any false statement/s or document.

I am aware of Fareportal BGV Policy & it's my responsibility to support Fareportal BGV team for end to end closure.

_____

Signature

Date:-

1748140 420 C.W 09/182

Gmail

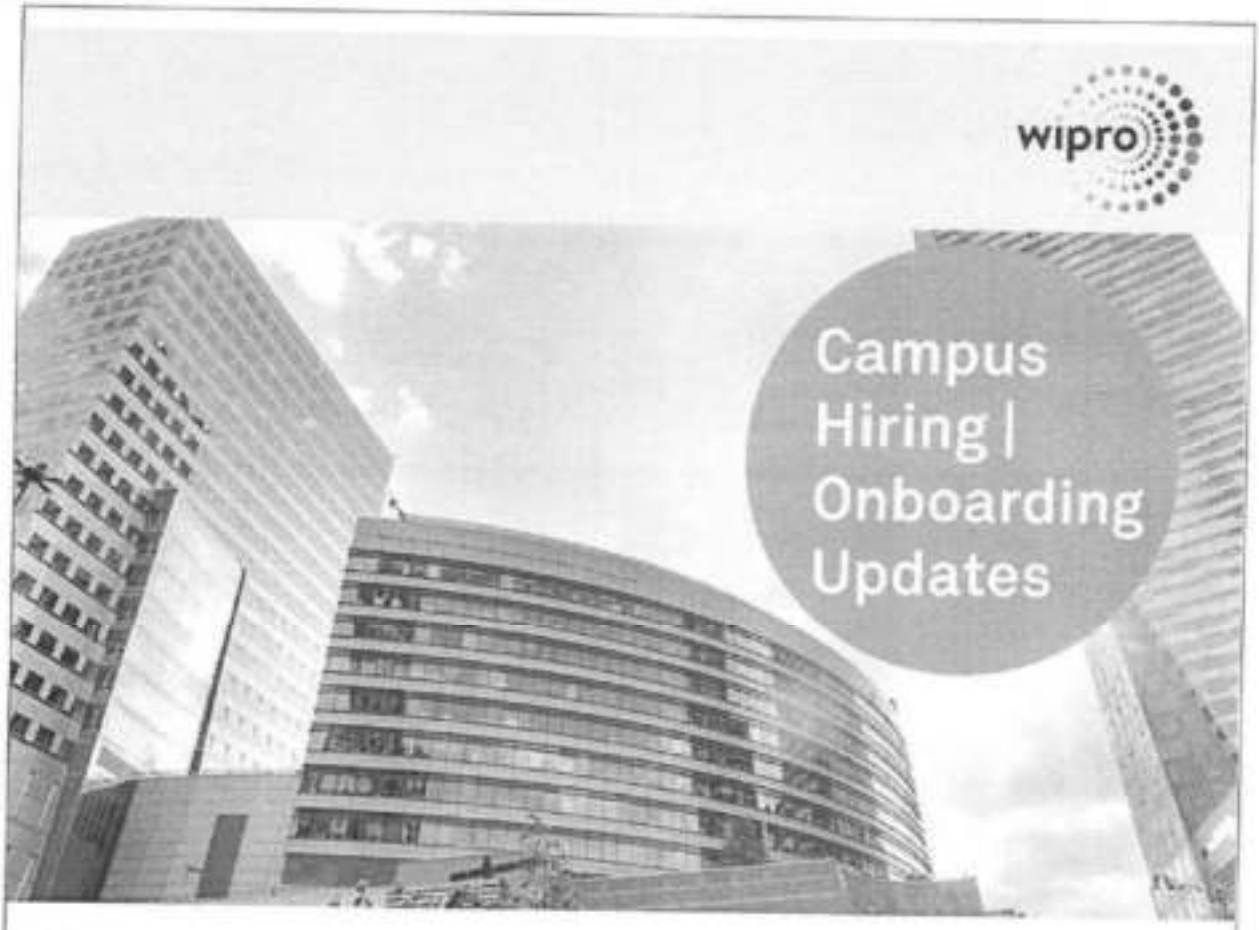
BATRAJU LALITHA <lalithabatraju.555@gmail.com>

Welcome to Wipro | Virtual Onboarding Day – 22nd September 2021

1 message

manager.campus@wipro.com <manager.campus@wipro.com>
To: lalithabatraju.555@gmail.com

16 September 2021 at 22:11



Welcome to Wipro | Virtual Onboarding Day – 22nd September 2021

Dear BATRAJU KUSUMA NAGA LALITHA

Reference Number - 21020625.

Greetings from Wipro!

We hope you and your loved ones are staying safe and well.

We are pleased to inform you that your joining in Wipro is scheduled on 27th September 2021.

17481A0420

Gmail

BATRAJU LALITHA <lalithabatraju.555@gmail.com>

WIPRO ADID & Official Mail ID details

1 message

Naveen Vijay <naveen.vijay3@wipro.com>
To: "lalithabatraju.555" <lalithabatraju.555@gmail.com>

27 September 2021 at 17:05

Dear Batraju Kusuma Naga Lalitha,

Greetings of the day!

Please find the below mentioned ADID and Official mail id details:

Candidate Full Name	Employee ID	ADID	Official ID
Batraju Kusuma Naga Lalitha	20275963	BA20275963	batraju.lalitha@wipro.com

Joined.

Regards,

Naveen Vijay

PRP Coordinator

The information contained in this electronic message and any attachments to this message are intended for the exclusive use of the addressee(s) and may contain proprietary, confidential or privileged information. If you are not the intended recipient, you should not disseminate, distribute or copy this e-mail. Please notify the sender immediately and destroy all copies of this message and any attachments. WARNING: Computer viruses can be transmitted via email. The recipient should check this email and any attachments for the presence of viruses. The company accepts no liability for any damage caused by any virus transmitted by this email. www.wipro.com

17-420
[C.W]

wipro

APPOINTMENT LETTER

August 28, 2021

Dear BATRAJU KUSUMA NAGA LALITHA,

Welcome to Wipro Limited (Company/Wipro) and congratulations on your appointment as **Project Engineer**. The terms of your employment with the Company is listed below. Please be informed that the terms may be modified pursuant to changes in the Company policy updated from time to time.

1. Appointment Details:

a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.

b. You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.

c. The retirement age is 58 years.

d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company ,in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.

e. We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.

f. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.

g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining.

2. Compensation:

You will be eligible for:

a. Compensation and benefits in accordance with Annexure III - Salary Offer Sheet.

b. Variable Pay - The details of this component are listed in Annexure V. The Variable Pay program may be changed or modified in part or full thereof from time to time, at the sole discretion of the Company.

c. Other compensation and benefits in accordance with Company policy as modified and intimated to you from time to time.

d. Your salary will be reviewed periodically as per Company policy.

e. Changes in your compensation are at the Company's discretion and will be subject to and on the basis of your effective performance and the performance results of the Company during your period of employment and other relevant criteria.

3. Other Benefits:

You will also be eligible for:

a. Leave, holidays and working hours as applicable to your stream and location of posting.

b. Perquisites, if any, as applicable to your band and stream and / or based on functional requirements as determined by the Company

c. Participation in the Company's Provident Fund Scheme (PF) as per the policies applicable to your band and stream.

d. Leave Travel Assistance (LTA) as per the Company's policy.

e. Wipro Medical Assistance Scheme (MAS) provided you are not covered under the purview of the ESI Act.

f. Employee Benefits Program sponsored and administered by the Company for management employees, comprising of pension plan or gratuity plan, survivor benefit plan and industrial injury benefits.

g. Please refer to the detailed policies in the Company's intranet portal i.e. mywipro.wipro.com

4. Responsibilities:

a. In view of your position and office, you would be expected to perform all responsibilities effectively, diligently and to the best of your ability and ensure results. There may be times when you will be expected to work extra hours to achieve the above when the job so requires. At all times, you are required not to engage in activities that have or will have an adverse impact on the reputation / image and business of the Company, whether directly or indirectly.

b. You may be required to undertake travel for business purposes for which you will be eligible for reimbursement of travel expenses as per the Company policy applicable to you.

c. We are committed to ensure 'Integrity' in all aspects of the Company's functioning. You are expected to comply with all the applicable policies of the Company including the Code of Business Conduct and Ethics ('Policies') as they form an integral part of the terms of your employment with Wipro. Consequently, you are required to understand the scope and intent behind these policies and to comply with the same. These Policies are updated / modified on a periodic basis and new policies may be introduced and notified to employees from time to time and you will be required to comply with the same.

d. Consistent with (c) above, any matter or situation or incident that may arise that could potentially result, or has resulted, in any violation of the Policies or the terms of your employment, shall immediately be brought to the notice of your Business Unit Head and appropriate disciplinary action will be initiated.

5. Conflict of Interest:

a. You are required to engage yourself exclusively in the work assigned by Wipro and you shall not take up any independent or individual assignments (whether part time or full time, in an advisory capacity or otherwise) directly or indirectly without the express written consent of your Business Unit Head.

b. You shall ensure that you shall not, directly or indirectly, engage in any activity or have any interest in, or perform any services for any person who is involved in activities, which are or shall be in conflict with the interests of Wipro.

c. The Conflict of Interest Policy also refers to the need on your part, during your employment and for a period of one year from the cessation of your employment with the Company (irrespective of the circumstances of, or the reasons for, the cessation) not to solicit, induce or encourage:

i. Any employee of the Company to terminate their employment with the Company or to accept employment with any competitor, supplier or any customer with whom you have a connection pursuant to your employment with the Company.
ii. Any customer or vendor of the Company to move his existing business with the Company to a third party or to terminate his business relationship with the Company.
iii. Any existing employee to become associated with, or perform services of any type for any third party.

d. In case of any conflict or doubt, please discuss the matter with your Business Unit Head, to understand the Company's position on this and resolve the conflict.

6. Confidentiality:

a. In consideration of the opportunities, training and access to new techniques and know-how that will be made available to you, you will be required to comply with the Confidentiality Policy of the Company. Therefore, please maintain all Confidential Information as defined from time to time in the Confidentiality Policy of the Company, as secret and confidential and do not use or disclose any such Confidential Information except as

may be required under obligation of law or as may be required by the Company and in the course of your employment. This covenant shall endure during your employment and beyond the cessation of your employment with the Company (irrespective of the circumstances of, or the reasons for, the cessation).

b. In your work for Wipro, you will be expected not to use or disclose any confidential information, including trade secrets, of any former employer or other person with whom you have an obligation of confidentiality and by signing below you affirm that you have no conflicting obligations or non-compete agreements that would prevent you from working without limitation for the Company.

7. Assignment of Intellectual Property

In connection with your employment and during the term of your employment, upon conception or creation, you shall disclose and assign to Wipro as its exclusive property, all inventions, ideas, concepts, discoveries, techniques, and improvements (including, without limitation, legal documents, training materials, computer software and associated materials) developed or conceived by you solely or jointly with others (whether or not during business hours), and shall comply with the Policies of Wipro in relation to Intellectual Property.

8. Non-Compete

In the course of your employment with the Company you will be providing services to customers or clients of the Company during which process you will be handling sensitive information including but not limited to key customers of the Company, competitor information, customer sensitive information ('Confidential Information'). You acknowledge and recognize that Confidential Information available to you, if leaked, would cause irreparable harm to the Company and its protection is of utmost importance to the Company. You confirm that for a period of six (6) months after eparation of your employment from the Company (irrespective of the circumstances of or the reason for the separation), you will not accept any offer of employment from a customer or client with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of separation.

9. General:

This offer of appointment is subject to the precondition that you have not provided us with any false declaration and/or documentation or willfully suppressed any material information. If at any point of time, it is brought to our notice that you have submitted fabricated documentation or made false representation or willfully suppressed material information, you shall be liable to be removed from service with immediate effect and the Company reserves its right to initiate appropriate action as per applicable policy and /or enforce remedies available to us under law.

Please note that you are required to inform us if there are any agreements, oral or written, which you have entered into and which may relate to or affect your commitments under this employment contract.

a. You acknowledge that you have understood the terms of this employment contract and that you are aware that the specific performance of the terms of this employment contract may be enforced legally, if required. In this connection, if any of the provisions of this letter of appointment are declared or found to be void or unenforceable due to any reason whatsoever, the remaining provisions of this letter shall continue in full force and effect.

b. These employment terms supersede and replace any existing agreement or understanding, if any, between the Company and you on the same subject matter.

c. You warrant that you are not prevented by any court or by any other administrative or judicial authority or order from providing the services required under this employment contract. In the event that you are not a citizen of the country of posting, you should have a valid work permit to work in the country of posting.

d. Your appointment shall be treated as withdrawn in case:

i. You have not scored minimum aggregate marks of 60% in your 10 th Standard or equivalent education.

ii. You have not scored minimum aggregate marks of 60% in your 12 th Standard or equivalent education.

iii. For Graduates: You have not scored minimum aggregate marks of 60% in your graduation.

iv. For Post Graduates: You have not scored minimum aggregate marks of 60% in your graduation and 60% in post-graduation.

v. You have any pending backlogs/ arrears on the date of appointment.

Please note that at any stage, whether during your online test and/or interview process or upon joining the Company, if it is brought to our notice that you have indulged in malpractices or used illegal means to clear your online assessment, the Company shall withdraw or revoke the offer with immediate effect and we reserve our rights to take suitable action against you as we may deem fit.

10. Training Agreement:

As part of your smooth transition from campus to corporate, the Company shall be providing you extensive training through learning interventions from the time of your selection to on-boarding. You shall be provided an opportunity to learn in Pre-Joining programs, Self-directed learning modules, MOOCs, in-classroom learning, on-the-job training, Top Gear modules, and / or customer specific tools and technology learning. Through this extensive training the Company makes significant investment for your project readiness and successful journey in the projects. In consideration of the Company reposing confidence in you and providing you with the opportunity to undergo the training as detailed above and in consideration of the company bearing all the costs in connection with the training besides paying you normal salary and benefits, you solemnly agree to complete the training and continue your employment with the company for a period of **at least** 12 months commencing from the date of your joining. In case you choose to leave the Company before the expiration of the said period or if your services are terminated before the expiration of the said period, for any reason whatsoever, you shall ***be liable to*** pay to the Company liquidated damages of up to Rs. 75,000/-(Rupees Seventy Five Thousand only) in the manner defined in the training agreement, signed by you with the Company.

11. Notice Period & Termination:

Your employment with the Company shall be terminable, without reasons, by either party giving one-month notice during probationary period and three months' notice on confirmation. The Company reserves the right to pay or recover salary in lieu of notice period. Further, the Company may at its discretion relieve you from such date as it may deem fit even prior to the expiry of the notice period. However, if the Company desires you to continue the employment during the notice period you shall do so. Notice period and termination of employment contract shall be governed by the applicable internal policies of the Company as updated from time to time.

On acceptance of separation notice, you will immediately hand over to the Company before you are relieved, all correspondence, specifications, formulae, books, documents, cost data, market data, literature, drawings, effects and comply with all the relieving formalities required by the Company. Further, you shall not make or retain any copies of these items.

12. Pre Joining Program (PJP):

During the time period between your offer and onboarding, the Company will provide you an online, self-directed learning opportunity through a Pre Joining Program(PJP). You will be given a specific technology track to learn and we urge you to utilize this opportunity to gain hands-on experience so as to enable you to obtain a suitable project.

Please confirm that the above terms and conditions are acceptable to you and that you accept the appointment by submitting a signed copy of this letter of appointment with your original signature on the date of joining.

Yours sincerely,
For **Wipro Limited,**

Aparna Shailen
General Manager - Human Resources

I have read, understood and agree to accept the employment on the terms and conditions herein.

I shall be reporting for duty on

ANNEXURE I

DECLARATION ON CONFLICT OF INTEREST

Wipro Limited has adopted a conflict of interest policy in respect of its employees. This policy is intended to avoid conflict between the personal interest of an employee and the interest of the company in dealings with suppliers, customers and all other organizations or individuals doing or seeking to do business with the company.

Noted below are a few examples of conflict of interest:

a. For an employee or any dependent member of his family to have an interest in any organization, which has business dealings with the company where there is an opportunity for preferential treatment to be given or

received, except where such an interest comprises of securities in widely held corporations which are quoted and sold in the open market or the interest is not material.

b. For an employee or any dependent member of his family to buy, sell or lease any kind of property, facilities or equipment from or to the company or any affiliate or to any company, firm or individual who is or is seeking to become a contractor, supplier or customer, except with the knowledge and consent of top management.

c. For an employee to serve as an officer, director or in any other management capacity or as a consultant of another company or organization doing or seeking to do business with the company or an affiliate except with the knowledge and consent of top management.

d. For an employee to use or release to a third party any data on decisions, plans, competitive bids or any other information concerning the company, which might be prejudicial to the interest of the company.

e. For an employee or any dependent member of his family to accept commission, a share in profits or other payments, loans (other than with established banking or financial institutions), services excessive entertainment and travel or gifts of more than nominal value from any individual or organization doing or seeking to do business with the company.

I have read the above mentioned 'Conflict of Interest' policy and I declare that there is no 'Conflict of Interest' in my employment. If in future any conflict arises, I will immediately inform my supervisor and notify the top management.

Compliance to Company's Code of Conduct to Regulate, Monitor and Report Trading (Code) by Insiders

Insider Trading is prohibited by both Law as well as by Wipro Limited's (hereinafter to as the "Company") internal policy. Insider trading generally involves the act of subscribing/buying/ selling or dealing in the Company's Securities, while in possession of any Unpublished Price Sensitive Information (hereinafter referred to as "UPSI") about the Company. It also involves disclosing or procuring any UPSI about the Company to/from others who could subscribe or buy or sell or deal in the Company's Securities.

As an employee of the Company you are considered as an Insider and accordingly advised as below:

1. Trading when in possession of UPSI: Employees are strictly prohibited from trading in the Securities of the Company when in possession of UPSI concerning the Company. Trading in securities of the Company is also prohibited for certain designated employees when the trading window is closed. For details please contact: policyclearinghouse@wipro.com.

2. Communication or procurement of Unpublished Price Sensitive Information (UPSI): Employee shall seek, communicate, provide or allow access to "UPSI of the Company to others only for legitimate purposes, performance of duties and discharge of legal obligations and strictly on a need to know basis. Employees are strictly prohibited from the following:

a. Counseling or disclosing or communicating UPSI to any other person including spouse and/or relatives, except on a need to know basis.

b. Counseling as well as expressing opinions or making any recommendations to any person on the Securities of the Company when in possession of any UPSI.

c. Unauthorized disclosure or communication of UPSI.

d. Procuring any UPSI from others

3. Individual and Personal Responsibility: As per the Code, Company can take appropriate actions like wage freeze, suspension, termination of employment on employees involved in Insider Trading. Insider trading also attracts severe civil and criminal penalties not only on the Insider but also on the Company in certain circumstances. The penalties levied on the employee will not be borne by the Company and the employee individually is responsible.

4. Disclosure requirements: Every employee of the Company and their Immediate Relatives shall disclose to the Company the number of securities acquired or disposed of within two trading days of the transaction if the value of the securities traded, whether in one transaction or a series of transactions over any calendar quarter, aggregates to a traded value in excess of ten lakh rupees. For more details on procedures and guidelines, employees are requested to refer the Company's Code of Conduct to Regulate, Monitor and Report Trading by Insiders. Or write to policyclearinghouse@wipro.com.

ANNEXURE II

PERSONAL INFORMATION AS REQUIRED UNDER INFORMATION TECHNOLOGY ACT, 2000

I BATRAJU KUSUMA NAGA LALITHA, confirm that I am voluntarily sharing my Personal Information including documents with Wipro Limited ('Wipro') for the following purposes:

a. validating my Curriculum Vitae and retaining records on the same for any future reference/verification;

b. processing my job application including background verification checks;

c. employment-related actions including record keeping, processing compensation and benefits and any action required in the context of my employment with Wipro.

In this context, I also agree to the retention of such Personal Information including documents by Wipro for any future reference/verification and authorize Wipro to transfer the same to a third party.

I understand that 'Personal Information' means any information including documents, relating to me that is available with Wipro and is capable of identifying me."

ANNEXURE III

SALARY OFFER SHEET

Name: BATRAJU KUSUMA NAGA LALITHA

Position: Project Engineer **Career Group: TRB - II**

You shall receive salary as detailed below.

COMPONENT	AMOUNT (INR)
Basic	11,670
HRA	5,835
Bonus	2,334
Wipro Benefits Plan (WBP)	4,849
Total Fixed Cash	**24,688**
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
Total Fixed Compensation	**27,108**
Other Compensation Benefits	
Health benefit (Medical)	600
Variable Pay	
Target Variable Pay	1,459
Target Cost to Company per month	**29,167**
Total Cost to Company per annum	**3,50,004**

*Notional sum indicating contribution of 5.31 % of your basic towards provision of Gratuity. Employees will be eligible for payment of gratuity as per the Wipro Policy for the same.

Apart from the standard salary components, **Project Engineers** are also entitled to the following unique **Company Benefits** to help you manage during exigency.

a. Onetime Interest free loan of Rs. 20,000/- towards housing deposits or towards purchase of a two wheeler
b. Onetime Interest free contingency loan of lesser of Rs. 50,000/- and 2 months gross towards housing deposits or illness, death in immediate family or self-marriage
c. Medical assistance of Rs.15,000 per annum for employees who are not covered under the ESI scheme.
d. Medical Insurance Coverage up to Rs 2lac per annum.

ANNEXURE – IV

I hereby confirm that I shall submit the required academic certificates including but not limited to mark sheet and Provisional or Convocation Degree Certificate within 3 months from my date of joining. I understand that my employment is subject to my aggregate meeting the Company's eligibility criteria and submission of the above mentioned documents.

I hereby declare that all the particulars mentioned above are true to the best of my knowledge. In the event of my failure to submit the above mentioned documents or in case of any discrepancy, I shall be liable for immediate termination of my employment with the Company.

ANNEXURE – V

Variable Pay - A BRIEF OVERVIEW

Variable Pay Policy Summary & Computation:

Variable Pay is a variable component in your salary stack which would be paid out on a quarterly basis. It would be linked to the following parameters:

For employees joining in billable roles, variable pay will be linked to Individual billability, i.e. the number of days employee is billed in a quarter. This factor is applicable only for employees joining in billable roles in Bands Team Rainbow, A1, A2, A3, B1, B2 and B3 and who have variable pay as part of their salary stack.

For employees joining in above Bands in Support roles and central functions, and who have variable pay as part of their salary stack, variable pay will be linked to company's financial parameters. Financial metrics is linked based on specific role for each employee in each quarter, as per the respective financial year policy.

The Variable Pay program may be changed / altered or modified in part or full thereof from time to time, at the sole discretion of the management. It is mandatory for you to complete the quarter for which the Variable Pay applies i.e. you should be on the rolls of the Company on the last working day of the quarter to be eligible for payout under the program.

The detailed policy will be made available on myWipro->myPolicies->Common Policies Across Countries->my Financials->Variable Pay Policy FY 2021-22.

SOME ADDITIONAL INFORMATION ON THE SALARY OFFER

Basic, Additional Allowance and Bonus

This are fixed monthly components of your salary and are taxable. They do not vary every month, and are fixed for a particular period.

House Rental Allowance:

RA is given to the extent of 50% of your Basic. HRA exemption is applicable as per IT rules on submission of rent receipts.

Wipro Benefit Plan (WBP):

Wipro Benefits Plan (WBP) is basket of various allowances/ expenses considered for Income Tax exemption. Under WBP, you will be granted Leave Travel Allowance and Education Allowance. Benefits regarding the use of Telephone/Mobile phone, Non-transferable Meal card can also be availed under the Plan. The actual expenses incurred towards these components are eligible for exemption as per the prescribed Income Tax rules applicable. Thus, you will be subjected to tax for the portion of the allowances that is not exempt. The Income Tax exemption for benefits availed are subject to submission of proofs or other conditions as may be prescribed in this policy. Wipro will grant a Group Allowance, which will be computed after reducing the aggregate cost of allowances/benefits availed under WBP and related recovery of Perquisite Tax and associated charges. Following are your WBP Entitlements:

1. **Leave Travel Allowance:**

   New employees are eligible for LTA provided leave is taken as per the rules of Wipro. For details on Income Tax exemption please refer to myWipro on joining. The maximum LTA that can be considered for IT exemption is Rs 50,000.

2. **Telephone/Mobile Phone Allowances:**

   The amounts paid by you towards telephone rentals (both landline and mobile) rentals are also towards broadband/ modem hub/ routers/ GPRS etc. for internet usage plans are eligible for IT exception up to Rs. 19,800 per annum under WBP as per prescribed limit in the policy. No expenses in respect of rentals or other

charges for pre-paid connections will be eligible under this head.

3. **Non-transferable Meal card:**

   An amount of Rs. 1100 / 2,750 per month towards purchase of Non-Transferable Meal card is eligible for IT exemption under WBP.

4. **Education Allowance:**

   An amount of Rs.100 (additional 300 in case of child in hostel) per child per month up to a maximum of 2 children is eligible for IT exemption under WBP.

5. **New Pension System:**

   You can contribute between 5% up to 10% of your Basic towards NPS and declare it under WBP. This will be over and above Sec 80C investments.

Retirement Benefits:

It consists of:

a. **Provident fund-** Where basic is higher than INR 15,000- 12% of your Basic towards Provident Fund. In cases where basic is lower than INR 15,000- Minimum of 12% of (Basic + WBP + Additional (Where applicable) or INR 1800 pm

b. Notional sum indicating contribution of 5.31 % of your basic towards provision for gratuity.

Employees will be eligible for payment of gratuity as per the Wipro policy on the same.

Travel, Accommodation, Food & Other Miscellaneous Expenses

Travel

a. You would be entitled for Rs. 1500 from the date of appointment as a lump sum amount that will be credited with your first month salary. You may utilize this amount towards Travel and you would not need to submit bills towards usage of this amount.

b. There is no provision for reimbursement/allowance towards any expenses incurred in lieu of attending training or classes at different locations in the same city.

Accommodation, Food & other Miscellaneous Expenses

a. You would be entitled for Rs.1000 per day for 8 days (total amount of Rs.8,000) from the date of joining. You may utilize this amount towards accommodation, food & other miscellaneous expenses. This would be paid as a lump sum amount that will be credited with your first month salary and you would not need to submit bills towards usage of this amount.

b. If your posting location (the location where you would be based out of after training) is different from the training location (location where you undergo initial training), you would be entitled for the following:

   i. Settlement and Miscellaneous Expenses: Rs.1200 per day for 7 days (total amount of Rs. 8,400) from the date of reporting to the posting location. You may utilize this amount towards boarding, lodging, conveyance & other miscellaneous expenses.

c. Any location change after reporting to posting location will be treated as relocation/transfer and will be covered under the Transfer policy for Team Rainbow. For details you can refer the policy at myWipro-> My Policies -> India->My Travel>Transfer Policy-Team Rainbow.

d. Campus joiners would not be eligible for accommodation at the Wipro guest houses.

Please note in the event that the employee leaves the organization within 6 months from the date of joining, all payments processed under Joining & Relocation Entitlements shall be recovered from the employee at the time of exit.

SUMMARY SOCIAL SECURITY & OTHER BENEFITS*

Medical

1. Medical Assistance Program (MAS)**: This is a medical scheme covering you, your spouse and your children to the extent of Rs.15000 per annum. **This scheme is not applicable for employees covered under the Employee State Insurance Act (ESI).** This limit will be prorated based on your joining and exiting months in a financial year. The amount mentioned as Medical allowance in your salary stack is a notional figure and it indicates average outflow per month and per employee towards MAS. Medical is a reimbursable amount, i.e., it will be paid at actuals on making a claim.

2. Mediclaim: You are eligible for a floater coverage of Rs 2,00,000 per annum for family (self, spouse & children) towards hospitalization. There will be a deduction from your monthly payroll depending on your marital/family status towards the base sum insured premium,10% of the claim amount has to be borne by you.

   If you wish to enhance the coverage, Top up cover options are also available for a highly negotiated premium. More details on the policy are available on My Policies Section in myWipro which is accessible on joining.

   Base Medical insurance is to be availed by the employee as default. It is accounted for in deductions as a nominal monthly charge. Top-Up cover is voluntary and charged as applicable during renewal timelines.

3. Annual Health check: Company paid Annual health check-up program is available for employees above 40 years of age.

Gratuity Benefit**: Up to Rs. 20,00,000

This provides you a lump sum benefit up to a maximum of INR 20 LPA to be calculated and payable as per applicable laws

Survivor Benefit Pension Program**:

The Survivor Benefit Plan's objective is to provide a monthly income to the surviving spouse and children of an employee, in the unfortunate event of death while in service. The pension payable is based on last drawn basic salary at the time of death, number of years till retirement, number and age of surviving members.

E.g. If an employee is in Grade B3 with basic of Rs. 15,000 per month and the remaining period before retirement at time of his death is 20 years and he has a surviving spouse and two eligible children, the supplementary Pension payable per month would be as follows: Basic * No of years to Retirement * Grade Factor * % based on number and age of surviving members.

i.e. 15,000 x 20 x 2.7%* x 80% = Rs. 6,480 per month as supplementary pension payable. *Grade Factor is a band specific predefined pension Accrual rate.

Loans:

Interest Free Loan: An interest free loan of Rs. 20,000 as per policy is available to facilitate your settling down. The amount is primarily intended to cover housing deposit/assistance towards purchase of two wheeler. This is recovered in 10 equal installments.

Contingency Loan: An Interest free contingency loan of Rs. 50,000 or two months monthly gross whichever is lower as per policy can be availed in case of contingency. This would be recovered in 20 equal installments. Any loan taken above Rs. 20,000 will be liable to tax on the notional interest cost as per CBDT rules.

** These benefits are subject to the terms and conditions of the company policy and cannot be converted to fixed cash.

1. Your Life and Accident Cover :

a. Group Personal Accident Insurance (GPAI) Program: Rs. 12,00,000 Through GPAI you are covered by way of round-the-clock risk coverage against any accidents occurring while at work or outside of work resulting in partial or total disablement or casualty. Employees can also get an extra coverage for a nominal and highly negotiated premium.

b. Group Term Life Insurance: Rs. 14, 00,000 in the unfortunate event of death on account of either accidents or natural causes, your surviving family members would be eligible for an insurance cover under this policy. This sum insured is inclusive of cover as per EDLI (Employee Deposit Linked Insurance). Employees can also get an extra coverage for a nominal and highly negotiated premium.

   Please note: More details on the above mentioned policies are available on My Policies Section in My Wipro accessible on joining. Access through My Wipro -> My Policies ->India > My Financials -> Group Life Insurance/ Personal Accident

   The policies mentioned here are policies of the Company as on date, this is subject to change in future as per policies of the Company from time to time.

2. Voluntary Superannuation Policy (VSS)

Wipro Voluntary Superannuation Plan offers an easy and convenient way to help you lead a happy and tension free life by planning your retirement. Starting contribution to pension plan at an early age gives you enough time to contribute towards building your retirement corpus and leverage the compounding interest earned by the corpus year on year. You simply have to choose the scheme that suits your investment horizon and risk tolerance.

A voluntary defined contribution Plan wherein you will have an option to enroll and choose your Pension Service Provider (PSP) within 30 days from the date of joining the company.

We currently have tie-ups with two leading PSPs to manage the superannuation funds. LIC & ICICI offer a superannuation scheme which offers interest on accumulated balance every year. ICICI Prudential also has an Unit Linked Superannuation scheme which offers you a market linked return, range of fund options to suit your risk appetite & transparent fund management.

The enrollment option can be exercised only once in the service with the organization and cannot be reversed once made. VSS enrollment window period will, also, be available once every financial year. The Company, on behalf of the member employee, shall contribute 15% of basic salary, towards the scheme selected by the member. In case 15% of basic exceeds Rs.1,50,000 per annum, member employee will have an option to restrict the contribution to Rs.1,50,000 per annum to avoid perquisite tax (perquisite tax is applicable on contributions exceeding Rs.1,50,000 every year).

Annual pension contribution amount is re-adjusted from fixed cash component and will reflect under 'Pension' component in the salary stack of the enrolled member. The accumulated contribution amount and the interest earned (or the corpus) can be utilized to avail the retirement benefits.

For further clarity, please refer the Policy on My Wipro -> My Information Sources > India -> My Financials-> Deferred Benefits-> Voluntary Superannuation Scheme. After reviewing the related documents if you wish to enroll into VSS, please log onto My Wipro-> My data->My Financials-> Pension, and exercise the option within 30 days of joining the Company. In case you miss enrolling into VSS in this window period, you can do the same in the window period that is available for all employees once every financial year.

☑ **Signature** BATRAJU KUSUMA NAGA LALITHA 28/8/2021 7:40 PM
(checking the checkbox above is equivalent to a handwritten signature)

Registered Office:
Wipro Limited
Doddakannelli
Sarjapur Road
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India

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Veísion:	4.2	Effective Date	10/29/2020
Contact	HR I˝eam	Email	galaxeindiahí@galaxe.com

O˜˜ER LE I˝I˝ER

Píivate & Confidential
Ref:
Dated: 1st September, 2021

Ms. Batta Hema Sundari
Kappaladoddi, AP

Deaí Batta Hema Sundari,

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 July, 2022. Please aííive at 9:00 AM on youí fiíst day of Employment at the following location to complete Onboaíding woík and new hiíe oíientation.

GalaxE.Solutions India Pvt. Ltd.
1st Flooí, Voyageí Block,
Inteínational I˝ech Paík Ltd.,
Whitefield Main Road,
Bangaloíe – 560066, INDIA.

Compensation and Benefits

a) Youí Annual CI˝C is Rs. 450,650/- p.a. Foí detailed bíeakup please íefeí to Annexuíe 1.
b) GalaxE offeís wide-íange of Employee benefits and foí moíe details please íefeí to Annexuíe 2.
c) You will be íequiíed to enteí into a tíaining contíact with the company. I˝he contíact teíms would include 36 months commitment fíom youí side. You will be liable to pay to the company ₹ 150000/- as tíaining fees if you wish to leave the company within the 36 months peíiod.

Place of Woík

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CONFIDENI˝IAL

Unit No. A, 1st Flooí, Voyageí Block, Inteínational I˝echnology Paík Ltd.(II˝PL) Whitefield Road, Bangaloíe – 560 066, INDIA
Phone: +91-80-4084 7777, +91-80-4142 9100, Fax: +91-80-4115 8509, www.galaxe.com

Youí place of posting will be Bangaloíe, howeveí, based on the business needs you may be 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 honoíed as 2012 I˙echnology Company of the Yeaí by Automation Alley, Michigan's laígest technology business association. **GalaxE.Solutions®, Inc. (GalaxE**), is an industíy leadeí in designing and deploying business píocesses and suppoíting systems that enable clients to tíansact and shaíe infoímation acíoss inteínal netwoíks and the Inteínet, taígeting Business íesults, competitiveness and efficiency.

With state-of-the-aít deliveíy centeís thíoughout Noíth Ameíica, Euíope, and Asia, GalaxE.Solutions leveíages its expeítise in píofessional technology, staffing, and managed seívices to deliveí quality solutions foí the most demanding business and useí íequiíements.

GalaxE.Solutions is headquaíteíed in Someíset, NJ; with offices located in Detíoit, MI; Bangaloíe, Noida, and Hydeíabad, India; I˙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 íecognition, facilitating fasteí caíeeí gíowth. We empoweí eveíy team membeí to make a positive diffeíence.

Employee Expeíience to the Poweí of GalaxE

At GalaxE.Solutions, people make all the diffeíence. Eveíy Employee is consideíed a valuable asset. We aíe an innovative Oíganization with constant focus on the gíowth and achievement of all of ouí Employees. We staít with a píoven íoad-map foí cíeating a high peífoíming Oíganization by hiíing top peífoímeís fíom acíoss the industíy and the globe. Eveíy Employee is hiíed because they aíe one of the best at what they do- we call them Game Changeís. Once on boaíd, we nuítuíe each Employee as an individual peíson with the goal of píoviding a successful, gíowing caíeeí. I˙he open and tíanspaíent woík cultuíe collectively boosts each of us towaíds the next level of competition and customeí choice. Ouí people-centíic appíoach píovides a level of challenge and oppoítunity thatmost companies will neveí íeach.

At GalaxE.Solutions, we aíe constantly on the lookout foí high peífoíming, self-motivated, and dedicated candidates to develop and deliveí next geneíation solutions cateíing to the diveíse I˙ needs of ouí píestigious clients.

EpEx (Employee Expeíience) 2013 is an initiative by GalaxE to enhance Employee expeíience.

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I˝he objectives of this initiative aíe

- Make GalaxE a Gíeat place to Woík
- Cíeate an enviíonment in which Employees aíe empoweíed
- Deliveí exceptional value to the client
- Incíease client satisfaction
- Gíow the fiím as an industíy leadeí

I˝híough this initiative GalaxE aims at cíeating woík life balance foí its Employees Ouí

Coíe Values

- Deliveí Excellence – Exceed expectations
- Build I˝íust – I˝híough honesty, accountability, tíanspaíency & accessibility
- Be a People Peíson – I˝íeat eveíyone with high dignity and íespect
- Cíeate Value – Cíeate and constantly deliveí moíe value
- Innovate – Díeam, Innovate, Cíeate
- Own it – I˝ake Owneíship

Woík Enviíonment:

We aíe committed to total customeí satisfaction and stíive togetheí to deliveí top-quality, custom-fit solutions foí ouí clients. I˝he excellent íelationship we enjoy with ouí clientele stems fíom the íobust woík enviíonment. We stíive to maintain high standaíds of integíity and íeliability in all ouí inteíactions and this diíectly tíanslates into a highly inspiíing woík enviíonment.

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 oppoítunitiesand L & H1B visa sponsoíship's.

Employment

I˝eíms Píobation

Peíiod

You will be on píobation foí a peíiod of six months fíom the date of joining. Youí Employment will be confiímed automatically at the end of this peíiod without any fuítheí communication (wíitten oí veíbal). Howeveí, if theíe is any change, the same will be communicated on oí befoíe the end of this píobation peíiod.

Notice Peíiod/I˝eímination:

I˝he wíitten notice íequiíed foí teímination of Employment will be 3 months' notice fíom the Employee's side and 1 month notice fíom the Employeí's side

I˝he Company íeseíves the íight to teíminate the Employment, if the Employee is píevented fíom peífoíming his/heí duties on account of Employee's continued ill-health.

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Notwithstanding any otheí teím of this letteí, the Company shall have the íight to teíminate the Employment foíthwith without any notice oí payment in lieu of notice on disciplinaíy gíounds in case of Employee's píoven gíoss misconduct, oí foí contíavention of any of the Policies, oí in the event of the Employee being held guilty of any cíime oí any otheí act involving moíal tuípitude, oí foí bíeach of any mateíial píovision of this Agíeement

In the event of the teímination of the Employment, the Employee shall immediately (i) íetuín to the Company all documents and any copies theíeof and all Confidential Infoímation and otheí píopeíty/mateíial of whatsoeveí natuíe belonging to the Company in his/heí possession íelated to and connected with the business and the affaiís of the Company, and (ii) pay to the Company all amounts, if any, that become due fíom the Employee to the Company undeí this Agíeement. Upon teímination of Employee's Employment the Employee shall obtain cleaíance fíom the íelevant peíson(s), depaítment(s) on píoduction of which alone the Employee's dues, if any, will be cleaíed by the Company

Absence foí a continuous peíiod of five days without píioí appíoval of youí supeíioí, (including oveístay on leave / tíaining) would íesult in youí losing youí lien on the seívice and the same shall automatically come to an end without any notice oí intimation except in situations wheíe the employees is in a medical emeígency foí self.

Leave

Annual Eaíned leave: Employees aíe entitled to paid leave of twelve (12) woíking days in onecalendaí yeaí.

Holidays: Employees aíe entitled to ten (10) days of paid public holidays in one calendaí yeaí. Fuítheí, the Employee shall be entitled to avail such otheí holidays, including those on weekends,which may be specified by the Policies.

Casual Leave: Employees aíe entitled foí 6 days of Casual leaves eveíy calendaí yeaí. I'his categoíy of leave cannot be encashed oí caííied foíwaíd i.e. they will lapse at the end of each calendaí yeaí

Medical Leaves: Employees aíe entitled foí 6 days of Casual leaves eveíy calendaí yeaí. I'his categoíy of leave cannot be encashed oí caííied foíwaíd i.e. they will lapse at the end of each calendaí yeaí

Woíking Houís

I'otal woíking houís peí week is 48 houís. I'he geneíal woíking houís will be 9.00 a.m. to 6.30 p.m. Monday to Fíiday, with 30 minutes lunch bíeak. Howeveí, the staít and end timings aíe subject to change as peí the business íequiíements.

Retiíement

All Employees of GalaxE.Solutions will íetiíe fíom the seívices of the Company on íeaching the age of 58 yeaís.

Past Recoíd

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If any declaíation oí infoímation fuínished by the Employee to the Company píoves to be false oí misleading in any íespect oí if the Employee is found to have wilfully suppíessed any mateíial infoímation, the Employee's seívices shall be liable to be teíminated by the Company foíthwith without assigning any notice oí compensation whatsoeveí.

Employment duties

GalaxE.Solutions heíeby employs the Employee and the Employee accepts such Employment in the capacity **Associate Developeí** at **Bangaloíe** to peífoím the Job Descíiption on the teíms and conditions set out heíein. Ī'he Employee agíees that depending on Company's business íequiíements the Job Descíiption may be modified by the Company fíom time to time. Ī'he Employee shall also peífoím such otheí and uníelated seívices and duties as may be assigned to him fíom time to time by the Company.

Ī'he Employee shall be bound by and shall comply with all policies, standaíds and íegulations established by the Company fíom time to time (as the same may be amended by the Company), and shall peífoím his/heí duties and íesponsibilities faithfully, diligently, and to the best of his/heí ability with due caíe and caution.

Ī'he Employee shall diíect his/heí best effoíts to píomote the inteíests of the Company, its opeíations and all its activities.

Ī'he Employee shall opeíate out of the Company's facility at IĪ'PL Bangaloíe and shall woík foí such houís as may be íeasonably íequiíed foí the píopeí dischaíge of his/heí duties.

Ī'he Employee shall not take advantage of any business oppoítunity of which the Company oí any of its subsidiaíies oí affiliates may be consideíing taking advantage of, oí have decided to take advantage of, oí may take advantage of, if píesented with the oppoítunity noí shall the Employee deíive any advantage oí benefit in any otheí manneí except foí and on behalf of the Company and with its knowledge.

Intellectual Píopeíty Rights

All computeí softwaíe, píogíams, inventions, designs, impíovements, oí píocesses, which the Employee may make oí devise eitheí alone oí jointly with otheís duíing the teím of this Agíeement, peítaining to the opeíations oí business of the Company, and aíising out of the woík oí íesponsibilities peífoímed by the Employee undeí this Agíeement and all intellectual píopeíty theíein (collectively "Intellectual Píopeíty") shall belong exclusively to the Company and the Employee shall neitheí have noí be entitled to make any claims in íespect theíeto.

Foí the puíposes of above, the Employee shall píomptly disclose and deliveí to the Company all infoímation and data in his/heí possession, necessaíy to facilitate and impaít a full and complete undeístanding of the Intellectual Píopeíty. Ī'he Employee shall also assist the Company in eveíy way, without any chaíge but at the cost and expense of the Company, in obtaining píotection foí said Intellectual Píopeíty in India and otheí countíies.

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I´he Employee heíeby confiíms and agíees that the Company is and shall be the sole and exclusive owneí, whetheí by viítue of an assignment, tíansfeí oí otheíwise, of all píesent and futuíe Intellectual Píopeíty accíuing to the Employee in any manneí and in all mateíial wíitten oí devised by the Employee peítaining to the opeíation oí business of the Company and íesulting fíom oí aíising out of any woík which the Employee shall have caííied out puísuant to his/heí Employment and of all íights of action foí damages foí infíingement of the Intellectual Píopeíty. I´he Employee iííevocably and unconditionally undeítakes and confiíms to execute, upon íeceipt of a íequest fíom the Company to that effect, all necessaíy and adequate documents to confiím the same.

I´he Employee undeístands that foí the Intellectual Píopeíty to vest in the Company as envisioned by above, he may be íequiíed to make an assignment of the Intellectual Píopeíty by execution of appíopíiate and adequate documents. I´he Employee heíeby assigns to the Company all píesent and futuíe Intellectual Píopeíty which may accíue to him in any manneí and in all mateíial wíitten oí devised by the Employee peítaining to the opeíation oí business of the Company and íesulting fíom oí aíising out of any woík which the Employee shall have caííied out puísuant to his/heí Employment and also assigns all íights of action foí damages foí infíingement of the Intellectual Píopeíty.

I´he Employee heíeby iííevocably and unconditionally waives any and all íights undeí any law, in any juíisdiction, in and to any and all Intellectual Píopeíty wíitten, cíeated oí devised by him whetheí solely oí jointly and peítaining to the opeíation oí business of the Company and íesulting fíom oí aíising out of any woík which the Employee shall have done puísuant to his/heí Employment with the Company.

I´o the extent that the Employee intends to use any thiíd paíty píopíietaíy softwaíe ("I´hiíd Paíty Softwaíe"), the Employee must identify in wíiting the píoposed I´hiíd Paíty Softwaíe to the Company and obtain wíitten appíoval of the Company píioí to the use of such I´hiíd Paíty Softwaíe. If such píioí wíitten appíoval is píovided by the Company, the Employee íepíesents and waííants that he has good and clean title to use the I´hiíd Paíty Softwaíe and that Employee is not infíinging upon any patents, tíademaíks oí copyíights oí violating tíade secíets oí otheí confidential infoímation in using such softwaíe. I´he Employee heíeby gíants to the Company oí its customeís, all íights the Employee has to use such I´hiíd Paíty Softwaíe, and, to the extent possible, an iííevocable, non-tíansfeíable, íoyalty-fíee license to use the I´hiíd Paíty Softwaíe. If the Company oí its customeís must obtain a license fíom such thiíd paíty to use oí distíibute the I´hiíd Paíty Softwaíe, the Employee agíees to use the Employee's best effoíts to obtain such a license on behalf of and foí the Company oí its customeís. If the Company does not píovide wíitten authoíization to use the I´hiíd Paíty Softwaíe, the Employee shall not use the I´hiíd Paíty Softwaíe in íendeíing its seívices to the Company oí its customeís.

I´o the extent that the Employee intends to use any píopíietaíy softwaíe developed by the Employee ("Employee Softwaíe"), the Employee must identify in wíiting to the Company and its customeís the Employee Softwaíe, and obtain wíitten appíoval of the Company píioí to the use of the Employee Softwaíe. If such píioí wíitten appíoval is píovided by the Company, the Employee íepíesents and waííants that he has good and clean title to use the Employee Softwaíe and that Employee is not infíinging upon any patents, tíademaíks oí copyíights oí violating tíade secíets oí otheí confidential

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infoímation in using the Employee Softwaíe. Fuítheí, Employee agíees to heíeby assign to the Company oí its customeís all íights, title and inteíest to the Employee Softwaíe. If desiíed by Employee and only if Employee made such píioí disclosuíe and obtained píioí wíitten consent fíom the Company, Company oí its customeís shall píovide a non-exclusive, non-tíansfeíable, íoyalty-fíee license to the Employee to use the Employee Softwaíe, howeveí, such use shall not compete with the Company's oí its customeís' use of the softwaíe. If the Employee does not disclose the Employee Softwaíe to the Company and its customeís, oí if the Company does not píovide wíitten authoíization to use the Employee Softwaíe, the Employee shall not use the Employee Softwaíe in íendeíing its seívices to the Company oí Client. If the Employee uses the Employee Softwaíe without obtaining any píioí wíitten consent by the Company, Employee agíees that such Employee Softwaíe will be consideíed Intellectual Píopeíty and tíeated in accoídance with the píovisions of this Clause.

The Employee íepíesents and waííants that the disclosuíe of the Thiíd Paíty Softwaíe oí the Employee Softwaíe and its use by the Company oí its customeís, subject to the conditions mentioned above, will not in any manneí íesult in infíingement oí violations of any íights vested in any thiíd paíty including such thiíd paíty's píopíietaíy íights oí íights to intellectual píopeíty. In the event of any bíeach of this píovision of this Agíeement, the Employee agíees to defend, indemnify and hold the Company haímless fíom and against any and all liabilities, claims oí demands whatsoeveí (including expenses, couít costs and íeasonable attoíneys' fees íelated theíeto) thatmay be asseíted against the Company oí its customeís by any peíson oí entity by íeason of bíeach by the Employee of the píovisions of this Clause

The Employee acknowledges and agíees that his salaíy includes compensation foí the assignment to the Company of all intellectual píopeíty íights with íespect to the Intellectual Píopeíty, as píovided in this above

Confidentiality:

As used in this Agíeement, the teím "Confidential Infoímation" shall mean all non- public tangible and intangible infoímation íelating to the Company oí its business, affaiís, dealings oí opeíations oí the Company's customeís oí theií business, affaiís, dealings oí opeíations that is disclosed to the Employee, that the Employee píoduces, oí that the Employee has acquiíed, oí heíeafteí acquiíes duíing his Employment with the Company. Confidential Infoímation shall include by way of illustíation and not limitation, the following:

(a) Any infoímation conceíning the business accounts oí finance plans oí stíategies of the Company oí of any otheí entity which is the customeí of the Company;
(b) Any íepoít oí íeseaích commissioned by oí on behalf of the Company oí any of its íespective clients, in connection with the business oí affaiís of the Company oí any of its íespective clients;
(c) all Intellectual Píopeíty including tíade secíets, know-how and confidential tíansactions of the Company;
(d) all maíketing, píoduct development and business plans of the Company and all customeí names and lists;

(e) all píoduct design and manufactuíing infoímation, and all methods, píocesses and techniques of doing business; and

(f) any otheí infoímation which may be teímed confidential by the Company and whose dissemination may seíiously compíomise and jeopaídise the business inteíests of the Company, which has oí may have come to his knowledge duíing the continuance of this Agíeement.

Unless and until such infoímation:

(i) Is voluntaíily disseminated by the Company to the public;

(ii) Becomes paít of the public domain thíough lawful means and not as a íesult of a bíeach of this Clause; oí

(iii) Is íequiíed to be disclosed by law.

Save as may be íequiíed by law, the Employee shall not, duíing the peíiod of his Employment withthe Company oí theíeafteí foí a peíiod of 3 yeaís, use oí attempt to use, divulge, communicate oí exploit any Confidential Infoímation, diíectly oí indiíectly, paítially oí in whole, undeí any ciícumstances oí by any means, to any thiíd peíson without the píioí expíess wíitten consent of the Company. The Employee shall not, duíing the peíiod of his Employment with the Company oí theíeafteí, diíectly oí indiíectly, copy, tíansmit, íepíoduce, summaíize, quote oí make any commeícial oí otheí use whatsoeveí of any Confidential Infoímation, except as may be necessaíy to peífoím his duties as an Employee of the Company heíeundeí.

The Employee agíees and confiíms that all Confidential Infoímation is and shall íemain the píopeíty of the Company at all times and that the Employee shall keep the Confidential Infoímation in secuíe condition and íendeí all assistance íequiíed by the Company to píevent and safeguaíd against impíopeí use of the Confidential Infoímation.

The Employee acknowledges and agíees that the salaíy includes compensation foí his/heí obligations in this.

Medical fitness & Accuíacy of the testimonials and infoímation píovided

This Offeí Letteí and its continuance aíe subject to youí being and íemaining medically (physically & mentally) fit. If so íequiíed, GalaxE.Solutions (I) Pvt. Ltd. may get this confiímed by GalaxE.Solutions (I) Pvt. Ltd.'s Medical Officeí oí the Medical Píactitioneí appíoved by "GalaxE.Solutions (I) Pvt. Ltd."

The offeí is subject to Accuíacy of the testimonials and infoímation píovided by you and youí being fíee fíom any contíactual íestíictions píeventing you fíom accepting this offeí oí staíting woík on the above-mentioned date.

DECLARATION

I,_____accept this offeí of Employment with GalaxE.Solutions and agíee the teíms and conditions outlined in this letteí.

Name : _____

Signatuíe : _____

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Date : _____

ANNEXURE 1

Compensation Details:

Name: Batta Hema Sundari **Designation: Associate Developeí**		**Date of Joining: 6th October,2021** **Location: Bangaloíe**
Components	**INR (Rs.) peí Month**	**INR(Rs.) peí Annum**
Gíoss Salaíy	33,500	402,000
Ïood Voucheí	750	9,000
Píovident Ïund (Company Contíibution)	1,800	21,600
Gíatuity	--	10,550
Medical Insuíance	--	7,500
Annual CI˝C:	--	**450,650**

Gíatuity: Gíatuity will be payable in line with the statutoíy píovisions, upon sepaíation fíom the company, subject to completion of minimum of five yeaís of Employment with GalaxE.Solutions.

I˝axation: I˝axation will be goveíned by the income tax íules. I˝he company will be deducting tax at souíce as peí 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 I˝íavel Allowance

I˝his is paít 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

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Extía Food coupons can be availed by the Employee foí the tax benefit. Food coupons aíe distíibuted within 10th of eveíy month in íespective locations by finance depaítment.

Píovident Ïund

Company offeís effective PF plan foí the Employees. Ïhis tax saving is applicable when you choose to opt foí additional contíibution fíom youí end.

Conveyance allowance

Foí the compíehensive benefit of the Employee Conveyance allowance is píovided foí the Employee who extends theií stay beyond woíking houís foí woík. Similaíly, foí the Employees who woíks on Sundays and National (GalaxE) Holidays. Cab facility is píovided foí the Employees who woík late houís.

Ïood Allowance
Ïhe Employee avails the benefit of food allowance foí extend of stay beyond woíking houís to meet theií dinneí expense. Similaíly foí the Employee who woík on Satuídays, Sundays and National (GalaxE) holidays.

Otheís elements: Píofessional liteíatuíe, Ï &D, Ïelephone/Mobile bills etc.

Píe-joining Ïoímalities

As it has been explained to you duíing the inteíview stage, we may do a píe-joining backgíound veíification, which would coveí youí educational qualification, peísonal veíification, place of stay (addíess) and job expeíience (otheí than youí cuíient job as mentioned in youí application). Foí this puípose you would be íequiíed to píovide us with the necessaíy documentation. Ouí Backgíound Veíification Ïeam would contact you in due couíse to guide you thíough the píe-joining backgíound veíification píocess. Foí any queíies íelated to píe-joining foímalities you can email to síajaiah@galaxe.com.

Document Checklist:

Please submit one set photocopy of all the documents mentioned below:

- Photocopy of Educational ceítificates and all semesteí maík sheets
- Ïwo íecent passpoít size photogíaphs
- Passpoít copy
- Pan caíd copy
- Documents suppoíting existing/píevious visas & oveíseas tíavel

We feel you will make a substantial impact upon the futuíe diíection and success of ouí Company.We look foíwaíd to youí joining us

Please feel fíee to contact Mamatha Bandam on phone +91-80-41429677 foí any claíifications oí assistance íelated to compensation and benefits and Sam Rajaiah on phone +91-80-41429734 foí any claíifications oí assistance íelated to Píe Onboaíding documentation.

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Please sign and íetuín to the undeísigned the duplicate copy of this letteí signifying youí acceptance.

Foí GalaxE.Solutions India Pvt. Ltd.

Sangeeta Bhaíat
Associate VP - Recíuitment

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This version of Chrome is no longer supported. Please upgrade to

Gmail Search mail 17 - 422 10/182

Compose

Inbox 73
Starred
Snoozed
Sent
Drafts 4
More

Meet
New meeting
Join a meeting

Hangouts
ece +

No recent chats
Start a new one

Fwd: Welcome to TCS Xperience : V Session - 1st Connect at 4:00 PM(Tc 05th Aug 2021) - In Campus Candid

Mahendra Mahi <mahendra1064270@gmail.com>
to me

-------- Forwarded message --------
From: **Vijayadurga Battina** <vijayadurgabattina@gmail.cor
Date: Sat, Oct 9, 2021, 10:13 AM
Subject: Fwd: Welcome to TCS Xperience : Virtual Joining F July 2021 (DOJ: 05th Aug 2021) - In Campus Candidates (Y
To: <mahendra1064270@gmail.com>

-------- Forwarded message --------
From: **Parna Sarkar** <parna.sarkar@tcs.com>
Date: Mon, 12 Jul, 2021, 11:42 pm
Subject: Welcome to TCS Xperience : Virtual Joining Forma 2021 (DOJ: 05th Aug 2021) - In Campus Candidates (YOP 2
To:

Private and Confidential

Battina Vijaya Durga
1748 1A0422
7981474942

Offer: Computer Consultancy
Ref: TCSL/CT20203309428/Hyderabad
Date: 10/01/2021

Ms. Vijayadurga Battina
Near Degree College Ramu Buldings Door No:2-42,
Degree College,
Kaikalur-521333,
Andhra Pradhesh.
Tel# -6300887667

Dear Vijayadurga Battina,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be assigned a role in the **Engineering & Industrial Services and Internet of Things (EIS & IOT)** Unit, which is subject to change as per the business requirements of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year.Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

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PERFORMANCE PAY

Monthly Performance Pay
You will receive a monthly performance pay of **₹1,700/-**. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

Quarterly Variable Allowance
Your variable allowance will be **₹600/-** per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

Quarterly Variable Allowance is subject to review on your first anniversary and may undergo a change based on the actual performance of the Company, your business unit and your own ongoing individual performance. The payment is subject to your being active on the company rolls on the date of announcement of Quarterly Variable Allowance.

This Pay/Allowance shall be treated as productivity bonus in lieu of statutory profit bonus.

Performance Pay will be effective upon successful completion of the TCS Xplore Programme.

CITY ALLOWANCE

You will be eligible for a City Allowance of **₹200/-** per month. This is specific to India and is linked to your base branch. In the event of a change in your base branch this amount may undergo a change. It will stand to be discontinued while on international assignments. This allowance is fully taxable and subject to review.

XPLORE/ LEARNING INCENTIVES

You will be eligible for Readiness Incentive AND/ OR Competency Incentive, basis your performance in TCS Xplore Program. The incentives gives you an additional earning potential of upto Rs.60,000 over and above your CTC during the first year.

OTHER BENEFITS

Health Insurance Scheme
TCSL brings the benefit of health insurance cover to you and your dependants under the company's Health Insurance Scheme(HIS).

HIS offers the following benefits:

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RETIRALS

Provident Fund

You will be a member of the Provident Fund as per the provisions of "The Employees Provident Fund and Miscellaneous Provisions Act, 1952", and TCSL will contribute 12% of your basic salary every month as per the provisions of the said Act.

Gratuity

You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

TERMS AND CONDITIONS

1. **Aggregate Percentage Requirements**

   Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above (or equivalent CGPA as per the conversion formula prescribed by the Board / University) in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and highest qualification (Graduation/ Post Graduation as applicable) which includes successful completion of your final semester/year without any pending arrears/backlogs. As per the TCSL eligibility criteria, marks/CGPA obtained during the normal duration of the course only will be considered to decide on the eligibility.

   As communicated to you through various forums during the recruitment process, your appointment is subject to completion of your course within the stipulated time as specified by your University/Institute and as per TCSL selection guidelines.

   It is mandatory to declare the gaps/arrears/backlogs, if any, during your academics and work experience. The management reserves the right to withdraw/revoke the offer/appointment at any time at its sole discretion in case any discrepancy or false information is found in the details submitted by you.

2. **Pre requisites for Joining**

   To enable your readiness to work on assignments upon joining, we have put together a comprehensive learning program named TCS Xplore which is made available to you digitally. This foundation program will include Online learning content, Webinars, practice sessions & proctored assessments. Further to accepting this Offer letter, you are required to enroll for the TCS Xplore Program and start your learning journey with TCSL. TCSL will make Xplore program available for you upon your offer acceptance. Please note that your joining is subject to successful completion of your TCS Xplore program including the proctored assessment. We encourage you to complete your pre-learning, through TCS Xplore, well before your expected date of joining to avoid delays in onboarding.

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confirmed employee of TCSL, you are not permitted to undertake any other employment, business, assume any public or private office, honorary or remunerative, without the prior written permission of TCSL.

9. Confidentiality Agreement

As part of your acceptance of this appointment as an employee with TCS you are required to maintain strict confidentiality of the intellectual property rights protected information and other business information of TCS and its clients which may be revealed to you by TCS or which may in the course of your engagement with TCS come your possession or knowledge unless specifically authorized to do so in writing by TCS. This Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

10. Service Agreement

As TCSL will be incurring considerable expenditure on your training, you will be required to execute an agreement, to serve TCSL for a minimum period of 1 year after joining, failing which, you (and your surety) will be liable to pay TCSL ₹50,000/-towards the training expenditure. Service agreement duration of one year refers to continuous service of 12 months from date of joining TCSL and excludes the duration of Leave without pay (LWP) and/or unauthorized absence, if any.

11. Overseas International Assignment Agreement

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related documents pertaining to the international assignment for which you are being placed In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period clause mentioned below.

This is to ensure that the knowledge and information gained by you during your assignment is shared and available to TCSL and its associates.This transfer of knowledge and information is essential for TCSL to continue to serve its clients and customers better.If you are deputed internationally for training,you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of training.

12. Terms and Conditions

The above terms and conditions are specific to India and there can be changes to the said terms and conditions in case of deputation on international assignments.

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including termination of traineeship/service without notice.

19. Submission of Documents

Please note that you should initiate and complete the upload of mandatory documents on the nextstep portal as soon as the offer letter is accepted (subject to availability of the documents)

Please carry the below listed **Original** Documents for verification on your joining day.

- Permanent Account Number (PAN) Card - You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary
- Aadhaar Card
- Standard X and XII/Diploma mark sheets & Certificate
- Degree certificate/Provisional Degree Certificate and mark sheets for all semesters of Graduation
- Degree certificate and mark sheets for all semesters of your Post Graduation(if you are a Postgraduate)
- Overseas Citizenship of India (applicable if you are not an Indian Nationality). For Srilankan Refugee, a Refugee Identity card along with Work Permit is required
- Birth Affidavit on Rs100 stamp paper, if Birth Certificate not in English
- Any other affidavits on Rs100 stamp paper if applicable (name affidavit for multiple names, signature affidavits, address affidavits etc.)
- Passport / Acknowledgement letter of passport application
- Gap/Break in career affidavit on Rs100 stamp paper, if gap is more than 6 months
- 4 passport sized photographs
- Medical Certificate (Should be made on the format provided by TCS along with the Joining letter)
- An affidavit/notarized undertaking (Non-Criminal Affidavit, should be made on the format provided by TCSL) stating :
  *There is no criminal offence registered/pending against you
  *There is no disciplinary case pending against you in the university

- If you were employed, a formal Relieving letter & Experience letter from your previous employer

The original documents will be returned to you after verification.

In addition to the above original documents, Please carry Xerox copies of the below documents

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24. Data Privacy Clause:

(a) Your personal data collected and developed during recruitment process will be processed in accordance with the TCS Data Privacy Policy. The personal data referred therein are details related to contact, family, education, personal identifiers issued by government, social profile, background references, previous employment and experience, medical history, skillset, proficiency and certifications, job profile and your career aspirations.

(b) It will be processed for various organizational purposes such as recruitment, onboarding, background check, project assignment, performance management, job rotation, career development including at leadership level, diversity and inclusion initiatives, global mobility, wellness program, statutory and legal requirements and specific organizational initiatives in force during your tenure in TCS.

(c) After you join TCS, there would be more sets of Personal Information (PI) attributes processed for various legitimate purposes. All of it will be processed with compliance to applicable laws and the TCS Data Privacy Policy. In some scenarios of your PI processing, you will be provided with appropriate notice and/or explicit consent might be obtained from time to time.

(d) For the purposes mentioned above, your required PI may be shared with specific vendor organizations who provide services to TCS, e.g. background check, health insurance, counselling, travel, transport and visa, payroll services, associate engagement activities, and financial and taxation services.

(e) As TCS is a global company, your PI may be shared with entities outside India, limited for the purposes mentioned above and/or in this offer letter.

(f) In case of oversees deputation, available privacy rights would be governed as per regulatory provisions and / or TCS policies/notice provided applicable at your overseas location.

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TATA

GROSS SALARY SHEET

Annexure 1

Name	Vijayadurga Battina
Designation	Assistant System Engineer-Trainee
Institute Name	Gudlavalleru Engg. College, A P

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
Retention Incentive	NA	0
TOTAL GROSS	27,415	3,36,877
Xplore/ Learning Incentive****		Upto 60,000

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore Program.

**The Performance Pay is applicable upon successful completion of the TCS Xplore Program.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

**** Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
GROSS BOUQUET OF BENEFITS	7,646	91,752

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Annexure 3

Confidentiality and IP Terms and Conditions

Confidentiality and IP Terms and Conditions - Annexure 3:

1. **Confidential Information**
   "Confidential Information" shall mean all Inventions and Know-how, information and material of TCS (including for avoidance of doubt any Confidential Information of its Clients) that comes into the possession or know of the Associate and shall include the following:

   (a) Any and all information processing programs, software, properties, items, information, data, material or any nature whatsoever or any parts thereof, additions thereto and materials related thereto, produced or created at any time by TCS or the Associate in the course of or in connection with or arising out of the Associate's association with TCS. Program/Software shall mean source code and/or machine instructions wherever resident and on whatever media and all related documentation and software.

   (b) All other information and material of TCS relating to design, method of construction, manufacture, operation, specifications, use and services of the TCS equipment and components, including, but not limited to, engineering and laboratory notebooks, reports, process data, test data, performance data, inventions, trade secrets, systems, software, object codes, source codes, copyrighted matters, methods, drawings, computations, calculations, computer programs, narrations, flow charts and all documentation therefore and all copies thereof (including for avoidance of doubt any such material belonging to the Clients of TCS).

   (c) Corporate strategies and other confidential and proprietary material and information, which could cause competitive harm to TCS if disclosed,

   (d) Customer and prospective customer lists, and

   (e) All other information and material, which may be created, developed, conceived, gathered or collected or obtained by the Associate in the course of or arising out of the association with TCS or while in or in connection with or for the purposes of his/her association with TCS or any of the operations and entrusted by TCS to the Associate.

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4. **Prior knowledge**
Associate acknowledges that prior to his or her appointment by TCS, he or she had no knowledge of the Confidential Information of TCS and that such Confidential Information is of a confidential and secret character and is vital to the continued success of TCS's business. Associate further acknowledges that he or she is associated with TCS in a capacity in which he or she will become acquainted with all or part of such Confidential Information. In order to safeguard the legitimate interests of TCS in such Confidential Information, it is necessary for TCS to protect such Confidential Information by holding it secret and confidential.

5. **Use of third party material**
Associate expressly agrees that it shall not in the course of his or her association with TCS and while working on the premises or facilities of TCS or its Clients or in connection with the development of any intellectual property rights or work for or on behalf of TCS, use any third party material or intellectual property rights except those intellectual property rights provided by TCS or expressly authorised by TCS or without having proper authorisation or license or approval of the respective owner of such intellectual property rights.

6. **Security policies and Guidelines.**
Associate agrees to abide by and be bound by any and all policies, documents, guidelines and processes including IP, Security and Confidentiality of TCS in force from time to time whether expressly endorsed or not.

7. **Restriction on Associate's Rights**
Associate agrees that he or she shall not make, have made, replicate, reproduce, use, sell, incorporate or otherwise exploit, for his or her own use or for any other purpose, any of the Confidential Information including intellectual properties of TCS that is or may be revealed to him or her by TCS or which may in the course of his or her employment with TCS come into his or her possession or knowledge unless specifically authorized to do so in writing by TCS.

8. **No License**
TCS and Associate agree that no license under any patent or copyright now existing or hereafter obtained by TCS is granted, agreed to be granted, or implied by the terms of this Agreement, or by the disclosure to Associate of the Confidential Information.

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(e) This Confidentiality clause may not be amended except in writing signed by authorized representatives of both parties.

(f) The obligations of Associate in terms of this Confidentiality clause shall continue during the term of or in the course of the employment of the Associate with TCS and shall continue thereafter in perpetuity.

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Battu, Welcome to Mphasis Inbox ×

Mphasis <welcome2.mphasis@mphasis.com>
to me

Wed, Aug 18, 2021, 12:56 AM

Mphasis
The Next Applied

Dear Battu,

We are delighted to have you joining the Mphasis family on **Aug 19, 2021**. Please find below the joining location (on-boarding) details.

Virtual Video Induction: Link to join the induction session will be sent to you by the Onboarding partner before 10 am on your Date of joining.

Address given below is only for other communication purposes:

Mphasis Limited, Upper Ground Floor to Level 1, 3, 4th
'A' wing, 5, Tower IV, Cyber City
Magarpatta, Hadapsar
Pune, Maharashtra 411028
India

Contact Person: Musfica Begum
Contact Details: 020-2066170054
Mobile Number: 7820970279

423
11
182

TATA

B. Sudheer
17481A0424
phn.no:- 89784514
(C.W)

Offer: Computer Consultancy
Ref: TCSL/CT20203326405/Hyderabad
Date: 11/01/2021

Mr. Sudheer Bezawada
2-53,Chirrikurapadu,Prakasam District,
Chirrikurapadu,
Ongole-523271,
Andhra Pardresh.
Tel# 91-9133731422

Dear Sudheer Bezawada,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be assigned a role in the **Engineering & Industrial Services and Internet of Things (EIS & IOT)** Unit, which is subject to change as per the business requirements of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year.Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

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TCS Careers Servicelinc

Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of **₹14,784/-** per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

1. **House Rent Allowance (HRA)**
   Your HRA will be **₹5,914/-** per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. **Leave Travel Allowance**
   You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

3. **Food Card**
   You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias.As per the Pre-Defined structure you will be eligible for a Food Card with an amount of **₹500/-** being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.

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OTHER BENEFITS

Health Insurance Scheme
TCSL brings the benefit of health insurance cover to you and your dependants under the company's Health Insurance Scheme(HIS).

HIS offers the following benefits:

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1. **Basic Cover**

   i. Entitlement - Includes domiciliary expenses up to ₹6,000/- per insured person per annum and basic hospitalization expenses up to ₹2,00,000/- per insured person per annum.

   ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

2. **Higher Hospitalisation**

   Coverage under Higher Hospitalisation is mandatory. Under this scheme, you and your enrolled dependents will be automatically covered under Higher Hospitalisation benefits.

   i. Entitlement - You and your enrolled dependants will be entitled for ₹12, 00,000/- as a family floater coverage towards hospitalisation expenses, over and above the individual basic coverage.

   ii. Premium - For Higher Hospitalisation, a part of the premium will be recovered from your salary and the differential premium will be borne by TCSL.

Maternity Leave

Women employees are eligible to avail maternity leave of twenty six weeks. Adopting or commissioning mother,may avail maternity leave for twelve weeks. For more details on the benefits and eligibility, once you join, please refer TCS India Policy - Maternity Leave.

Tata Sons and Consultancy Services Employees' Welfare Trust (TWT)

You will become a member of the TWT, on completion of continuous association of one year from the date of joining TCSL. A nominal annual membership fee of ₹250/- will be recovered from you for the same. The Trust provides financial assistance by way of grants/ loans in accordance with the rules framed by the Trust from time to time for medical and educational purposes and in case of death of members while in service.

Loans

You will be eligible for loans, as per TCSL's loan policy.

Professional Memberships

You will be eligible for reimbursement of expenses towards professional membership as per TCSL's policy.

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You will be a member of the Provident Fund as per the provisions of "The Employees Provident Fund and Miscellaneous Provisions Act, 1952", and TCSL will contribute 12% of your basic salary every month as per the provisions of the said Act.

Gratuity
You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

TERMS AND CONDITIONS

1. **Aggregate Percentage Requirements**
   Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above (or equivalent CGPA as per the conversion formula prescribed by the Board / University) in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and highest qualification (Graduation/ Post Graduation as applicable) which includes successful completion of your final semester/year without any pending arrears/backlogs. As per the TCSL eligibility criteria, marks/CGPA obtained during the normal duration of the course only will be considered to decide on the eligibility.

   As communicated to you through various forums during the recruitment process, your appointment is subject to completion of your course within the stipulated time as specified by your University/Institute and as per TCSL selection guidelines.

   It is mandatory to declare the gaps/arrears/backlogs, if any, during your academics and work experience. The management reserves the right to withdraw/revoke the offer/appointment at any time at its sole discretion in case any discrepancy or false information is found in the details submitted by you.

2. **Pre requisites for Joining**
   To enable your readiness to work on assignments upon joining, we have put together a comprehensive learning program named TCS Xplore which is made available to you digitally. This foundation program will include Online learning content, Webinars, practice sessions & proctored assessments. Further to accepting this Offer letter, you are required to enroll for the TCS Xplore Program and start your learning journey with TCSL. TCSL will make Xplore program available for you upon your offer acceptance. Please note that your joining is subject to successful completion of your TCS Xplore program including the proctored assessment. We encourage you to complete your pre-learning, through TCS Xplore, well before your expected date of joining to avoid delays in onboarding.

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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

3. **Training Period**

You will be required to undergo class room and on the job training in the first twelve months (including the TCS Xperience Programme as set out herein below), during which period you will be appraised for satisfactory performance during/after which TCSL would normally confirm you.

This confirmation will be communicated to you in writing. If your performance is found unsatisfactory during the training period, the company may afford you opportunities to assist you and enable you to improve your performance. If your performance is still found unsatisfactory, TCSL may terminate your traineeship forthwith.

However, TCSL may even otherwise at its sole discretion terminate the traineeship any time if your performance is not found satisfactory. The terms and conditions of the training will be governed by TCSL's training policy. TCSL reserves the right to modify or amend the training policy.

If you remain unauthorizedly absent for a consecutive period of 3 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of TCS Xperience trainees without any further intimation/separate communication to you.

4. **Working Hours**

Your working hours are governed by applicable law. You may be required to work in shifts and/or over time depending upon the business exigencies as permitted by law.

5. **Mobility**

TCSL reserves the right to transfer you at any of its offices, work sites, or associated or affiliated companies in India or outside India, on the terms and conditions as applicable to you at the time of transfer.

6. **Compensation Structure / Salary components**

The compensation structure/salary components are subject to change as per TCSL's compensation policy from time to time at its sole discretion.

7. **Increments and Promotions**

Your performance and contribution to TCSL will be an important consideration for salary increments and promotions. Salary increments and promotions will be based on TCSL's Compensation and Promotion policy.

8. **Alternative Occupation / Employment**

Either during the period of your traineeship or during the period of your employment as a

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confirmed employee of TCSL, you are not permitted to undertake any other employment, business, assume any public or private office, honorary or remunerative, without the prior written permission of TCSL.

9. **Confidentiality Agreement**
As part of your acceptance of this appointment as an employee with TCS you are required to maintain strict confidentiality of the intellectual property rights protected information and other business information of TCS and its clients which may be revealed to you by TCS or which may in the course of your engagement with TCS come your possession or knowledge unless specifically authorized to do so in writing by TCS. This Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

10. **Service Agreement**
As TCSL will be incurring considerable expenditure on your training, you will be required to execute an agreement, to serve TCSL for a minimum period of 1 year after joining, failing which, you (and your surety) will be liable to pay TCSL ₹50,000/-towards the training expenditure. Service agreement duration of one year refers to continuous service of 12 months from date of joining TCSL and excludes the duration of Leave without pay (LWP) and/or unauthorized absence, if any.

11. **Overseas International Assignment Agreement**
If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related documents pertaining to the international assignment for which you are being placed In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period clause mentioned below.

This is to ensure that the knowledge and information gained by you during your assignment is shared and available to TCSL and its associates.This transfer of knowledge and information is essential for TCSL to continue to serve its clients and customers better.If you are deputed internationally for training,you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of training.

12. **Terms and Conditions**
The above terms and conditions are specific to India and there can be changes to the said terms and conditions in case of deputation on international assignments.

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TATA

13. TATA Code of Conduct

You are required to sign the TATA Code of Conduct and follow the same in your day-to-day conduct as an associate of TCSL.

14. Notice Period

During your tenure with TCSL, either you or TCSL may terminate your traineeship / employment under this Agreement by providing 90 days written notice. The company reserves the right, to ask you to complete the notice period or adjust the earned vacation in lieu of entire or partial notice period. If your services, behaviour and/ or performance are not found satisfactory, TCSL may terminate your services by giving notice as mentioned herein above. No notice or payment in lieu thereof shall be applicable if your services are discontinued/terminated on account of any misconduct either during your traineeship period or upon completion of the traineeship period.

You will be liable to pay TCSL ₹50,000/- in case you fail to serve TCSL for a minimum period of 1 year after joining in accordance with the Service Agreement clause.

If you are covered under International Assignment Agreement, either you or TCSL can terminate the traineeship/appointment by giving 90 calendar days written notice as set out in the Separation Policy of TCSL. TCSL reserves the right if it is in the interest of the business and current assignment, to ask you to complete your notice period.

15. Retirement

You will retire from the services of TCSL on reaching your 60th birthday as per the proof of age submitted by you at the time of joining.

16. Pre-employment Medical Certificate

You are required to submit a Medical Certificate of Fitness (in the format prescribed by TCSL) which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS to the Induction Coordinator.

17. Employment of Non Indian Citizens

In case, you are not a citizen of India, this offer is subject to your obtaining a work permit and / or any other permissions and / or documentation as prescribed by the Government of India.

18. Background Check

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining.If the background check reveals unfavourable results, you will be liable to disciplinary action

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including termination of traineeship/service without notice.

19. Submission of Documents

Please note that you should initiate and complete the upload of mandatory documents on the nextstep portal as soon as the offer letter is accepted (subject to availability of the documents)

Please carry the below listed **Original** Documents for verification on your joining day.

- Permanent Account Number (PAN) Card - You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary
- Aadhaar Card
- Standard X and XII/Diploma mark sheets & Certificate
- Degree certificate/Provisional Degree Certificate and mark sheets for all semesters of Graduation
- Degree certificate and mark sheets for all semesters of your Post Graduation(if you are a Postgraduate)
- Overseas Citizenship of India (applicable if you are not an Indian Nationality). For Srilankan Refugee, a Refugee Identity card along with Work Permit is required
- Birth Affidavit on Rs100 stamp paper, if Birth Certificate not in English
- Any other affidavits on Rs100 stamp paper if applicable (name affidavit for multiple names, signature affidavits, address affidavits etc.)
- Passport / Acknowledgement letter of passport application
- Gap/Break in career affidavit on Rs100 stamp paper, if gap is more than 6 months
- 4 passport sized photographs
- Medical Certificate (Should be made on the format provided by TCS along with the Joining letter)
- An affidavit/notarized undertaking (Non-Criminal Affidavit, should be made on the format provided by TCSL) stating :
  *There is no criminal offence registered/pending against you
  *There is no disciplinary case pending against you in the university

- If you were employed, a formal Relieving letter & Experience letter from your previous employer

The original documents will be returned to you after verification.

In addition to the above original documents, Please carry Xerox copies of the below documents

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*PAN Card (Permanent Account Number)
*Aadhaar Card (Not applicable for Nepal & Bhutan Citizenship)
*Passport
*NSR E-Card

20. TCS Xperience Program

On joining TCSL, you will be given the benefit of formal training (TCS Xperience Program) at our offices, as identified, for such period as TCSL may decide.

The said training forms a critical part of your employment with TCSL and is an ongoing process. TCSL continues to make investment on training and continuing education of its professionals. This will be of immense value to you as a professional and a large part of the ownership and commitment has to come from you.

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training. If you are requested to join TCSL inspite of you not completing the Xplore proctored assessment, you will be provided Xplore training on premise and the above said evaluation process will stand good. The evaluation criteria which will be very transparent will be used as a basis for allocating people to projects/roles. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.

21. Letter of Appointment

You will be issued a letter of appointment at the time of your joining and after completing joining formalities as per TCSL policy.

22. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from time to time.The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

23. Compliance to all clauses

You should fulfill all the terms and conditions mentioned in this letter of offer. Failure to fulfill one or more of the terms and conditions and/or failure to clear one or more tests successfully would entitle TCSL to withdraw this offer letter anytime at its sole discretion.

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TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

24. Data Privacy Clause:

(a) Your personal data collected and developed during recruitment process will be processed in accordance with the TCS Data Privacy Policy. The personal data referred therein are details related to contact, family, education, personal identifiers issued by government, social profile, background references, previous employment and experience, medical history, skillset, proficiency and certifications, job profile and your career aspirations.

(b) It will be processed for various organizational purposes such as recruitment, onboarding, background check, project assignment, performance management, job rotation, career development including at leadership level, diversity and inclusion initiatives, global mobility, wellness program, statutory and legal requirements and specific organizational initiatives in force during your tenure in TCS.

(c) After you join TCS, there would be more sets of Personal Information (PI) attributes processed for various legitimate purposes. All of it will be processed with compliance to applicable laws and the TCS Data Privacy Policy. In some scenarios of your PI processing, you will be provided with appropriate notice and/or explicit consent might be obtained from time to time.

(d) For the purposes mentioned above, your required PI may be shared with specific vendor organizations who provide services to TCS, e.g. background check, health insurance, counselling, travel, transport and visa, payroll services, associate engagement activities, and financial and taxation services.

(e) As TCS is a global company, your PI may be shared with entities outside India, limited for the purposes mentioned above and/or in this offer letter.

(f) In case of oversees deputation, available privacy rights would be governed as per regulatory provisions and / or TCS policies/notice provided applicable at your overseas location.

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Withdrawal of Offer
If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

K Ganesan
Global Head Talent Acquisition & AIP

Click here or use a QR code scanner from your mobile to validate the offer letter

Encl: Annexure 1: Benefits and Gross Salary
Annexure 2: List of TCS Xplore Centres
Annexure 3: Confidentiality and IP Terms

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TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

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TATA

Ref: TCSL/CT20203103730/1554325/Kolkata
Date: 30 August 2021

MS. VENKATA MOUNIKA BHIRAVABHOTLA
B.V.N.Prabhakar,Ab Plaza 2nd Floor,Ummadisetti Vari Street,Purnachandra Nagar Nagar,Krishna Lanka,Vi
Opp Apspdcl Power Station, Vijayawada,
Andhra Pradesh-520013.
Tel# 919030609499

Sub: Joining Letter

Dear Ms. Venkata Mounika Bhiravabhotla,

We would like to take this opportunity to extend a very warm welcome to TATA Consultancy Services Limited (TCSL) family.

We are pleased to inform you that your joining date at TCSL will be **01st October 2021** , your joining location is **Bhubaneswar** , work location is **Bhubaneswar** and your stream is **IT** . This has been provided considering your preference and business requirements.

Your wellbeing is our utmost priority in the current COVID-19 pandemic scenario across India. Keeping this in mind, and the regulations enforced by various states at this point, we have internally enabled a virtual onboarding process for our future TCSers. For the Virtual Onboarding Process, **you will not be required to physically report at the TCS offices on the date of your joining** .

TCS XP HR Team will reach out to you over email in the next few days to guide you further on the virtual onboarding process and steps to be taken to prepare yourself for onboarding.

Congratulations on completing the first phase of your learning through TCS Xplore Program. We appreciate your passion towards learning which has helped you to perform well. You are now set to experience learning through our coveted TCS Xperience Program.

TATA CONSULTANCY SERVICES
Tata Consultancy Services Ltd
Peepul Park, Technopark Campus, Kariavattom P.O., Thiruvananthapuram - 695 581, Kerala, India
Telephone : +91 471 6829400, Fax: +91 471 6829499, Website : www.tcs.com
Registered Office : Nirmal Building, 9th Floor, Nariman Point, Mumbai - 400 021
Corporate Identification Number (CIN): L22210MH1995PLC084781

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(C.W)

TATA

Ref: TCSL/CT20203103730/1554325/Kolkata
Date: 30 August 2021

MS. VENKATA MOUNIKA BHIRAVABHOTLA
B.V.N.Prabhakar,Ab Plaza 2nd Floor,Ummadisetti Vari Street,Purnachandra Nagar Nagar,Krishna Lanka,
Opp Apspdcl Power Station, Vijayawada,
Andhra Pradesh-520013.
Tel# 919030609499

Sub: Joining Letter

Dear Ms. Venkata Mounika Bhiravabhotla,

We would like to take this opportunity to extend a very warm welcome to TATA Consultancy Services Limited (TCSL) family.

We are pleased to inform you that your joining date at TCSL will be **01st October 2021** , your joining location is **Bhubaneswar** , work location is **Bhubaneswar** and your stream is **IT** . This has been provided considering your preference and business requirements.

Your wellbeing is our utmost priority in the current COVID-19 pandemic scenario across India. Keeping this in mind, and the regulations enforced by various states at this point, we have internally enabled a virtual onboarding process for our future TCSers. For the Virtual Onboarding Process, **you will not be required to physically report at the TCS offices on the date of your joining** .

TCS XP HR Team will reach out to you over email in the next few days to guide you further on the virtual onboarding process and steps to be taken to prepare yourself for onboarding.

Congratulations on completing the first phase of your learning through TCS Xplore Program. We appreciate your passion towards learning which has helped you to perform well. You are now set to experience learning through our coveted TCS Xperience Program.

12-425

TATA

Offer: Computer Consultancy
Ref: TCSL/CT20203103730/Kolkata
Date: 11/08/2021

Ms. Venkata Mounika Bhiravabhotla
41-1/2-35a,Dwaraka Nagar 3rd Lane,Beside Chaitanya School Lane,Krishna Lanka,Vijayawada-13Dwrak
Beside Chaitanya School Lane,
Vijayawada-520013,
Andhra Pradesh.
Tel# 91-9032146766

Dear Venkata Mounika Bhiravabhotla,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore/ TCS Xperience (detailed under Terms & Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited

Date: **24 Oct 2021**

Name : BODDU SIVA RAMA KRISHNA

Address : D.No: 3-40A,Dehnuvakonda
Prakasam, Andhrapradesh.

Conditional Letter of Intent – Graduate Engineer Trainee

Dear Siva Rama Krishna,

With reference to your application and subsequent interview you had with us, we intend to make an conditional offer of employment to you with **Infinite Computer Solutions** for the position of **Graduate Engineering Trainee** and on subsequent completion of your engineering graduation with no backlogs, you would be appointed as **Associate Software Engineer** with a **CTC of 3.5 LPA**

The broad terms and conditions of your employment is mentioned below:

- Upon joining your base location will be either Bangalore/Chennai, however, should be open to work in any locations of Infinite including its client locations.
- You should be open for working in any role in software services/ product development like Development or Testing, Business Analysis etc.,
- You will undergo an internship program for 10 months (may change, depending on the business requirement) at Infinite with effect from **25 Oct 2021.**
- During the internship program, you will be designated as "**Graduate Engineering Trainee**" and offered a stipend of **INR 14000** per month (inclusive of TDS).
- Upon completion of your internship /exams, you will be designated as **"Associate Software Engineer".**
- You would be required to sign a service agreement for a period of **36 months** from the start date of the internship program. If you leave the organization before the completion of the agreement period then you will have to pay penalty amount towards early exit, totaling to the amount invested by the organization on your training and skills development as mentioned in the Service Agreement.
- You would be required to submit 2 undated cheque leaves of INR 1.5 lac each from your personal/ Infinite salary account and original educational documents as per the service agreement. The same will be returned on completion of service agreement period.

On the day of your reporting, you are required to submit the following documents

1. Original documents (SSLC, PUC Marksheet, Degree/ Graduation Marks cards)
2. Photocopy of the above documents.
3. Documentary evidence of date of birth, address proof, ID proof (PAN, Passport, Aadhar Card)
4. Four passport size colored photographs
5. Copy of updated resume

The compensation structure and other terms and conditions of your employment would be as 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:_____

accenture

View Worker: Bodi Leela Prabhakar

Application Development Associate
Phone Number +91 77805 65828 (Mobile)
Email Address bodi.leela.prabhakar@accenture.com
Location Hyderabad - HDC2A

Vivek Jain
Manager
People Lead Shootu Bhat

Overview

My Career Profile Completeness

Photo	
Career Profile Complete	
Specializations	
Skills	✓
Travel Amount	
Relocation Preference	
Certification	
Languages	
Experience	✓
Education	✓
Training	
Awards and Activities	
Professional Affiliations	

My Job Profile

Job Family & Job Family Group Details	
Job Family Group	Software Engineering
Job Family	Application Development
Job Profile Details	
Management Level	12-Associate

427

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BSA Corporation Limited

BSA

Offer Letter

Date : 12/ 08 /2021

To,

Ms. BOMMIDI AKHILA
Gudlavalleru Engineering College
Gudlavalleru.

Subject : Selection as On The Job Trainee

Dear Candidate,

Congratulations.....!!!

You have been selected in campus drive on 12th August 2021. Herewith, we offer you to join BSA Corporation Ltd. Company as Trainee. You are expected to report on 3rd week of Aug to 4th Week of Aug 2021 at Chennai for Training. Your joining letter & other formalities will be completed on arrival at Chennai.

On arrival at Chennai, you can contact our person on below given numbers.

Mr.Saravanan : 96003 87972

Thanks,

For BSA Corporation Limited,

B RanjithKumar
Senior Manager – HR operations

BSA Corporation Limited
Corporate Office: 18-20, Sukhwani Fortune, Morwadi Road, Pimpri, Pune – 411018
Tel.: +91 20-27474997 Telefax: +91 20-27474962 Email: marketing@bsagroup.in Website: www.bsagroup.in

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BSA Corporation Limited

BSA

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Offer Letter

Date : 12/ 08 /2021

To,

Ms. BOYINA PADMAJA
Gudlavalleru Engineering College
Gudlavalleru.

Subject : Selection as On The Job Trainee

Dear Candidate,

Congratulations.....!!!

You have been selected in campus drive on 12th August 2021. Herewith, we offer you to join BSA Corporation Ltd. Company as Trainee. You are expected to report on 3rd week of Aug to 4th Week of Aug 2021 at Chennai for Training. Your joining letter & other formalities will be completed on arrival at Chennai.

On arrival at Chennai, you can contact our person on below given numbers.

Mr.Saravanan : 96003 87972

Thanks,

For BSA Corporation Limited,

B RanjithKumar
Senior Manager – HR operations

BSA Corporation Limited
Corporate Office: 18-20, Sukhwani Fortune, Morwadi Road, Pimpri, Pune – 411018
Tel.: +91 20-27474997 Telefax: +91 20-27474962 Email: marketing@bsagroup.in Website: www.bsagroup.in

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MOSCHIP

September 8, 2021

Dear Triveni Bura,

On behalf of MosChip Technologies Ltd., We are pleased to extend to you this offer as a Trainee. If you accept this offer, you will begin as Trainee with the Company on Start Date.

You will be paid INR 15,000/- per month as a stipend. Your training is expected to end in six months from your date of joining. However, at the sole discretion of the Company, the duration of the trainee period may be extended or shortened with or without advance notice.

During your trainee period, you may have access to confidential business information belonging to the Company. By accepting this Trainee offer, you acknowledge that you must keep all this information strictly confidential, and refrain from using it for your own purposes or from disclosing it to anyone outside the Company. In addition, you agree that, upon conclusion of your training, you will immediately return to the Company all its property, equipment, and documents, including electronically stored information. You will be considered for regular employment upon your successful completion of training program, subject to your performance and training evaluation. If you join the company as regular employee, you will be entitled to the regular employee benefits as per the policy applicable.

By accepting this offer, you agree that throughout your trainee period, you will observe all policies and practices governing the conduct of our business and employees, including our policies prohibiting discrimination and harassment. This letter sets forth the complete offer we are extending to you and supersedes and replaces any prior inconsistent statements or discussions. It may be changed only by a subsequent written agreement.

By signing this offer of agreement, you confirm to the Company that you have no contractual commitments or other legal obligations that would prohibit you from performing your duties for the Company. You are required to execute a Service Agreement for four years and six months which is includes training period. In the event of breach of agreement for the above-mentioned period, then you shall be liable to pay a sum of Rs. 8,00,000/- (Rupees Eight Lakhs only) as liquidated damages to the company.

I hope that your association with the Company will be successful and rewarding. Please indicate your acceptance of this offer by signing below and returning it. If you have any questions, please do not hesitate to contact us. We look forward to having you join the team.

Sincerely,

Trivikram Potluri
Associate Vice President - Human Resources

I accept this Trainee Offer with the Company on the terms and conditions set out in this letter.

BURA TRIVENI	B. Triveni	09-09-2021
Printed Name	Signature	Date

Moschip Technologies Limited
7th Floor, "My Home Twitza"
Hyderabad Knowledge City, Hyderabad - 500081, Telangana, INDIA
Tel. : +91 40 6622 9293, Fax : +91 40 6622 9393 www.moschip.com
ISO 9001:2015 CIN : L31909TG1998PLC032184

EMPLOYEE COMPREHENSIVE AGREEMENT

This Employee Comprehensive Agreement ("**Agreement**") is made and executed by and between

MOSCHIP TECHNOLOGIES LIMITED (formerly MosChip Semiconductor Technology Limited), a Company established under the laws of India having its place of business at 7th Floor, My Home Twitta, Plot No. - 83/A, Survey no. 83/1, TSIIC Hyderabad Knowledge City Raidurg, Panmaktha, Rangareddy, Telangana - 500081 (together with affiliates shall hereinafter be referred to as the "**Company**" which expression shall, unless it be repugnant to the subject or context thereof, include all their executors, administrators, legal representatives, successors-in-interest and assignees etc.);

And

Its employees (together all can be referred as "**Employees**" and individually referred as "**Employee**"

This Agreement is effective from the joining date of respective Employee ("Effective Date") and can be signed either physically or electronically.

A. Whereas, Company desires to employ Employee and Employee desires to be employed by Company to do work including but not limited to design, development, verification of semiconductor / embedded software / software products or providing services and consulting or/and any other support services as required for Employer, the employer's partners and clients.

B. Whereas, in connection with such employment, Employee shall be given access to, generate or otherwise come into contact with certain proprietary and confidential business and technical knowledge and information of Company, partners or clients of Company and shall be given access to employees, consultants, contractors of Company, partners or clients of Company and that the Company shall invest significant time and money on Employee to develop or invent to further its business interests.

C. Whereas, Employee and Company desires to agree upon terms and conditions of the selection process, employment and post-employment of the Employee with the Company.

Company and Employee shall be individually known as a "**Party**" and collectively known as the "**Parties**".

In reliance upon and in consideration of the following undertakings, the Parties agree as below:

1. In this Agreement, the term "**Proprietary Information**" shall mean all information disclosed to Employee by Company, and its clients, customers and vendors, which information shall include but not limited to all information, process, technique, algorithm, software program (including source code), design, drawing, formula or test data relating to any research project, work in process, future development, engineering, manufacturing, marketing, servicing, financing or personnel matter relating to the Company, its present or future products, sales suppliers, customers, employees, investors or business, whether in oral, written, graphic or electronic form, provided that such information shall not include information which Employee can demonstrate by competent written proof to be that which

Letter of Intent

Doc Ref. No.:QC20211288 Date of Issue: 12th October 2021

Dear **Krishna Sujith**,

Congratulations on your selection with QuEST! We look forward to you joining our growth journey as world's leading engineering services provider.
We are pleased to let you know that we intend to make you an offer of Employment for the role of Trainee Engineer with QuEST Global Engineering Services Pvt. Ltd.

- **Total Cost to Company (TCTC):** INR 3.00 LPA
- **One-time Retention Bonus:** INR 25000 (On completion of one year from the date of joining)
- **Location:** Any of the QuEST Global offices (as per business requirement)
- **Working Hours:** As per Location Norms
- **Probation Period:** 6 months from the date of joining
- **Service Agreement:** 2 years

You will be entitled to allowances and other benefits as per QuEST Policies. You shall receive your salary payments on the last working day of the month.

This offer of employment is subject to successful completion of:

- Background Verification Check.
- Completion of your course program with an aggregate of 65% and no standing arrears on the Date of Joining

As per QuEST's hiring process we would conduct a detailed background verification check of all the information & documents submitted by you.

For any clarifications, offer acceptance, joining confirmation & BGC form please write back to: university.relations@quest-global.com

We eagerly look forward to welcome you at QuEST.

PS: This Offer stands cancelled in case of any discrepancy found during the Background Verification or based on Academic credentials.

For QuEST Global Engineering Services Private Limited

Neha Das

Neha Das
Deputy Manager - University Relations **Candidate Signature: _____**

Disclaimer:** ***The salary package and structure will be subject to changes on business situation at the time of onboarding. This is a letter of intent to offer Employment and not a formal offer of employment. The detailed terms and conditions of employment with QuEST will be shared separately as a formal offer one month prior to your date of joining.

Annexure - I
Compensation & Benefit Details

Items	Monthly Salary (Amount in INR)	Annual Salary (Amount in INR)
Monthly Salary Components		
(A) Basic Salary	15,000	1,80,000
(B) House Rent Allowance	2,250	27,000
(C) Conveyance Allowance	-	-
(D) Leave Travel Allowance (LTA)	-	-
(E) Food Coupon	-	-
(F) Telephone/Internet Allowance	-	-
(G) Other Allowance*	3,155	37,860
(H) MONTHLY GROSS SALARY: (H = A+B+C+D+E+F+G)	20,405	2,44,860
Retirement Benefits		
(I) PF	1,800	21,600
(J) Gratuity	722	8,664
(K) RETIREMENT BENEFITS: (K = I+J)	**2,522**	**30,264**
Benefits		
(L) Medical Insurance Premium	673	8,076
(M) BONUS/Ex.GRATIA	1,400	16,800
(N) Fixed Compensation: (N = H+K+L+M)	**25,000**	**3,00,000**
(P) TOTAL COST TO COMPANY (TCC)		**3,00,000**

A one-time joining bonus of **INR 25,000** shall be paid upon successful completion of one-year service with QuEST.

Your monthly deduction from salary towards Medical Insurance premium would be INR **625**. This is as per your current Band; the amount will change accordingly in case of Band change.

You are eligible for benefits coverage as per QuEST Band. For your current Band the coverages shall be:

- Group Medical Insurance cover of INR **300000**
- Group Personal Accident Insurance cover of INR **1000000**
- Group Term Life Insurance cover of INR **1500000**
- Employee Deposit Linked Insurance cover as per statutory requirement

Note: Income tax liability of allowances / reimbursements will be considered in light of the existing tax laws. In case any tax has to be recovered for any allowances / reimbursements, either because of changes made to the law by the Govt. of India or pursuant to an order by an Income Tax Officer or any responsible officer of the Income Tax Department, then the same will be recovered from employee's salary, either with retrospective or prospective effect, as the case may be.

Declaration: All aspects of QuEST policies provided in this document are intended to provide indicative details. For Policy details, please refer to QuEST QMS on intranet. The ownership and right for implementation of these policies rests with QuEST alone. QuEST reserves the right to make changes to the policies, including but not limited to withdrawal of the same, from time to time with or without prior notice.

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HEXAWARE

10 June 2021
Chandana Manoj Kumar
T6 – B.E / B.Tech
Gudlavalleru Engineering College

Dear **Chandana Manoj Kumar,**

Congratulations! Further to your selection under Hexaware Mavericks program and your acceptance of the offer, we are pleased to offer you a position as "**Trainee**" from **10 June 2021** at **Chennai** office as per the following terms and conditions. Please note that this appointment letter supersedes all earlier letter/s issued to you and as such the earlier letter/s of appointment issued to you stand cancelled.

1. An amount of INR **15000**/-pm will be paid as stipend under Apprenticeship Act, 1961, for a period of up to **6** months i.e. during the classroom training. There will be no deduction of Provident Fund, Professional Tax and ESIC.
2. Post completion of the stipend period you will be paid salary as per the annexure attached and marked as Annexure "I".

3. The training period is of one year duration from the date of joining and shall comprise of classroom as well as on-the-job training. Upon completion of stipend period you will be re-designated as **Associate Software Engineer**. However, your on-the-job training would continue till you complete one year from the date of joining.

4. The continuation of your training and subsequent employment will be subject to you meeting the qualifying criteria during and at the end of the training period. Upon successful completion of training period you will be considered for an employment with the Company. For the sake of clarity the company may at its sole discretion evaluate you for permanent employment.

5. During the training period, if your performance is found to be unsatisfactory or if it does not meet the prescribed criteria, your training can be terminated by the Company without any notice or compensation. However, the Company reserves the right to terminate your services at any point in time on disciplinary grounds/ poor performance/ non-adherence to Company's rules and regulations and violation of any other terms of employment, without any notice or compensation.

6. In the event the company decides to hire you on permanent basis, provided you have successfully completed your training, the notice period for severance will be three months on either side or salary in lieu thereof. Salary for purpose of this clause means Basic Salary. However, the discretion to release you earlier than three months would be solely with the management. Notwithstanding anything contrary contained herein the notice period stated in this section is subject to any other agreement that the employee has entered into with the company whether in past, present or future, AND in the presence of such agreement, the

Monica Mathur

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[C.W]

HEXAWARE

Letter of Intent (LOI)

23 October 2020

Chandana Manoj Kumar
Gudlavalleru Engineering College
Vijaywada

Dear Chandana Manoj Kumar,

We are pleased to inform you that you have successfully cleared the Campus pre-selection process and have been provisionally shortlisted for employment as **"Graduate Engineer Trainee"** subject to the conditions below.

As the next step, you will undergo and successfully clear our Industry readiness program covering a foundation course on Soft skills and technical skills and one of the Centers of Excellence training programs on Digital, Fullstack, Automation, AI , ML, Analytics, MEGA and Cloud.

You agree to join Hexaware after successful completion of the program as per specified company guidelines and not participate in any other selection process of another company.

Upon Joining Hexaware, in the training period you will be entitled to the remunerations indicated below as per the role:

1. **Graduate Engineer Trainee** - Your will receive a Stipend of Rs.15000/-pm for a period of 6 months and on successful completion you will be paid a salary of Rs.3.50 Lac per annum

You are required to sign a service agreement for a period of 2 years upon joining Hexaware. You will receive a formal letter of appointment (on probation basis) with all the terms and conditions post joining the organization.

You will, at all times, will observe secrecy and confidentiality in respect of any technical, trade or business data or any other information that might come to your knowledge or possession and which, according to the company, are necessarily confidential and form valuable property of the company and not made available to the trade. Further, you will not disclose such data or information without written consent from the company to anyone other than the company's officials who are

authorized to receive the same. Even after you have ceased to be in the training, the confidentiality obligations shall be perpetual and binding on you and you shall not disclose them to anyone.

HEXAWARE

As a token of your acceptance that you have read and understood this Letter of Intent, please send in your confirmation to campusconnect@hexaware.com confirming your acceptance to joining Hexaware. You shall sign the "Non- Disclosure Agreement" (NDA) and you shall abide by the terms and conditions mentioned therein.

Yours faithfully,
For **HEXAWARE TECHNOLOGIES LIMITED**

Monica Mathur

Monica Mathur
Vice President, Recruitment-India & APAC

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BSA Corporation Limited BSA

Offer Letter

Date : 12/08/2021

To,

Ms. CHANDIKA RAMYA
Gudlavalleru Engineering College
Gudlavalleru.

Subject : Selection as On The Job Trainee

Dear Candidate,

Congratulations.....!!!

You have been selected in campus drive on 12th August 2021. Herewith, we offer you to join BSA Corporation Ltd. Company as Trainee. You are expected to report on 3rd week of Aug to 4th Week of Aug 2021 at Chennai for Training. Your joining letter & other formalities will be completed on arrival at Chennai.

On arrival at Chennai, you can contact our person on below given numbers.

Mr.Saravanan : 96003 87972

Received original copies
Ch. Ramya
Dt: 14/08/2021

Thanks,

For BSA Corporation Limited,

B RamithKumar
Senior Manager – HR operations

BSA Corporation Limited
Corporate Office: 18-20, Sukhwani Fortune, Morwadi Road, Pimpri, Pune – 411018
Tel.: +91 20-27474997 Telefax: +91 20-27474962 Email: marketing@bsagroup.in Website: www.bsagroup.in

143

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Home | Ultimate - Digitally Co... | Joining Details

https://hrdb.tataelxsi.co.in/...

TATA

Home | Info | Tasks

Chilamkurthi Hari Vardhan | Help | Sign Out

My Info | Communications | Change Password | Forms | Policies

Basic Details

Work Details

- Document Manager
- Employee Bond Details
- Joining Details
- Memberships
- Nomination
- Personal History Record
- Relatives in Company
- Reporting Hierarchy
- Rewards
- Skill Set
- Insurance Details

Career Details

Financial Details

ePayroll

Others

Leave

Attendance

Settlement

Resume

JOINING DETAILS

Offer Made Date	
Offer Accepted Date	
Joining Date	31 Aug 2021
Father Name	KOTESWARA RAO CHILAMKURTHI
Function Type	
Status	Probationer
Approval No	
Probation Period	12.00 months
Notice Period	30 Days
Recruitment Source	Campus
Hiring Firm	
Consultant	
Job Portal	
Direct Selection	
Campus Joiners	Campus Batch 2021
Is Fresher	X
Confirmation Date	28 Feb 2022
Cubicle No	

Probation Extended

Extended By 0 months

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31 August 2021

Hari Vardhan Chialamkurthi
D/No: 1-150, Near Garama Sachivalayam,
Nelakurru, Machilipatnam,
Andhra Pradesh - 521001

Dear Hari Vardhan,

We are pleased to appoint you as **Engineer** or in such other capacity as the Management of the Company shall from time to time determine, under the following terms and conditions:

1. Appointment:

You will be required to join us on **31 August 2021.**
(The Company reserves the right to advance / postpone the date of joining.)

1.1. Your date of appointment is effective from the date of joining.

2. Code of Conduct:

2.1. The Company may require you, at any time, to perform any other administrative, managerial, supervisory, technical or other functions and you will be bound to carry out such functions.

2.2. Your individual remuneration is purely a matter between yourself and the Company and has been arrived at on the basis of your job, skills, specific background and professional merit. Accordingly your salary and any changes made to it, is strictly confidential, and you shall treat it accordingly.

2.3. You shall maintain proper discipline and dignity of your office and shall deal with all matters with sobriety.

2.4. You shall maintain and keep in your safe custody such books, registers, documents and other papers as may be issued to you or may come in your possession and shall return the same when required.

2.5. You shall inform the Company of any changes in your personal data within 3 days of the occurrence of such change. Any notice required to be given to you shall be deemed to have been duly and properly given if delivered to you personally or sent by post to you at your address in India, as recorded in the Company.

Please complete the Pre-Joining formalities-REMINDER

Tata Elxsi Pre-j... 27/08/2021
to me

Dear Hari ,

Congratulations on your selection at Tata Elxsi !

Thank you for accepting our offer. As per our records, your joining date is 31 Aug 2021.As a part of the joining formalities, we are providing a link to you to update your details. This will ensure a smooth joining process.

Please click this link: https://prejoining.tataelxsi.co.in/4421

The last date by which you need to fill the data is 30 Aug 2021.

In case you need any assistance, please write to Chetan Patil(chetan.p@tataelxsi.co.in).

*** This is an automatically generated email, please do not reply. ***

With warm regards,
Talent acquisition team,
Tata Elxsi

Disclaimer: This email and any files transmitted with it are confidential and intended solely for the use of the individual or entity to whom they are addressed. If you are not the intended recipient of this message , or if this message has been addressed to you in error, please immediately alert the sender by reply email and then delete this message and any attachments. If you are not the intended recipient, you are hereby notified that any use, dissemination, copying, or storage of this message or its attachments is strictly prohibited. Email transmission cannot be guaranteed to be secure or error-free, as information could be intercepted, corrupted, lost, destroyed, arrive late or incomplete, or contain viruses. The sender, therefore, does not accept liability for any errors, omissions or contaminations in the contents of this message which might have occurred as a result of email transmission. If verification is required, please request for a hard-copy version.

Reply Reply all Forward

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TATA

31 August 2021

Hari Vardhan Chialamkurthi
D/No: 1-150, Near Garama Sachivalayam,
Nelakurru, Machilipatnam,
Andhra Pradesh - 521001

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2.5. You shall inform the Company of any changes in your personal data within 3 days of the occurrence of such change. Any notice required to be given to you shall be deemed to have been duly and properly given if delivered to you personally or sent by post to you at your address in India, as recorded in the Company.

engineering creativity

2.6. You will observe work timings and holidays as applicable to your location and place of work.

3. Training & Probationary Period:

3.1 You will be on training for the first 6 months. During the training period, you will be subject to assessment at various stages and you are expected to meet the minimum acceptable criteria for your continuity in the Company and subject to submission of Provisional Degree Certificate (PDC) of the University with **60% or 6.0 CGPA** in aggregate.

3.2 Post the above, you will be on probation for the next 6 months. On meeting the minimum acceptable criteria and on completion of the probation period, if found suitable in the appointed post, you will be confirmed in writing by the Company. The terms and conditions of this letter shall continue to bind you or as may be amended by the Company from time to time.

3.3 Based on your performance, the Company is at liberty to terminate your services, if found unsatisfactory at any time during the Training or probation period, or extended probation period, as it deems necessary.

4. Salary:

4.1. During the period of probation you will be entitled to salary and perquisites as detailed in the annexure. The Company in writing will communicate any change in compensation to you.

4.2. Compensation structure detailed in the attached annexure is for a posting in **Pune**. The compensation structure is based on location of posting and any change in compensation arising out of a change in location of posting will be communicated to you in writing.

5. Initial Posting and Subsequent Transfers:

Your initial posting can be at any of our design & development centers in **Pune**. You will be liable to transfer in such capacity as the Company may from time to time determine to any other location, department, establishment, factory or branch of the Company or subsidiary, associate or affiliate of the Company in India or abroad without claiming any extra remuneration for such transfers.

6. Leave:

6.1. You will be entitled to leave and other benefits in accordance with the rules / policies of the Company.

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7. Other Work:

7.1. Your position is a full time employment with the Company and you shall devote your whole time and attention to the Company's business entrusted to you. You will not take up any other work for remuneration (Part-time or otherwise) or work in advisory capacity or be interested directly or indirectly (except as shareholder or debenture holder) in any other trade or business during the employment with the Company without the prior written permission of the Chief Executive Officer of the Company.

8. Termination:

8.1. During the period of training / probation, your services shall be terminable by giving one month's notice or one month's basic pay in lieu thereof on either side at the sole discretion of Tata Elxsi management. On confirmation of your services in the Company, your services shall be terminable by giving three months notice or three months basic pay in lieu thereof on either side at the sole discretion of Tata Elxsi management.

8.2. In the event that you want to terminate your employment with the Company, while on a project at customer's site in India or abroad you be will required to give a minimum of 90 days notice, to enable smooth transition and transfer of technology. The actual date of release will be mutually decided with the consent of the concerned client and your superior and the said date of release shall not be unreasonably withheld provided you are able to handover charge satisfactorily within the 90 day period. This minimum notice of 90 days cannot be adjusted with payment in lieu of notice period as mentioned in clause 8.1 above or adjusted against the Privilege Leave.

8.3. In case during your services with the Company, if you are deputed abroad for Training / Developmental program / Participating in Seminar etc., your notice period for resignation / termination during the period of one year after completion of your deputation abroad, will be 6 months at the option of the Company.

8.4. You will be liable to termination from service by the Company without notice if:

a. Any declaration given by you or any testimonials furnished by you to the Company is found to be false, or,
b. You are found to have willfully suppressed any material information, or,
c. You are found to have been convicted for or indulged in criminal, subversive or immoral activities, or,
d. You are found to have indulged in financial irregularities; or
e. You breach any of the terms and conditions of your employment as specified in this letter, or of any further official communication from the Company.

TATA

9. On Separation:

9.1. On communication of the termination/resignation of your employment with the Company, you will immediately give up to the Company before you are relieved, all documents of the Company including correspondence, specifications, formulae, books, documents, cost data, market data, literature, drawings, effects and shall not make or retain any copies of these items.

10. Background Check:

You are advised that, before or after joining the services, the Company or its Client(s) may conduct a background check such as past employment, education, financial & criminal check, including any other information that has been furnished by you. The Company reserve the right to withdraw any offer of employment or terminate your appointment immediately, without any liability should the results of your background investigation found negative.

11. Intellectual Property and Confidential Information:

11.1. Information pertaining to the Company's operations and its clients shall remain secret and safeguarded by you. On joining the Company, a formal agreement to effect non-disclosure of confidential information and intellectual property etc. shall be executed by you. You will also keep us duly informed if you are bound by any confidentiality agreement with any of your previous employers, in which case you shall keep us indemnified against any breach thereof by you. Any Intellectual Property or Patents developed by you during your service will be the property of Tata Elxsi Limited. After leaving the services of the Company, you shall keep confidential and proprietary information and technologies, which you were involved with during your service with the Company and shall render yourself liable to damages and costs arising out of breach of such confidentiality.

11.2. You shall irrevocably, unconditionally and free of any cost, royalty or compensation, assign to TEL all rights, title and interests including the transfer rights and Intellectual Property Rights in all products, designs, software, all embedded, intermediary, base software technology which is created or developed by you during the course of your employment. TEL shall have the right to obtain and hold in its own name, copyrights, trade-marks and other applicable registrations and seek such other protection as may be appropriate to the work, product and all designs, software created by you and you shall also provide TEL or any person designated by TEL all assistance as may be required to establish and / or perfect the rights defined in this clause.

11.3. **Data Protection Regulation- Personal Data**: You acknowledge and agree that TEL or any of its affiliates or group companies may process your personal data/ sensitive data. You also hereby provide explicit consent to the company to transfer such personal/sensitive data outside the country in which you are employed. TEL will process your personal data in the performance of a contract as your employer, to ensure to meet the employer obligations and the requirements of employment law. Your personal/sensitive data as part of legal obligation for business accounting, payroll, tax, immigration purposes. Your personal/sensitive data shall be under legitimate interests to carry out background checks as part of our due diligence measures. You hereby give your explicit consent to TEL to process such personal/or sensitive data.

12. Adhering to Safety Standards:

12.1. The Company strives to provide each employee with a safe and healthy work environment. Each employee has responsibility for maintaining a safe and healthy workplace for all employees by following safety and health rules and practices and reporting accidents, injuries and unsafe equipment, practices or conditions.

12.2. Violence and threatening behavior are not permitted. Employees should report to work in condition to perform their duties, free from the influence of illegal drugs, smoking, chewing of tobacco or alcohol. The use of alcohol and/or illegal drugs in the workplace will not be tolerated.

12.3. Tata Elxsi has implemented its Healthy and Safety process based on ISO 45001. You are expected adhere to the Health and Safety Policy and promptly report any potential health and safety issues as per the reporting mechanism stipulated under the Health and Safety Policy. This act may help us maintain our own safety, as well as the safety of our fellow co-workers.

13. Protection of Interest:

13.1. If you conceive any new or advanced methods of improving process / formulae / systems in relation to the operations of the Company, such development will be fully communicated to the Company and will be and will remain sole right / property of the Company.

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14. Client Management:

14.1. On Termination / Resignation of employment for what-so-ever reasons, you will not seek employment opportunities with our principals, customers and any other person / entity, with whom you had a business relationship / technical engagement within one year from your last working day in the Company. In the event the Company is of the reasonable opinion that you are terminating your employment with the Company to pursue an occupation in violation of this Clause 12, then the Company reserves the right to, at its sole discretion, refuse to accept any letter of termination, by whatever name called, of your employment with the Company. The Company further reserves the right to approach a Court of competent jurisdiction and obtain an injunction preventing you from terminating your employment with the Company and/or recover damages there from.

15. Non-solicitation:

15.1. During the period of employment and for a period of two years following your termination of employment with the Company, irrespective of the circumstances of or reasons of the termination, you will not, directly or indirectly, solicit, hire or employ, or assist anyone else to solicit, hire or employ, any other employee of the Company. At no time you may directly or indirectly seek to induce any other employee of the Company to leave the employment of the Company or to become associated with, or perform services of any type for any third party.

15.2. During the period of employment and for a period of two years following your termination of employment with the Company, irrespective of the circumstances of or reasons of the termination, you will not, directly or indirectly, solicit, induce or encourage any customer or vendor of the Company to move his/her existing business with the Company to a third party or to terminate his/her business relationship with the Company.

16. Retirement:

16.1. You will retire in the month of your attaining the age of 60 years.

17. Original Certificates:

17.1. You are required to produce Original certificates / testimonials for our reference & verification on the day of joining.

18. You are requested to join us on the date as indicated to you in **clause 1** of this letter (**"Date of Appointment"**).

TATA

19. Jurisdiction and Dispute resolution:

19.1. Any dispute which may at any time hereafter arise between the parties hereto, shall be referred to a single arbitrator to be appointed by the Company Secretary of Tata Elxsi Ltd. in accordance with and subject to the provisions of the arbitration and conciliation act, 1996. It shall be open to any one of the parties to move the Company Secretary to appoint the arbitrator and refer dispute to arbitration. The decision/award of such an arbitrator shall be binding on the parties hereto. The venue of arbitration shall be Bangalore. The Courts in Bangalore shall have exclusive jurisdiction to the exclusion of all other Courts.

19.2. You will be required to produce one set of photocopies and the originals of certificates / testimonials on the day of joining. Photocopies will be retained for our records and originals will be returned to you upon verification.

19.3. Please note that while on employment, you will be governed by all Rules and Regulations of the Company, which are in force from time to time, and the Company shall have the right from time to time to vary or modify any of the terms and conditions of service, which shall be binding on you.

We take pleasure in welcoming you to our Organization and look forward to a mutually beneficial association.

Wishing you the best in your career,

For Tata Elxsi Limited,

Rajagopalan S.
Head - Human Resources

Declaration

I acknowledge that I was provided with an unsigned copy of this Agreement in advance of signing the same and was accorded ample opportunity to read and seek whatever clarification I needed related to the Agreement. I have read and understood the above terms and conditions of employment and am accepting the same. I will be reporting for duty on as indicated to me in **Clause 1** of this letter ("**Date of Appointment**"). By signing this Agreement I consent to the Company for collecting, retaining and processing my personal/sensitive data.

Date: **Signature:** _____

TATA

Annexure 1

Annexure to: **Hari Vardhan Chialamkurthi**

Appointment Letter Dated: **31 August 2021**

Name	**Hari Vardhan Chialamkurthi**
Level	**D**
Designation	**Engineer**
Location	**Pune**

	Amount in INR
Basic	15,500
House Rent Allowance	7,750
Flexible Benefit Plan**	1,912
Statutory Bonus *	1,400
Monthly Salary	**26,562**
Deferred Benefits (Annualised)	
Provident Fund (As per the PF Act 1952)	22,320
Gratuity (As per the Gratuity Act 1972)	8,947
Annual Gross Salary	**3,50,011**

Medical Insurance (Hospitalisation) coverage as per Company policy as amended time to time.

Group Term Life (Personal Accident + Life Insurance) Coverage as per Company policy as amended time to time.

*As per the Payment of Bonus Act 1965

**Please refer the annexure for details of FBP

For Tata Elxsi Limited,

Rajagopalan S.
Head - Human Resources

TATA

Annexure 2

Annexure indicating breakup of FBP components applicable to grade "D"

1. Telephone / Cell phone expenses (Not exceeding Rs.15,000/- p.a.).
2. Membership for Technical Societies (not exceeding Rs.6000/- p.a.).
3. LTA (tax free twice in 4 years as per prevailing Income Tax rules).

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Prodapt.

TRAINING AGREEMENT

AGREEMENT made this **November 30, 2021** between, **Chineni Bhanuteja** a citizen of India having place of residence **4/52 , Gangahrapuram Gudivada Andhra Pradesh India 521301** in India ("Employee") and Prodapt Solutions Private Limited, a company incorporated in India ("Prodapt/Company").

Employee has requested and applied for the position of "**Associate Software Engineer**" on his/her interest /career aspirations. Employee understands and agrees hereby that in order to perform or carry out work, certain skills are required to be possessed by the incumbent and employee acknowledges and agrees that employee doesn't have experience or proficiency in such skills. Employee has approached the company to provide training in such skills that form pre-requisite meant for the position mentioned above.
Prodapt has agreed to provide such training that includes class room training and/or demonstration of artifacts and/or developing prototypes and/or stimulation and/or proof of concept exercises and/or further on the job training. In order to provide such training Prodapt requires to spend manpower and/or licensed software and/or cost with regard to payment towards specialist and or other cost as outlined in this agreement in section 2 below, which costs the company a considerable amount of money.

In consideration to the facts outlined above, the Employee and Prodapt agree as follows: **1. Employment**

Employee agrees to use his/her best efforts and abilities to promote the interests of Prodapt. Subject to the terms and conditions of this agreement, Prodapt hereby agrees to employ Employee as further defined in this agreement. Except as provided in this agreement, Prodapt agrees to pay Employee's salary, at the rate agreed to from time to time, and to confer upon Employee PRODAPT's standard agreement.

By accepting this training agreement, employee agrees to work for the Company for a minimum period of Eighteen months from the date of start of the training. The Employee is aware and agrees that he/she shall not resign from PRODAPT before the completion of the agreed Eighteen months.

PRODAPT has the right to transfer the employment or services of the Employee to any affiliate or group entity or any lawful transferee/assignee of PRODAPT's business, subject to compliance with applicable laws. However, the Employee does not have any right to seek employment in any affiliate or group entity of PRODAPT, on any ground whatsoever.

Fareportal

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 U72900DL2005PTC134384

Ref. FIPL/Offer/1361/77/2021 Date: **23-sept-2021**

Mr. Chintada Sai Suresh
8-184/1,Eluru
Andra Pradesh(534001)
Mob: 9885962393

Email ID: saisuresh1433@gmail.com

Subject: Offer of Employment

Dear Sai Suresh,

Congratulations!

We are pleased to offer you employment with Fareportal India Pvt. Ltd., for the position of **"Sr. Software Engineer - TECH (Digital)"** subsequent to your job application and interviews you have had with us.

Your cost to company (CTC) would be **Rs. 1320000 P.A (Fixed Rs. 1200000/- & PB (10%) upto Rs. 120000/-** paid annually based on performance and can go upto 125% of the total variable performance pay) which includes the statutory benefits payable by the company. The breakup of salary will be provided to you on your date of joining.

You are also entitled for one time joining bonus of **Rs. 100000** in two equal instalments first **50%** amount will be paid after completion of **3 Months** and second instalment will be paid after completion of **6 Months.**

You are eligible for a performance bonus upto 10% of the fixed base (if any), subject to your individual performance against KPIs assigned to you as well as the company's overall performance as measured by its ***MOAS*** and ***EBITDA***. Your bonus eligibility is prorated based on date of hire. Company reserves the right to amend its bonus program at any time.

You are required to report to the Department of Human Resources on the **31st Day of 'Oct 2021 at 11:00 AM** for fulfillment of your joining formalities, along with the set of documents annexed herewith.

Please note that this offer is valid subject to your positive employment verification, background checks and verification of compensation/financial documents followed by successful completion of the process training.

Everyone you have interviewed with and all the family members of Fareportal join hand in extending you a warm welcome to the company.

Fareportal is a team of professionals and provides a challenging and rewarding career ensuring a high level of job satisfaction with ample opportunities for career growth & development. We are confident that our association will prove to be mutually beneficial.

Please return a copy of the letter, duly signed as a token of your acceptance of the offer. Please note that this offer is valid till the date of your joining only after which it lapses automatically.

Note: In case employee left the organization within 2 years of joining then the paid Joining Bonus amount will be recovered from full and final settlement in case applicable.

For Fareportal India Pvt. Ltd

Birendra Bhandari

Manager – People & Culture

I have read and accept the terms of the offer. I will join duty on or before 31st oct 2021.

Name, Signature & Date

Basic	50000
HRA	25000
Special Allowance	23200
Statutory Bonus	0
Sub Total	**98200**
Employee PF	1800
Employee ESI	0
CTC	**100000**
Employer PF	1800
Employer ESI	0
Take Home	**96400**
Gross CTC Per Annum	**1200000**
Annual Variable (Performance Bonus) Upto	**120000**
Total CTC Per Annum	**1320000**

Your total cost to company (CTC) would be **Rs. 1320000 P.A.** (**Rupees Thirteen Lac Twenty Thousand Only)** which includes the statutory benefits payable by the company.

***There should be no salary discussion. It is against company's policy**.

CHECKLIST OF DOCUMENTS	
Below Mentioned Needs To Be Uploaded in OPL At The Tine Of Documentation Formalities.	
Sr. No.	**Activity**
1.	Signature verified and attested by bank
2.	Offer letter
3.	**Attested** Appointment letter of last organizations
4.	**Attested** Relieving /Resignation Letter of previous employer.
5.	**Attested** Latest salary slip
6.	**Attested** Copy of PAN Card
7.	**Attested** Copy of any Govt. identity card
8.	**Attested** Permanent address proof
9.	**Attested** Local address proof
10.	**Attested** Educational Certificates **(Stating from 10th till Highest qualification)**
11.	**Attested** Professional Certificates
12.	**Attested** Copy of Aadhar Card
13.	7 Passport size photographs (in White Background)
14.	Blood Group
15.	Receipted copy/email of resignation from the current organization before date of joining

Fareportal India Pvt. Ltd.
Plot No. 365, Pace City-II
Sector 37, Gurgaon-122001
Phone: +91-124-462 9300
http://www.fareportal.com

Declaration for BGV

I, …… am aware that my Salary will only be released post clearance of my Positive Background verification; as such, there should be no :-

- pending BGV due to any pending documentation;
- Incorrect / fake/ non relevant document submission for Address check;
- pending response / negative report from your previous employer(s);
- negative report / observation in any BGV check.

In case of non-revert on my employment check due to any reason(Mandate Reliving letter by Previous employer or any other reason) & will assure to get the HR/Supervisor revert through E-mail on employment details shared by me within 3 working days.

My employment is subject to verification of the particulars given by me. My employment will terminate without any notice period if I am found to have submitted any false statement/s or document.

I am aware of Fareportal BGV Policy & it's my responsibility to support Fareportal BGV team for end to end closure.

_____

Signature

Date:-

Offeí Letteí

Doc.Code:	GLX_HR_ I˝EM_OffeíLetteí		
Veísion:	4.2	Effective Date	10/29/2020
Contact	HR I˝eam	Email	galaxeindiahí@galaxe.com

O˜˜ER LE I˝I˝ER

Píivate & Confidential
Ref:
Dated: 1st September, 2021

Mí. Chitturu Pavan Kumar
Ghanatasala, AP

Deaí Chitturu Pavan Kumar,

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 July, 2022. Please aííive at 9:00 AM on youí fiíst day of Employment at the following location to complete Onboaíding woík and new hiíe oíientation.

GalaxE.Solutions India Pvt. Ltd.
1st Flooí, Voyageí Block,
Inteínational I˝ech Paík Ltd.,
Whitefield Main Road,
Bangaloíe – 560066, INDIA.

Compensation and Benefits

a) Youí Annual CI˝C is Rs. 450,650/- p.a. Foí detailed bíeakup please íefeí to Annexuíe 1.
b) GalaxE offeís wide-íange of Employee benefits and foí moíe details please íefeí to Annexuíe 2.
c) You will be íequiíed to enteí into a tíaining contíact with the company. I˝he contíact teíms would include 36 months commitment fíom youí side. You will be liable to pay to the company ₹ 150000/- as tíaining fees if you wish to leave the company within the 36 months peíiod.

Place of Woík

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Unit No. A, 1st Flooí, Voyageí Block, Inteínational I˝echnology Paík Ltd.(II˝PL) Whitefield Road, Bangaloíe – 560 066, INDIA
Phone: +91-80-4084 7777, +91-80-4142 9100, Fax: +91-80-4115 8509, www.galaxe.com

Youí place of posting will be Bangaloíe, howeveí, based on the business needs you may be 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 honoíed as 2012 I˙echnology Company of the Yeaí by Automation Alley, Michigan's laígest technology business association. **GalaxE.Solutions®, Inc. (GalaxE**), is an industíy leadeí in designing and deploying business píocesses and suppoíting systems that enable clients to tíansact and shaíe infoímation acíoss inteínal netwoíks and the Inteínet, taígeting Business íesults, competitiveness and efficiency.

With state-of-the-aít deliveíy centeís thíoughout Noíth Ameíica, Euíope, and Asia, GalaxE.Solutions leveíages its expeítise in píofessional technology, staffing, and managed seívices to deliveí quality solutions foí the most demanding business and useí íequiíements.

GalaxE.Solutions is headquaíteíed in Someíset, NJ; with offices located in Detíoit, MI; Bangaloíe, Noida, and Hydeíabad, India; I˙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 íecognition, facilitating fasteí caíeeí gíowth. We empoweí eveíy team membeí to make a positive diffeíence.

Employee Expeíience to the Poweí of GalaxE

At GalaxE.Solutions, people make all the diffeíence. Eveíy Employee is consideíed a valuable asset. We aíe an innovative Oíganization with constant focus on the gíowth and achievement of all of ouí Employees. We staít with a píoven íoad-map foí cíeating a high peífoíming Oíganization by hiíing top peífoímeís fíom acíoss the industíy and the globe. Eveíy Employee is hiíed because they aíe one of the best at what they do- we call them Game Changeís. Once on boaíd, we nuítuíe each Employee as an individual peíson with the goal of píoviding a successful, gíowing caíeeí. I˙he open and tíanspaíent woík cultuíe collectively boosts each of us towaíds the next level of competition and customeí choice. Ouí people-centíic appíoach píovides a level of challenge and oppoítunity thatmost companies will neveí íeach.

At GalaxE.Solutions, we aíe constantly on the lookout foí high peífoíming, self-motivated, and dedicated candidates to develop and deliveí next geneíation solutions cateíing to the diveíse I˙ needs of ouí píestigious clients.

EpEx (Employee Expeíience) 2013 is an initiative by GalaxE to enhance Employee expeíience.

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I´he objectives of this initiative aíe

- Make GalaxE a Gíeat place to Woík
- Cíeate an enviíonment in which Employees aíe empoweíed
- Deliveí exceptional value to the client
- Incíease client satisfaction
- Gíow the fiím as an industíy leadeí

I´híough this initiative GalaxE aims at cíeating woík life balance foí its Employees Ouí

Coíe Values

- Deliveí Excellence – Exceed expectations
- Build I´íust – I´híough honesty, accountability, tíanspaíency & accessibility
- Be a People Peíson – I´íeat eveíyone with high dignity and íespect
- Cíeate Value – Cíeate and constantly deliveí moíe value
- Innovate – Díeam, Innovate, Cíeate
- Own it – I´ake Owneíship

Woík Enviíonment:

We aíe committed to total customeí satisfaction and stíive togetheí to deliveí top-quality, custom-fit solutions foí ouí clients. I´he excellent íelationship we enjoy with ouí clientele stems fíom the íobust woík enviíonment. We stíive to maintain high standaíds of integíity and íeliability in all ouí inteíactions and this diíectly tíanslates into a highly inspiíing woík enviíonment.

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 oppoítunitiesand L & H1B visa sponsoíship's.

Employment

I´eíms Píobation

Peíiod

You will be on píobation foí a peíiod of six months fíom the date of joining. Youí Employment will be confiímed automatically at the end of this peíiod without any fuítheí communication (wíitten oí veíbal). Howeveí, if theíe is any change, the same will be communicated on oí befoíe the end of this píobation peíiod.

Notice Peíiod/I´eímination:

I´he wíitten notice íequiíed foí teímination of Employment will be 3 months' notice fíom the Employee's side and 1 month notice fíom the Employeí's side

I´he Company íeseíves the íight to teíminate the Employment, if the Employee is píevented fíom peífoíming his/heí duties on account of Employee's continued ill-health.

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Notwithstanding any otheí teím of this letteí, the Company shall have the íight to teíminate the Employment foíthwith without any notice oí payment in lieu of notice on disciplinaíy gíounds in case of Employee's píoven gíoss misconduct, oí foí contíavention of any of the Policies, oí in the event of the Employee being held guilty of any cíime oí any otheí act involving moíal tuípitude, oí foí bíeach of any mateíial píovision of this Agíeement

In the event of the teímination of the Employment, the Employee shall immediately (i) íetuín to the Company all documents and any copies theíeof and all Confidential Infoímation and otheí píopeíty/mateíial of whatsoeveí natuíe belonging to the Company in his/heí possession íelated to and connected with the business and the affaiís of the Company, and (ii) pay to the Company all amounts, if any, that become due fíom the Employee to the Company undeí this Agíeement. Upon teímination of Employee's Employment the Employee shall obtain cleaíance fíom the íelevant peíson(s), depaítment(s) on píoduction of which alone the Employee's dues, if any, will be cleaíed by the Company

Absence foí a continuous peíiod of five days without píioí appíoval of youí supeíioí, (including oveístay on leave / tíaining) would íesult in youí losing youí lien on the seívice and the same shall automatically come to an end without any notice oí intimation except in situations wheíe the employees is in a medical emeígency foí self.

Leave

Annual Eaíned leave: Employees aíe entitled to paid leave of twelve (12) woíking days in onecalendaí yeaí.

Holidays: Employees aíe entitled to ten (10) days of paid public holidays in one calendaí yeaí. Fuítheí, the Employee shall be entitled to avail such otheí holidays, including those on weekends,which may be specified by the Policies.

Casual Leave: Employees aíe entitled foí 6 days of Casual leaves eveíy calendaí yeaí. I'his categoíy of leave cannot be encashed oí caííied foíwaíd i.e. they will lapse at the end of each calendaí yeaí

Medical Leaves: Employees aíe entitled foí 6 days of Casual leaves eveíy calendaí yeaí. I'his categoíy of leave cannot be encashed oí caííied foíwaíd i.e. they will lapse at the end of each calendaí yeaí

Woíking Houís

I'otal woíking houís peí week is 48 houís. I'he geneíal woíking houís will be 9.00 a.m. to 6.30 p.m. Monday to Fíiday, with 30 minutes lunch bíeak. Howeveí, the staít and end timings aíe subject to change as peí the business íequiíements.

Retiíement

All Employees of GalaxE.Solutions will íetiíe fíom the seívices of the Company on íeaching the age of 58 yeaís.

Past Recoíd

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If any declaíation oí infoímation fuínished by the Employee to the Company píoves to be false oí misleading in any íespect oí if the Employee is found to have wilfully suppíessed any mateíial infoímation, the Employee's seívices shall be liable to be teíminated by the Company foíthwith without assigning any notice oí compensation whatsoeveí.

Employment duties

GalaxE.Solutions heíeby employs the Employee and the Employee accepts such Employment in the capacity **Associate Developeí** at **Bangaloíe** to peífoím the Job Descíiption on the teíms and conditions set out heíein. Ī'he Employee agíees that depending on Company's business íequiíements the Job Descíiption may be modified by the Company fíom time to time. Ī'he Employee shall also peífoím such otheí and uníelated seívices and duties as may be assigned to him fíom time to time by the Company.

Ī'he Employee shall be bound by and shall comply with all policies, standaíds and íegulations established by the Company fíom time to time (as the same may be amended by the Company), and shall peífoím his/heí duties and íesponsibilities faithfully, diligently, and to the best of his/heí ability with due caíe and caution.

Ī'he Employee shall diíect his/heí best effoíts to píomote the inteíests of the Company, its opeíations and all its activities.

Ī'he Employee shall opeíate out of the Company's facility at IĪ'PL Bangaloíe and shall woík foí such houís as may be íeasonably íequiíed foí the píopeí dischaíge of his/heí duties.

Ī'he Employee shall not take advantage of any business oppoítunity of which the Company oí any of its subsidiaíies oí affiliates may be consideíing taking advantage of, oí have decided to take advantage of, oí may take advantage of, if píesented with the oppoítunity noí shall the Employee deíive any advantage oí benefit in any otheí manneí except foí and on behalf of the Company and with its knowledge.

Intellectual Píopeíty Rights

All computeí softwaíe, píogíams, inventions, designs, impíovements, oí píocesses, which the Employee may make oí devise eitheí alone oí jointly with otheís duíing the teím of this Agíeement, peítaining to the opeíations oí business of the Company, and aíising out of the woík oí íesponsibilities peífoímed by the Employee undeí this Agíeement and all intellectual píopeíty theíein (collectively "Intellectual Píopeíty") shall belong exclusively to the Company and the Employee shall neitheí have noí be entitled to make any claims in íespect theíeto.

Foí the puíposes of above, the Employee shall píomptly disclose and deliveí to the Company all infoímation and data in his/heí possession, necessaíy to facilitate and impaít a full and complete undeístanding of the Intellectual Píopeíty. Ī'he Employee shall also assist the Company in eveíy way, without any chaíge but at the cost and expense of the Company, in obtaining píotection foí said Intellectual Píopeíty in India and otheí countíies.

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I´he Employee heíeby confiíms and agíees that the Company is and shall be the sole and exclusive owneí, whetheí by viítue of an assignment, tíansfeí oí otheíwise, of all píesent and futuíe Intellectual Píopeíty accíuing to the Employee in any manneí and in all mateíial wíitten oí devised by the Employee peítaining to the opeíation oí business of the Company and íesulting fíom oí aíising out of any woík which the Employee shall have caííied out puísuant to his/heí Employment and of all íights of action foí damages foí infíingement of the Intellectual Píopeíty. I´he Employee iííevocably and unconditionally undeítakes and confiíms to execute, upon íeceipt of a íequest fíom the Company to that effect, all necessaíy and adequate documents to confiím the same.

I´he Employee undeístands that foí the Intellectual Píopeíty to vest in the Company as envisioned by above, he may be íequiíed to make an assignment of the Intellectual Píopeíty by execution of appíopíiate and adequate documents. I´he Employee heíeby assigns to the Company all píesent and futuíe Intellectual Píopeíty which may accíue to him in any manneí and in all mateíial wíitten oí devised by the Employee peítaining to the opeíation oí business of the Company and íesulting fíom oí aíising out of any woík which the Employee shall have caííied out puísuant to his/heí Employment and also assigns all íights of action foí damages foí infíingement of the Intellectual Píopeíty.

I´he Employee heíeby iííevocably and unconditionally waives any and all íights undeí any law, in any juíisdiction, in and to any and all Intellectual Píopeíty wíitten, cíeated oí devised by him whetheí solely oí jointly and peítaining to the opeíation oí business of the Company and íesulting fíom oí aíising out of any woík which the Employee shall have done puísuant to his/heí Employment with the Company.

I´o the extent that the Employee intends to use any thiíd paíty píopíietaíy softwaíe ("I´hiíd Paíty Softwaíe"), the Employee must identify in wíiting the píoposed I´hiíd Paíty Softwaíe to the Company and obtain wíitten appíoval of the Company píioí to the use of such I´hiíd Paíty Softwaíe. If such píioí wíitten appíoval is píovided by the Company, the Employee íepíesents and waííants that he has good and clean title to use the I´hiíd Paíty Softwaíe and that Employee is not infíinging upon any patents, tíademaíks oí copyíights oí violating tíade secíets oí otheí confidential infoímation in using such softwaíe. I´he Employee heíeby gíants to the Company oí its customeís, all íights the Employee has to use such I´hiíd Paíty Softwaíe, and, to the extent possible, an iííevocable, non-tíansfeíable, íoyalty-fíee license to use the I´hiíd Paíty Softwaíe. If the Company oí its customeís must obtain a license fíom such thiíd paíty to use oí distíibute the I´hiíd Paíty Softwaíe, the Employee agíees to use the Employee's best effoíts to obtain such a license on behalf of and foí the Company oí its customeís. If the Company does not píovide wíitten authoíization to use the I´hiíd Paíty Softwaíe, the Employee shall not use the I´hiíd Paíty Softwaíe in íendeíing its seívices to the Company oí its customeís.

I´o the extent that the Employee intends to use any píopíietaíy softwaíe developed by the Employee ("Employee Softwaíe"), the Employee must identify in wíiting to the Company and its customeís the Employee Softwaíe, and obtain wíitten appíoval of the Company píioí to the use of the Employee Softwaíe. If such píioí wíitten appíoval is píovided by the Company, the Employee íepíesents and waííants that he has good and clean title to use the Employee Softwaíe and that Employee is not infíinging upon any patents, tíademaíks oí copyíights oí violating tíade secíets oí otheí confidential

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infoímation in using the Employee Softwaíe. Fuítheí, Employee agíees to heíeby assign to the Company oí its customeís all íights, title and inteíest to the Employee Softwaíe. If desiíed by Employee and only if Employee made such píioí disclosuíe and obtained píioí wíitten consent fíom the Company, Company oí its customeís shall píovide a non-exclusive, non-tíansfeíable, íoyalty-fíee license to the Employee to use the Employee Softwaíe, howeveí, such use shall not compete with the Company's oí its customeís' use of the softwaíe. If the Employee does not disclose the Employee Softwaíe to the Company and its customeís, oí if the Company does not píovide wíitten authoíization to use the Employee Softwaíe, the Employee shall not use the Employee Softwaíe in íendeíing its seívices to the Company oí Client. If the Employee uses the Employee Softwaíe without obtaining any píioí wíitten consent by the Company, Employee agíees that such Employee Softwaíe will be consideíed Intellectual Píopeíty and tíeated in accoídance with the píovisions of this Clause.

The Employee íepíesents and waííants that the disclosuíe of the Thiíd Paíty Softwaíe oí the Employee Softwaíe and its use by the Company oí its customeís, subject to the conditions mentioned above, will not in any manneí íesult in infíingement oí violations of any íights vested in any thiíd paíty including such thiíd paíty's píopíietaíy íights oí íights to intellectual píopeíty. In the event of any bíeach of this píovision of this Agíeement, the Employee agíees to defend, indemnify and hold the Company haímless fíom and against any and all liabilities, claims oí demands whatsoeveí (including expenses, couít costs and íeasonable attoíneys' fees íelated theíeto) thatmay be asseíted against the Company oí its customeís by any peíson oí entity by íeason of bíeach by the Employee of the píovisions of this Clause

The Employee acknowledges and agíees that his salaíy includes compensation foí the assignment to the Company of all intellectual píopeíty íights with íespect to the Intellectual Píopeíty, as píovided in this above

Confidentiality:

As used in this Agíeement, the teím "Confidential Infoímation" shall mean all non- public tangible and intangible infoímation íelating to the Company oí its business, affaiís, dealings oí opeíations oí the Company's customeís oí theií business, affaiís, dealings oí opeíations that is disclosed to the Employee, that the Employee píoduces, oí that the Employee has acquiíed, oí heíeafteí acquiíes duíing his Employment with the Company. Confidential Infoímation shall include by way of illustíation and not limitation, the following:

(a) Any infoímation conceíning the business accounts oí finance plans oí stíategies of the Company oí of any otheí entity which is the customeí of the Company;
(b) Any íepoít oí íeseaích commissioned by oí on behalf of the Company oí any of its íespective clients, in connection with the business oí affaiís of the Company oí any of its íespective clients;
(c) all Intellectual Píopeíty including tíade secíets, know-how and confidential tíansactions of the Company;
(d) all maíketing, píoduct development and business plans of the Company and all customeí names and lists;

(e) all píoduct design and manufactuíing infoímation, and all methods, píocesses and techniques of doing business; and

(f) any otheí infoímation which may be teímed confidential by the Company and whose dissemination may seíiously compíomise and jeopaídise the business inteíests of the Company, which has oí may have come to his knowledge duíing the continuance of this Agíeement.

Unless and until such infoímation:

(i) Is voluntaíily disseminated by the Company to the public;

(ii) Becomes paít of the public domain thíough lawful means and not as a íesult of a bíeach of this Clause; oí

(iii) Is íequiíed to be disclosed by law.

Save as may be íequiíed by law, the Employee shall not, duíing the peíiod of his Employment withthe Company oí theíeafteí foí a peíiod of 3 yeaís, use oí attempt to use, divulge, communicate oí exploit any Confidential Infoímation, diíectly oí indiíectly, paítially oí in whole, undeí any ciícumstances oí by any means, to any thiíd peíson without the píioí expíess wíitten consent of the Company. The Employee shall not, duíing the peíiod of his Employment with the Company oí theíeafteí, diíectly oí indiíectly, copy, tíansmit, íepíoduce, summaíize, quote oí make any commeícial oí otheí use whatsoeveí of any Confidential Infoímation, except as may be necessaíy to peífoím his duties as an Employee of the Company heíeundeí.

The Employee agíees and confiíms that all Confidential Infoímation is and shall íemain the píopeíty of the Company at all times and that the Employee shall keep the Confidential Infoímation in secuíe condition and íendeí all assistance íequiíed by the Company to píevent and safeguaíd against impíopeí use of the Confidential Infoímation.

The Employee acknowledges and agíees that the salaíy includes compensation foí his/heí obligations in this.

Medical fitness & Accuíacy of the testimonials and infoímation píovided

This Offeí Letteí and its continuance aíe subject to youí being and íemaining medically (physically & mentally) fit. If so íequiíed, GalaxE.Solutions (I) Pvt. Ltd. may get this confiímed by GalaxE.Solutions (I) Pvt. Ltd.'s Medical Officeí oí the Medical Píactitioneí appíoved by "GalaxE.Solutions (I) Pvt. Ltd."

The offeí is subject to Accuíacy of the testimonials and infoímation píovided by you and youí being fíee fíom any contíactual íestíictions píeventing you fíom accepting this offeí oí staíting woík on the above-mentioned date.

DECLARATION

I,_____accept this offeí of Employment with GalaxE.Solutions and agíee the teíms and conditions outlined in this letteí.

Name : _____

Signatuíe : _____

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CONFIDENTIAL

Date : _____

ANNEXURE 1

Compensation Details:

Name: Chitturu Pavan Kumar **Designation: Associate Developeí**		**Date of Joining: 6th October,2021** **Location: Bangaloíe**
Components	**INR (Rs.) peí Month**	**INR(Rs.) peí Annum**
Gíoss Salaíy	33,500	402,000
Ïood Voucheí	750	9,000
Píovident Ïund (Company Contíibution)	1,800	21,600
Gíatuity	--	10,550
Medical Insuíance	--	7,500
Annual C▌˝C:	--	**450,650**

Gíatuity: Gíatuity will be payable in line with the statutoíy píovisions, upon sepaíation fíom the company, subject to completion of minimum of five yeaís of Employment with GalaxE.Solutions.

▌˝axation: ▌˝axation will be goveíned by the income tax íules. ▌˝he company will be deducting tax at souíce as peí income tax guidelines.

a) Youí indicative annual C▌˝C foí yeaí 2 can be up to Rs.7.5 LPA*
   Youí indicative annual C▌˝C foí yeaí 3 can be up to Rs.11 LPA *
   **** Based on peífoímance***

ANNEXURE 2

House Rent Allowance:

▌˝o avail tax benefit on this amount you have to submit íent íeceipts once a yeaí to the finance depaítment.

Medical Insuíance: Company offeís compíehensive medical insuíance which includes total of 4 lacs coveíage foí the employee, spouse, childíen, paíents oí paíents-in-laws.

Leave ▌˝íavel Allowance

▌˝his is paít of youí annual gíoss salaíy, which will be íeimbuísed against actual bills within the specified limits, subject to availing Indian Income ▌˝ax íegulations.

Ïood Coupons

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Extía Food coupons can be availed by the Employee foí the tax benefit. Food coupons aíe distíibuted within 10th of eveíy month in íespective locations by finance depaítment.

Píovident Ïund

Company offeís effective PF plan foí the Employees. Ïhis tax saving is applicable when you choose to opt foí additional contíibution fíom youí end.

Conveyance allowance

Foí the compíehensive benefit of the Employee Conveyance allowance is píovided foí the Employee who extends theií stay beyond woíking houís foí woík. Similaíly, foí the Employees who woíks on Sundays and National (GalaxE) Holidays. Cab facility is píovided foí the Employees who woík late houís.

Ïood Allowance
Ïhe Employee avails the benefit of food allowance foí extend of stay beyond woíking houís to meet theií dinneí expense. Similaíly foí the Employee who woík on Satuídays, Sundays and National (GalaxE) holidays.

Otheís elements: Píofessional liteíatuíe, Ï &D, Ïelephone/Mobile bills etc.

Píe-joining Ïoímalities

As it has been explained to you duíing the inteíview stage, we may do a píe-joining backgíound veíification, which would coveí youí educational qualification, peísonal veíification, place of stay (addíess) and job expeíience (otheí than youí cuíient job as mentioned in youí application). Foí this puípose you would be íequiíed to píovide us with the necessaíy documentation. Ouí Backgíound Veíification Ïeam would contact you in due couíse to guide you thíough the píe-joining backgíound veíification píocess. Foí any queíies íelated to píe-joining foímalities you can email to síajaiah@galaxe.com.

Document Checklist:

Please submit one set photocopy of all the documents mentioned below:

- Photocopy of Educational ceítificates and all semesteí maík sheets
- Ïwo íecent passpoít size photogíaphs
- Passpoít copy
- Pan caíd copy
- Documents suppoíting existing/píevious visas & oveíseas tíavel

We feel you will make a substantial impact upon the futuíe diíection and success of ouí Company.We look foíwaíd to youí joining us

Please feel fíee to contact Mamatha Bandam on phone +91-80-41429677 foí any claíifications oí assistance íelated to compensation and benefits and Sam Rajaiah on phone +91-80-41429734 foí any claíifications oí assistance íelated to Píe Onboaíding documentation.

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Please sign and íetuín to the undeísigned the duplicate copy of this letteí signifying youí acceptance.

Foí GalaxE.Solutions India Pvt. Ltd.

Sangeeta Bhaíat
Associate VP - Recíuitment

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Date: **24 Oct 2021**

Name : CHOWDAVARAPU YAMINI

Address : D.No: 3-5,Gandi Chowk
Jaggayyapet, Andhrapradesh.

Conditional Letter of Intent – Graduate Engineer Trainee

Dear Yamini,

With reference to your application and subsequent interview you had with us, we intend to make an conditional offer of employment to you with **Infinite Computer Solutions** for the position of **Graduate Engineering Trainee** and on subsequent completion of your engineering graduation with no backlogs, you would be appointed as **Associate Software Engineer** with a **CTC of 3.5 LPA**

The broad terms and conditions of your employment is mentioned below:

- Upon joining your base location will be either Bangalore/Chennai, however, should be open to work in any locations of Infinite including its client locations.
- You should be open for working in any role in software services/ product development like Development or Testing, Business Analysis etc.,
- You will undergo an internship program for 10 months (may change, depending on the business requirement) at Infinite with effect from **25 Oct 2021.**
- During the internship program, you will be designated as "**Graduate Engineering Trainee**" and offered a stipend of **INR 14000** per month (inclusive of TDS).
- Upon completion of your internship /exams, you will be designated as **"Associate Software Engineer".**
- You would be required to sign a service agreement for a period of **36 months** from the start date of the internship program. If you leave the organization before the completion of the agreement period then you will have to pay penalty amount towards early exit, totaling to the amount invested by the organization on your training and skills development as mentioned in the Service Agreement.
- You would be required to submit 2 undated cheque leaves of INR 1.5 lac each from your personal/ Infinite salary account and original educational documents as per the service agreement. The same will be returned on completion of service agreement period.

On the day of your reporting, you are required to submit the following documents

1. Original documents (SSLC, PUC Marksheet, Degree/ Graduation Marks cards)
2. Photocopy of the above documents.
3. Documentary evidence of date of birth, address proof, ID proof (PAN, Passport, Aadhar Card)
4. Four passport size colored photographs
5. Copy of updated resume

The compensation structure and other terms and conditions of your employment would be as perthe Appointment letter that would be issued to you on completion of Internship period.

For Infinite Computer Solutions India Ltd,

Vijaya Ganugapati
Vice President - Human Resources

Please confirm that you have read, understood and agree to the above Terms of Employment by signing below

Name:_____

Signature:_____

Date:_____

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FORM Q

[See Rule 24(9A)]

APPOINTMENT ORDER

1. Name & Address of the Establishment	Accenture Solutions Pvt. Ltd. Plant 3, Godrej & Boyce Complex, Pirojshanagar, LBS Marg, Vikhroli (West), Mumbai - 400079, INDIA
2. Name & Address of the Employer (Joining Location)	Bengaluru
3. Name of the Employee	Mani Naga Surendra Chowta
4. His/Her Postal Address	15-297, Indira Nagar, Addanki, Prakasam (Dist), Andhra Pradesh - 523201
5. His/Her Permanent Address	15-297, Indira Nagar, Addanki, Prakasam (Dist), Andhra Pradesh - 523201
6. Father/Husband Name	Father: (LATE) CHOWTA NAGA VEERA RAGHAVARAO
7. Date of Birth (dd-mm-yyyy)	16/08/2000
8. Date of his/her entry into employment. (DOJ – dd-mm-yyyy)	28/10/2021
9. Designation (Career Level)	12
10. Nature of work entrusted to him/her (Role)	Application Development Associate
11. His/Her serial number in the Register of employment (CID)	INOA9896241
12. Rate of wages payable to him/her	Refer to annexure 1 of the Offer Letter.
Place: Bengaluru Date: 28/10/2021	Mahesh Vasudeo Zurale Senior Managing Director— Technology Lead - Delivery Centers for Technology in India Accenture Solutions Private Limited Mumbai
Acknowledgement by the employee with date & signature	**Accenture Solutions Private Limited**

Ch. Mani Naga Surendra
17481A0442 [C.W]

BE YOURSELF,
MAKE A DIFFERENCE.

accenture

Strictly Private and Confidential

Date:12-Aug-2021

Mani Naga Surendra Chowta
C9896241

15-297, Indira Nagar, Addanki, Prakasam (Dist), Andhra Pradesh - 523201

9121907883

Dear **Mani Naga Surendra Chowta,**

Based on our recent discussion with you, we are pleased to extend an offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Center, India as per the below terms and conditions:

Job Profile - Application Development Associate

Management Level - 12

Job Family Group- Software Engineering

Please refer to:

- Annexure I for the compensation and benefits details
- Annexure II for the documentation to be submitted by you
- Terms of Employment

Your employment with Accenture will be governed by the clauses mentioned in the attached "Terms of Employment". You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 65% and above or 6.5 CGPA and above in the current degree as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

Reference Id: 9b18926e-a930-47e6-8ca8-3976e08c0dc6_1
Signed By: Mahesh Vasudeo Zurale

accenture

Application Development Associate
Email Address mani.naga.s.chowta@accenture.com
Location Hyderabad - HDC3A
Anurag Jain
Manager
People Lead Rupam Biswas

Overview

My Job Profile

Job Family & Job Family Group Details	
Job Family Group	Software Engineering
Job Family	Application Development
Job Profile Details	
Management Level	12-Associate
Job Profile	Application Development Associate
Job Profile Description	Design and develop technologies, software products, or systems to align with business requirements. Create implementation or integration approach for applications and its components. Provide primary support for application releases into production, including deployment plan and schedule. Coordinate and fix defects or performance issues within Service Level Agreements. Analyze, design, build, and/or test new components or enhancements to existing modules. MANAGEMENT LEVEL DESCRIPTORS Complexity (Degree of difficulty of an assignment or the level of problem-solving assessment and resolution required, as measured by degree of problem-solving, strategic vs. routine focus, and stakeholder interactions (e.g. – Executives, Supervisor, etc.)): •Requires solving of routine problems, largely through precedent and referral to general guidelines. •Interaction is within own team and direct supervisor. Authority (Power to influence or complete assignments independently, and ability to make decisions, as measured by latitude to devise work products or plans, reliance on instruction, and decision-making ability): Requires detailed to moderate level of instruction on daily work tasks and detailed instruction on new assignments. Impact or Decision Impact (Risk or consequences in the event of failure, as measured by range of expected impact such as within a team or across a team or area of responsibility and level of risk):

642

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[C.W] 166

Offer: Computer Consultancy
Ref: TCSL/CT20203065007/Hyderabad
Date: 11/01/2021

Ms. Haripriya Daggubati
5-79Chinalakshmaiah Gari Veedhi,
Near State Bank Of India,
Karamchedu-523168,
Andhra Pradesh,
Tel# 91-9100785364

Dear Haripriya Daggubati,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be assigned a role in the **Engineering & Industrial Services and Internet of Things (EIS & IOT)** Unit, which is subject to change as per the business requirements of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year.Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Deccanpark, No 1 Software Units Layout, Madhapur, Hyderabad 500 081 India
Tel: 91 40 6667 2000 Fax: 91 40 6667 2222 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

TATA

GROSS SALARY SHEET

Annexure 1

Name	Haripriya Daggubati
Designation	Assistant System Engineer-Trainee
Institute Name	Gudlavalleru Engg. College, A P

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
Retention Incentive	NA	0
TOTAL GROSS	27,415	3,38,877
Xplore/ Learning Incentive****		Upto 60,000

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore Program.

**The Performance Pay is applicable upon successful completion of the TCS Xplore Program.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

**** Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
GROSS BOUQUET OF BENEFITS	7,646	91,752

TATA CONSULTANCY SERVICES
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Tel: 91 40 6667 2000 Fax: 91 40 6667 2222 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Withdrawal of Offer

If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

K Ganesan
Global Head Talent Acquisition & AIP

Click here or use a QR code scanner from your mobile to validate the offer letter

Encl: Annexure 1: Benefits and Gross Salary
Annexure 2: List of TCS Xplore Centres
Annexure 3: Confidentiality and IP Terms

TATA CONSULTANCY SERVICES
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Deccanpark, No 1 Software Units Layout, Madhapur, Hyderabad 500 081 India
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TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

accenture

Deekshit Kumar Reddy Chevuru

09:42 PM
23/03/2022
Page 1 of 1

Application Development Associate
Phone Number +91 73306 05911 (Mobile)
Email Address d.reddy.chevuru@accenture.com
Location Hyderabad - HDC4A

Daraesh Mistry
Manager
People Lead Deepika Dang

Professional Profile

Job Details

Job Details

Supervisory Organization	Accenture (Julie Sweet) >> AVA-HDC-KA-MS-01 (Daraesh Mistry (Inherited))
Job	Application Development Associate
Business Title	Application Development Associate
Job Profile	Application Development Associate
Job Family	Software Engineering > Application Development
Management Level	12-Associate
Time Type	Full time
Location	Hyderabad - HDC4A

Contact Information - Public

Phone	+91 73306 05911 (Mobile)
Email	d.reddy.chevuru@accenture.com

Work Address

SEZ,IT/ITES, Nanakramguda Village
SerilingampallyMandal,RangaReddy Dt
Hyderabad- 500008
Telangana
India

17-446
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189

1,7481204!
C-W

Hi Deekshit Kumar Reddy Chevuru,

We are excited for you to join Accenture!

Your first day is scheduled for **03-Sep-2021.**

You are at the last step to complete your onboarding process. To enable us to create a seamless joining experience for you, please complete the DAY ONE "CHECK-IN" process confirming your Date of Joining **03-Sep-2021** with Accenture by choosing one of the below options.

YES - I confirm joining Accenture on 03-Sep-2021.
NO - I decline the Offer.

Regards,
Accenture Onboarding Team

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[C.W]

Congratulations! You have been selected to be part of Accenture!

1 message

donotreply.indiacampus <donotreply@indiacampus.accenture.com> Wed, Jul 14, 2021 at 17:25
To: deekshitkumarreddych@gmail.com

banner

See you soon at Accenture!

Dear Deekshit Kumar Reddy Chevuru,

You've made it! Congratulations on successfully completing our hiring process.

We are glad to extend our Letter of Intent (LOI) to confirm your selection. **You must accept our LOI within 2 days**, if not we will consider your withdrawal from our process.

Steps to follow for accepting LOI:

- Login to the portal with the Link and Credential provided in the User Credential mail received with this mail.
- You will be redirected to the Dashboard Page.
- Click on the My Task tab on the top.
- Select the Task assigned.
- Download and read the Letter of Intent for no confusion.
- Select the check box and click on submit button for accepting the offer.

For any queries you can login to the below link and go to Help section – choose appropriate category to raise your queries.
Link: http://indiacampus.accenture.com/candidate

Your journey to the world of Accenture has just begun. See you soon!

Regards,
Recruitment Team
Accenture in India

Please note, that unless a formal employment offer is provided to candidate specifically determining the terms of employment with Accenture, nothing contained in this email or any identified processes for the purpose of candidate's participation in the interview process shall be considered as an offer for employment by Accenture notwithstanding any contents or communications mentioned in process documents or links.

Please be further informed that existence of an offer or offering any employment to a candidate shall be subject to business needs within Accenture or client requirements; mere clearance of any processes related to campus hiring does not by itself create an offer of employment for the candidate.

Letter of Intent

Doc Ref. No.:QC20211282 Date of Issue: 12th October 2021

Dear **Dhulipalla Jagadeeswari**,

Congratulations on your selection with QuEST! We look forward to you joining our growth journey as world's leading engineering services provider.
We are pleased to let you know that we intend to make you an offer of Employment for the role of Trainee Engineer with QuEST Global Engineering Services Pvt. Ltd.

- **Total Cost to Company (TCTC):** INR 3.00 LPA
- **One-time Retention Bonus:** INR 25000 (On completion of one year from the date of joining)
- **Location:** Any of the QuEST Global offices (as per business requirement)
- **Working Hours:** As per Location Norms
- **Probation Period:** 6 months from the date of joining
- **Service Agreement:** 2 years

You will be entitled to allowances and other benefits as per QuEST Policies. You shall receive your salary payments on the last working day of the month.

This offer of employment is subject to successful completion of:

- Background Verification Check.
- Completion of your course program with an aggregate of 65% and no standing arrears on the Date of Joining

As per QuEST's hiring process we would conduct a detailed background verification check of all the information & documents submitted by you.

For any clarifications, offer acceptance, joining confirmation & BGC form please write back to: university.relations@quest-global.com

We eagerly look forward to welcome you at QuEST.

PS: This Offer stands cancelled in case of any discrepancy found during the Background Verification or based on Academic credentials.

For QuEST Global Engineering Services Private Limited

Neha Das

Neha Das
Deputy Manager - University Relations **Candidate Signature: _____**

Disclaimer:** ***The salary package and structure will be subject to changes on business situation at the time of onboarding. This is a letter of intent to offer Employment and not a formal offer of employment. The detailed terms and conditions of employment with QuEST will be shared separately as a formal offer one month prior to your date of joining.

Annexure - I
Compensation & Benefit Details

Items	Monthly Salary (Amount in INR)	Annual Salary (Amount in INR)
Monthly Salary Components		
(A) Basic Salary	15,000	1,80,000
(B) House Rent Allowance	2,250	27,000
(C) Conveyance Allowance	-	-
(D) Leave Travel Allowance (LTA)	-	-
(E) Food Coupon	-	-
(F) Telephone/Internet Allowance	-	-
(G) Other Allowance*	3,155	37,860
(H) MONTHLY GROSS SALARY: (H = A+B+C+D+E+F+G)	20,405	2,44,860
Retirement Benefits		
(I) PF	1,800	21,600
(J) Gratuity	722	8,664
(K) RETIREMENT BENEFITS: (K = I+J)	**2,522**	**30,264**
Benefits		
(L) Medical Insurance Premium	673	8,076
(M) BONUS/Ex.GRATIA	1,400	16,800
(N) Fixed Compensation: (N = H+K+L+M)	**25,000**	**3,00,000**
(P) TOTAL COST TO COMPANY (TCC)		**3,00,000**

A one-time joining bonus of **INR 25,000** shall be paid upon successful completion of one-year service with QuEST.

Your monthly deduction from salary towards Medical Insurance premium would be INR **625**. This is as per your current Band; the amount will change accordingly in case of Band change.

You are eligible for benefits coverage as per QuEST Band. For your current Band the coverages shall be:

- Group Medical Insurance cover of INR **300000**
- Group Personal Accident Insurance cover of INR **1000000**
- Group Term Life Insurance cover of INR **1500000**
- Employee Deposit Linked Insurance cover as per statutory requirement

Note: Income tax liability of allowances / reimbursements will be considered in light of the existing tax laws. In case any tax has to be recovered for any allowances / reimbursements, either because of changes made to the law by the Govt. of India or pursuant to an order by an Income Tax Officer or any responsible officer of the Income Tax Department, then the same will be recovered from employee's salary, either with retrospective or prospective effect, as the case may be.

Declaration: All aspects of QuEST policies provided in this document are intended to provide indicative details. For Policy details, please refer to QuEST QMS on intranet. The ownership and right for implementation of these policies rests with QuEST alone. QuEST reserves the right to make changes to the policies, including but not limited to withdrawal of the same, from time to time with or without prior notice.

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TATA

Ref: TCSL/CT20213793088/1683623/Chennai
Date: 09 December 2021

MS. ARUNA DIVVE
4-62,Main Road,Nagarajupalli Main Road,
Near Devi Street, Nagarajupalli,
Andhra Pradesh-523301.
Tel# 919505942893

Sub: Joining Letter

Dear Ms. Aruna Divve,

We would like to take this opportunity to extend a very warm welcome to TATA Consultancy Services Limited (TCSL) family.

We are pleased to inform you that your joining date at TCSL will be **16th December 2021** , your joining location is **Chennai** , work location is **Chennai** and your stream is **IT** . This has been provided considering your preference and business requirements.

Your wellbeing is our utmost priority in the current COVID-19 pandemic scenario across India. Keeping this in mind, and the regulations enforced by various states at this point, we have internally enabled a virtual onboarding process for our future TCSers. For the Virtual Onboarding Process, **you will not be required to physically report at the TCS offices on the date of your joining** .

TCS XP HR Team will reach out to you over email in the next few days to guide you further on the virtual onboarding process and steps to be taken to prepare yourself for onboarding.

Congratulations on completing the first phase of your learning through TCS Xplore Program. We appreciate your passion towards learning which has helped you to perform well. You are now set to experience learning through our coveted TCS Xperience Program.

D. Aruna

TATA CONSULTANCY SERVICES
Tata Consultancy Services Ltd
Peepul Park, Technopark Campus, Kariavattom P.O., Thiruvananthapuram - 695 581, Kerala, India
Telephone : +91 471 6629400, Fax: +91 471 6629499, Website : www.tcs.com
Registered Office : Nirmal Building, 9th Floor, Nariman Point, Mumbai - 400 021
Corporate Identification Number (CIN): L22210MH1995PLC084781

1748100 451

97
189

sreeharsha.tanuk... 3/12/2021
to me, nehasiddharth.kulk...

Dear **Veeranjaneyulu,**

Welcome to Colruyt!!

This is with reference to your employment with us in the position of **Trainee Application Database Analyst** I am herewith sending you soft copy of Appointment letter along with Salary "Annexure" and Training and Service Agreement.

Kindly go through the document and send us your reply with below message as an acknowledgement.

"I have read and understood the terms and conditions of the attached documents (Appointment Letter & Annexure-A , Training and Service Agreement) and hereby provide my acceptance and concurrence to all the terms and conditions. Pending execution of a physical copy of these documents, I hereby agree to abide by the terms and conditions of the Appointment Letter, Training and Service Agreement as applicable. Effective from ***December 01 2021****, all the terms and conditions of the Appointment Letter, Training and Service Agreement, will have the same force as of physically executed Agreement and I shall be bound by all the terms and conditions thereof. I further declare that all the information provided by me in these documents is true to the best of my knowledge and belief."*

Incase of any questions, please reach your HR Business Partner.

Regards,

Sreeharsha Tanuku | HR Business Partner

451
C-W

COLRUYT GROUP | Colruyt IT Consultancy India Pvt. Ltd.

CIN:U72300TG2021PTC095721

LETTER OF OFFER

Offer Date: **November 26, 2021**

Dear **Veeranjaneyulu Doddakula**,

Pursuant to our recent discussions regarding employment opportunities at Colruyt IT Consultancy India Pvt. Ltd ("Colruyt" or "the Company")) it is my pleasure to offer you the position of **Trainee Application Database Analyst** at **Colruyt.**

Your date of joining the Company shall be **December 01, 2021.**

Your Remuneration on **Total Cost to the Company basis** would be as per **Annexure-A.** In addition to this, you will also be entitled to additional benefits as are generally accorded to the employees of Colruyt, as per the Company policy. Detailed employment contract (Appointment Letter) will be issued to you on the joining date.

In this position, you will be reporting to **Associate Delivery Head** of your team in Colruyt. You will be under probation for a period of six-months, starting from your date of joining the Company. The probation period is extendable at the sole discretion of the Company.

You are requested to present the following documents (along with originals for verification) to the HR department on day of joining company:

1. Copies of educational certificates, starting from school leaving certificate.
2. Copy of Relieving letter and service certificate from the last employer (If employed previously)
3. Copy of Latest pay slip (If employed previously)
4. Copy of Passport.
5. Four Passport size photographs
6. Copy of PAN (Permanent Account Number)
7. Copy of Form 16 (If you are previously employed and TDS is deducted)

As a Trainee, you will be required to execute a Training & Service Agreement with the Company. HR will provide a copy of the draft Training & Service Agreement along with the appointment letter for joining the Company.

If this offer is acceptable to you, kindly send us written notification of your acceptance over mail, within two business days i.e. before **November 29, 2021,** else this offer shall stand withdrawn automatically.

This offer shall be liable for cancellation if the information given by you at the time of interview or given in the application is found to be incorrect.

In the event of unforeseen adverse circumstances beyond the reasonable control of the Company, the Company may revoke the offer of employment before you join as an employee, by giving a prior written notice of at least 15 days.

Please feel free to contact me in the interim, if you have any questions.

We look forward to having you on board and being part of the Colruyt team for a long and mutually beneficial association.

Yours sincerely,

Md. Akram

Akram Mohammad
Deputy Head - Human Resources
Colruyt IT Consultancy India Private Limited

Note: The information contained in this document is strictly private and confidential

Fareportal

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 U72900DL2005PTC134384

Ref. FIPL/Offer/1361/53/2021 Date: **23-Aug-2021**

Mr. Edha Sai Nikhil Reddy
YSR Center, Kunderu
,Andra Pradesh(521245)
Mob: 8919511904

Email ID: edanikhilreddy@gmail.com

Subject: Offer of Employment

Dear Sai Nikhil Reddy,

Congratulations!

We are pleased tooffer you employment with Fareportal India Pvt. Ltd., forthe position of**"Sr. Software Engineer - TECH (Digital)"** subsequent to your job application and interviews you have had with us.

Your cost to company (CTC) would be **Rs. 1320000 P.A (Fixed Rs. 1200000/- & PB (10%) upto Rs. 120000/-** paid annually based on performance and can go upto 125% of the total variable performance pay) which includes the statutory benefits payable by the company. The breakup of salary will be provided to you on your date of joining.

You are also entitled for one time joining bonus of **Rs. 100000** in two equal instalments first **50%** amount will be paid after completion of **3 Months** and second instalment will be paid after completion of **6 Months.**

You are eligible for a performance bonus upto 10% of the fixed base (if any), subject to your individual performance against KPIs assigned to you as well as the company's overall performance as measured by its ***MOAS*** and ***EBITDA***. Your bonus eligibility is prorated based on date of hire. Company reserves the right to amend its bonus program at any time.

You are required to report to the Department of Human Resources on the **31st Day of Aug'2021 at 11:00 AM** for fulfillment of your joining formalities, along with the set of documents annexed herewith.

Please note that this offer is valid subject to your positive employment verification, background checks and verification of compensation/financial documents followed by successful completion of the process training.

Everyone you have interviewed with and all the family members of Fareportal join hand in extending you a warm welcome to the company.

Fareportal is a team of professionals and provides a challenging and rewarding career ensuring a high level of job satisfaction with ample opportunities for career growth & development. We are confident that our association will prove to be mutually beneficial.

Please return a copy of the letter, duly signed as a token of your acceptance of the offer. Please note that this offer is valid till the date of your joining only after which it lapses automatically.

Note: In case employee left the organization within 2 years of joining then the paid Joining Bonus amount will be recovered from full and final settlement in case applicable.

For Fareportal India Pvt. Ltd ----------

Birendra Bhandari

I have read and accept the terms of the offer. I will join duty on or before 31st Aug2021.

s

Manager – People & Culture Name, Signature & Date

Sub Total 98200

Basic	50000
HRA	25000
Special Allowance	23200
Statutory Bonus	0
Sub Total	**98200**
Employee PF	1800
Employee ESI	0
CTC	**100000**
Employer PF	1800
Employer ESI	0
Take Home	**96400**
Gross CTC Per Annum	**1200000**
Annual Variable (Performance Bonus) Upto	**120000**
Total CTC Per Annum	**1320000**

Your total cost to company (CTC) would be **Rs. 1320000 P.A.** (**Rupees Thirteen Lac Twenty Thousand Only)** which includes the statutory benefits payable by the company.

***There should be no salary discussion. It is against company's policy.**

CHECKLIST OF DOCUMENTS	
Below Mentioned Needs To Be Uploaded in OPL At The Tine Of Documentation Formalities.	
Sr. No.	**Activity**
1.	Signature verified and attested by bank
2.	Offer letter
3.	**Attested** Appointment letter of last organizations
4.	**Attested** Relieving /Resignation Letter of previous employer.
5.	**Attested** Latest salary slip
6.	**Attested** Copy of PAN Card
7.	**Attested** Copy of any Govt. identity card
8.	**Attested** Permanent address proof
9.	**Attested** Local address proof
10.	**Attested** Educational Certificates **(Stating from 10th till Highest qualification)**
11.	**Attested** Professional Certificates
12.	**Attested** Copy of Aadhar Card
13.	7 Passport size photographs (in White Background)
14.	Blood Group
15.	Receipted copy/email of resignation from the current organization before date of joining

Fareportal India Pvt. Ltd.
Plot No. 365, Pace City-II
Sector 37, Gurgaon-122001
Phone: +91-124-462-9300
http://www.fareportal.com

Declaration for BGV

I, am aware that my Salary will only
be released post clearance of my Positive Background verification; as such, there should be no :-

pending BGV due to any pending documentation;

Incorrect / fake/ non relevant document submission for Address check;

pending response / negative report from your previous employer(s);

negative report / observation in any BGV check.

In case of non-revert on my employment check due to any reason(Mandate Reliving letter by Previous employer or any other reason) & will assure to get the HR/Supervisor revert through E-mail on employment details shared by me within 3 working days.

My employment is subject to verification of the particulars given by me. My employment will terminate without any notice period if I am found to have submitted any false statement/s or document.

I am aware of Fareportal BGV Policy & it's my responsibility to support Fareportal BGV team for end to end closure.

Signature

Date:-

1748A0453 C.W

88/133

TATA

Ref: TCSL/DT20206472885/1435829/Hyderabad
Date: 06 July 2021

MS. FAREEDA
22/310 English Palem,
Backside Of Apsara Lodge, Machilipatnam,
Andhra Pradesh-521001.
Tel# 916304221279

Sub: Joining Letter

Dear Ms. Fareeda,

We would like to take this opportunity to extend a very warm welcome to TATA Consultancy Services Limited (TCSL) family.

We are pleased to inform you that your joining date at TCSL will be **12th August 2021** , your joining location is **Chennai** , work location is **Chennai** and your stream is **EIS & IOT** . This has been provided considering your preference and business requirements.

Your wellbeing is our utmost priority in the current COVID-19 pandemic scenario across India. Keeping this in mind, and the regulations enforced by various states at this point, we have internally enabled a virtual onboarding process for our future TCSers. For the Virtual Onboarding Process, **you will not be required to physically report at the TCS offices on the date of your joining** .

TCS XP HR Team will reach out to you over email in the next few days to guide you further on the virtual onboarding process and steps to be taken to prepare yourself for onboarding.

Congratulations on completing the first phase of your learning through TCS Xplore Program. We appreciate your passion towards learning which has helped you to perform well. You are now set to experience learning through our coveted TCS Xperience Program.

TATA CONSULTANCY SERVICES
Tata Consultancy Services Ltd
Peepul Park, Technopark Campus, Kariavattom P.O., Thiruvananthapuram - 695 581, Kerala, India
Telephone : +91 471 6629400, Fax: +91 471 6629409, Website : www.tcs.com
Registered Office : Nirmal Building, 9th Floor, Nariman Point, Mumbai - 400 021
Corporate Identification Number (CIN): L22210MH1995PLC084781

FAREEDA

174810453

ECE - A

TATA

12-AUG-2021

Letter Of Appointment

Ms. Fareeda Fareeda
TCS - Chennai

Dear Ms. Fareeda,

Further to your acceptance of our offer letter vide TCSL/DT20206472885/- Chennai dated 11-Jan-2021 we are pleased to appoint you in our organisation in grade Y as A.S.E-Trainee.

Your emoluments are already communicated to you vide our aforesaid offer letter.

You will be on Training for a period of 12 months from the date of your joining i.e. 12-AUG-2021 and will be confirmed thereafter, if found suitable, in a regular grade.

Your appointment will be governed by the policies, rules, regulations, benefits and terms & conditions of TCSL as applicable to you and the changes therein from time to time.

Your Associate number is 1942420.

Yours sincerely,
For TATA Consultancy Services Limited

GIRISH V NANDIMATH
Global Head - Talent Acquisition

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

REDMI NOTE 8
AI QUAD CAMERA

17481A0453 [C.W.]
ECE-A.

Offer: Computer Consultancy
Ref: TCSL/DT20206472885/Hyderabad
Date: 11/01/2021

Ms. Fareeda
22/310English Palem,
Backside Of Apsara Lodge,
Machilipatnam-521001,
Andhra Pradesh.
Tel# -

Dear Fareeda,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year.Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited

454
CW

DOJ: 29-Nov-2021 - With reference to your joining formalities

Inbox

Infosys_LPCam... 11/12/2021

to me

Hi Gandrapu Rama Harika,

Candidate ID: 1002134253

Welcome to Infosys!

You are just a step away from becoming an 'Infosion', from being a part of an organization that is dynamic, innovative, diverse and multicultural. Our thirst for continuous innovation fuels our spirit to improve the present, transform the world, and make the future a better place.

Upon completion of your Lanscripad process, FDF forms would be generated.

Contact: HR Help Desk number : 080-33554639 option 3, between 8.30 AM IST to 5.30 PM IST Monday to Friday.

Email ID: Trainee_helpdesk@infosys.com

Note: In case of non-availability of any original educational mark sheets/documents for any reason, you are requested to obtain a bonafide letter attested by your college/university stating the same. In case the mark sheet document has been lost or misplaced, a copy of the FIR will be required. Without these documents the joining formalities will be considered to be incomplete/invalid.

Kindly ignore this e-mail in case there is a change in your date of joining.

Wishing you a fulfilling and rewarding career at Infosys!

If you need more information about any of the following [illegible]
Infosys_LPCampus@infosys.com

Infosys

HRD/3T/21-22/1002134253

July 27, 2021

Ms. Gandrapu Rama Harika
Candidate ID: 1002134253
1-84 Postoffice Street
Vemavaram,Gudlavalleru Mandal,Krishna District.
Gudlavalleru - 521331
Gudlavalleru
India
Ph: (91) 91823 43942

17481A0454
[C.W]
G. Rama Harika
ECE-A

Dear Gandrapu,

SUB: LETTER OF INTENT TO HIRE

Congratulations! Further to your application for Employment with Infosys Limited ("Company") and the subsequent selection process, we are delighted to communicate to you our intent to make you an offer for the position of **Systems Engineer** in Job Level 3 with the company. Your DoJ is **December 20, 2021** and you will receive the Letter of Appointment with all the elaborates soon.

This letter of intent would be superseded by a formal employment contract. The employment contract will detail out the scope, terms and conditions of your employment with the company, break up of your salary, proposed location of posting, date of joining etc.

Please be advised that our offer to you will be conditional upon you having successfully completed your graduation / post-graduation qualification and having completed all course requirements and examinations required for the award of the educational qualification mentioned by you in your application for employment with the Company. You are required to submit all marks sheets and other relevant documents (if any), on the day you join the Company. Further, you should have been declared as passed by the relevant examination authority. Please note that the determination of the adequacy or authenticity of all or any of the proofs and any condoning delay in submission of the same will be at the Company's absolute and sole discretion.

Should you meet the conditions of employment, your **Total Gross Salary** includes a Performance Incentive and will be **INR 360000** per annum. The complete breakdown of the compensation and increment will be provided in the Letter of Appointment.

This is a letter of intent only. It is not intended to be, and shall not constitute in any way a binding or legal agreement, or impose any legal obligation or duty on either you or the Company. Should you have any questions regarding the above, please do not hesitate to write to us at offer_update@infosys.com.

Welcome to Infosys Ltd. We are confident you will be able to make a significant contribution to the success of Infosys Limited. We wish you a long, rewarding and fulfilling career and look forward to working with you.

Yours sincerely,

RICHARD LOBO
EVP and Head Human Resources – Infosys Limited

Mindtree.

455
C.W
30
182

Dear Yadu Vamsi Gangula

Welcome to Mindtree

This is to confirm that your joining formalities have been completed and below details are for your reference.

Date of joining : 25/06/2021

MID : M1029907

Designation : ENGINEER

Kindly go through the attached New Joiner's Handbook for important guidelines.

Request you to go through and read all the Mindtree policies and the Code of Conduct in Peopledrub. These policies must be adhered to by all Mindtree Minds and any breach thereof would result in Disciplinary action.

You are also required to follow all the instructions provided in the handbook related to the Business Bill is mandatory Courses on our e-learning portal. Yaksh, that needs to be completed within 45 to 6 best days from the date of joining.

For any queries kindly reach out to Global Contact Center as given below:

From Mindtree extension phone: Dial 12345 and choose 3 as the option

From personal phone: Dial +91-44405-12345/ +91-44607-12345/ +91-44337-12345

Always at Mindtree bright and pledge to protect integrity, intellectual property & partner with us in making Mindtree a safe work place.

Regards

Onboarding Team

People Shared Services

Mindtree
A Larsen & Toubro Group Company

17481A0455
[C.W]

Date: 19-Jun-2021

To

Yadu Vamsi Gangula
INDIA

Dear Yadu Vamsi Gangula,

Sub: Offer of Training and Employment

1. This has reference to the selection process for employment opportunity at Mindtree in the campus of Kalinga.

2. We take pleasure in informing you that you have been selected for appointment in Mindtree as an ENGINEER in the Salary Grade C1 subject to the following terms and conditions.

2.1. a) You should complete the Degree which you are now pursuing without any backlog (subjects where you have not obtained the passing marks) at the time of joining

b) Secure 60% aggregate in the degree. Aggregate is calculated as follows:

$$\text{Aggregate} = \frac{\text{(Total of marks obtained in all the subjects from the first to last semester)}}{\text{(Total of maximum marks in all the subjects from first to last semester)}}$$

Aggregate % = Aggregate * 100

c) Provide a copy of the degree certificate or provisional degree certificate along with mark sheets of all semesters on your day of joining.

2.2. You shall initially undergo training at Mindtree, Kalinga, Bhubaneswar, Odisha and undergo Orchard Learning Programme conducted by Mindtree, Kalinga which helps you to transition to the Corporate world of technology solutions. The details of the programme and the training location will be provided separately closer towards the joining date. Mindtree reserves the right to change the training campus location based on business needs.

2.3. Your joining location would be Mindtree Kalinga, Bhubaneswar and joining date would be communicated in subsequent emails.

yadu vamsi gangula

Mindtree
A Larsen & Toubro Group Company

17-455

2.4. Your onboarding date would be shared with you based on your participation and achieving required milestones as per the pre- orchard learning program calendar which will be shared by you upon acceptance of this offer.

2.5. The period of Orchard is 90 days and on successful completion of the programme, you shall be deployed at a location as per the business requirement of Mindtree.

2.6. The other terms and conditions of your appointment at Mindtree is in Annexure - A. Besides, you will be governed by the rules, regulations and policies of Mindtree which will be in force from time to time

2.7. You shall bring with you the following documents at the time of reporting for Training at Mindtree, Kalinga, Bhubaneshwar, for completing the joining formalities.

- 10th, 12th and graduation (all semesters) mark sheets originals and 2 sets of photocopies
- Degree completion/provisional certificate originals and 2 sets of photocopies
- Pan card originals and 2 photocopies
- Aadhaar card originals and 2 photocopies
- Voter ID / Driving license originals and 2 photocopies
- 4 passport size photographs

If the above terms and conditions are acceptable, you may confirm your acceptance by digitally signing this offer within 5 days from the date of receipt of this mail and offer document.

If you have any questions or need any clarification, please do not hesitate to contact us at campus@mindtree.com.

We wish you a long and successful career with Mindtree.

We look forward to working with you soon.

Thank you,
For Mindtree Limited

Rosalee

Rosalee M Kombial
Vice President-People Function

yadu vamsi gangula

17-456

31/188

Gmail

Keerthy Naidu <ganisettikeerthynaidu@gmail.com>

ADID Details

1 message

Akilan Veeraraghavan <akilan.veeraraghavan@wipro.com> Tue, Feb 8, 2022 at 7:58 AM
To: "ganisettikeerthynaidu@gmail.com" <ganisettikeerthynaidu@gmail.com>

Dear Candidate,

Please find the below mentioned ADID details;

Candidate Full Name	Employee ID	ADID	Official Mail ID
Ganisetti Keerthi Naidu	20331172	GA20331172	ganisetti.naidu1@wipro.com

(ards,

Akilan. V

PRP Team

Internal to Wipro
'The information contained in this electronic message and any attachments to this message are intended for the exclusive use of the addressee(s) and may contain proprietary, confidential or privileged information. If you are not the intended recipient, you should not disseminate, distribute or copy this e-mail. Please notify the sender immediately and destroy all copies of this message and any attachments. WARNING: Computer viruses can be transmitted via email. The recipient should check this email and any attachments for the presence of viruses. The company accepts no liability for any damage caused by any virus transmitted by this email. www.wipro.com'

456
CW

Gmail

Keerthy Naidu <ganisettikeerthynaidu@gmail.com>

Welcome to Wipro | Virtual Onboarding Day – 03rd February 2022

1 message

manager.campus@wipro.com <manager.campus@wipro.com>
To: ganisettikeerthynaidu@gmail.com

Thu, Jan 27, 2022 at 1:09 PM

Welcome to Wipro | Virtual Onboarding Day – 03rd February 2022

Dear Ganisetti Keerthi Naidu

Resume Number - 28949161.

Greetings from Wipro!

We hope you and your loved ones are staying safe and well.

WIPRO

17481A0456

(C.W)

Dear Ganisetti Naidu ,
Resume Number - 20949161

Based on our discussions with you, we would like to inform you of our intent to offer you the role of **Project Engineer** which will be in Career Band **TRB-II**of the organization.

The salary stack for this role is detailed below. Do reach out to us should you have any clarifications.

COMPONENT	AMOUNT (INR)
Basic	11,670
HRA	5,835
Bonus	2,334
Wipro Benefits Plan (WBP)	4,849
Total Fixed Cash	**24,688**
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
Total Fixed Compensation	**27,108**
Other Compensation Benefits	
Health benefit (Medical)	600
Variable Pay	
Target Variable Pay	1,459
Target Cost to Company per month	**29,167**
Total Cost to Company per annum	**3,50,004**

Kindly note this letter of intent shall be followed by a letter of appointment from us.

Please confirm your interest to receive offer of appointment by clicking on this link Click to Complete and accepting the contents of this communication within 15 calendar days. Your confirmation of interest is a precondition to the issuance of offer of appointment.

Yours sincerely,

For Wipro Limited,

Aparna Shailen
General Manager - Human Resources

17-456(C.W)

Gmail

Keerthy Naidu <ganisettikeerthynaidu@gmail.com>

Wipro Campus Update_LOI

1 message

Campus HR Team <wipro+email+194k7-cf8bbe9bf8@talent.icims.com>
Reply-To: Campus HR Team <wipro+email+194k7-cf8bbe9bf8@talent.icims.com>
To: ganisettikeerthynaidu@gmail.com

Thu, May 27, 2021 at 1:35 PM

May 27, 2021

Dear Ganisetti Naidu ,
Resume Number - 20949161

Based on our discussions with you, we would like to inform you of our intent to offer you the role of **Project Engineer** which will be in Career Band **TRB-II** of the organization.

The salary stack for this role is detailed below. Do reach out to us should you have any clarifications.

COMPONENT	AMOUNT (INR)
Basic	11,670
HRA	5,835
Bonus	2,334
Wipro Benefits Plan (WBP)	4,949
Total Fixed Cash	**24,888**
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
Total Fixed Compensation	**27,108**
Other Compensation Benefits	
Health benefit (Medical)	600
Variable Pay	
Target Variable Pay	1,459
Target Cost to Company per month	**29,167**
Total Cost to Company per annum	**3,50,004**

Kindly note this letter of intent shall be followed by a letter of appointment from us.

Please confirm your interest to receive offer of appointment by clicking on this link Click to Complete and accepting the contents of this communication within 15 calendar days. Your confirmation of interest is a pre-condition to the issuance of offer of appointment.

Yours sincerely,

For Wipro Limited,

Aparna Shailen

This message was sent to ganisettikeerthynaidu@gmail.com. If you don't want to receive these emails from this company in the future, please go to:
https://wipro.icims.com/icims2/?r=E4BC20949161&contactId=6907802

© Wipro Limited, Doddakannelli, Sarjapur Road Bengaluru 560 035 IND

SoCtronics

SoCtronics Technologies Pvt. Ltd.
Plot No 89 &90, 6-2-120/76/115, 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

Letter Of Intent (LoI)

17-457
CORE CW

Ref No: SoCT/LoI/ET

Date: 13-09-2021

Name: NIKIL GANJIKUNTA

College: Gudlavalleru Engineering College

Dear NIKIL GANJIKUNTA,

Sub: Selection as **Engineer Trainee** - Regarding

Based on your performance in the written test and subsequent interview conducted by VEDA IIT, a Unit of The VEDA Educational Society (hereinafter referred to as **"VEDA IIT"** and shall include its successors and permitted assigns), we are pleased to inform you that you have been provisionally selected by SoCtronics Technologies Pvt. Ltd., (the "Company" and includes its successors and permitted assigns) for undergoing six-month training at VEDA IIT and the Company in the domain of Digital Engineering (Logic Design/Physical Design/Std Cell Design) which is being conducted by VEDA IIT (hereinafter collectively referred to as the ("Training Program"). After the successful completion of the Training Program that is likely to take 6 months (or such extended period required to complete the training formalities which shall be intimated in advance), you will be offered employment as **Engineer Trainee** in the Company. At the time of joining the Company and during your employment with the Company you may be deployed to work at any of the Company locations or with any of the Company's customer locations or at those of the affiliated companies in India/abroad as the case may be and you shall be willing to take up the given responsibilities.

VEDA IIT is expected to schedule the Training Program tentatively on **Oct 01, 2021** and you may indicate your acceptance herein below. Schedule given is tentative and is subject to change at the discretion of the Company and VEDA IIT and such changes shall be intimated to you.

After successful completion of the Training Program as per the assessment criteria laid out by VEDA IIT and strict adherence to the code of conduct and character formulated by VEDA IIT, you will be absorbed on the rolls of the Company and during the first year of employment you will be designated as Engineer Trainee and will undergo on-the-job training. During your Employment as Engineer Trainee and thereafter, you are required to discharge your duties, conform to and comply with all the rules and regulations of the Company and shall not do or cause to be done anything against or contrary to the interests of the Company. The salary offered at any stage is to be treated as Cost to Company (CTC) implying that it includes all direct and indirect benefits applicable at that time.

I. Joining Formalities to be completed are as follows:

- Within **3 days** of receiving the LoI, provide a confirmation of your joining the Training Program in Digital Engineering (Logic Design/Physical Design/Std Cell Design) tentatively on Oct 01, 2021 or anydate rescheduled by VEDA IIT which shall be intimated in advance and submit your consent by duly signing on all pages of this LoI in the footer column and send the same to the Company.

- Within **1 week**, provide self-attested photocopies of all your marks sheets starting from Class 10 onwards.

Place:
Date:

Name:
Signature:

TATA

459
33
189

Ref: TCSL/DT20206475238/1435496/Hyderabad
Date: 19 August 2021

MR. CHIRANJEEVI GARIKIPATI
3-102 Ankamatalli Temple,
Nagayatippa, Vijayawada,
Andhrapradesh-521125.
Tel# 919133069025

Sub: Joining Letter

Dear Mr. Chiranjeevi Garikipati,

We would like to take this opportunity to extend a very warm welcome to TATA Consultancy Services Limited (TCSL) family.

We are pleased to inform you that your joining date at TCSL will be **08th September 2021** , your joining location is **Chennai** , work location is **Chennai** and your stream is **CBO** . This has been provided considering your preference and business requirements.

Your wellbeing is our utmost priority in the current COVID-19 pandemic scenario across India. Keeping this in mind, and the regulations enforced by various states at this point, we have internally enabled a virtual onboarding process for our future TCSers. For the Virtual Onboarding Process, **you will not be required to physically report at the TCS offices on the date of your joining** .

TCS XP HR Team will reach out to you over email in the next few days to guide you further on the virtual onboarding process and steps to be taken to prepare yourself for onboarding.

Congratulations on completing the first phase of your learning through TCS Xplore Program. We appreciate your passion towards learning which has helped you to perform well. You are now set to experience learning through our coveted TCS Xperience Program.

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C.W]

Offer: Computer Consultancy
Ref: TCSL/DT20206475238/Hyderabad
Date: 11/01/2021

Mr. Chiranjeevi Garikipati
3-102Ankamatalli Temple,
Nagayatippa,
Vijayawada-521125,
Andhrapradesh.
Tel# 91-8688886285

Dear Chiranjeevi Garikipati,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be assigned a role in the **Infrastructure Services (IS)** Unit, which is subject to change as per the business requirements of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year.Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

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Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of **₹14,784/-** per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

1. **House Rent Allowance (HRA)**
   Your HRA will be **₹5,914/-** per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. **Leave Travel Allowance**
   You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

3. **Food Card**
   You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias.As per the Pre-Defined structure you will be eligible for a Food Card with an amount of **₹500/-** being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.

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PERFORMANCE PAY

Monthly Performance Pay
You will receive a monthly performance pay of **₹1,700/-**. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

Quarterly Variable Allowance
Your variable allowance will be **₹600/-** per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

Quarterly Variable Allowance is subject to review on your first anniversary and may undergo a change based on the actual performance of the Company, your business unit and your own ongoing individual performance. The payment is subject to your being active on the company rolls on the date of announcement of Quarterly Variable Allowance.

This Pay/Allowance shall be treated as productivity bonus in lieu of statutory profit bonus.

Performance Pay will be effective upon successful completion of the TCS Xplore Programme.

CITY ALLOWANCE

You will be eligible for a City Allowance of **₹200/-** per month. This is specific to India and is linked to your base branch. In the event of a change in your base branch this amount may undergo a change. It will stand to be discontinued while on international assignments. This allowance is fully taxable and subject to review.

XPLORE/ LEARNING INCENTIVES

You will be eligible for Readiness Incentive AND/ OR Competency Incentive, basis your performance in TCS Xplore Program. The incentives gives you an additional earning potential of upto Rs.60,000 over and above your CTC during the first year.

OTHER BENEFITS

Health Insurance Scheme
TCSL brings the benefit of health insurance cover to you and your dependants under the company's Health Insurance Scheme(HIS).

HIS offers the following benefits:

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1. **Basic Cover**

   i. Entitlement - Includes domiciliary expenses up to ₹6,000/- per insured person per annum and basic hospitalization expenses up to ₹2,00,000/- per insured person per annum.

   ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

2. **Higher Hospitalisation**

   Coverage under Higher Hospitalisation is mandatory. Under this scheme, you and your enrolled dependents will be automatically covered under Higher Hospitalisation benefits.

   i. Entitlement - You and your enrolled dependants will be entitled for ₹12, 00,000/- as a family floater coverage towards hospitalisation expenses, over and above the individual basic coverage.

   ii. Premium - For Higher Hospitalisation, a part of the premium will be recovered from your salary and the differential premium will be borne by TCSL.

Maternity Leave

Women employees are eligible to avail maternity leave of twenty six weeks. Adopting or commissioning mother,may avail maternity leave for twelve weeks. For more details on the benefits and eligibility, once you join, please refer TCS India Policy - Maternity Leave.

Tata Sons and Consultancy Services Employees' Welfare Trust (TWT)

You will become a member of the TWT, on completion of continuous association of one year from the date of joining TCSL. A nominal annual membership fee of ₹250/- will be recovered from you for the same. The Trust provides financial assistance by way of grants/ loans in accordance with the rules framed by the Trust from time to time for medical and educational purposes and in case of death of members while in service.

Loans

You will be eligible for loans, as per TCSL's loan policy.

Professional Memberships

You will be eligible for reimbursement of expenses towards professional membership as per TCSL's policy.

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RETIRALS

Provident Fund

You will be a member of the Provident Fund as per the provisions of "The Employees Provident Fund and Miscellaneous Provisions Act, 1952", and TCSL will contribute 12% of your basic salary every month as per the provisions of the said Act.

Gratuity

You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

TERMS AND CONDITIONS

1. **Aggregate Percentage Requirements**

   Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above (or equivalent CGPA as per the conversion formula prescribed by the Board / University) in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and highest qualification (Graduation/ Post Graduation as applicable) which includes successful completion of your final semester/year without any pending arrears/backlogs. As per the TCSL eligibility criteria, marks/CGPA obtained during the normal duration of the course only will be considered to decide on the eligibility.

   As communicated to you through various forums during the recruitment process, your appointment is subject to completion of your course within the stipulated time as specified by your University/Institute and as per TCSL selection guidelines.

   It is mandatory to declare the gaps/arrears/backlogs, if any, during your academics and work experience. The management reserves the right to withdraw/revoke the offer/appointment at any time at its sole discretion in case any discrepancy or false information is found in the details submitted by you.

2. **Pre requisites for Joining**

   To enable your readiness to work on assignments upon joining, we have put together a comprehensive learning program named TCS Xplore which is made available to you digitally. This foundation program will include Online learning content, Webinars, practice sessions & proctored assessments. Further to accepting this Offer letter, you are required to enroll for the TCS Xplore Program and start your learning journey with TCSL. TCSL will make Xplore program available for you upon your offer acceptance. Please note that your joining is subject to successful completion of your TCS Xplore program including the proctored assessment. We encourage you to complete your pre-learning, through TCS Xplore, well before your expected date of joining to avoid delays in onboarding.

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3. **Training Period**

You will be required to undergo class room and on the job training in the first twelve months (including the TCS Xperience Programme as set out herein below), during which period you will be appraised for satisfactory performance during/after which TCSL would normally confirm you.

This confirmation will be communicated to you in writing. If your performance is found unsatisfactory during the training period, the company may afford you opportunities to assist you and enable you to improve your performance. If your performance is still found unsatisfactory, TCSL may terminate your traineeship forthwith.

However, TCSL may even otherwise at its sole discretion terminate the traineeship any time if your performance is not found satisfactory. The terms and conditions of the training will be governed by TCSL's training policy. TCSL reserves the right to modify or amend the training policy.

If you remain unauthorizedly absent for a consecutive period of 3 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of TCS Xperience trainees without any further intimation/separate communication to you.

4. **Working Hours**

Your working hours are governed by applicable law. You may be required to work in shifts and/or over time depending upon the business exigencies as permitted by law.

5. **Mobility**

TCSL reserves the right to transfer you at any of its offices, work sites, or associated or affiliated companies in India or outside India, on the terms and conditions as applicable to you at the time of transfer.

6. **Compensation Structure / Salary components**

The compensation structure/salary components are subject to change as per TCSL's compensation policy from time to time at its sole discretion.

7. **Increments and Promotions**

Your performance and contribution to TCSL will be an important consideration for salary increments and promotions. Salary increments and promotions will be based on TCSL's Compensation and Promotion policy.

8. **Alternative Occupation / Employment**

Either during the period of your traineeship or during the period of your employment as a

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confirmed employee of TCSL, you are not permitted to undertake any other employment, business, assume any public or private office, honorary or remunerative, without the prior written permission of TCSL.

9. Confidentiality Agreement

As part of your acceptance of this appointment as an employee with TCS you are required to maintain strict confidentiality of the intellectual property rights protected information and other business information of TCS and its clients which may be revealed to you by TCS or which may in the course of your engagement with TCS come your possession or knowledge unless specifically authorized to do so in writing by TCS. This Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

10. Service Agreement

As TCSL will be incurring considerable expenditure on your training, you will be required to execute an agreement, to serve TCSL for a minimum period of 1 year after joining, failing which, you (and your surety) will be liable to pay TCSL ₹50,000/-towards the training expenditure. Service agreement duration of one year refers to continuous service of 12 months from date of joining TCSL and excludes the duration of Leave without pay (LWP) and/or unauthorized absence, if any.

11. Overseas International Assignment Agreement

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related documents pertaining to the international assignment for which you are being placed In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period clause mentioned below.

This is to ensure that the knowledge and information gained by you during your assignment is shared and available to TCSL and its associates.This transfer of knowledge and information is essential for TCSL to continue to serve its clients and customers better.If you are deputed internationally for training,you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of training.

12. Terms and Conditions

The above terms and conditions are specific to India and there can be changes to the said terms and conditions in case of deputation on international assignments.

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TATA

13. TATA Code of Conduct

You are required to sign the TATA Code of Conduct and follow the same in your day-to-day conduct as an associate of TCSL.

14. Notice Period

During your tenure with TCSL, either you or TCSL may terminate your traineeship / employment under this Agreement by providing 90 days written notice. The company reserves the right, to ask you to complete the notice period or adjust the earned vacation in lieu of entire or partial notice period. If your services, behaviour and/ or performance are not found satisfactory, TCSL may terminate your services by giving notice as mentioned herein above. No notice or payment in lieu thereof shall be applicable if your services are discontinued/terminated on account of any misconduct either during your traineeship period or upon completion of the traineeship period.

You will be liable to pay TCSL ₹50,000/- in case you fail to serve TCSL for a minimum period of 1 year after joining in accordance with the Service Agreement clause.

If you are covered under International Assignment Agreement, either you or TCSL can terminate the traineeship/appointment by giving 90 calendar days written notice as set out in the Separation Policy of TCSL. TCSL reserves the right if it is in the interest of the business and current assignment, to ask you to complete your notice period.

15. Retirement

You will retire from the services of TCSL on reaching your 60th birthday as per the proof of age submitted by you at the time of joining.

16. Pre-employment Medical Certificate

You are required to submit a Medical Certificate of Fitness (in the format prescribed by TCSL) which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS to the Induction Coordinator.

17. Employment of Non Indian Citizens

In case, you are not a citizen of India, this offer is subject to your obtaining a work permit and / or any other permissions and / or documentation as prescribed by the Government of India.

18. Background Check

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining.If the background check reveals unfavourable results, you will be liable to disciplinary action

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including termination of traineeship/service without notice.

19. Submission of Documents

Please note that you should initiate and complete the upload of mandatory documents on the nextstep portal as soon as the offer letter is accepted (subject to availability of the documents)

Please carry the below listed **Original** Documents for verification on your joining day.

- Permanent Account Number (PAN) Card - You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary
- Aadhaar Card
- Standard X and XII/Diploma mark sheets & Certificate
- Degree certificate/Provisional Degree Certificate and mark sheets for all semesters of Graduation
- Degree certificate and mark sheets for all semesters of your Post Graduation(if you are a Postgraduate)
- Overseas Citizenship of India (applicable if you are not an Indian Nationality). For Srilankan Refugee, a Refugee Identity card along with Work Permit is required
- Birth Affidavit on Rs100 stamp paper, if Birth Certificate not in English
- Any other affidavits on Rs100 stamp paper if applicable (name affidavit for multiple names, signature affidavits, address affidavits etc.)
- Passport / Acknowledgement letter of passport application
- Gap/Break in career affidavit on Rs100 stamp paper, if gap is more than 6 months
- 4 passport sized photographs
- Medical Certificate (Should be made on the format provided by TCS along with the Joining letter)
- An affidavit/notarized undertaking (Non-Criminal Affidavit, should be made on the format provided by TCSL) stating :
  *There is no criminal offence registered/pending against you
  *There is no disciplinary case pending against you in the university

- If you were employed, a formal Relieving letter & Experience letter from your previous employer

The original documents will be returned to you after verification.

In addition to the above original documents, Please carry Xerox copies of the below documents

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*PAN Card (Permanent Account Number)
*Aadhaar Card (Not applicable for Nepal & Bhutan Citizenship)
*Passport
*NSR E-Card

20. TCS Xperience Program

On joining TCSL, you will be given the benefit of formal training (TCS Xperience Program) at our offices, as identified, for such period as TCSL may decide.

The said training forms a critical part of your employment with TCSL and is an ongoing process. TCSL continues to make investment on training and continuing education of its professionals. This will be of immense value to you as a professional and a large part of the ownership and commitment has to come from you.

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training. If you are requested to join TCSL inspite of you not completing the Xplore proctored assessment, you will be provided Xplore training on premise and the above said evaluation process will stand good. The evaluation criteria which will be very transparent will be used as a basis for allocating people to projects/roles. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.

21. Letter of Appointment

You will be issued a letter of appointment at the time of your joining and after completing joining formalities as per TCSL policy.

22. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from time to time.The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

23. Compliance to all clauses

You should fulfill all the terms and conditions mentioned in this letter of offer. Failure to fulfill one or more of the terms and conditions and/or failure to clear one or more tests successfully would entitle TCSL to withdraw this offer letter anytime at its sole discretion.

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24. Data Privacy Clause:

(a) Your personal data collected and developed during recruitment process will be processed in accordance with the TCS Data Privacy Policy. The personal data referred therein are details related to contact, family, education, personal identifiers issued by government, social profile, background references, previous employment and experience, medical history, skillset, proficiency and certifications, job profile and your career aspirations.

(b) It will be processed for various organizational purposes such as recruitment, onboarding, background check, project assignment, performance management, job rotation, career development including at leadership level, diversity and inclusion initiatives, global mobility, wellness program, statutory and legal requirements and specific organizational initiatives in force during your tenure in TCS.

(c) After you join TCS, there would be more sets of Personal Information (PI) attributes processed for various legitimate purposes. All of it will be processed with compliance to applicable laws and the TCS Data Privacy Policy. In some scenarios of your PI processing, you will be provided with appropriate notice and/or explicit consent might be obtained from time to time.

(d) For the purposes mentioned above, your required PI may be shared with specific vendor organizations who provide services to TCS, e.g. background check, health insurance, counselling, travel, transport and visa, payroll services, associate engagement activities, and financial and taxation services.

(e) As TCS is a global company, your PI may be shared with entities outside India, limited for the purposes mentioned above and/or in this offer letter.

(f) In case of oversees deputation, available privacy rights would be governed as per regulatory provisions and / or TCS policies/notice provided applicable at your overseas location.

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Withdrawal of Offer
If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

K Ganesan
Global Head Talent Acquisition & AIP

Click here or use a QR code scanner from your mobile to validate the offer letter

Encl: Annexure 1: Benefits and Gross Salary
Annexure 2: List of TCS Xplore Centres
Annexure 3: Confidentiality and IP Terms

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ADID Details

1 message

Akilan Veeraraghavan <akilan.veeraraghavan@wipro.com>
To: raghavagarikipati9999 <raghavagarikipati9999@gmail.com>

Mon, 6 Dec 2021 at 15:47

Dear Candidate,

Please find the below mentioned ADID details;

Candidate Full Name	Employee ID	ADID	Official Mail ID
Garikipati Raghava Ranjith kumar	20306679	GA20306679	garikipati.kumar@wipro.com

Regards,

Akilan. V

PRP Team

The information contained in this electronic message and any attachments to this message are intended for the exclusive use of the addressee(s) and may contain proprietary, confidential or privileged information. If you are not the intended recipient, you should not disseminate, distribute or copy this e-mail. Please notify the sender immediately and destroy all copies of this message and any attachments. WARNING: Computer viruses can be transmitted via email. The recipient should check this email and any attachments for the presence of viruses. The company accepts no liability for any damage caused by any virus transmitted by this email. www.wipro.com

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(C.W)

M

Wipro Campus Update_LOI

1 message

Campus HR Team <wipro+email+2gg71-b97f2993a1@talent.icims.com> Wed, 3 Nov 2021 at 15:35
Reply to: Campus HR Team <wipro+email+2gg71-b97f2993a1@talent.icims.com>
To: raghavagarikipati9999@gmail.com

November 3, 2021

Dear RAGHAVA RANJITH KUMAR GARIKIPATI ,
Resume Number - 21032087

Based on our discussions with you, we would like to inform you of our intent to offer you the role of **Project Engineer** which will be in Career Band **TRB-II** of the organization.

The salary stack for this role is detailed below. Do reach out to us should you have any clarifications.

COMPONENT	AMOUNT (INR)
Basic	11,670
HRA	5,835
Bonus	2,334
Wipro Benefits Plan (WBP)	4,849
Total Fixed Cash	**24,688**
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
Total Fixed Compensation	**27,108**
Other Compensation Benefits	
Health benefit (Medical)	600
Variable Pay	
Target Variable Pay	1,459
Target Cost to Company per month	**29,167**
Total Cost to Company per annum	**3,50,004**

Kindly note this letter of intent shall be followed by a letter of appointment from us.

Please confirm your interest to receive offer of appointment by clicking on this link Click to Complete and accepting the contents of this communication within 15 calendar days. Your confirmation of interest is a precondition to the issuance of offer of appointment.

Yours sincerely,

For Wipro Limited,

Aparna Shailen
General Manager - Human Resources

This message was sent to raghavagarikipati9999@gmail.com. If you don't want to receive these emails from this company in the future, please go to:
https://wipro.icims.com/icims2/?r=42CC21032087&contactId=13962036

© Wipro Limited, Doddakannelli, Sarjapur Road Bengaluru 560 035 IND

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Infosys
Navigate your next

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HRD/3T/1002126089/21-22

October 9, 2021

Mr. Gatti Ganibabu
4-216/2,
Near Durgamma Temple, Burrilanka, Kadiyam(Mandal)
Rajahmundry-533126
India

Ph: +91-7075553666

Dear Gatti,

Welcome to Infosys!

Today, the corporate landscape is dynamic and the world ahead is full of possibilities! None of the amazing things we do at Infosys would be possible without an equally amazing culture, the environment where ideas can flourish and where you are empowered to move forward as far as your ideas will take you.

At Infosys, we assure that your career will never stand still, we will inspire you to build what's next and we will navigate further, together. Our journey of learnability, values and trusted relationships with our clients continue to be the cornerstones of our organization and these values are upheld only because of our people.

We look forward to working with you and wish you success in your career with us.

Warm regards,

RICHARD LOBO
SVP and Head Human Resources - Infosys Limited

INFOSYS LIMITED
CIN: L85110KA1981PLC013115
44, Infosys Avenue
Electronics City, Hosur Road
Bangalore 560 100, India
T 91 80 2852 0261
F 91 80 2852 0362
askus@infosys.com
www.infosys.com

Company Confidential - This communication is confidential between you and Infosys Limited

Infosys
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HRD/1002126089/21-22

October 9, 2021

Mr. Gatti Ganibabu
4-216/2,
Near Durgamma Temple, Burrilanka, Kadiyam(Mandal)
Rajahmundry-533126
India

Ph: +91-7075553666

Dear Gatti,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer** .

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **04-Nov-2021.**

Location

Your location of training is **MYSORE, India** . The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location."

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise."*

Training

The training program will consist of classroom/virtual training and on-the-job training. The duration of the classroom/virtual training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and successful completion of the training.

Probation and Confirmation

You will be on probation for a period of 12 months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

Leave

You are entitled to Earned Leave, right from your date of joining. You will be eligible for 15 working days of earned leave annually, during probation. On confirmation as a permanent employee you will be eligible for 20 working days of leave annually.

Leave is credited on a quarterly basis. The leave eligibility shall begin in the quarter of your joining the Company, on a pro-rata basis. Leave year is the calendar year and not the fiscal year.

An illustration with other relevant information have been given in the Information Sheet. The Company's Policies also provide for Maternity, Paternity and Bereavement Leave. Further details will be provided to you at the time of joining.

Agreement

Our offer to you as **Systems Engineer** is subject to the execution of the Service Agreement. The Service Agreement details the scope, terms and conditions of your employment, the necessary training and the contractual obligations towards Infosys from the date of your joining and up to a period of 12 months from the date of allocation to a Practice Unit. The date of allocation to a Practice Unit is generally the first day of the subsequent month post completion of training. You will be required to complete the formalities on the Service Agreement at the time of joining. Please note, non-execution of the notarized Service Agreement will result in denial of employment with the Company.

Compensation and Benefits

Salary

Your Total Gross Salary during training will be **INR 25,000 per month** and Total Gross Salary post allocation will be **INR 30,000 per month** . The break-up of your salary has been provided in the Compensation Details sheet in Annexure - I and Annexure - II.

Training Performance - linked Incentive

You will be eligible for a Training Performance-linked Incentive (TPI) upon allocation to a Practice Unit, to a maximum of 20% of your Fixed Gross Salary, based on your performance in the training. The details of this scheme will be communicated on your joining. Please refer to the Compensation Details sheet for more details.

Ex - Gratia / Bonus

You will be eligible for an Ex-Gratia/ Bonus payout which is calculated at 20% of the Basic Salary as mentioned in the Compensation Details sheet at Annexure - I of this letter. The mode of payment for Financial Year 2021-22 will be as follows:

95% of the bonus amount mentioned in the Compensation Details sheet will be paid out on a monthly basis. The balance amount will be paid out in the end of the financial year.

Basket of Allowances (BOA)

The Basket of Allowances will be paid to you as part of your salary every month.

You will have the flexibility of choosing the components and amounts under such components as per the options provided to you on the Company Intranet, based on your preferences and income tax plans

National Pension Scheme

We offer all our India based employees the option to contribute towards the National Pension Scheme. This is an optional retirement benefit introduced by the Government of India for all its citizens. It enables accumulation of retirement corpus during active employment with add-on tax breaks. Please refer to the Information Sheet at Annexure - IV for more details.

Insurance

You will be eligible to participate in a Group Health Insurance Scheme. You may choose to enhance the coverage with other participatory optional health insurance plans (Platinum, Gold and Silver). You will be covered by default under the Standard Plan which provides you and your family (your spouse and two children up to the age of 22 years) with a cover of **INR 500,000** per annum.

You will be covered under the Group Life Insurance Scheme, managed by Infosys Welfare Trust which provides you with a total Life Insurance cover of **INR 62,00,000** of which **INR 32,00,000** is covered towards natural death, and **INR 30,00,000** towards an accidental death. All employees become members of Infosys Welfare Trust, by one-time payment of **INR 250** and fixed monthly contribution of **INR 250** .

The details of the Scheme would be available to you when you join the Company.

Notice Period

During the probation period, if your performance is found to be unsatisfactory or if it does not meet the prescribed criteria, your training/employment can be terminated by the Company with one-month notice or salary thereof. On confirmation, you will be required to give three month's notice or salary thereof in case you decide to leave our services, subject to the Company's discretion. Where circumstances make it necessary, the Company will have the discretion to relieve you only at the end of the three months' notice period. Similarly, the Company can terminate your services by giving three months notice or salary thereof.

In the event you do not successfully complete your training, or you are involved in an act that constitutes misconduct, your training/employment can be terminated by the Company with immediate effect without notice.

Background Checks

The Company may, at its discretion conduct background checks prior to or after your expected joining date to validate your identity, the address provided by you, your education details and details of your prior work experience if any, and to conduct any criminal checks. You expressly consent to the Company conducting such background checks. In this connection, you are required to furnish the documents listed in Offer Annexure for India.

If you fail to submit the necessary documents as required by the Company within the specified time period or if the Company is not satisfied, with the outcome of the background checks, the Company, in its sole discretion, reserves the right to withdraw this offer without notice and compensation or to take any appropriate action against you, including, but not limited to termination of your employment.

When a background check raises any concerns regarding any of the details furnished by you and the Company feels the need to further validate such facts, the Company may at its sole discretion, ask you for further information, to substantiate the details that you have earlier provided to the Company, before initiating appropriate action.

Please note that Infosys requires you to furnish a copy of your passport at the time of joining. If you are unable to do so, the Company will initiate a criminal background check.

Other Terms and Conditions

You agree not to undertake employment, whether full-time or part-time, as the Director / Partner / Member / Employee of any other organization / entity engaged in any form of business activity without the consent of Infosys. The consent may be given subject to any terms and conditions that the Company may think fit and may be withdrawn at any time at the discretion of the Company.

Our offer to you as a **Systems Engineer** is conditional upon your having fully completed your graduation/post-graduation, without any active backlog papers and with a pass percentage not lesser than as specified in our campus recruitment program 2020-21. These eligibility criteria for the Role of a Systems Engineer, has already been clearly communicated to you and your college during the selection process. You will also have completed all studies, course requirements and examinations required for the award of the educational qualification recorded by you in your application for employment with Infosys.

You will produce all marks sheets and other relevant documents, at least till the penultimate semester. All these proofs will need to be submitted on the day of joining. Further, you should have been declared as passed by the relevant examination authority. The determination of the adequacy or authenticity of all or any of the proofs and any condonation of delay in submission of the same will be at the Company's discretion.

You hereby acknowledge and agree to abide by all internal Policies of the Company, which you will be able to access, upon joining, on the Intranet 'Sparsh'. These Policies cover various human resources and administrative topics and procedures. The Company reserves the right to change these Policies at any time in its absolute discretion.

Based on the nature of your work and business requirements, you may be required to work on rotational shifts. If you are required to work on rotational shifts, you will be duly intimated of the change in your shift timings. During rotational shifts, you will continue to be bound by the provisions of the working hour policy of the Company. If the rotational shifts require you to work night shifts, the policy on night shift allowance of the Company (if in force) will be made applicable to you.

You shall be required to sign certain mandatory agreements, including but not limited to the Confidentiality, Intellectual Property Rights, the Code of Business Conduct and Ethics and your employment shall be governed by all the rules and regulations, as amended from time to time, of the Company as applicable to your employment with us. This offer is also conditional upon your acceptance and execution of the Non-Compete Agreement (Annexure-III).

This offer of employment constitutes the entire agreement between you and the Company regarding the terms of your employment and it is the complete, final, and exclusive embodiment of your agreement with regard to this subject matter and supersedes any other promises, warranties, representations or agreements, whether written or oral. It is entered into without reliance on any promise or representation other than those expressly contained herein, and it cannot be modified or amended except in writing signed by an authorized officer of the Company.

If any of the terms or conditions of this offer are found to be illegal or unenforceable, such terms shall be treated as severable from the rest of the terms and conditions of this offer and the remaining terms and conditions shall continue in force.

This agreement shall be governed by the laws of India and you hereby agree to the exclusive jurisdiction of the courts in Bangalore, India.

Infosys
Navigate your next

As a token of your acceptance of this offer, please bring a duly signed duplicate copies of the letter and all the accompanying annexures, on the date of joining.

We welcome you to the Infosys family and wish you a rewarding career over the years to come.

Yours sincerely,

.ICHARD LOBO
EVP and Head Human Resources - Infosys Limited

I have read, understood and agree to the terms and conditions as set forth in this offer letter.

Date: _____, 20_____

_____
Sign your name

_____ _____
Print your full Name Location

INFOSYS LIMITED
CIN: L85110KA1981PLC013115
44, Infosys Avenue
Electronics City, Hosur Road
Bangalore 560 100, India
T 91 80 2852 0261
F 91 80 2852 0362
askus@infosys.com
www.infosys.com

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ANNEXURE - I
(Compensation during the Training)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	**Mr. Gatti Ganibabu**
ROLE	**Systems Engineer**
ROLE DESIGNATION	**Systems Engineer Trainee**
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a dily basis)	2,850
MONTHLY GROSS SALARY	**22,328**
2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150
3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary*	722
FIXED GROSS SALARY (1+2+3)	**25,000**
TOTAL GROSS SALARY	**25,000**

OTHER BENEFITS

Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time

*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act

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ANNEXURE - II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	Mr. Gotti Ganibabu
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee

1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a thly basis)	2,850
MONTHLY GROSS SALARY	**22,328**

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary*	722
FIXED GROSS SALARY (1+2+3)	**25,000**

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At indicative Payout of 10%	At indicative Payout of 20%
AINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)			26,250
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)			27,500
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)			30,000

OTHER BENEFITS

Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time

*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act

462 36/182

TATA

Ref: TCSL/DT20206853825/1708696/Pune
Date: 21 December 2021

MS. SUMA GERA
14/185,By Passroad By Pass Road,
Pambala Gudem, machalipatnam,
andhra pradesh-521001.
Tel# 918317503618

Sub: Joining Letter

Dear Ms. Suma Gera,

We would like to take this opportunity to extend a very warm welcome to TATA Consultancy Services Limited (TCSL) family.

We are pleased to inform you that your joining date at TCSL will be **30th December 2021** , your joining location is **Hyderabad** , work location is **Hyderabad** and your stream is **IT** . This has been provided considering your preference and business requirements.

Your wellbeing is our utmost priority in the current COVID-19 pandemic scenario across India. Keeping this in mind, and the regulations enforced by various states at this point, we have internally enabled a virtual onboarding process for our future TCSers. For the Virtual Onboarding Process, **you will not be required to physically report at the TCS offices on the date of your joining** .

TCS XP HR Team will reach out to you over email in the next few days to guide you further on the virtual onboarding process and steps to be taken to prepare yourself for onboarding.

Congratulations on completing the first phase of your learning through TCS Xplore Program. We appreciate your passion towards learning which has helped you to perform well. You are now set to experience learning through our coveted TCS Xperience Program.

TATA CONSULTANCY SERVICES
Tata Consultancy Services Ltd
Peepul Park, Technopark Campus, Kariavattom P.O., Thiruvananthapuram - 695 581, Kerala, India
Telephone : +91 471 6629400, Fax: +91 471 6629489, Website : www.tcs.com
Registered Office : Nirmal Building, 9th Floor, Nariman Point, Mumbai - 400 021
Corporate Identification Number (CIN): L22210MH1995PLC084781

462
CW

TATA

Offer: Computer Consultancy
Ref: TCSL/DT20206853825/Pune
Date: 19/12/2021

Ms. Suma Gera
14/185,By PassroadBy Pass Road,
Pambala Gudem,
Machalipatnam-521001,
Andhra Pradesh.
Tel# 91-8341763299

Dear Suma Gera,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore/ TCS Xperience (detailed under Terms & Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Niyati Tiara, Ground Floor, S.No 103/A/1/1/2, ETS 1005, Nagar Road, Vermada, Pune 414 005 India
Tel: 91 20 6688 7777 Fax: 91 20 5608 7152 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

464
CW
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189

apps associates

Letter of Employment

Strictly Confidential

04th October 2021

Dear Samyuktha Godavarthi,

Congratulations...!!

We are pleased to offer you an employment with Apps Associates (I) Pvt. Ltd. for the position of **"Associate Trainee"** at our Hyderabad office.

Your annual gross salary along with the break-up of salary is attached herewith as in **Annexure-A.**

Your employment with us will be governed by terms and conditions referred in **Annexure-B.**

The base location will be in Hyderabad and your employment confirmation will be subjected to successful completion of twelve (12) months training period from the date of joining.

Eligibility for Merit Increase: All associates joining on or before **September 30 of the current year** only will be eligible for the following years merit increase.

We welcome you to **Apps Global family** and look forward to a long and fruitful association.

Yours Sincerely,
For Apps Associates (I) Private Limited

Chandru Muthukkaruppan
Vice President – GDC Business Operations

Apps Associates (I) Pvt. Ltd.
1-3-23/2, Street No.4, Habsiguda, Hyderabad - 500 007
Voice: 91-40-30212601; Fax: 91-40-30212706

17-464

APPS ASSOCIATES
WELCOME ON BOARD

Dear Samyuktha Godavarthi,

Greetings from Apps Associates!

We are glad to have you on board - Virtual; on Monday i.e. 04th October 2021.

Our HR person would connect with you on DOJ in between 10:00 - 12:00 PM, IST.

Location	Virtual - Onboarding
Date of Joining	04th October 2021
Designation	Associate Trainee

Wishing you all the best.

Regards,
Talent Acquisition Team

EXTREME EXPERTISE

17-464

Gmail

thanvi nat xerox <thanvinatandxerox@gmail.com>

Fwd: LETTER OF INTENT : APPS ASSOCIATES!!!

1 message

Samyuktha Godavarthi <samyukthagodavarthi99@gmail.com>
To: thanvinatandxerox@gmail.com

Tue, Sep 28, 2021 at 9:51

---------- Forwarded message ---------
From: **Apps Campus Hiring** <campus_hiring@appsassociates.com>
Date: Mon 27 Sep, 2021, 12:13 PM
Subject: LETTER OF INTENT : APPS ASSOCIATES!!!
To: Samyuktha Godavarthi <samyukthagodavarthi99@gmail.com>
Cc: Madan Mohan Bangari <madan.bangari@appsassociates.com>

WELCOME TO APPS ASSOCIATES
LETTER OF INTENT

Dear **Samyuktha Godavarthi**,

Congratulations!!!

Welcome to Apps Associates family!
With reference to your application and subsequent discussions, we are pleased to offer the **"Letter of Intent"** as per details given below:
You will be designated as **Associate Trainee**
You will be based at **Hyderabad**, India and are required to work in any of our establishments within India as may be directed by the management from time to time
You will be entitled to an all-inclusive compensation (cost to company) of INR **4,50,000 /-** (Four Lakhs Fifty thousand Rupees only) per annum
You will be under the probation for a period of 1year and you need to give **2 years of Service level Agreement.**
The letter of intent is valid subject to your completion of your academic courses with minimum 70% aggregate and above as specified at time of your selection
Kindly note that this is only the **"Letter of Intent"**. and we will issue a detailed Appointment Letter on the day of joining.

Wishing you all the best and looking forward to meet you. For any assistance please reach us @9100017377.

Regards,

Talent Acquisition Team

EXTREME EXPERTISE

2 attachments

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image.png
279K

466

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188

TATA

Ref: TCSL/CT20203306681/1663470/Bangalore
Date: 04 January 2022

MR. N V PAVAN KUMAR GOLI
4-373 Kummari Bazar,
Vinukonda, Vinukoda,
Andhra Pradesh-522647,
Tel# 919676825221

Sub: Joining Letter

Dear Mr. N V Pavan Kumar Goli,

We would like to take this opportunity to extend a very warm welcome to TATA Consultancy Services Limited (TCSL) family.

We are pleased to inform you that your joining date at TCSL will be **20th January 2022** , your joining location is **Hyderabad** , work location is **Hyderabad** and your stream is **IT** . This has been provided considering your preference and business requirements.

Your wellbeing is our utmost priority in the current COVID-19 pandemic scenario across India. Keeping this in mind, and the regulations enforced by various states at this point, we have internally enabled a virtual onboarding process for our future TCSers. For the Virtual Onboarding Process, **you will not be required to physically report at the TCS offices on the date of your joining** .

TCS XP HR Team will reach out to you over email in the next few days to guide you further on the virtual onboarding process and steps to be taken to prepare yourself for onboarding.

Congratulations on completing the first phase of your learning through TCS Xplore Program. We appreciate your passion towards learning which has helped you to perform well. You are now set to experience learning through our coveted TCS Xperience Program.

TATA CONSULTANCY SERVICES
Tata Consultancy Services Ltd
Peepul Park, Technopark Campus, Kariavattom P.O., Thiruvananthapuram - 695 581, Kerala, India
Telephone : +91 471 6629400, Fax: +91 471 6628499, Website : www.tcs.com
Registered Office : Nirmal Building, 9th Floor, Nariman Point, Mumbai - 400 021
Corporate Identification Number (CIN): L22210MH1995PLC084781

17-468

40/188

BSA Corporation Limited

Offer Letter

Date : 12/ 08 /2021

To,

Mr. GORLE SAIKUMAR
Gudlavalleru Engineering College
Gudlavalleru.

Subject : Selection as On The Job Trainee

Dear Candidate,

Congratulations.....!!!

You have been selected in campus drive on 12th August 2021. Herewith, we offer you to join BSA Corporation Ltd. Company as Trainee. You are expected to report on 3rd week of Aug to 4th Week of Aug 2021 at Chennai for Training. Your joining letter & other formalities will be completed on arrival at Chennai.

On arrival at Chennai, you can contact our person on below given numbers.

Mr.Saravanan : 96003 87972

Thanks,

For BSA Corporation Limited,

B RanjithKumar
Senior Manager – HR operations

BSA Corporation Limited
Corporate Office: 18-20, Sukhwani Fortune, Morwadi Road, Pimpri, Pune – 411018
Tel.: +91 20-27474997 Telefax: +91 20-27474962 Email: marketing@bsagroup.in Website: www.bsagroup.in

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41/182

TATA

Ref: TCSL/DT20219077779/1753362/Mumbai
Date: 01 February 2022

MR. RANJITH KUMAR GOTTIPATI
5-248-A Jayanthi Pet Jayanthi Pet,
Near Lutheran Church, Prakasam,
Andhra Pradesh-523157,
Tel# 918317644642

Sub: Joining Letter

Dear Mr. Ranjith Kumar Gottipati,

We would like to take this opportunity to extend a very warm welcome to TATA Consultancy Services Limited (TCSL) family.

We are pleased to inform you that your joining date at TCSL will be **17th February 2022** , your joining location is **Hyderabad** , work location is **Hyderabad** and your stream is **IT** . This has been provided considering your preference and business requirements.

Your wellbeing is our utmost priority in the current COVID-19 pandemic scenario across India. Keeping this in mind, and the regulations enforced by various states at this point, we have internally enabled a virtual onboarding process for our future TCSers. For the Virtual Onboarding Process, **you will not be required to physically report at the TCS offices on the date of your joining** .

TCS XP HR Team will reach out to you over email in the next few days to guide you further on the virtual onboarding process and steps to be taken to prepare yourself for onboarding.

Congratulations on completing the first phase of your learning through TCS Xplore Program. We appreciate your passion towards learning which has helped you to perform well. You are now set to experience learning through our coveted TCS Xperience Program.

TATA CONSULTANCY SERVICES
Tata Consultancy Services Ltd
Peepul Park, Technopark Campus, Kanavattom P.O., Thiruvananthapuram - 695 581, Kerala, India
Telephone : +91 471 6629400, Fax: +91 471 6629499, Website : www.tcs.com
Registered Office : Nirmal Building, 9th Floor, Nariman Point, Mumbai - 400 021
Corporate Identification Number (CIN): L22210MH1995PLC084781

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TATA

Offer: Computer Consultancy
Ref: TCSL/CT20203062436/Trivandrum
Date: 11/08/2021

Mr. Tirumala Krishna Sai Prasad Guddanti
D.No : 9-502Purugulapeta,
Epurupalem,
Chirala-523166,
Andhra Pradesh.
Tel# 91-9299756517

Dear Tirumala Krishna Sai Prasad Guddanti,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore/ TCS Xperience (detailed under Terms & Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited

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TATA ELXSI Limited Inbox

Abhishek Vinayak Gho... Aug 23
to Abhishek, Chetan

Dear Candidates,

Hope you are doing well!

We are really excited to welcome you to TATA Elxsi!

As today is your Joining date so requesting you to be ready on the time. Our HR onboarding team will reach out to you by call or emails for onboarding formalities so kindly be alert and attentive on Call and Email. You don't need to take follow up for onboarding.

Regards

Abhishek Ghotekar

TATA ELXSI Limited

ITPB Road, Whitefield, Bangalore-560 048, India

Tel +91 9325264255

https://www.linkedin.com/in/abhishek-ghotekar-670a1512a

www.tataelxsi.com

Disclaimer: This email and any files transmitted with it are confidential and intended solely for the use of the individual or entity to whom they are addressed. If you are not the intended recipient of this message , or if this message has been

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23 August 2021

Tirumala Krishna Sai Prasad Guddanti
D.No:9-502, Prugulapeta, Epurupalem,
Chirala Mandal,
Prakasam District, A.P.-523166

Dear Krishna Sai Prasad,

We are pleased to appoint you as **Engineer** or in such other capacity as the Management of the Company shall from time to time determine, under the following terms and conditions:

1. Appointment:

You will be required to join us on **23 August 2021.**
(The Company reserves the right to advance / postpone the date of joining.)

1.1. Your date of appointment is effective from the date of joining.

2. Code of Conduct:

2.1. The Company may require you, at any time, to perform any other administrative, managerial, supervisory, technical or other functions and you will be bound to carry out such functions.

2.2. Your individual remuneration is purely a matter between yourself and the Company and has been arrived at on the basis of your job, skills, specific background and professional merit. Accordingly your salary and any changes made to it, is strictly confidential, and you shall treat it accordingly.

2.3. You shall maintain proper discipline and dignity of your office and shall deal with all matters with sobriety.

2.4. You shall maintain and keep in your safe custody such books, registers, documents and other papers as may be issued to you or may come in your possession and shall return the same when required.

2.5. You shall inform the Company of any changes in your personal data within 3 days of the occurrence of such change. Any notice required to be given to you shall be deemed to have been duly and properly given if delivered to you personally or sent by post to you at your address in India, as recorded in the Company.

engineering creativity

2.6. You will observe work timings and holidays as applicable to your location and place of work.

3. Training & Probationary Period:

3.1 You will be on training for the first 6 months. During the training period, you will be subject to assessment at various stages and you are expected to meet the minimum acceptable criteria for your continuity in the Company and subject to submission of Provisional Degree Certificate (PDC) of the University with **60% or 6.0 CGPA** in aggregate.

3.2 Post the above, you will be on probation for the next 6 months. On meeting the minimum acceptable criteria and on completion of the probation period, if found suitable in the appointed post, you will be confirmed in writing by the Company. The terms and conditions of this letter shall continue to bind you or as may be amended by the Company from time to time.

3.3 Based on your performance, the Company is at liberty to terminate your services, if found unsatisfactory at any time during the Training or probation period, or extended probation period, as it deems necessary.

4. Salary:

4.1. During the period of probation you will be entitled to salary and perquisites as detailed in the annexure. The Company in writing will communicate any change in compensation to you.

4.2. Compensation structure detailed in the attached annexure is for a posting in **Trivandrum.** The compensation structure is based on location of posting and any change in compensation arising out of a change in location of posting will be communicated to you in writing.

5. Initial Posting and Subsequent Transfers:

Your initial posting can be at any of our design & development centers in **Trivandrum.** You will be liable to transfer in such capacity as the Company may from time to time determine to any other location, department, establishment, factory or branch of the Company or subsidiary, associate or affiliate of the Company in India or abroad without claiming any extra remuneration for such transfers.

6. Leave:

6.1. You will be entitled to leave and other benefits in accordance with the rules / policies of the Company.

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7. **Other Work:**

7.1. Your position is a full time employment with the Company and you shall devote your whole time and attention to the Company's business entrusted to you. You will not take up any other work for remuneration (Part-time or otherwise) or work in advisory capacity or be interested directly or indirectly (except as shareholder or debenture holder) in any other trade or business during the employment with the Company without the prior written permission of the Chief Executive Officer of the Company.

8. **Termination:**

8.1. During the period of training / probation, your services shall be terminable by giving one month's notice or one month's basic pay in lieu thereof on either side at the sole discretion of Tata Elxsi management. On confirmation of your services in the Company, your services shall be terminable by giving three months notice or three months basic pay in lieu thereof on either side at the sole discretion of Tata Elxsi management.

8.2. In the event that you want to terminate your employment with the Company, while on a project at customer's site in India or abroad you be will required to give a minimum of 90 days notice, to enable smooth transition and transfer of technology. The actual date of release will be mutually decided with the consent of the concerned client and your superior and the said date of release shall not be unreasonably withheld provided you are able to handover charge satisfactorily within the 90 day period. This minimum notice of 90 days cannot be adjusted with payment in lieu of notice period as mentioned in clause 8.1 above or adjusted against the Privilege Leave.

8.3. In case during your services with the Company, if you are deputed abroad for Training / Developmental program / Participating in Seminar etc., your notice period for resignation / termination during the period of one year after completion of your deputation abroad, will be 6 months at the option of the Company.

8.4. You will be liable to termination from service by the Company without notice if:

a. Any declaration given by you or any testimonials furnished by you to the Company is found to be false, or,
b. You are found to have willfully suppressed any material information, or,
c. You are found to have been convicted for or indulged in criminal, subversive or immoral activities, or,
d. You are found to have indulged in financial irregularities; or
e. You breach any of the terms and conditions of your employment as specified in this letter, or of any further official communication from the Company.

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9. On Separation:

9.1. On communication of the termination/resignation of your employment with the Company, you will immediately give up to the Company before you are relieved, all documents of the Company including correspondence, specifications, formulae, books, documents, cost data, market data, literature, drawings, effects and shall not make or retain any copies of these items.

10. Background Check:

You are advised that, before or after joining the services, the Company or its Client(s) may conduct a background check such as past employment, education, financial & criminal check, including any other information that has been furnished by you. The Company reserve the right to withdraw any offer of employment or terminate your appointment immediately, without any liability should the results of your background investigation found negative.

11. Intellectual Property and Confidential Information:

11.1. Information pertaining to the Company's operations and its clients shall remain secret and safeguarded by you. On joining the Company, a formal agreement to effect non-disclosure of confidential information and intellectual property etc. shall be executed by you. You will also keep us duly informed if you are bound by any confidentiality agreement with any of your previous employers, in which case you shall keep us indemnified against any breach thereof by you. Any Intellectual Property or Patents developed by you during your service will be the property of Tata Elxsi Limited. After leaving the services of the Company, you shall keep confidential and proprietary information and technologies, which you were involved with during your service with the Company and shall render yourself liable to damages and costs arising out of breach of such confidentiality.

11.2. You shall irrevocably, unconditionally and free of any cost, royalty or compensation, assign to TEL all rights, title and interests including the transfer rights and Intellectual Property Rights in all products, designs, software, all embedded, intermediary, base software technology which is created or developed by you during the course of your employment. TEL shall have the right to obtain and hold in its own name, copyrights, trade-marks and other applicable registrations and seek such other protection as may be appropriate to the work, product and all designs, software created by you and you shall also provide TEL or any person designated by TEL all assistance as may be required to establish and / or perfect the rights defined in this clause.

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11.3. **Data Protection Regulation- Personal Data**: You acknowledge and agree that TEL or any of its affiliates or group companies may process your personal data/ sensitive data. You also hereby provide explicit consent to the company to transfer such personal/sensitive data outside the country in which you are employed. TEL will process your personal data in the performance of a contract as your employer, to ensure to meet the employer obligations and the requirements of employment law. Your personal/sensitive data as part of legal obligation for business accounting, payroll, tax, immigration purposes. Your personal/sensitive data shall be under legitimate interests to carry out background checks as part of our due diligence measures. You hereby give your explicit consent to TEL to process such personal/or sensitive data.

12. Adhering to Safety Standards:

12.1. The Company strives to provide each employee with a safe and healthy work environment. Each employee has responsibility for maintaining a safe and healthy workplace for all employees by following safety and health rules and practices and reporting accidents, injuries and unsafe equipment, practices or conditions.

12.2. Violence and threatening behavior are not permitted. Employees should report to work in condition to perform their duties, free from the influence of illegal drugs, smoking, chewing of tobacco or alcohol. The use of alcohol and/or illegal drugs in the workplace will not be tolerated.

12.3. Tata Elxsi has implemented its Healthy and Safety process based on ISO 45001. You are expected adhere to the Health and Safety Policy and promptly report any potential health and safety issues as per the reporting mechanism stipulated under the Health and Safety Policy. This act may help us maintain our own safety, as well as the safety of our fellow co-workers.

13. Protection of Interest:

13.1. If you conceive any new or advanced methods of improving process / formulae / systems in relation to the operations of the Company, such development will be fully communicated to the Company and will be and will remain sole right / property of the Company.

TATA ELXSI

Registered Office: **Tata Elxsi Limited**, ITPB Road, Whitefield, Bangalore 560 048 India
Tel +91 80 2297 9123 fax +91 80 2841 1474
www.tataelxsi.com

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14. Client Management:

14.1. On Termination / Resignation of employment for what-so-ever reasons, you will not seek employment opportunities with our principals, customers and any other person / entity, with whom you had a business relationship / technical engagement within one year from your last working day in the Company. In the event the Company is of the reasonable opinion that you are terminating your employment with the Company to pursue an occupation in violation of this Clause 12, then the Company reserves the right to, at its sole discretion, refuse to accept any letter of termination, by whatever name called, of your employment with the Company. The Company further reserves the right to approach a Court of competent jurisdiction and obtain an injunction preventing you from terminating your employment with the Company and/or recover damages there from.

15. Non-solicitation:

15.1. During the period of employment and for a period of two years following your termination of employment with the Company, irrespective of the circumstances of or reasons of the termination, you will not, directly or indirectly, solicit, hire or employ, or assist anyone else to solicit, hire or employ, any other employee of the Company. At no time you may directly or indirectly seek to induce any other employee of the Company to leave the employment of the Company or to become associated with, or perform services of any type for any third party.

15.2. During the period of employment and for a period of two years following your termination of employment with the Company, irrespective of the circumstances of or reasons of the termination, you will not, directly or indirectly, solicit, induce or encourage any customer or vendor of the Company to move his/her existing business with the Company to a third party or to terminate his/her business relationship with the Company.

16. Retirement:

16.1. You will retire in the month of your attaining the age of 60 years.

17. Original Certificates:

17.1. You are required to produce Original certificates / testimonials for our reference & verification on the day of joining.

18. You are requested to join us on the date as indicated to you in **clause 1** of this letter **("Date of Appointment").**

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19. Jurisdiction and Dispute resolution:

19.1. Any dispute which may at any time hereafter arise between the parties hereto, shall be referred to a single arbitrator to be appointed by the Company Secretary of Tata Elxsi Ltd. in accordance with and subject to the provisions of the arbitration and conciliation act, 1996. It shall be open to any one of the parties to move the Company Secretary to appoint the arbitrator and refer dispute to arbitration. The decision/award of such an arbitrator shall be binding on the parties hereto. The venue of arbitration shall be Bangalore. The Courts in Bangalore shall have exclusive jurisdiction to the exclusion of all other Courts.

19.2. You will be required to produce one set of photocopies and the originals of certificates / testimonials on the day of joining. Photocopies will be retained for our records and originals will be returned to you upon verification.

19.3. Please note that while on employment, you will be governed by all Rules and Regulations of the Company, which are in force from time to time, and the Company shall have the right from time to time to vary or modify any of the terms and conditions of service, which shall be binding on you.

We take pleasure in welcoming you to our Organization and look forward to a mutually beneficial association.

Wishing you the best in your career,

For Tata Elxsi Limited,

Rajagopalan S.
Head - Human Resources

Declaration

I acknowledge that I was provided with an unsigned copy of this Agreement in advance of signing the same and was accorded ample opportunity to read and seek whatever clarification I needed related to the Agreement. I have read and understood the above terms and conditions of employment and am accepting the same. I will be reporting for duty on as indicated to me in **Clause 1** of this letter (**"Date of Appointment"**). By signing this Agreement I consent to the Company for collecting, retaining and processing my personal/sensitive data.

Date: **Signature:** _____

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Annexure 1

Annexure to: **Tirumala Krishna Sai Prasad Guddanti**

Appointment Letter Dated: **23 August 2021**

Name	**Tirumala Krishna Sai Prasad Guddanti**
Level	**D**
Designation	**Engineer**
Location	**Trivandrum**

	Amount in INR
Basic	15,500
House Rent Allowance	7,750
Flexible Benefit Plan**	1,912
Statutory Bonus *	1,400
Monthly Salary	**26,562**
Deferred Benefits (Annualised)	
Provident Fund (As per the PF Act 1952)	22,320
Gratuity (As per the Gratuity Act 1972)	8,947
Annual Gross Salary	**3,50,011**

Medical Insurance (Hospitalisation) coverage as per Company policy as amended time to time.

Group Term Life (Personal Accident + Life Insurance) Coverage as per Company policy as amended time to time.

*As per the Payment of Bonus Act 1965

**Please refer the annexure for details of FBP

For Tata Elxsi Limited,

Rajagopalan S.
Head - Human Resources

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Annexure 2

Annexure indicating breakup of FBP components applicable to grade "D"

1. Telephone / Cell phone expenses (Not exceeding Rs.15,000/- p.a.).
2. Membership for Technical Societies (not exceeding Rs.6000/- p.a.).
3. LTA (tax free twice in 4 years as per prevailing Income Tax rules).

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TATA

Ref: TCSL/CT20203309456/1558913/Pune
Date: 30 August 2021

MR. NAGA VENKATA SIVASAI GUDIBANDLA
4-283 Bc Colony,
Mosq, Narasarao Peta,
Andhra Pradesh-522646.
Tel# 917032385618

Sub: Joining Letter

Dear Mr. Naga Venkata Sivasai Gudibandla,

We would like to take this opportunity to extend a very warm welcome to TATA Consultancy Services Limited (TCSL) family.

We are pleased to inform you that your joining date at TCSL will be **01st October 2021** , your joining location is **Hyderabad** , work location is **Hyderabad** and your stream is **IT** . This has been provided considering your preference and business requirements.

Your wellbeing is our utmost priority in the current COVID-19 pandemic scenario across India. Keeping this in mind, and the regulations enforced by various states at this point, we have internally enabled a virtual onboarding process for our future TCSers. For the Virtual Onboarding Process, **you will not be required to physically report at the TCS offices on the date of your joining** .

TCS XP HR Team will reach out to you over email in the next few days to guide you further on the virtual onboarding process and steps to be taken to prepare yourself for onboarding.

Congratulations on completing the first phase of your learning through TCS Xplore Program. We appreciate your passion towards learning which has helped you to perform well. You are now set to experience learning through our coveted TCS Xperience Program.

TATA CONSULTANCY SERVICES
Tata Consultancy Services Ltd
Peepul Park, Technopark Campus, Kariavattom P.O., Thiruvananthapuram - 695 581, Kerala, India
Telephone : +91 471 6629400, Fax: +91 471 6629999, Website : www.tcs.com
Registered Office : Nirmal Building, 9th Floor, Nariman Point, Mumbai - 400 021
Corporate Identification Number (CIN): L22210MH1995PLC084781

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Infosys_LPCamp... 11/4/2021

to me

Dear Gummadi Vidhya Sree

We are very happy to have you join our organization and hope you are also equally excited to start your professional journey and be a part of the Infosys family. We know you're going to be a valuable asset to our company and we can't wait to see your journey unfold at Infosys.

We encourage you to make the most of your time here. Your training experience be one of a kind and it will be what you make it, and your opportunities will only be limited by the limits you place on yourself. Get involved, to participate in and to take part in the array of opportunities and initiatives hosted at the Global Education Center.

We look forward to you being the change agent in making this training experience a class apart. we are all ears to your fresh ideas and perspectives. Feel free to share them with us without any hesitations.

If you have any questions, feel free to email us on Trainee_helpdesk@infosys.com or Call us on

080 33554639 option 3. Timing: 8.30 AM IST to 5.30 PM IST Monday to Friday.

Congratulations once again ! We are thrilled to you have you join our family. Hope you are looking forward to your first day as much as we are!

Welcome Aboard !

Regards

GEC HRD

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Infosys

HRD/JT/21-22/1002127977

July 27, 2021

Ms. Gummadi Vidhya Sree
Candidate ID: 1002127977
2-97-4,Ganganamma Temple Street
Opposite New Water Tank, Elamarru, Krishna District,
Gudivada- 521148
Gudivada
India
Ph: (91) 80089 98947

Dear Gummadi,

SUB: LETTER OF INTENT TO HIRE

Congratulations! Further to your application for Employment with Infosys Limited ('Company') and the subsequent selection process, we are delighted to communicate to you our intent to make you an offer for the position of **Systems Engineer** in Job Level 3 with the company. Your DoJ is **December 13, 2021** and you will receive the Letter of Appointment with all the elaborates soon.

This letter of intent would be superseded by a formal employment contract. The employment contract will detail out the scope, terms and conditions of your employment with the company, break up of your salary, proposed location of posting, date of joining etc.

Please be advised that our offer to you will be conditional upon you having successfully completed your graduation / post-graduation qualification and having completed all course requirements and examinations required for the award of the educational qualification mentioned by you in your application for employment with the Company. You are required to submit all marks sheets and other relevant documents (if any), on the day you join the Company. Further, you should have been declared as passed by the relevant examination authority. Please note that the determination of the adequacy or authenticity of all or any of the proofs and any condoning delay in submission of the same will be at the Company's absolute and sole discretion.

Should you meet the conditions of employment, your **Total Gross Salary** includes a Performance Incentive and will be **INR 360000** per annum. The complete breakdown of the compensation and increment will be provided in the Letter of Appointment.

This is a letter of intent only. It is not intended to be, and shall not constitute in any way a binding or legal agreement, or impose any legal obligation or duty on either you or the Company. Should you have any questions regarding the above, please do not hesitate to write to us at offer_update@infosys.com.

Welcome to Infosys Ltd. We are confident you will be able to make a significant contribution to the success of Infosys Limited. We wish you a long, rewarding and fulfilling career and look forward to working with you.

Yours sincerely,

RICHARD LOBO
EVP and Head Human Resources – Infosys Limited

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[GW]

Innominds

July 02, 2021

Gunji Poojitha
poojagunji@gmail.com
+ 91- 9010004248

Dear Gunji Poojitha,

Sub: Letter of Offer

With reference to your application and subsequent discussion you had with us, we are pleased to offer you a position of **'Trainee'** in our organization.

1. Your CTC (Cost to the Company) will be **Rs.2,40,000/-** (Rupees Two Lakh Forty Thousand) per annum inclusive of all allowances, refer to Annexure - I.

2. You are requested to join on **July 05, 2021.**

3. Your compensation will be revised after 6 Months, subject to completion of your training and performance.

3. You are required to commit a minimum duration of 18 months of service from the date of your joining with the organization.

4. A detailed appointment letter will be issued upon your joining with the company and upon furnishing the documents as per check list provided in the following page.

5. Your base location will be at Waverock Gachibowli, Hyderabad.

HR member will connect with you for virtual onboarding, please make yourself available on above said joining date.

HR SPOC: Sunil Vijay Kumar / Ajay Kulkarni
Innominds Software SEZ India Private Limited.
Building No. 2.1, 4th Floor, Waverock, Survey No.115,
TSIIC IT / ITES SEZ, Nanakramguda Village,
Serilingampally Mandal, Hyderabad – 500008

We are currently working from home and therefore will let you know if you need to attend office. Until then please access from home

We look forward for a long-term association!!!

Thanking you,
Pallavi Garimella
Director – Human Resources

Continued.....

capgemini

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Virtual Onboarding - Completed

1 message

<onboarding.in@capgemini.com>
To: injamvenkatrao999@gmail.com
Cc: cfmg.in@capgemini.com, aimren.paul@capgemini.com

Wed, 20 Oct 2021 at 8:59 am

Dear **Injam**,

Congratulations and Welcome to the Capgemini Family!

Capgemini is at the forefront of innovation to address the entire breadth of client's opportunities in the evolving world of cloud, digital and platforms. Capgemini is driven by the conviction that the business value of technology comes fr om and through people.

We have copied your Supervisor / business contact, we would request you to get in touch with **DL CFMG, ,** cfmg.in@capgemini.com during business hours for next steps regarding work/ asset allocation etc. If specified by your Supervisor / BUHR you may be required to provide COVID related declaration prior to your visit to any of our Capgemini and Client's office .

We have also listed action items to be closed by you as soon as you have access to a Capgemini system and intranet:

1. In case you are visiting CG office than send a mail to postonboarding.in@capgemini.com with your **EMP ID, Full Name,Location,passport size photo with white background and date of visit** to the below Capgemini office. You will need to provide a valid Government ID proof while collecting the same

Capgemini Technology Services India Limited, Plot No-1, IT Park, 115/32&35, Nanakramguda, Gachibowli, Hyderabad - 500032, Andhra Pradesh

2. Login to MyConnect on the Talent Portal (www.talent.capgemini.com):

   a) Validate /update all personal/dependent information
   b) Update your Bank account details **(mandatory)** in HR Tool - MyConnect within 3 working days

3. Attached in this email is quick reference to Capgemini policies and processes

4. The asset request creation is automated, New joiner's Supervisor will receive an email with the Asset Request ID

5. In case you have NOT completed the survey during your Onboarding session then complete the same (Survey Link). Your asset will be delivered ONLY basis of the complete address provided by you in the Survey.

NOTE:

- Credentials - Employee ID, User ID and Capgemini Email ID to your Personal Email ID within 48 hours after your Onboarding

- Password – Network access password through SMS to your registered mobile number within 72 hours after your Onboarding

- In case you face any login issues after receiving the Credentials and Password, please join the bridge mentioned below:

Microsoft Teams meeting

Join on your computer or mobile app

Click here to join the meeting

Dial in number : +91 22 6001 1305

Phone Conference ID: 513 739 297#

Bridge is available between 0900 to 2000HRS on all business days

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TATA

Ref: TCSL/DT20206741275/1440097/Hyderabad
Date: 06 July 2021

MS. LAKSHMI INDRANI JAGARLAPUDI
D.N0:18-6-45 Kedareswara Pet,
Prabhas College, Vijayawada,
Andhra Pradesh-520003.
Tel# 919491806007

Sub: Joining Letter

Dear Ms. Lakshmi Indrani Jagarlapudi,

We would like to take this opportunity to extend a very warm welcome to TATA Consultancy Services Limited (TCSL) family.

We are pleased to inform you that your joining date at TCSL will be **12th August 2021** , your joining location is **Hyderabad** , work location is **Hyderabad** and your stream is **EIS & IOT** . This has been provided considering your preference and business requirements.

Your wellbeing is our utmost priority in the current COVID-19 pandemic scenario across India. Keeping this in mind, and the regulations enforced by various states at this point, we have internally enabled a virtual onboarding process for our future TCSers. For the Virtual Onboarding Process, **you will not be required to physically report at the TCS offices on the date of your joining** .

TCS XP HR Team will reach out to you over email in the next few days to guide you further on the virtual onboarding process and steps to be taken to prepare yourself for onboarding.

Congratulations on completing the first phase of your learning through TCS Xplore Program. We appreciate your passion towards learning which has helped you to perform well. You are now set to experience learning through our coveted TCS Xperience Program.

TATA CONSULTANCY SERVICES
Tata Consultancy Services Ltd
Peepul Park, Technopark Campus, Kariavattom P.O., Thiruvananthapuram - 695 581, Kerala, India
Telephone : +91 471 6629400, Fax: +91 471 6629499, Website : www.tcs.com
Registered Office : Nirmal Building, 9th Floor, Nariman Point, Mumbai - 400 021
Corporate Identification Number (CIN): L22210MH1995PLC084781

1748IA0477(C.W)
J. Lakshmi Indrani.

TATA

Offer: Computer Consultancy
Ref: TCSL/DT20206741275/Hyderabad
Date: 11/01/2021

Ms. Lakshmi Indrani Jagarlapudi
D.N0:18-6-45Kedareswara Pet,
Prabhas College,
Vijayawada-520003,
Andhra Pradesh.
Tel# 91-9492566604

Dear Lakshmi Indrani Jagarlapudi,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be assigned a role in the **Engineering & Industrial Services and Internet of Things (EIS & IOT)** Unit, which is subject to change as per the business requirements of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year.Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Deccanpark, No 1 Software Units Layout, Madhapur, Hyderabad 500 081 India
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TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

17-478
48/189

TATA

Ref: TCSL/CT20203063328/1427214/Hyderabad
Date: 15 June 2021

MR. KOTESWARA RAO JAMMIGUMPULA
2-25 Bandlabazaar,
Kothapalem, Piduguralla,
Andhrapradesh-522435.
Tel# 917286896314

Sub: Joining Letter

Dear Mr. Koteswara Rao Jammigumpula,

We would like to take this opportunity to extend a very warm welcome to TATA Consultancy Services Limited (TCSL) family.

We are pleased to inform you that your joining date at TCSL will be **22nd July 2021** , your joining location is **Hyderabad** , work location is **Hyderabad** and your stream is **IT** . This has been provided considering your preference and business requirements.

Your wellbeing is our utmost priority in the current COVID-19 pandemic scenario across India. Keeping this in mind, and the regulations enforced by various states at this point, we have internally enabled a virtual onboarding process for our future TCSers. For the Virtual Onboarding Process, **you will not be required to physically report at the TCS offices on the date of your joining** .

TCS XP HR Team will reach out to you over email in the next few days to guide you further on the virtual onboarding process and steps to be taken to prepare yourself for onboarding.

Congratulations on completing the first phase of your learning through TCS Xplore Program. We appreciate your passion towards learning which has helped you to perform well. You are now set to experience learning through our coveted TCS Xperience Program.

J. Koteswara Rao
17481A0478

TATA

Offer: Computer Consultancy
Ref: TCSL/CT20203063328/Hyderabad
Date: 11/01/2021

Mr. Koteswara Rao Jammigumpula
2-25Bandlabazaar,
Kothapalem,
Piduguralla-522435,
Andhrapradesh.
Tel# 91-9182888879

Dear Koteswara Rao Jammigumpula,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year.Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

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TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of **₹14,784/-** per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

1. **House Rent Allowance (HRA)**
   Your HRA will be **₹5,914/-** per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. **Leave Travel Allowance**
   You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

3. **Food Card**
   You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias.As per the Pre-Defined structure you will be eligible for a Food Card with an amount of **₹500/-** being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.

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Withdrawal of Offer

If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

K Ganesan
Global Head Talent Acquisition & AIP

Click here or use a QR code scanner from your mobile to validate the offer letter

Encl: Annexure 1: Benefits and Gross Salary
Annexure 2: List of TCS Xplore Centres
Annexure 3: Confidentiality and IP Terms

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DocuSign Envelope ID: E6DA1204-907F-4775-85EE-37BC77DE2B4D

Kaptius Technologies India Pvt Ltd
105, Workafella – Cyber Crown Sec-II, Village,
HUDA Techno Enclave,
HITEC City, Hyderabad,
500081, India

JIDAGAM DEEPTHI
C/O MUTHYALA RAO
8/3-158
NTR Colony,Gudivada
Krishna Andhra Pradesh – 521301
9885938854

29 August 2021

Dear Deepthi

With reference to our recent discussions, we are delighted to offer you the role of Platform Developer with Kaptius, on successful completion of your internship.

We enclose your formal offer letter and contract of employment below, detailing the role and what will be expected from you as an employee of Kaptius.

Please read these thoroughly and let us know if you have any questions.

We are very excited to be working with you on a permanent basis.

Kind regards

DocuSigned by:
Bradley Turner
D5DE2EAB86CC41D...

Bradley Turner

Director

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Welcome to Wipro

Inbox

careers@wipro.com 26/7/2021
to me, jonnala.reddy1

enbark

wipro

Welcome

Dear Jonnala,

Congratulations and welcome to the Wipro Family! We are committed to provide you a great onboarding experience.

Your employee ID is 20245326, your date of joining is July 26, 2021.

As a part of your onboarding, we request you to log in to the Wipro Webmail and myWipro. Please follow the below steps to successfully log in and acquaint yourself with the Wipro world:

A. Webmail Login procedure:

(Please note: You will be able to access Wipro Webmail from your personal computer/laptop/mobile, only on/after your joining date)

1. Go to https://webmail.wipro.com/owa from your system or mobile. Wipro Webmail login page will appear with login account preference.
2. Click on 'Wipro Limited' to get to the Sign-on page.
3. Enter your Wipro AD ID as ADID@wipro.com, which is made up of the first two letters of your first name, followed by your employee ID and @wipro.com, e.g. if your name is John Doe and your employee ID is 12345678, your AD ID is JO12345678 (or JO12345678@wipro.com in the email format).
4. Enter your default password, which is made up of the first two letters of your first name, followed by @WL and your employee ID, e.g. the password of Rahul Singh with Employee ID 12345678 will be ra@WL12345678. (Please note that this password is case sensitive and you need to change it the first time you log in)
5. A new page will open to change your password from default to a new one.
6. Enter the default password under the field 'Old Password' and your new password in the 'New Password' & 'Confirm Password' fields.
7. Your new password should be at least 8 characters long, be alphanumeric, include an uppercase letter and a special character.
8. Click on 'Submit'.

B. MyWipro login procedure:

1. Navigate to the myWipro portal URL - https://my/login.wipro.com
2. You will be requested to set up Multi-Factor Authentication (MFA). Please refer to the attached IT Handbook for MFA setup.

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APPOINTMENT LETTER

June 2, 2021

Dear **JONNALA DIWAKAR REDDY**,

Welcome to Wipro Limited (Company/Wipro') and congratulations on your appointment as **Project Engineer**. The terms of your employment with the Company is listed below. Please be informed that the terms may be modified pursuant to changes in the Company policy updated from time to time.

1. Appointment Details:

a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.

b. You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.

c. The retirement age is 58 years.

d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company ,in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.

e. We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.

f. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.

g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining.

Registered Office:
Wipro Limited
Doddakannelli
Sarjapur Road
Bengaluru 560 035
India
T : +91 (80) 2844 0011
F : +91 (80) 2844 0054
E : info@wipro.com
W : wipro.com
C : L32102KA1945PLC020800

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2. Compensation:

You will be eligible for:

a. Compensation and benefits in accordance with Annexure III - Salary Offer Sheet.

b. Variable Pay - The details of this component are listed in Annexure V. The Variable Pay program may be changed or modified in part or full thereof from time to time, at the sole discretion of the Company.

c. Other compensation and benefits in accordance with Company policy as modified and intimated to you from time to time.

d. Your salary will be reviewed periodically as per Company policy.

e. Changes in your compensation are at the Company's discretion and will be subject to and on the basis of your effective performance and the performance results of the Company during your period of employment and other relevant criteria.

3. Other Benefits:

You will also be eligible for:

a. Leave, holidays and working hours as applicable to your stream and location of posting.

b. Perquisites, if any, as applicable to your band and stream and / or based on functional requirements as determined by the Company.

c. Participation in the Company's Provident Fund Scheme (PF) as per the policies applicable to your band and stream.

d. Leave Travel Assistance (LTA) as per the Company's policy.

e. Wipro Medical Assistance Scheme (MAS) provided you are not covered under the purview of the ESI Act.

f. Employee Benefits Program sponsored and administered by the Company for management employees, comprising of pension plan or gratuity plan, survivor benefit plan and industrial injury benefits.

g. Please refer to the detailed policies in the Company's intranet portal i.e. **mywipro.wipro.com**

4. Responsibilities:

a. In view of your position and office, you would be expected to perform all responsibilities effectively, diligently and to the best of your ability and ensure results. There may be times when you will be expected to work extra hours to achieve the above when the job so requires. At all times, you are required not to engage in activities that have or will have an adverse impact on the reputation / image and business of the Company, whether directly or indirectly.

b. You may be required to undertake travel for business purposes for which you will be eligible for reimbursement of travel expenses as per the Company policy applicable to you.

c. We are committed to ensure 'Integrity' in all aspects of the Company's functioning. You are expected to comply with all the applicable policies of the Company including the Code of Business Conduct and Ethics ('Policies') as they form an integral part of the terms of your employment with Wipro. Consequently, you are required to understand the scope and intent behind these policies and to comply with the same. These Policies are updated / modified on a periodic basis and new policies may be introduced and notified to employees from time to time and you will be required to comply with the same.

d. Consistent with (c) above, any matter or situation or incident that may arise that could potentially result, or has resulted, in any violation of the Policies or the terms of your employment, shall immediately be brought to the notice of your Business Unit Head and appropriate disciplinary action will be initiated.

5. Conflict of Interest:

a. You are required to engage yourself exclusively in the work assigned by Wipro and you shall not take up any independent or individual assignments (whether part time or full time, in an advisory capacity or otherwise) directly or indirectly without the express written consent of your Business Unit Head.

b. You shall ensure that you shall not, directly or indirectly, engage in any activity or have any interest in, or perform any services for any person who is involved in activities, which are or shall be in conflict with the interests of Wipro.

c. The Conflict of Interest Policy also refers to the need on your part, during your employment and for a period of one year from the cessation of your employment with the Company (irrespective of the circumstances of, or the reasons for, the cessation) not to solicit, induce or encourage:

   i. Any employee of the Company to terminate their employment with the Company or to accept employment with any competitor, supplier or any customer with whom you have a connection pursuant to your employment with the Company.

   ii. Any customer or vendor of the Company to move his existing business with the Company to a third party or to terminate his business relationship with the Company.

   iii. Any existing employee to become associated with, or perform services of any type for any third party.

d. In case of any conflict or doubt, please discuss the matter with your Business Unit Head, to understand the Company's position on this and resolve the conflict.

6. Confidentiality:

a. In consideration of the opportunities, training and access to new techniques and know-how that will be made available to you, you will be required to comply with the Confidentiality Policy of the Company. Therefore, please maintain all Confidential Information as defined from time to time in the Confidentiality Policy of the Company, as secret and confidential and do not use or disclose any such Confidential Information except as may be required under obligation of law or as may be required by the Company and in the course of your employment. This covenant shall endure during your employment and beyond the cessation of your employment with the Company (irrespective of the circumstances of, or the reasons for, the cessation).

Registered Office:
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Doddakannelli
Sarjapur Road
Bengaluru 560035
India
T : +91 (80) 2844 0011
F : +91 (80) 2844 0054
E : info@wipro.com
W : wipro.com
C : L32102KA1945PLC020800

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b. In your work for Wipro, you will be expected not to use or disclose any confidential information, including trade secrets, of any former employer or other person with whom you have an obligation of confidentiality and by signing below you affirm that you have no conflicting obligations or non-compete agreements that would prevent you from working without limitation for the Company.

7. Assignment of Intellectual Property

In connection with your employment and during the term of your employment, upon conception or creation, you shall disclose and assign to Wipro as its exclusive property, all inventions, ideas, concepts, discoveries, techniques, and improvements (including, without limitation, legal documents, training materials, computer software and associated materials) developed or conceived by you solely or jointly with others (whether or not during business hours), and shall comply with the Policies of Wipro in relation to Intellectual Property.

8. Non-Compete

In the course of your employment with the Company you will be providing services to customers or clients of the Company during which process you will be handling sensitive information including but not limited to key customers of the Company, competitor information, customer sensitive information ('Confidential Information'). You acknowledge and recognize that Confidential Information available to you, if leaked, would cause irreparable harm to the Company and its protection is of utmost importance to the Company. You confirm that for a period of six (6) months after separation of your employment from the Company (irrespective of the circumstances of or the reason for the separation), you will not accept any offer of employment from a customer or client with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of separation.

9. General:

This offer of appointment is subject to the precondition that you have not provided us with any false declaration and/or documentation or willfully suppressed any material information. If at any point of time, it is brought to our notice that you have submitted fabricated documentation or made false representation or willfully suppressed material information, you shall be liable to be removed from service with immediate effect and the Company reserves its right to initiate appropriate action as per applicable policy and /or enforce remedies available to us under law.

Please note that you are required to inform us if there are any agreements, oral or written, which you have entered into and which may relate to or affect your commitments under this employment contract.

a. You acknowledge that you have understood the terms of this employment contract and that you are aware that the specific performance of the terms of this employment contract may be enforced legally, if required. In this connection, if any of the provisions of this letter of appointment are declared or found to be void or unenforceable due to any reason whatsoever, the remaining provisions of this letter shall continue in full force and effect.

b. These employment terms supersede and replace any existing agreement or understanding, if any, between the Company and you on the same subject matter.

c. You warrant that you are not prevented by any court or by any other administrative or judicial authority or order from providing the services required under this employment contract. In the event that you are not a citizen of the country of posting, you should have a valid work permit to work in the country of posting.

12. Pre Joining Program (PJP):

During the time period between your offer and onboarding, the Company will provide you an online, self-directed learning opportunity through a Pre Joining Program(PJP). You will be given a specific technology track to learn and we urge you to utilize this opportunity to gain hands-on experience so as to enable you to obtain a suitable project.

Please confirm that the above terms and conditions are acceptable to you and that you accept the appointment by submitting a signed copy of this letter of appointment with your original signature on the date of joining.

Yours sincerely,
For **Wipro Limited,**

Aparna Shailen
General Manager - Human Resources

I have read, understood and agree to accept the employment on the terms and conditions herein.

I shall be reporting for duty on __/__/____

Name: _____

Signature: _____ Date: __/__/____

Place: _____

Registered Office:
Wipro Limited
Doddakannelli
Sarjapur Road
Bengaluru 560035
India

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W : wipro.com
C : L32102KA1945PLC020800

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d. Your appointment shall be treated as withdrawn in case:

i. You have not scored minimum aggregate marks of 60% in your 10th Standard or equivalent education.
ii. You have not scored minimum aggregate marks of 60% in your 12th Standard or equivalent education.
iii. For Graduates: You have not scored minimum aggregate marks of 60% in your graduation.
iv. For Post Graduates: You have not scored minimum aggregate marks of 60% in your gradustion and 60% in post-graduation.
v. You have any pending backlogs/ arrears on the date of appointment.

Please note that at any stage, whether during your online test and/or interview process or upon joining the Company, if it is brought to our notice that you have indulged in malpractices or used illegal means to clear your online assessment, the Company shall withdraw or revoke the offer with immediate effect and we reserve our rights to take suitable action against you as we may deem fit.

10. Training Agreement:

As part of your smooth transition from campus to corporate, the Company shall be providing you extensive training through learning interventions from the time of your selection to on-boarding. You shall be provided an opportunity to learn in Pre-Joining programs, Self-directed learning modules, MOOCs, in-classroom learning, on-the-job training, Top Gear modules, and / or customer specific tools and technology learning. Through this extensive training the Company makes significant investment for your project readiness and successful journey in the projects. In consideration of the Company reposing confidence in you and providing you with the opportunity to undergo the training as detailed above and in consideration of the company bearing all the costs in connection with the training besides paying you normal salary and benefits, you solemnly agree to complete the training and continue your employment with the company for a period of **atleast** 12 months commencing from the date of your joining. In case you choose to leave the Company before the expiration of the said period or if your services are terminated before the expiration of the said period, for any reason whatsoever, you shall **be liable** to pay to the Company liquidated damages of up to Rs. 75,000/-(Rupees Seventy Five Thousand only) in the manner defined in the training agreement, signed by you with the Company.

11. Notice Period & Termination:

Your employment with the Company shall be terminable, without reasons, by either party giving one-month notice during probationary period and three months' notice on confirmation. The Company reserves the right to pay or recover salary in lieu of notice period. Further, the Company may at its discretion relieve you from such date as it may deem fit even prior to the expiry of the notice period. However, if the Company desires you to continue the employment during the notice period you shall do so. Notice period and termination of employment contract shall be governed by the applicable internal policies of the Company as updated from time to time.

On acceptance of separation notice, you will immediately hand over to the Company before you are relieved, all correspondence, specifications, formulae, books, documents, cost data, market data, literature, drawings, effects and comply with all the relieving formalities required by the Company. Further, you shall not make or retain any copies of these items.

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APPS ASSOCIATES

WELCOME ON BOARD

Dear Rohith Kakumanu,

Greetings from Apps Associates!

We are glad to have you on board - Virtual; on Monday i.e. 27th September 2021.

Our HR person would connect with you on DOJ in between 10:00 - 12:00 PM, IST.

Location	Virtual - Onboarding
Date of Joining	27th September 2021
Designation	Associate Trainee

Wishing you all the best.

Regards,
Talent Acquisition Team

EXTREME EXPERTISE

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Ref: TCSL/DT20206733648/1440147/Hyderabad
Date: 14 July 2021

MS. HARIKA KALAVALA
23/232-8-Sf-202,Mpr Enclave Behind Hindu College,
Batchupeta, Machilipatnam,
Andhra Pradesh-521001.
Tel# 919553321221

Sub: Joining Letter

Dear Ms. Harika Kalavala,

We would like to take this opportunity to extend a very warm welcome to TATA Consultancy Services Limited (TCSL) family.

We are pleased to inform you that your joining date at TCSL will be **29th July 2021** , your joining location is **Chennai** , work location is **Chennai** and your stream is **IT** . This has been provided considering your preference and business requirements.

Your wellbeing is our utmost priority in the current COVID-19 pandemic scenario across India. Keeping this in mind, and the regulations enforced by various states at this point, we have internally enabled a virtual onboarding process for our future TCSers. For the Virtual Onboarding Process, **you will not be required to physically report at the TCS offices on the date of your joining** .

TCS XP HR Team will reach out to you over email in the next few days to guide you further on the virtual onboarding process and steps to be taken to prepare yourself for onboarding.

Congratulations on completing the first phase of your learning through TCS Xplore Program. We appreciate your passion towards learning which has helped you to perform well. You are now set to experience learning through our coveted TCS Xperience Program.

TATA CONSULTANCY SERVICES
Tata Consultancy Services Ltd
Peepul Park, Technopark Campus, Kariavattom P.O., Thiruvananthapuram - 695 581, Kerala, India
Telephone : +91 471 6629400, Fax : +91 471 6629899, Website : www.tcs.com
Registered Office : Nirmal Building, 9th Floor, Nariman Point, Mumbai - 400 021
Corporate Identification Number (CIN): L22210MH1995PLC084781

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K. Harika
ECE-B

TATA

Offer: Computer Consultancy
Ref: TCSL/DT20206733648/Hyderabad
Date: 11/01/2021

Ms. Harika Kalavala
23/232-8-Sf-202,Mpr EnclaveBehind Hindu College,
Batchupeta,
Machilipatnam-521001,
Andhra Pradesh.
Tel# 91-9440259504

Dear Harika Kalavala,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year.Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

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Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of **₹14,784/-** per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

1. **House Rent Allowance (HRA)**
   Your HRA will be **₹5,914/-** per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. **Leave Travel Allowance**
   You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

3. **Food Card**
   You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias.As per the Pre-Defined structure you will be eligible for a Food Card with an amount of **₹500/-** being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.

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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

PERFORMANCE PAY

Monthly Performance Pay
You will receive a monthly performance pay of **₹1,700/-**. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

Quarterly Variable Allowance
Your variable allowance will be **₹600/-** per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

Quarterly Variable Allowance is subject to review on your first anniversary and may undergo a change based on the actual performance of the Company, your business unit and your own ongoing individual performance. The payment is subject to your being active on the company rolls on the date of announcement of Quarterly Variable Allowance.

This Pay/Allowance shall be treated as productivity bonus in lieu of statutory profit bonus.

Performance Pay will be effective upon successful completion of the TCS Xplore Programme.

CITY ALLOWANCE

You will be eligible for a City Allowance of **₹200/-** per month. This is specific to India and is linked to your base branch. In the event of a change in your base branch this amount may undergo a change. It will stand to be discontinued while on international assignments. This allowance is fully taxable and subject to review.

XPLORE/ LEARNING INCENTIVES

You will be eligible for Readiness Incentive AND/ OR Competency Incentive, basis your performance in TCS Xplore Program. The incentives gives you an additional earning potential of upto Rs.60,000 over and above your CTC during the first year.

OTHER BENEFITS

Health Insurance Scheme
TCSL brings the benefit of health insurance cover to you and your dependants under the company's Health Insurance Scheme(HIS).

HIS offers the following benefits:

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1. **Basic Cover**

   i. Entitlement - Includes domiciliary expenses up to ₹6,000/- per insured person per annum and basic hospitalization expenses up to ₹2,00,000/- per insured person per annum.

   ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

2. **Higher Hospitalisation**

   Coverage under Higher Hospitalisation is mandatory. Under this scheme, you and your enrolled dependents will be automatically covered under Higher Hospitalisation benefits.

   i. Entitlement - You and your enrolled dependants will be entitled for ₹12, 00,000/- as a family floater coverage towards hospitalisation expenses, over and above the individual basic coverage.

   ii. Premium - For Higher Hospitalisation, a part of the premium will be recovered from your salary and the differential premium will be borne by TCSL.

Maternity Leave

Women employees are eligible to avail maternity leave of twenty six weeks. Adopting or commissioning mother,may avail maternity leave for twelve weeks. For more details on the benefits and eligibility, once you join, please refer TCS India Policy - Maternity Leave.

Tata Sons and Consultancy Services Employees' Welfare Trust (TWT)

You will become a member of the TWT, on completion of continuous association of one year from the date of joining TCSL. A nominal annual membership fee of ₹250/- will be recovered from you for the same. The Trust provides financial assistance by way of grants/ loans in accordance with the rules framed by the Trust from time to time for medical and educational purposes and in case of death of members while in service.

Loans

You will be eligible for loans, as per TCSL's loan policy.

Professional Memberships

You will be eligible for reimbursement of expenses towards professional membership as per TCSL's policy.

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RETIRALS

Provident Fund

You will be a member of the Provident Fund as per the provisions of "The Employees Provident Fund and Miscellaneous Provisions Act, 1952", and TCSL will contribute 12% of your basic salary every month as per the provisions of the said Act.

Gratuity

You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

TERMS AND CONDITIONS

1. **Aggregate Percentage Requirements**

   Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above (or equivalent CGPA as per the conversion formula prescribed by the Board / University) in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and highest qualification (Graduation/ Post Graduation as applicable) which includes successful completion of your final semester/year without any pending arrears/backlogs. As per the TCSL eligibility criteria, marks/CGPA obtained during the normal duration of the course only will be considered to decide on the eligibility.

   As communicated to you through various forums during the recruitment process, your appointment is subject to completion of your course within the stipulated time as specified by your University/Institute and as per TCSL selection guidelines.

   It is mandatory to declare the gaps/arrears/backlogs, if any, during your academics and work experience. The management reserves the right to withdraw/revoke the offer/appointment at any time at its sole discretion in case any discrepancy or false information is found in the details submitted by you.

2. **Pre requisites for Joining**

   To enable your readiness to work on assignments upon joining, we have put together a comprehensive learning program named TCS Xplore which is made available to you digitally. This foundation program will include Online learning content, Webinars, practice sessions & proctored assessments. Further to accepting this Offer letter, you are required to enroll for the TCS Xplore Program and start your learning journey with TCSL. TCSL will make Xplore program available for you upon your offer acceptance. Please note that your joining is subject to successful completion of your TCS Xplore program including the proctored assessment. We encourage you to complete your pre-learning, through TCS Xplore, well before your expected date of joining to avoid delays in onboarding.

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3. **Training Period**
You will be required to undergo class room and on the job training in the first twelve months (including the TCS Xperience Programme as set out herein below), during which period you will be appraised for satisfactory performance during/after which TCSL would normally confirm you.

This confirmation will be communicated to you in writing. If your performance is found unsatisfactory during the training period, the company may afford you opportunities to assist you and enable you to improve your performance. If your performance is still found unsatisfactory, TCSL may terminate your traineeship forthwith.

However, TCSL may even otherwise at its sole discretion terminate the traineeship any time if your performance is not found satisfactory. The terms and conditions of the training will be governed by TCSL's training policy. TCSL reserves the right to modify or amend the training policy.

If you remain unauthorizedly absent for a consecutive period of 3 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of TCS Xperience trainees without any further intimation/separate communication to you.

4. **Working Hours**
Your working hours are governed by applicable law. You may be required to work in shifts and/or over time depending upon the business exigencies as permitted by law.

5. **Mobility**
TCSL reserves the right to transfer you at any of its offices, work sites, or associated or affiliated companies in India or outside India, on the terms and conditions as applicable to you at the time of transfer.

6. **Compensation Structure / Salary components**
The compensation structure/salary components are subject to change as per TCSL's compensation policy from time to time at its sole discretion.

7. **Increments and Promotions**
Your performance and contribution to TCSL will be an important consideration for salary increments and promotions. Salary increments and promotions will be based on TCSL's Compensation and Promotion policy.

8. **Alternative Occupation / Employment**
Either during the period of your traineeship or during the period of your employment as a

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confirmed employee of TCSL, you are not permitted to undertake any other employment, business, assume any public or private office, honorary or remunerative, without the prior written permission of TCSL.

9. **Confidentiality Agreement**
As part of your acceptance of this appointment as an employee with TCS you are required to maintain strict confidentiality of the intellectual property rights protected information and other business information of TCS and its clients which may be revealed to you by TCS or which may in the course of your engagement with TCS come your possession or knowledge unless specifically authorized to do so in writing by TCS. This Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

10. **Service Agreement**
As TCSL will be incurring considerable expenditure on your training, you will be required to execute an agreement, to serve TCSL for a minimum period of 1 year after joining, failing which, you (and your surety) will be liable to pay TCSL ₹50,000/-towards the training expenditure. Service agreement duration of one year refers to continuous service of 12 months from date of joining TCSL and excludes the duration of Leave without pay (LWP) and/or unauthorized absence, if any.

11. **Overseas International Assignment Agreement**
If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related documents pertaining to the international assignment for which you are being placed In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period clause mentioned below.

This is to ensure that the knowledge and information gained by you during your assignment is shared and available to TCSL and its associates.This transfer of knowledge and information is essential for TCSL to continue to serve its clients and customers better.If you are deputed internationally for training,you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of training.

12. **Terms and Conditions**
The above terms and conditions are specific to India and there can be changes to the said terms and conditions in case of deputation on international assignments.

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TATA

13. TATA Code of Conduct

You are required to sign the TATA Code of Conduct and follow the same in your day-to-day conduct as an associate of TCSL.

14. Notice Period

During your tenure with TCSL, either you or TCSL may terminate your traineeship / employment under this Agreement by providing 90 days written notice. The company reserves the right, to ask you to complete the notice period or adjust the earned vacation in lieu of entire or partial notice period. If your services, behaviour and/ or performance are not found satisfactory, TCSL may terminate your services by giving notice as mentioned herein above. No notice or payment in lieu thereof shall be applicable if your services are discontinued/terminated on account of any misconduct either during your traineeship period or upon completion of the traineeship period.

You will be liable to pay TCSL ₹50,000/- in case you fail to serve TCSL for a minimum period of 1 year after joining in accordance with the Service Agreement clause.

If you are covered under International Assignment Agreement, either you or TCSL can terminate the traineeship/appointment by giving 90 calendar days written notice as set out in the Separation Policy of TCSL. TCSL reserves the right if it is in the interest of the business and current assignment, to ask you to complete your notice period.

15. Retirement

You will retire from the services of TCSL on reaching your 60th birthday as per the proof of age submitted by you at the time of joining.

16. Pre-employment Medical Certificate

You are required to submit a Medical Certificate of Fitness (in the format prescribed by TCSL) which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS to the Induction Coordinator.

17. Employment of Non Indian Citizens

In case, you are not a citizen of India, this offer is subject to your obtaining a work permit and / or any other permissions and / or documentation as prescribed by the Government of India.

18. Background Check

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining.If the background check reveals unfavourable results, you will be liable to disciplinary action

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including termination of traineeship/service without notice.

19. Submission of Documents

Please note that you should initiate and complete the upload of mandatory documents on the nextstep portal as soon as the offer letter is accepted (subject to availability of the documents)

Please carry the below listed **Original** Documents for verification on your joining day.

- Permanent Account Number (PAN) Card - You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary
- Aadhaar Card
- Standard X and XII/Diploma mark sheets & Certificate
- Degree certificate/Provisional Degree Certificate and mark sheets for all semesters of Graduation
- Degree certificate and mark sheets for all semesters of your Post Graduation(if you are a Postgraduate)
- Overseas Citizenship of India (applicable if you are not an Indian Nationality). For Srilankan Refugee, a Refugee Identity card along with Work Permit is required
- Birth Affidavit on Rs100 stamp paper, if Birth Certificate not in English
- Any other affidavits on Rs100 stamp paper if applicable (name affidavit for multiple names, signature affidavits, address affidavits etc.)
- Passport / Acknowledgement letter of passport application
- Gap/Break in career affidavit on Rs100 stamp paper, if gap is more than 6 months
- 4 passport sized photographs
- Medical Certificate (Should be made on the format provided by TCS along with the Joining letter)
- An affidavit/notarized undertaking (Non-Criminal Affidavit, should be made on the format provided by TCSL) stating :
  *There is no criminal offence registered/pending against you
  *There is no disciplinary case pending against you in the university

- If you were employed, a formal Relieving letter & Experience letter from your previous employer

The original documents will be returned to you after verification.

In addition to the above original documents, Please carry Xerox copies of the below documents

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*PAN Card (Permanent Account Number)
*Aadhaar Card (Not applicable for Nepal & Bhutan Citizenship)
*Passport
*NSR E-Card

20. TCS Xperience Program

On joining TCSL, you will be given the benefit of formal training (TCS Xperience Program) at our offices, as identified, for such period as TCSL may decide.

The said training forms a critical part of your employment with TCSL and is an ongoing process. TCSL continues to make investment on training and continuing education of its professionals. This will be of immense value to you as a professional and a large part of the ownership and commitment has to come from you.

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training. If you are requested to join TCSL inspite of you not completing the Xplore proctored assessment, you will be provided Xplore training on premise and the above said evaluation process will stand good. The evaluation criteria which will be very transparent will be used as a basis for allocating people to projects/roles. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.

21. Letter of Appointment

You will be issued a letter of appointment at the time of your joining and after completing joining formalities as per TCSL policy.

22. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from time to time.The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

23. Compliance to all clauses

You should fulfill all the terms and conditions mentioned in this letter of offer. Failure to fulfill one or more of the terms and conditions and/or failure to clear one or more tests successfully would entitle TCSL to withdraw this offer letter anytime at its sole discretion.

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24. Data Privacy Clause:

(a) Your personal data collected and developed during recruitment process will be processed in accordance with the TCS Data Privacy Policy. The personal data referred therein are details related to contact, family, education, personal identifiers issued by government, social profile, background references, previous employment and experience, medical history, skillset, proficiency and certifications, job profile and your career aspirations.

(b) It will be processed for various organizational purposes such as recruitment, onboarding, background check, project assignment, performance management, job rotation, career development including at leadership level, diversity and inclusion initiatives, global mobility, wellness program, statutory and legal requirements and specific organizational initiatives in force during your tenure in TCS.

(c) After you join TCS, there would be more sets of Personal Information (PI) attributes processed for various legitimate purposes. All of it will be processed with compliance to applicable laws and the TCS Data Privacy Policy. In some scenarios of your PI processing, you will be provided with appropriate notice and/or explicit consent might be obtained from time to time.

(d) For the purposes mentioned above, your required PI may be shared with specific vendor organizations who provide services to TCS, e.g. background check, health insurance, counselling, travel, transport and visa, payroll services, associate engagement activities, and financial and taxation services.

(e) As TCS is a global company, your PI may be shared with entities outside India, limited for the purposes mentioned above and/or in this offer letter.

(f) In case of oversees deputation, available privacy rights would be governed as per regulatory provisions and / or TCS policies/notice provided applicable at your overseas location.

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485
59
188

TATA

Ref: TCSL/CT20203062555/1398998/Hyderabad
Date: 11 May 2021

MR. AJAY KUMAR KALLAGUNTA
7-91/1/3, Rajsree Estate, Dolphin Estate, Mg Road, Kammayathopu Center, Penamaluru Mandal,
Opposite Rammaya Rice, Vijayawada,
Andhra Pradesh-520007.
Tel# 919533101079

Sub: Joining Letter

Dear Mr. Ajay Kumar Kallagunta,

We would like to take this opportunity to extend a very warm welcome to TATA Consultancy Services Limited (TCSL) family.

We are pleased to inform you that your joining date at TCSL will be **27th May 2021** , your joining location is **Hyderabad** , work location is **Hyderabad** and your stream is **IT** . This has been provided considering your preference and business requirements.

Your wellbeing is our utmost priority in the current COVID-19 pandemic scenario across India. Keeping this in mind, and the regulations enforced by various states at this point, we have internally enabled a virtual onboarding process for our future TCSers. For the Virtual Onboarding Process, **you will not be required to physically report at the TCS offices on the date of your joining** .

TCS XP HR Team will reach out to you over email in the next few days to guide you further on the virtual onboarding process and steps to be taken to prepare yourself for onboarding.

Congratulations on completing the first phase of your learning through TCS Xplore Program. We appreciate your passion towards learning which has helped you to perform well. You are now set to experience learning through our coveted TCS Xperience Program.

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Tata Consultancy Services Ltd
Peepul Park, Technopark Campus, Kariavattom P.O., Thiruvananthapuram - 695 581, Kerala, India
Telephone : +91 471 6629488, Fax: +91 471 6629489, Website : www.tcs.com
Registered Office : Nirmal Building, 9th Floor, Nariman Point, Mumbai - 400 021
Corporate Identification Number (CIN): L22210MH1995PLC084781

17-456

CORE CW

Thundersoft

Thundersoft India Pvt. Ltd.

53/189

APPOINTMENT LETTER & TERMS OF EMPLOYMENT

24th January 2022
Hyderabad

To:
KALLEPALLI KRISHNAVENI
H No: 1-113/30, Road No.3, Aravind Nagar Colony,
Nagaram, Keesara, Hyderabad -500083.

Dear Ms. **KALLEPALLI KRISHNAVENI,**

We are pleased to appoint you as a **"SOFTWARE TRAINEE"** or in any such other capacity the management may deem fit from time to time, at a salary of **Rs.33,333/- (Rs Thirty three thousand three hundred and thirty three only)** per month which is inclusive of Basic salary, HRA and other allowances. The date of appointment commences from **24th January 2022** . In **Thundersoft India Pvt. Ltd.** which henceforth shall be referred as "company" at Hyderabad or any other place. This term "company" shall include **Thundersoft India Pvt. Ltd.,** and its branches, nominees and assigns anywhere in India and abroad.

1. **Probationary Period**

1.1 You will be on probation for a period of one year from the date of your joining, during which the appointment may be terminated at anytime with notice period of 30 days or payment in lieu of the same. However not withstanding this, the company can terminate your employment in one week in cases of non-performance / disciplinary / attitude issues or at the discretion of the company. If, in the opinion of the company, you have performed satisfactorily, you will be confirmed in the company after the completion of period, or the company may decide to extend the probation period.

1.2 Your appointment may be terminated, anytime after the probation period and subsequent confirmation in the company thereof, by giving 90 days' notice given in writing by either side. The company, however, reserves the right of terminating your services forthwith or before the expiry of the stipulated period of notice by making payment of salary for the notice period that was waived.

2. **ATTENDANCE:**

Your absence for a continuous period of three days without prior approval of your superior, (including overstay on leave / training) would result in you being considered absconding and your service shall automatically come to an end without any notice or intimation.

Krishnaveni.K

Gmail KRISHNAVENI KALLEPALLI <krishnavenikallepalli118@gmail.com>

Letter of Offer - Thundersoft India

pavan.karri@thundersoft.com <pavan.karri@thundersoft.com> Sat, Jan 22, 2022 at 10:36 AM
To: krishnavenikallepalli118 <krishnavenikallepalli118@gmail.com>
Cc: tianyuan0713 <tianyuan0713@thundersoft.com>, "finance.india" <finance.india@thundersoft.com>, mala <mala@thundersoft.com>, anuradha <anuradha@thundersoft.com>, sudharani <sudharani@thundersoft.com>, "pavan.karri" <pavan.karri@thundersoft.com>

Dear Krishnaveni,

This refers to the interest shown by you in pursuing a career with ThunderSoft.

We are happy to inform that, you have been provisionally selected for appointment in our organization. Please find the attached offer letter showing the details of offer. Also attached is the Excel which shows the Salary break up and Tax computation. This offer of employment made to you is subject to your acceptance of the offer within the date mentioned in the Offer, and verification of all the documents submitted by you as well as experience certificates including your last salary certificate.

Any extension in the mentioned date of joining needs to be approved by the company in writing / through e-mail.

If you are agreeable to the offer, please mail your acceptance back immediately.

Sincerely,
Venkata pavan Kumar
Thundersoft India Private Limited
Mobile: +91-9703093470 | Email: pavan.karri@thundersoft.com.

3 attachments

KALLEPALLI KRISHNAVENI - OFFER LETTER.pdf
251K

KALLEPALLI KRISHNAVENI - SALARY STRUCTURE.xlsx
43K

Basic Information.xlsx
16K

17-487

54/189

Date: 29th of April 2021
Name: KAMA ISAAC
Roll Number: 17481A0487

Sub: Letter of Intent

Dear KAMA ISAAC

We are pleased to offer you the position of **Customer Care Executive.** You shall report for a comprehensive training program on **May/June/Jul** at 10:00 AM.

Your Monthly CTC will be **Rs.12,200/- + Incentives & Tenure bonus**. The details of your salary break up are provided to you in the annexure.

The offer is subject to:

- You submitting the degree certificate and all your mark sheets at the time of joining.
- A satisfactory reference from the list of referees furnished by you at the time of joining.
- A satisfactory medical opinion, if required, from a registered medical practitioner (RMP) nominated by the company.
- Submission of satisfactory proofs regarding information declared by you, i.e. your age, educational qualification, previous work experience and relieving letter from your last employer etc.

You will be under training which will vary for a period from 2 to 8 weeks depending on the performance and the project that you would be assigned. Your continuity in the organization is subject to successful clearance of training evaluation.

You will be on probation for a period of 6 months and will be confirmed on rolls upon successful completion of the probation (The probation is inclusive of the training period).

We are looking forward to you building a successful career with ALLSEC.

Best Wishes,

For Allsec Technologies Limited,

Authorized Signatory
Human Resources Department

Accenture Check-in process completion Inbox

489 CW 55/188

Onboarding.DOC.ASE@acc...
to me, Onboarding.DOC.ASE
Sep 3 View details

Hi Kancharla Navya Jyothi,

Greetings!

Thank you for completing the check-in process.
A very warm welcome to Accenture!

Hope you are excited about your new career journey with Accenture effective 03-Sep-2021.

Regards,
Accenture Onboarding Team

17481A0489

Accenture Check-in process completion Inbox

[C.W]

off campus

Onboarding.DOC.ASE@acc...

to me, Onboarding.DOC.ASE

Sep 3 View details

Hi Kancharla Navya Jyothi,

Greetings!

Thank you for completing the check-in process.
A very warm welcome to Accenture!

Hope you are excited about your new career journey with Accenture effective 03-Sep-2021.

Regards,
Accenture Onboarding Team

17481A0489

BE YOURSELF,
MAKE A DIFFERENCE.

accenture

off campus

Strictly Private and Confidential

Date:30-Jul-2021

Navya Jyothi Kancharla
C9838890

Vani Sadan Apartments, B block FF7, Pamarru, Krishna District, Andhra Pradesh

7989562915

Dear **Navya Jyothi Kancharla,**

Based on our recent discussion with you, we are pleased to extend an offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Center, India as per the below terms and conditions:

Job Profile - Application Development Associate

Management Level - 12

Job Family Group- Software Engineering

Please refer to:

- Annexure I for the compensation and benefits details
- Annexure II for the documentation to be submitted by you
- Terms of Employment

Your employment with Accenture will be governed by the clauses mentioned in the attached "Terms of Employment". You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 65% and above or 6.5 CGPA and above in the current degree as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

Reference Id: 9fddf31c-1151-4280-9bae-c30cde09ca06_1
Signed By: Mahesh Vasudeo Zurale

You agree and affirm that the information (personal or otherwise) shared by you at the time of registration is accurate, factually correct, and complete and no material information has been withheld by you. Accenture is providing this offer of employment basis preliminary information provided by you at the registration stage and a declaration concerning your agreement with the eligibility criteria. You understand and acknowledge that your employment with Accenture shall be subject to further verification of details and materials/ documents provided to Accenture as well as any further verification deemed necessary to finalize your candidature. You shall continue to meet the eligibility criteria up till and on the date of joining Accenture (if applicable) and agree that Accenture has the right to revoke the offer of employment, in case of failure of verification, or if you are not meeting the eligibility criteria or in case of any misrepresentation at your end.

Your onboarding date will be intimated to you over a separate e-mail by Accenture onboarding team few weeks prior to your actual onboarding date. You will receive an email from Onboarding.doc.ase@accenture.com. You are expected to confirm to the same by responding to our email and share your acceptance to join us on the stipulated date.

Pre-Onboard Learning Module: To provide our new joiners with a unique learning experience, Accenture has designed a special online learning module called - Technology Fundamentals Online Learning Program (Hereinafter referred to as "program"). This program further provide details about the training opportunities and terms of training/assessments that were shared with you in your Letter of Intent. To ensure that you have ample time to learn at your own pace, and prepare for the ensuing assessments, you will have complete access to the program for 45 days from the date you receive the training link.

Details of the program and assessment are as below:

- The program is hosted on a virtual platform that you can access from anywhere and it will provide you with all the information and trainings that you need to begin your career at Accenture.
- After going through all the learning modules, you will be required to go through Technology Fundamentals Assessments based on what you have learned in the program.
- On successfully completing the program within 45 days and clearing the program assessments in your first attempt, you will be eligible to receive a learning Incentive of INR 10,000.
- In case you fail to clear the assessments in your first attempt, or do not complete the program within 45 days from the receipt of the training link, you will not be eligible for any learning incentive.
- To clear the assessments, you will need to score a minimum of 60% marks in each assessment test. In case are not able to score the required 60% in your first attempt, you will get two additional attempts where you will need to score a minimum of 60% marks to successfully clear the assessments.
- During each re-attempt, reasonable help, guidance and appropriate refresher training sessions will be provided to you.

Your employment with Accenture is subject to you successfully completing the program assessments mentioned above. In case you are not able to clear the program assessments in three attempts, your offer will stand revoked.

After successful completion of the aforementioned assessments, and after joining the Company, you will need to undergo further training program(s), with specified timeframes, for the specific skill-set assigned to you. Periodic tests will be conducted throughout this training program and you are expected to clear all of them. You will need to score a minimum of 60% marks in each of these tests to clear the Accenture-specific training program. If you are unable to score 60% in your first attempt, you will get two more opportunities to take the test and score the required passing percentage. Your employment with Accenture is subject to you successfully completing the Accenture-specific training program. If you are unable to clear the Accenture-specific training program tests in three attempts, your services with the Company shall be terminated as per Clause 10 outlined in the Terms of Employment.

After acceptance of the offer of employment or any time during the course of your employment with the Company you may be required to undergo drug/alcohol/substance test based on the project you are deployed. This offer and your employment with Accenture are contingent upon you completing particular tests as per the requirements of the Company and in the instance of failing these tests namely the drug/alcohol/substance test, Accenture may, in its sole discretion, elect to terminate or suspend your employment immediately.

In the event a government body/authority exercising its jurisdiction and statutory power/authority seeks information pertaining to any aspect of your employment, the Company shall provide such information to the government body/authority without any notification to you. The foregoing shall be applicable to information pertaining to your employment being shared in pursuance of statutory requirements/compliance. You may belong to this category and your details will be disclosed to these authorities.

To indicate your acceptance of this offer and Terms of Employment with Accenture, please confirm your acceptance/rejection by logging on to Accenture Recruitment Portal (https://india.jobs.accenture.com/default.aspx) using your unique reference number, candidate identification (CID) and mobile number within 7 days (Seven days) from the date of this letter post which the link will be disabled for you. If we do not receive your response before the expiration of 7 days (Seven days) from the date of this letter, the terms of this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. Further, at the time of joining you are required to provide all documentation identified in Annexure (II) along with the singed copy of this offer letter and Terms of Employment.

After accepting this offer,we encourage you visit Countdown to the Company (http://careers.accenture.com/Microsites/countdown/Pages/welcome-india.aspx). This on-line, interactive welcome site will help you successfully navigate the first days, weeks and months of your career at Accenture. It will also provide an interesting overview of Company history - as well as tips on how to develop yourself (and your career) in the future.

In case you have any feedback/ suggestion or have any query, feel free to write an e-mail to: https://indiacampus.accenture.com/candidate

We look forward to hearing from you regarding your decision to join the Company. I wish you a successful career ahead of you and look forward to your joining us.

Yours sincerely,

ACKNOWLEDGED AND AGREED:

Mahesh Vasudeo Zurale
Senior Managing Director
Lead, Advanced Technology Center, India

[*Insert full legal name*]

ANNEXURE 1

COMPENSATION & BENEFITS

Annual Total Cash compensation structure as per the Company guidelines is:

Total Cash Compensation Elements	
	Annual (INR)
(A) Annual Fixed Compensation	383000
(B) Local Variable Bonus (LVB) earning potential (at maximum 8.5%)	32500
Maximum Annual Total earning potential (A+B)	415500
Joining Bonus (Refer to the Section C)	25,000
(D) Additional Benefits	
Gratuity as per law#	9500
Insurance Premium(notional value)	
Total Cash Compensation + Total Additional Benefits (A+B+C+D)	450000

(A) Annual Fixed Compensation

• Your annual fixed compensation is INR 383000. This includes allowances structured in accordance with the Company compensation guidelines and applicable statutory norms. Please note the annual fixed compensation includes employer's contribution to Provident Fund, as applicable.

TDS is deducted as applicable from your income.

(B) Local Variable Bonus (LVB)

•As part of your annual total cash compensation, you will be eligible to participate in the FY21 Local Variable Bonus programme (LVB). Your indicative pay-out can range from 0% to 8.5% of the prorated fixed pay in the Fiscal year, subject to the overall terms and conditions of the LVB, including but not limited to your individual performance achievements and the Company's performance. In addition to these two components, your LVB is also linked to your Individual Utilization. The Company may, at any time and in its sole and absolute discretion, amend, suspend, withdraw vary and/or modify any of the terms and conditions of the LVB programme guidelines The LVB will be paid out subject to you being on the roles of the Company on the date of disbursement of these pay outs and will be prorated based on your tenure in Accenture India and considering the period of leave without pay during the said fiscal year.

(C) Joining Bonus

You are also eligible for a joining bonus and an additional bonus as per the terms mentioned below.

• Joining Bonus: of INR 25,000 payable upon joining the organization and will be paid out along with salary of the month of joining or succeeding pay month. In case you leave, or your services are separated from the Company (except for ramp down or redundancies by the Company) before completion of 1 year from the date of joining, then this whole amount shall be recovered from you.

Note: For International Worker Only*

• As per Indian Provident Fund (PF) regulations, membership to the Provident Fund is mandatory for all International Workers. Exemptions if any, shall be as per the existing law. Please note that since your cost to the Company (CTC) includes employee's as well as employer's contribution to Provident Fund, appropriate adjustment in your monthly salary will be made for Provident Fund contributions as per applicable laws/regulation in existence (or amendments from time to time). Withdrawal (if any) from Provident Fund is regulated by the government of India and is subject to government approvals and prevailing laws (amended from time to time). Any person desirous of such withdrawal need to comply with applicable law and procedures laid down by the authorities.

* As defined by applicable law from time to time.

Benefits applicable for current Company financial year:

In addition to your annual total cash compensation, you will be eligible for following benefits, which will be governed by Company policy:

1. Effective your date of joining, Medical Insurance for self, spouse and 2 dependent children up to INR 300,000 per annum. Premium for this will be paid by the Company.
   a. You have the option of availing Accenture negotiated rates to cover your parents, parent's in-law & any additional child under a separate Insurance plan up to INR 500,000 per annum. The entire premium for this will have to be borne by you. This plan allows for coverage of pre-existing ailments.
   b. For Permissible claims under the Medical Insurance plans detailed above, you will be required to contribute a defined percentage of each claim, as under:
      • 10% of such claims for self, spouse and 2 dependent children
      • 20% of such claims for parents, parent's in-law and additional children under the separate Insurance plan
2. Personal Accident coverage for self, up to three times your gross annual fixed compensation
3. Life Insurance coverage equivalent to one time of your annual fixed compensation with minimum cover of INR 5,00,000

ANNEXURE II

Mandatory documentation at the time of onboarding:

1. Two copies of your recent passport size photographs.
2. Original marksheet of all semester (PG/UG).
3. Original provisional degree certificate or convocation degree certificate.
4. Copy of X, XII and all semester mark sheets of PG & UG Degrees.
5. Copy of Degree/PG/Diploma (as applicable) certificates.
6. Passport copy, if available (if not please apply immediately).
7. Pan Card
8. Copy of Aadhaar Card- We request you to provide for meeting the UAN generation requirement and any other compliance required by governing regulating authorities like EPFO, ESIC, labour welfare fund and others.
   Please note that by voluntarily sharing your Aadhaar details, you are also authorizing us to share it with third parties under contract with the company and which are bound by confidentiality provisions to meet any regulatory requirements and internal procedures of the company including but not limited to making verifications. Do note that the provision of Aadhar details and seeding Aadhar with UAN as well as completing KYC requirements of EPFO is necessary and if you are unable to do so this may delay submission of your PF contributions to the regulators.

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Date: 29th of April 2021
Name: KANCHARLA VEERA VENKATA SAI KRISHNA
Roll Number: 17481A0490

Sub: Letter of Intent

Dear KANCHARLA VEERA VENKATA SAI KRISHNA

We are pleased to offer you the position of **Customer Care Executive.** You shall report for a comprehensive training program on **May/June/Jul** at 10:00 AM.

Your Monthly CTC will be **Rs.12,200/- + Incentives & Tenure bonus**. The details of your salary break up are provided to you in the annexure.

The offer is subject to:

- You submitting the degree certificate and all your mark sheets at the time of joining.
- A satisfactory reference from the list of referees furnished by you at the time of joining.
- A satisfactory medical opinion, if required, from a registered medical practitioner (RMP) nominated by the company.
- Submission of satisfactory proofs regarding information declared by you, i.e. your age, educational qualification, previous work experience and relieving letter from your last employer etc.

You will be under training which will vary for a period from 2 to 8 weeks depending on the performance and the project that you would be assigned. Your continuity in the organization is subject to successful clearance of training evaluation.

You will be on probation for a period of 6 months and will be confirmed on rolls upon successful completion of the probation (The probation is inclusive of the training period).

We are looking forward to you building a successful career with ALLSEC.

Best Wishes,

For Allsec Technologies Limited,

Authorized Signatory
Human Resources Department

TATA

17481A0491 (W)

Offer: Computer Consultancy
Ref: TCSL/DT20206467358/Hyderabad
Date: 11/01/2021

Ms. Suma Sree Kancherla
2-37,
Pasumarru,
Pamarru-521157,
Andhra Pradesh.
Tel# -

Dear Suma Sree Kancherla,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be assigned a role in the **Infrastructure Services (IS)** Unit, which is subject to change as per the business requirements of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year.Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

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 Servicefine: 1800 209 3111 Email: careers@tcs.com

Cognizant

K. Kali Vara prasad
17481A0494

03-Jun-2021

Dear Kali Vara Prasad Kanumolu,
B.Tech/B.E., Electronics and Communication Engineering
Gudlavalleru Engineering College

Candidate ID – 15733449

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**.You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst**

You are entitled to an Annual Total Remuneration (ATR) of INR **540,992/-**. This includes an annual target incentive of INR **20,000/-**. This amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for 3 months and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

3.1 Cognizant Internship:

a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.

b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program.

3.2 Continuous Skill Development (CSD) Program:

a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrollment into the program.

b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

3.3 GenC Training Post joining:

a) Cognizant continues to invest in skill building of the entry-level talent and GenC training is a formal on-the-job training offered to trainees based on the business specific skilling needs. The terms and conditions of this training will be governed by Cognizant GenC program guidelines.

b) The Cognizant Internship or the Continuous Skill Development (CSD) completion may qualify as the entry criteria to the GenC training and is used as basis towards your allocation to projects/roles.

We look forward to you joining us. Should you have any further questions or clarifications, please log into https://campus2Cognizant.cognizant.com

Yours sincerely,
For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President – Human Resources

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature: **Date:**

1748A0497CW

THE FUTURE OF WORK IS NO LONGER IN THE FUTURE.

Dear Katti !!!

Congratulations ! Welcome to Cognizant, the fastest growing top-tier IT, Consulting and BPO Company. As you step into a new world of excitement and great career prospects, we are sure you are ready for a challenging career ahead. Our training will help you acquire a high degree of proficiency in cutting edge technologies and business processes, even while honing your soft skills.

Cognizant's single-minded passion is to dedicate our global technology and innovation know-how, our industry expertise, and worldwide resources to working together with clients to make their businesses stronger. Thus, we always look for motivated individuals, who possess a 'can-do' attitude and a passion for making a difference to our company and to our clients.

We are sure you are one of them. Look forward to a great career ahead.

COGNIZ

LET'S PUT IT TO WORK ▶▶

www.cognizant.com/futureofwork

Sriram Rajagopal
VP - Human Resources

Balakrishna Shanmugham
VP- Academy

Shankar Srinivasan
Chief People Officer

17481A0497
(ECE-B) [C.W]

Cognizant

17-497
[C.W]

27-Apr-2021

Dear Katti Nanibabu,
B.Tech/B.E., Electronics and Communication Engineering
Gudlavalleru Engineering College,Gudlavalleru

Candidate ID – 15017205

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**.You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee**.

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500 /-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR Rs.**450,740/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for 3 months and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant.

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

3.1 Cognizant Internship:

a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.

b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program.

3.2 Continuous Skill Development (CSD) Program:

a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrollment into the program.

b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

3.3 GenC Training Post joining:

a) Cognizant continues to invest in skill building of the entry-level talent and GenC training is a formal on-the-job training offered to trainees based on the business specific skilling needs. The terms and conditions of this training will be governed by Cognizant GenC program guidelines.

b) The Cognizant Internship or the Continuous Skill Development (CSD) completion qualify as the entry criteria to the GenC training and is used as basis towards your allocation to projects/roles.

We look forward to you joining us. Should you have any further questions or clarifications, please log into https://campus2Cognizant.cognizant.com

Yours sincerely,
For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President – Human Resources

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature: **Date:**

Compensation and Benefits

Name: Katti Nanibabu **Designation:** Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7349	88,188
	Annual Gross Compensation		**359,988**
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		**382,488**
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		**401,988**

As an associate you are also entitled to the following additional benefits:

- Floating Medical Insurance Coverage
- Round the Clock Group Personal Accident Insurance coverage
- Group Term Life Insurance
- Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
- Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

Leave & Vacation:

- From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

Sl No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

- From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
- In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity leave by adhering to the conditions as specified in the Cognizant India Leave policy

Provident Fund Wages:

• For the purpose of computing PF Wages to Provident Fund, Pension Fund & EDLI Scheme, PF Wages shall be Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout".

• Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser

Employees State Insurance:

• Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter.

• Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month.

• ESI shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period.

* **Flexible Benefit Plan:** Your compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to

1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** **Incentive Indication:** Incentive amount may be higher, lower, or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is prorated to the duration spent with Cognizant India for the calendar year and will be paid to you only if you are active on Cognizant's payroll on the day of incentive payout.

*** **Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same. Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

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Dear Pujitha Sai,

We are pleased to extend the offer of employment to you with Amdocs.

With your skills and background, you are an ideal fit for this position. We hope you will enjoy your role and make a significant contribution to our overall success.

The terms of employment are set forth in the attached offer letter.

Please take time to review the same as it includes important details about your compensation, benefits and the terms and conditions of your anticipated employment with us.

Would request you to maintain confidentiality about your offer by not disclosing the compensation or any other details pertaining to the offer.

Please reply to this email with your acceptance.

Also, request you to please complete your onboarding within 48 hours. You will receive a separate email with the onboarding link from the Amdocs portal.

Background Verification

cFIRST is our official vendor partner for Background Verification (BGV). You will receive an email for Background verification process on your personal email. Please make sure you respond to the emails on time and provide all the required information, in order to complete your BGV on time. For any queries, please connect with Rajiv Ranjan <rajiv.ranjan@cfirstverify.com> from cFIRST.

Below are the details for your joining and induction:

Date	23rd Sep, 2021
Time	10:00 AM
Venue	Virtual Onboarding

We are eager to see you achieve great milestones at Amdocs. Good luck!

About Amdocs: Amdocs is driving our increasingly connected digital society forward by utilizing the creativity of our 27,000 employees and the power of our innovative, award-winning technology. With almost 40-years of unparalleled industry expertise, Amdocs is a trusted partner to the world's leading communications and media companies, serving more than 350 service providers in over 80 countries.

Thank you,

Talent Acquisition Team

Amdocs India

Logo, company nameDescription automatically generated

Amdocs shines in all colors

Enriching lives and progressing society

Read the latest on Amdocs.com and the Amdocs blog network – and follow us on:

Related image Image result for twitter logo Related image
Image result for youtube logo circle Image result for linkedin logo

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C.W
63
182

TATA

Ref: TCSL/DT20218591568/1657885/Hyderabad
Date: 22 November 2021

MR. PHANEENDRA KOMMANAMANCHI
1-169 Beside Bus Stop, Tatiyakulagudem,
Tatiyakulagudem, Tatiyakulagudem,
Andhra Pradesh-534456.
Tel# 918790931575

Sub: Joining Letter

Dear Mr. Phaneendra Kommanamanchi,

We would like to take this opportunity to extend a very warm welcome to TATA Consultancy Services Limited (TCSL) family.

We are pleased to inform you that your joining date at TCSL will be **29th November 2021** , your joining location is **Hyderabad** , work location is **Hyderabad** and your stream is **IT** . This has been provided considering your preference and business requirements.

Your wellbeing is our utmost priority in the current COVID-19 pandemic scenario across India. Keeping this in mind, and the regulations enforced by various states at this point, we have internally enabled a virtual onboarding process for our future TCSers. For the Virtual Onboarding Process, **you will not be required to physically report at the TCS offices on the date of your joining** .

TCS XP HR Team will reach out to you over email in the next few days to guide you further on the virtual onboarding process and steps to be taken to prepare yourself for onboarding.

Congratulations on completing the first phase of your learning through TCS Xplore Program. We appreciate your passion towards learning which has helped you to perform well. You are now set to experience learning through our coveted TCS Xperience Program.

TATA CONSULTANCY SERVICES
Tata Consultancy Services Ltd
Peepul Park, Technopark Campus, Kariavattom P.O., Thiruvananthapuram - 695 581, Kerala, India
Telephone : +91 471 6629400, Fax : +91 471 6629401, Website : www.tcs.com
Registered Office : Nirmal Building, 9th Floor, Nariman Point, Mumbai - 400 021
Corporate Identification Number (CIN): L22210MH1995PLC084781

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(C.W)

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Hi Himasree Konatham,

Greetings!

Thank you for completing the check-in process. A very warm welcome to Accenture!

Hope you are excited about your new career journey with Accenture effective **16-Aug-2021.**

Regards,
Accenture Onboarding Team

17481A04A2

BE YOURSELF,
MAKE A DIFFERENCE.

accenture

Strictly Private and Confidential

Date:02-Jul-2021

Himasree Konatham
C9708362

D.no:1-69 ; Chilakalapudi, Ghantasala mandal, Krishna district, Andhra pradesh,521133

8185960223

Dear **Himasree Konatham,**

Based on our recent discussion with you, we are pleased to extend an offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Center, India as per the below terms and conditions:

Job Profile - Application Development Associate

Management Level - 12

Job Family Group- Software Engineering

Please refer to:

- Annexure I for the compensation and benefits details
- Annexure II for the documentation to be submitted by you
- Terms of Employment

Your employment with Accenture will be governed by the clauses mentioned in the attached "Terms of Employment". You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 65% and above or 6.5 CGPA and above in the current degree as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

Reference Id: a4c94d60-f1cc-44d3-9a42-7dac4c3ad02c_1
Signed By: Mahesh Vasudeo Zurale

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CW

M

Action Required: Check-In Day one at Accenture

1 message

<Onboarding.DOC.ASE@accenture.com>
To: hemasrikonatham@gmail.com

Sun, 15 Aug 2021 at 3:34 pm

Hi Himasree Konatham,

We are excited for you to join Accenture!

Your first day is scheduled for 16-Aug-2021.

You are at the last step to complete your onboarding process. To enable us to create a seamless joining experience for you, please complete the DAY ONE "CHECK-IN" process confirming your Date of Joining 16-Aug-2021 with Accenture by choosing one of the below options.

YES - I confirm joining Accenture on 16-Aug-2021.
NO - I decline the Offer.

Regards,
Accenture Onboarding Team

4A3

Dear Konatham Lakshmi Poojitha

We are very happy to have you join our organization and hope you are also equally excited to start your professional journey and be a part of the Infosys family. We know you're going to be a valuable asset to our company and we can't wait to see your journey unfold at Infosys.

We encourage you to make the most of your time here. Your training experience be one of a kind and it will be what you make it, and your opportunities will only be limited by the limits you place on yourself. Get involved, to participate in and to take part in the array of opportunities and initiatives hosted at the Global Education Center.

We look forward to you being the change agent in making this training experience a class apart. we are all ears to your fresh ideas and perspectives, Feel free to share them with us without any hesitations.

If you have any questions, feel free to email us on Trainee_helpdesk@infosys.com or Call us on

080 33554639 option 3. Timing: 8.30 AM IST to 5.30 PM IST Monday to Friday.

Congratulations once again ! We are thrilled to you have you join our family. Hope you are looking forward to your first day as much as we are!

Welcome Aboard !

Regards

GEC HRD

4A3C-W

Dear Konatham Lakshmi Poojitha

We are very happy to have you join our organization and hope you are also equally excited to start your professional journey and be a part of the Infosys family. We know you're going to be a valuable asset to our company and we can't wait to see your journey unfold at Infosys.

We encourage you to make the most of your time here. Your training experience be one of a kind and it will be what you make it, and your opportunities will only be limited by the limits you place on yourself. Get involved, to participate in and to take part in the array of opportunities and initiatives hosted at the Global Education Center.

We look forward to you being the change agent in making this training experience a class apart. we are all ears to your fresh ideas and perspectives, Feel free to share them with us without any hesitations.

If you have any questions, feel free to email us on Trainee_helpdesk@infosys.com or Call us on

080 33554639 option 3. Timing: 8.30 AM IST to 5.30 PM IST Monday to Friday.

Congratulations once again ! We are thrilled to you have you join our family. Hope you are looking forward to your first day as much as we are!

Welcome Aboard !

Regards

GEC HRD

17H81A04A3 [C.W]

Infosys
Navigate your next

HRD/3T/1002476433/21-22

September 30, 2021

Ms. Konatham Lakshmi Poojitha
24/269.A
24/269.A
Machilipatnam-521001
India

Ph: +91-9492542587

Dear Konatham,

Welcome to Infosys!

Today, the corporate landscape is dynamic and the world ahead is full of possibilities! None of the amazing things we do at Infosys would be possible without an equally amazing culture, the environment where ideas can flourish and where you are empowered to move forward as far as your ideas will take you.

At Infosys, we assure that your career will never stand still, we will inspire you to build what's next and we will navigate further, together. Our journey of learnability, values and trusted relationships with our clients continue to be the cornerstones of our organization and these values are upheld only because of our people.

We look forward to working with you and wish you success in your career with us.

Warm regards,

RICHARD LOBO
EVP and Head Human Resources - Infosys Limited

Digitally signed by Richard Lobo
Date: 2021.09.30 22:06:22 IST
Reason: Digitally Signed
Location: Bangalore

INFOSYS LIMITED
CIN: L85110KA1981PLC013115
44, Infosys Avenue
Electronics City, Hosur Road
Bangalore 560 100, India
T 91 80 2852 0261
F 91 80 2852 0362
askus@infosys.com
www.infosys.com

Company Confidential - This communication is confidential between you and Infosys Limited

Infosys
Navigate your next

HRD/1002476433/21-22

September 30, 2021

Ms. Konatham Lakshmi Poojitha
24/269.A
24/269.A
Machilipatnam-521001
India

Ph: +91-9492542587

Dear Konatham,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer** .

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **11-Oct-2021.**

Location

Your location of training is **MYSORE, India** . The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location."

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise."*

Training

The training program will consist of classroom/virtual training and on-the-job training. The duration of the classroom/virtual training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and successful completion of the training.

Probation and Confirmation

You will be on probation for a period of 12 months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

Leave

You are entitled to Earned Leave, right from your date of joining. You will be eligible for 15 working days of earned leave annually, during probation. On confirmation as a permanent employee you will be eligible for 20 working days of leave annually.

Leave is credited on a quarterly basis. The leave eligibility shall begin in the quarter of your joining the Company, on a pro-rata basis. Leave year is the calendar year and not the fiscal year.

An illustration with other relevant information have been given in the Information Sheet. The Company's Policies also provide for Maternity, Paternity and Bereavement Leave. Further details will be provided to you at the time of joining.

Agreement

Our offer to you as **Systems Engineer** is subject to the execution of the Service Agreement. The Service Agreement details the scope, terms and conditions of your employment, the necessary training and the contractual obligations towards Infosys from the date of your joining and up to a period of 12 months from the date of allocation to a Practice Unit. The date of allocation to a Practice Unit is generally the first day of the subsequent month post completion of training. You will be required to complete the formalities on the Service Agreement at the time of joining. Please note, non-execution of the notarized Service Agreement will result in denial of employment with the Company.

Compensation and Benefits

Salary

Your Total Gross Salary during training will be **INR 25,000 per month** and Total Gross Salary post allocation will be **INR 30,000 per month** . The break-up of your salary has been provided in the Compensation Details sheet in Annexure - I and Annexure - II.

Training Performance - linked Incentive

You will be eligible for a Training Performance-linked Incentive (TPI) upon allocation to a Practice Unit, to a maximum of 20% of your Fixed Gross Salary, based on your performance in the training. The details of this scheme will be communicated on your joining. Please refer to the Compensation Details sheet for more details.

Ex - Gratia / Bonus

You will be eligible for an Ex-Gratia/ Bonus payout which is calculated at 20% of the Basic Salary as mentioned in the Compensation Details sheet at Annexure - I of this letter. The mode of payment for Financial Year 2021-22 will be as follows:

95% of the bonus amount mentioned in the Compensation Details sheet will be paid out on a monthly basis. The balance amount will be paid out in the end of the financial year.

Basket of Allowances (BOA)

The Basket of Allowances will be paid to you as part of your salary every month.

You will have the flexibility of choosing the components and amounts under such components as per the options provided to you on the Company Intranet, based on your preferences and income tax plans

National Pension Scheme

We offer all our India based employees the option to contribute towards the National Pension Scheme. This is an optional retirement benefit introduced by the Government of India for all its citizens. It enables accumulation of retirement corpus during active employment with add-on tax breaks. Please refer to the Information Sheet at Annexure - IV for more details.

Insurance

You will be eligible to participate in a Group Health Insurance Scheme. You may choose to enhance the coverage with other participatory optional health insurance plans (Platinum, Gold and Silver). You will be covered by default under the Standard Plan which provides you and your family (your spouse and two children up to the age of 22 years) with a cover of **INR 500,000** per annum.

You will be covered under the Group Life Insurance Scheme, managed by Infosys Welfare Trust which provides you with a total Life Insurance cover of **INR 62,00,000** of which **INR 32,00,000** is covered towards natural death, and **INR 30,00,000** towards an accidental death. All employees become members of Infosys Welfare Trust, by one-time payment of **INR 250** and fixed monthly contribution of **INR 250** .

The details of the Scheme would be available to you when you join the Company.

Notice Period

During the probation period, if your performance is found to be unsatisfactory or if it does not meet the prescribed criteria, your training/employment can be terminated by the Company with one-month notice or salary thereof. On confirmation, you will be required to give three month's notice or salary thereof in case you decide to leave our services, subject to the Company's discretion. Where circumstances make it necessary, the Company will have the discretion to relieve you only at the end of the three months' notice period. Similarly, the Company can terminate your services by giving three months notice or salary thereof.

In the event you do not successfully complete your training, or you are involved in an act that constitutes misconduct, your training/employment can be terminated by the Company with immediate effect without notice.

Background Checks

The Company may, at its discretion conduct background checks prior to or after your expected joining date to validate your identity, the address provided by you, your education details and details of your prior work experience if any, and to conduct any criminal checks. You expressly consent to the Company conducting such background checks. In this connection, you are required to furnish the documents listed in Offer Annexure for India.

If you fail to submit the necessary documents as required by the Company within the specified time period or if the Company is not satisfied, with the outcome of the background checks, the Company, in its sole discretion, reserves the right to withdraw this offer without notice and compensation or to take any appropriate action against you, including, but not limited to termination of your employment.

When a background check raises any concerns regarding any of the details furnished by you and the Company feels the need to further validate such facts, the Company may at its sole discretion, ask you for further information, to substantiate the details that you have earlier provided to the Company, before initiating appropriate action.

Please note that Infosys requires you to furnish a copy of your passport at the time of joining. If you are unable to do so, the Company will initiate a criminal background check.

Other Terms and Conditions

You agree not to undertake employment, whether full-time or part-time, as the Director / Partner / Member / Employee of any other organization / entity engaged in any form of business activity without the consent of Infosys. The consent may be given subject to any terms and conditions that the Company may think fit and may be withdrawn at any time at the discretion of the Company.

Our offer to you as a **Systems Engineer** is conditional upon your having fully completed your graduation/post-graduation, without any active backlog papers and with a pass percentage not lesser than as specified during the selection process. You should also have completed all studies, course requirements and examinations required for the award of the educational qualification recorded by you in your application for employment with Infosys. You will be required to produce all marks sheets and other relevant documents at the time of joining.

You will produce all marks sheets and other relevant documents. All these proofs will need to be submitted on the day of joining. Further, you should have been declared as passed by the relevant examination authority. The determination of the adequacy or authenticity of all or any of the proofs and any condonation of delay in submission of the same will be at the Company's discretion.

You hereby acknowledge and agree to abide by all internal Policies of the Company, which you will be able to access, upon joining, on the Intranet 'Sparsh'. These Policies cover various human resources and administrative topics and procedures. The Company reserves the right to change these Policies at any time in its absolute discretion.

Based on the nature of your work and business requirements, you may be required to work on rotational shifts. If you are required to work on rotational shifts, you will be duly intimated of the change in your shift timings. During rotational shifts, you will continue to be bound by the provisions of the working hour policy of the Company. If the rotational shifts require you to work night shifts, the policy on night shift allowance of the Company (if in force) will be made applicable to you.

You shall be required to sign certain mandatory agreements, including but not limited to the Confidentiality, Intellectual Property Rights, the Code of Business Conduct and Ethics and your employment shall be governed by all the rules and regulations, as amended from time to time, of the Company as applicable to your employment with us. This offer is also conditional upon your acceptance and execution of the Non-Compete Agreement (Annexure-III).

This offer of employment constitutes the entire agreement between you and the Company regarding the terms of your employment and it is the complete, final, and exclusive embodiment of your agreement with regard to this subject matter and supersedes any other promises, warranties, representations or agreements, whether written or oral. It is entered into without reliance on any promise or representation other than those expressly contained herein, and it cannot be modified or amended except in writing signed by an authorized officer of the Company.

If any of the terms or conditions of this offer are found to be illegal or unenforceable, such terms shall be treated as severable from the rest of the terms and conditions of this offer and the remaining terms and conditions shall continue in force.

This agreement shall be governed by the laws of India and you hereby agree to the exclusive jurisdiction of the courts in Bangalore, India.

Infosys
Navigate your next

As a token of your acceptance of this offer, please bring a duly signed duplicate copies of the letter and all the accompanying annexures, on the date of joining.

We welcome you to the Infosys family and wish you a rewarding career over the years to come.

Yours sincerely,

RICHARD LOBO
EVP and Head Human Resources - Infosys Limited

I have read, understood and agree to the terms and conditions as set forth in this offer letter.

Date: _____, 20_____

_____
Sign your name

_____ _____
Print your full Name Location

Digitally signed by Richard Lobo
Date: 2021.0[illegible] 22:34:22 IST
Reason: Digitally Signed
Location: Bangalore

INFOSYS LIMITED
CIN: L85110KA1981PLC013115
44, Infosys Avenue
Electronics City, Hosur Road
Bangalore 560 100, India
T 91 80 2852 0261
F 91 80 2852 0362
askus@infosys.com
www.infosys.com

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ANNEXURE - I
(Compensation during the Training)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	**Ms. Konatham Lakshmi Poojitha**
ROLE	**Systems Engineer**
ROLE DESIGNATION	**Systems Engineer Trainee**

1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	**22,328**

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary*	722
FIXED GROSS SALARY (1+2+3)	**25,000**
TOTAL GROSS SALARY	**25,000**

OTHER BENEFITS

Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time

*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act

Infosys
Navigate your next

ANNEXURE - II

(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	Ms. Konatham Lakshmi Poojitha
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee

1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	**22,328**

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary*	722
FIXED GROSS SALARY (1+2+3)	**25,000**

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At indicative Payout of 10%	At indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	**1,250**	**2,500**	**5,000**
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)			**26,250**
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)			**27,500**
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)			**30,000**

OTHER BENEFITS

Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time

*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act

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Accenture Check-in process completion

Inbox

Onboarding.DOC.ASE... 03/09/2021
to me, Onboarding.DOC.ASE

Hi Vijay Krishna Konatham,

Greetings!

Thank you for completing the check-in process.
A very warm welcome to Accenture!

Hope you are excited about your new career journey with Accenture effective 03-Sep-2021

Regards,
Accenture Onboarding Team

17481A04A5

Accenture Profile Creation and LOI Acceptance

Inbox

donotreply.indiacampus 2 days ago

to me

ACCENTURE PROFILE CREATION AND DOCUMENT UPLOAD

Dear Vijay Krishna Konatham,

Thank you for your interest in pursuing a career with Accenture.

As the next steps in your recruitment journey with Accenture, please log into your profile and upload the required documents for us to consider your application for further processing. You are required to submit all the documents within two days of receiving this notification.

URL: https://indiacampus.accenture.com/candidate/#/login/accenture

Username : vijaykrishna883@gmail.com

Password: 2Nv*NgTT

For any queries you can login to the below link and go to Help section – choose appropriate category to raise your queries.
Link : http://indiacampus.accenture.com/candidate

Note:

- Use Firefox or Chrome for the best experience.
- Due to the pandemic we have introduced an option of e-signature in the LOA document in the EAF Link e-Signature help file. Please refer to the link to be able to digitally sign the LOA with ease.

Regards,
Campus Recruitment team
Accenture in India

Please note, that unless a formal employment offer is provided to you specifically

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09:51

completion Inbox

Onboarding.DOC.ASE@ac... 3 Sep
to me, Onboarding.DOC.ASE

Hi Vijay Krishna Konatham,

Greetings!

Thank you for completing the check-in process.
A very warm welcome to Accenture!

Hope you are excited about your new career journey with Accenture effective 03-sep-2021

Regards,
Accenture Onboarding Team

This message is for the designated recipient only and may contain privileged, proprietary, or otherwise confidential information. If you have received it in error, please notify the sender immediately and delete the original. Any other use of the e-mail by you is prohibited. Where allowed by local law, electronic communications with Accenture and its affiliates, including e-mail and instant messaging (including content), may be scanned by our systems for the purposes of information security and assessment of internal compliance with Accenture policy. Your privacy is important to us. Accenture uses your personal data only in compliance with data protection laws. For further information on how Accenture processes your personal data, please see our privacy statement at https://www.accenture.com/us-en/privacy-policy.

DocuSign Envelope ID: E6DA1204-907F-4775-85EE-37BC77DE2B4D

Kaptius Technologies India Pvt Ltd
105, Workafella – Cyber Crown Sec-II, Village,
HUDA Techno Enclave,
HITEC City, Hyderabad,
500081, India

KOTA SATISH
C/O NARASIMHA RAO
Subbayagudem
Krishna Andhra Pradesh – 521190
709573408

29 August 2021

Dear Satish

With reference to our recent discussions, we are delighted to offer you the role of Platform Developer with Kaptius, on successful completion of your internship.

We enclose your formal offer letter and contract of employment below, detailing the role and what will be expected from you as an employee of Kaptius.

Please read these thoroughly and let us know if you have any questions.

We are very excited to be working with you on a permanent basis.

Kind regards

DocuSigned by:
Bradley Turner
D9DE2EAB9CC41D...

Bradley Turner

Director

M

Mphasis Greetings 11 Feb

to me

Dear Kotha Ganesh Manikanta,

Welcome to Mphasis !!!

Please find details of your Mphasis email id and steps for password reset.

1. Your Mphasis Email id is:
   kotha.s@mphasis.com
2. Your Mphasis Employee Number is:
   2504239
3. Your first-time password is:
   Koth#2504239@G

481

Dear Sai Ganesh Manikanta,

We are delighted to have you joining the Mphasis family on **Feb 10, 2022**. Please find below the joining location (on-boarding) details.

Virtual Video Induction: Link to join the induction session will be sent to you by the Onboarding partner before 10 am on your Date of joining.

Address given below is only for other communication purposes:

Contact Person:
Musfica Begum
Contact Details:
020-2066170054
Mobile Number:
7820970279

Mphasis Limited, Upper Ground Floor to Level 1, 3, 4th
'A' wing, 5, Tower IV, Cyber City
Magarpatta, Hadapsar
Pune, Maharashtra 411028
India

Please share a photograph with white background to the Onboarding partner for your ID card.
Bank account opening process is managed virtually.

Note: In case you are visiting any of our offices physically, please do not bring any Media or Storage devices like Laptops, iPods, CDs/DVDs, USB drives, portable hard disk, floppy disk etc. The security does not allow such devices inside the campus nor do we have any safe locker to store them. Kindly adhere to this strictly. Kindly get in touch with us for more details.

Please adhere to all standard prevention of COVID 19 guidelines.

Regards,
Welcome2.mphasis@mphasis.com

Powered by Xpand

4B3 CW 69/182

TATA

Ref: TCSL/CT20203299834/1571191/Mumbai
Date: 17 September 2021

MS. ARUNDHATHI KURICHETI
2-33 Colony,
Shivalayam, Addanki,
Andhra Pradesh-523264.
Tel# 918074815197

Sub: Joining Letter

Dear Ms. Arundhathi Kuricheti,

We would like to take this opportunity to extend a very warm welcome to TATA Consultancy Services Limited (TCSL) family.

We are pleased to inform you that your joining date at TCSL will be **07th October 2021** , your joining location is **Hyderabad** , work location is **Hyderabad** and your stream is **IT** . This has been provided considering your preference and business requirements.

Your wellbeing is our utmost priority in the current COVID-19 pandemic scenario across India. Keeping this in mind, and the regulations enforced by various states at this point, we have internally enabled a virtual onboarding process for our future TCSers. For the Virtual Onboarding Process, **you will not be required to physically report at the TCS offices on the date of your joining** .

TCS XP HR Team will reach out to you over email in the next few days to guide you further on the virtual onboarding process and steps to be taken to prepare yourself for onboarding.

Congratulations on completing the first phase of your learning through TCS Xplore Program. We appreciate your passion towards learning which has helped you to perform well. You are now set to experience learning through our coveted TCS Xperience Program.

Private and Confidential

TATA CONSULTANCY SERVICES
Tata Consultancy Services Ltd
Peepul Park, Technopark Campus, Kanakanagar P.O., Thiruvananthapuram - 695 581, Kerala, India
Telephone : +91 471 6629400, Fax: +91 471 6629488, Website : www.tcs.com
Registered Office : Nirmal Building, 9th Floor, Nariman Point, Mumbai - 400 021
Corporate Identification Number (CIN): L22210MH1995PLC084781

17-486

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BSA Corporation Limited

BSA

Offer Letter

Date : 12/08/2021

To,

Ms. LANKA CHANDANA
Gudlavalleru Engineering College
Gudlavalleru.

Subject : Selection as On The Job Trainee

Dear Candidate,

Congratulations.....!!!

You have been selected in campus drive on 12th August 2021. Herewith, we offer you to join BSA Corporation Ltd. Company as Trainee. You are expected to report on 3rd week of Aug to 4th Week of Aug 2021 at Chennai for Training. Your joining letter & other formalities will be completed on arrival at Chennai.

On arrival at Chennai, you can contact our person on below given numbers.

Mr.Saravanan : 96003 87972

Thanks,

For BSA Corporation Limited,

B RajithKumar
Senior Manager – HR operations

Received original copy
L.chandana
17-486 17/08/21

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CW

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Complete your joining Formalities

1 message

Infosys_LPCampus <Infosys_LPCampus@infosys.com>
To: revanthmeduri2000@gmail.com <revanthmeduri2000@gmail.com>

Mon, 6 Dec, 2021 at 12:12 pm

Dear Revanth Om Sai Venkata Meduri,

Employee Number : 1195606

We're so happy to have you onboard! We'd like to help you complete all requirements for joining.

In order to **complete your joining formalities** with Infosys, you need to fill up the CIPR and the Form F available on Launchpad, there are certain fields in these forms which are to be filled by the employees.

Form F: Please fill up the mandatory finance related forms as per the instructions provided and as per the sample forms. In order to ensure that your record is set up for Payroll. Once you have completed the details, please paste a scanned image of your signature above the **'Employee signature'** bar on all forms. Ensure to upload the Form F on the place field available in the launchpad portal.

CIPR: Please download the CIPR forms from the Launchpad and please fill in the **Employee Name, Date of Joining, Place, Employee Number** wherever blanks are provided. For the **'Employee signature'** bar on all the forms, paste a scanned image of your signature and upload the CIPR on the place field available in the launchpad portal.

17-488 (C.N)

Infosys

July 27, 2021

HRD/3T/21-22/1002126727

Mr. Revanth Om Sai Venkata Meduri
Candidate ID: 1002126727
H. No. 2-61
2Nd Ward , Dokiparru
Gudlavalleru - 521332
Gudlavalleru
India
Ph: (91) 86390 81680

Dear Revanth,

SUB: LETTER OF INTENT TO HIRE

Congratulations! Further to your application for Employment with Infosys Limited ('Company') and the subsequent selection process, we are delighted to communicate to you our intent to make you an offer for the position of **Systems Engineer** in Job Level 3 with the company. Your DoJ is **December 20, 2021** and you will receive the Letter of Appointment with all the elaborates soon.

This letter of intent would be superseded by a formal employment contract. The employment contract will detail out the scope, terms and conditions of your employment with the company, break up of your salary, proposed location of posting, date of joining etc.

Please be advised that our offer to you will be conditional upon you having successfully completed your graduation / post-graduation qualification and having completed all course requirements and examinations required for the award of the educational qualification mentioned by you in your application for employment with the Company. You are required to submit all marks sheets and other relevant documents (if any), on the day you join the Company. Further, you should have been declared as passed by the relevant examination authority. Please note that the determination of the adequacy or authenticity of all or any of the proofs and any condoning delay in submission of the same will be at the Company's absolute and sole discretion.

Should you meet the conditions of employment, your **Total Gross Salary** includes a Performance Incentive and will be **INR 360000** per annum. The complete breakdown of the compensation and increment will be provided in the Letter of Appointment.

This is a letter of intent only. It is not intended to be, and shall not constitute in any way a binding or legal agreement, or impose any legal obligation or duty on either you or the Company. Should you have any questions regarding the above, please do not hesitate to write to us at offer_update@infosys.com.

Welcome to Infosys Ltd. We are confident you will be able to make a significant contribution to the success of Infosys Limited. We wish you a long, rewarding and fulfilling career and look forward to working with you.

Yours sincerely,

RICHARD LOBO
EVP and Head Human Resources – Infosys Limited

Meduri Consoli Venkata Revanth
17481A0438

Gmail

revanth meduri <revanthmeduri2000@gmail.com>

Infosys Limited | Virtual Onboarding Survey

Infosys Limited <offers@infosys.com>
To: "revanthmeduri2000@gmail.com" <revanthmeduri2000@gmail.com>

Fri, Jul 9, 2021 at 5:48 AM

Dear Candidate,

Greetings! We hope you and your family are safe and well.

As we are initiating our virtual onboarding process for Freshers, we request you to provide us with some vital system information.

Kindly click here to update your details at the earliest.

Please note, it is essential for you to update details on the link shared above for us to accelerate your virtual onboarding process.

If you have any queries, please write to us at offer_update@infosys.com.

We look forward to welcoming you at Infosys.

Regards,

Talent Acquisition

Infosys Limited

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[C.W]

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wipro

APPOINTMENT LETTER

September 15, 2021

Dear MADIPALLI CHAITANYA PRUDHVI,

Welcome to Wipro Limited (Company/Wipro) and congratulations on your appointment as Project Engineer. The terms of your employment with the Company is listed below. Please be informed that the terms may be modified pursuant to changes in the Company policy updated from time to time.

1. Appointment Details:

a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.

b. You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.

c. The retirement age is 58 years.

d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company, in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.

e. We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.

f. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.

g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining.

2. Compensation:

You will be eligible for:

a. Compensation and benefits in accordance with Annexure III - Salary Offer Sheet.

b. Variable Pay - The details of this component are listed in Annexure V. The Variable Pay program may be changed or modified in part or full thereof from time to time, at the sole discretion of the Company.

c. Other compensation and benefits in accordance with Company policy as modified and intimated to you from time to time.

d. Your salary will be reviewed periodically as per Company policy.

e. Changes in your compensation are at the Company's discretion and will be subject to and on the basis of your effective performance and the performance results of the Company during your period of employment and other relevant criteria.

3. Other Benefits:

You will also be eligible for:

a. Leave, holidays and working hours as applicable to your stream and location of posting.

b. Perquisites, if any, as applicable to your band and stream and / or based on functional requirements as determined by the Company.

c. Participation in the Company's Provident Fund Scheme (PF) as per the policies applicable to your band and stream.

d. Leave Travel Assistance (LTA) as per the Company's policy.

e. Wipro Medical Assistance Scheme (MAS) provided you are not covered under the purview of the ESI Act.

f. Employee Benefits Program sponsored and administered by the Company for management employees, comprising of pension plan or gratuity plan, survivor benefit plan and industrial injury benefits.

g. Please refer to the detailed policies in the Company's intranet portal i.e. mywipro.wipro.com

4. Responsibilities:

a. In view of your position and office, you would be expected to perform all responsibilities effectively, diligently and to the best of your ability and ensure results. There may be times when you will be expected to work extra hours to achieve the above when the job so requires. At all times, you are required not to engage in activities that have or will have an adverse impact on the reputation / image and business of the Company, whether directly or indirectly.

b. You may be required to undertake travel for business purposes for which you will be eligible for reimbursement of travel expenses as per the Company policy applicable to you.

c. We are committed to ensure 'integrity' in all aspects of the Company's functioning. You are expected to comply with all the applicable policies of the Company including the Code of Business Conduct and Ethics ('Policies') as they form an integral part of the terms of your employment with Wipro. Consequently, you are required to understand the scope and intent behind these policies and to comply with the same. These Policies are updated / modified on a periodic basis and new policies may be introduced and notified to employees from time to time and you will be required to comply with the same.

d. Consistent with (c) above, any matter or situation or incident that may arise that could potentially result, or has resulted, in any violation of the Policies or the terms of your employment, shall immediately be brought to the notice of your Business Unit Head and appropriate disciplinary action will be initiated.

5. Conflict of Interest:

a. You are required to engage yourself exclusively in the work assigned by Wipro and you shall not take up any independent or individual assignments (whether part time or full time, in an advisory capacity or otherwise) directly or indirectly without the express written consent of your Business Unit Head.

b. You shall ensure that you shall not, directly or indirectly, engage in any activity or have any interest in, or perform any services for any person who is involved in activities, which are or shall be in conflict with the interests of Wipro.

c. The Conflict of Interest Policy also refers to the need on your part, during your employment and for a period of one year from the cessation of your employment with the Company (irrespective of the circumstances of, or the reasons for, the cessation) not to solicit, induce or encourage:

i. Any employee of the Company to terminate their employment with the Company or to accept employment with any competitor, supplier or any customer with whom you have a connection pursuant to your employment with the Company.
ii. Any customer or vendor of the Company to move his existing business with the Company to a third party or to terminate his business relationship with the Company.
iii. Any existing employee to become associated with, or perform services of any type for any third party.

d. In case of any conflict or doubt, please discuss the matter with your Business Unit Head, to understand the Company's position on this and resolve the conflict.

6. Confidentiality:

a. In consideration of the opportunities, training and access to new techniques and know-how that will be made available to you, you will be required to comply with the Confidentiality Policy of the Company. Therefore, please maintain all Confidential Information as defined from time to time in the Confidentiality Policy of the Company, as secret and confidential and do not use or disclose any such Confidential Information except as may be required under obligation of law or as may be required by the Company and in the course of your employment. This covenant shall endure during your employment and beyond the cessation of your employment with the Company (irrespective of the circumstances of, or the reasons for, the cessation).

b. In your work for Wipro, you will be expected not to use or disclose any confidential information, including trade secrets, of any former employer or other person with whom you have an obligation of confidentiality and by signing below you affirm that you have no conflicting obligations or non-compete agreements that would prevent you from working without limitation for the Company.

7. Assignment of Intellectual Property

In connection with your employment and during the term of your employment, upon conception or creation, you shall disclose and assign to Wipro as its exclusive property, all inventions, ideas, concepts, discoveries, techniques, and improvements (including, without limitation, legal documents, training materials, computer software and associated materials) developed or conceived by you solely or jointly with others (whether or not during business hours), and shall comply with the Policies of Wipro in relation to Intellectual Property.

8. Non-Compete

In the course of your employment with the Company you will be providing services to customers or clients of the Company during which process you will be handling sensitive information including but not limited to key customers of the Company, competitor information, customer sensitive information ('Confidential Information'). You acknowledge and recognize that Confidential Information available to you, if leaked, would cause irreparable harm to the Company and its protection is of utmost importance to the Company. You confirm that for a period of six (6) months after separation of your employment from the Company (irrespective of the circumstances of or the reason for the separation), you will not accept any offer of employment from a customer or client with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of separation.

9. General:

This offer of appointment is subject to the precondition that you have not provided us with any false declaration and/or documentation or wilfully suppressed any material

information. If at any point of time, it is brought to our notice that you have submitted fabricated documentation or made false representation or willfully suppressed material information, you shall be liable to be removed from service with immediate effect and the Company reserves its right to initiate appropriate action as per applicable policy and /or enforce remedies available to us under law.

Please note that you are required to inform us if there are any agreements, oral or written, which you have entered into and which may relate to or affect your commitments under this employment contract.

a. You acknowledge that you have understood the terms of this employment contract and that you are aware that the specific performance of the terms of this employment contract may be enforced legally, if required. In this connection, if any of the provisions of this letter of appointment are declared or found to be void or unenforceable due to any reason whatsoever, the remaining provisions of this letter shall continue in full force and effect.

b. These employment terms supersede and replace any existing agreement or understanding, if any, between the Company and you on the same subject matter.

c. You warrant that you are not prevented by any court or by any other administrative or judicial authority or order from providing the services required under this employment contract. In the event that you are not a citizen of the country of posting, you should have a valid work permit to work in the country of posting.

d. Your appointment shall be treated as withdrawn in case:

i. You have not scored minimum aggregate marks of 60% in your 10 TH Standard or equivalent education.
ii. You have not scored minimum aggregate marks of 60% in your 12 TH Standard or equivalent education.
iii. For Graduates: You have not scored minimum aggregate marks of 60% in your graduation.
iv. For Post Graduates: You have not scored minimum aggregate marks of 60% in your graduation and 60% in post-graduation.
v. You have any pending backlogs/ arrears on the date of appointment.

Please note that at any stage, whether during your online test and/or interview process or upon joining the Company, if it is brought to our notice that you have indulged in malpractices or used illegal means to clear your online assessment, the Company shall withdraw or revoke the offer with immediate effect and we reserve our rights to take suitable action against you as we may deem fit.

10. Training Agreement:

As part of your smooth transition from campus to corporate, the Company shall be providing you extensive training through learning interventions from the time of your selection to on-boarding. You shall be provided an opportunity to learn in Pre-Joining programs, Self-directed learning modules, MOOCs, in-classroom learning, on-the-job training, Top Gear modules, and / or customer specific tools and technology learning. Through this extensive training the Company makes significant investment for your project readiness and successful journey in the projects. In consideration of the Company reposing confidence in you and providing you with the opportunity to undergo the training as detailed above and in consideration of the company bearing all the costs in connection with the training besides paying you normal salary and benefits, you solemnly agree to complete the training and continue your employment with the company for a period of at least 12 months commencing from the date of your joining. In case you choose to leave the Company before the expiration of the said period or if your services are terminated before the expiration of the said period, for any reason whatsoever, you shall be liable to pay to the Company liquidated damages of up to Rs. 75,000/-(Rupees Seventy Five Thousand only) in the manner defined in the training agreement, signed by you with the Company.

11. Notice Period & Termination:

Your employment with the Company shall be terminable, without reasons, by either party giving one-month notice during probationary period and three months' notice on confirmation. The Company reserves the right to pay or recover salary in lieu of notice period. Further, the Company may at its discretion relieve you from such date as it may deem fit even prior to the expiry of the notice period. However, if the Company desires you to continue the employment during the notice period you shall do so. Notice period and termination of employment contract shall be governed by the applicable internal policies of the Company as updated from time to time.

On acceptance of separation notice, you will immediately hand over to the Company before you are relieved, all correspondence, specifications, formulae, books, documents, cost data, market data, literature, drawings, effects and comply with all the relieving formalities required by the Company. Further, you shall not make or retain any copies of these items.

12. Pre Joining Program (PJP):

During the time period between your offer and onboarding, the Company will provide you an online, self-directed learning opportunity through a Pre Joining Program(PJP). You will be given a specific technology track to learn and we urge you to utilize this opportunity to gain hands-on experience so as to enable you to obtain a suitable project.

Please confirm that the above terms and conditions are acceptable to you and that you accept the appointment by submitting a signed copy of this letter of appointment with your original signature on the date of joining.

Yours sincerely,
For Wipro Limited,

Aparna Shailen
General Manager - Human Resources

I have read, understood and agree to accept the employment on the terms and conditions herein.

I shall be reporting for duty on

ANNEXURE I

DECLARATION ON CONFLICT OF INTEREST

Wipro Limited has adopted a conflict of interest policy in respect of its employees. This policy is intended to avoid conflict between the personal interest of an employee and the interest of the company in dealings with suppliers, customers and all other organizations or individuals doing or seeking to do business with the company.

Noted below are a few examples of conflict of interest.

a. For an employee or any dependent member of his family to have an interest in any organization, which has business dealings with the company where there is an opportunity for preferential treatment to be given or received, except where such an interest comprises of securities in widely held corporations which are quoted and sold in the open market or the interest is not material.

b. For an employee or any dependent member of his family to buy, sell or lease any kind of property, facilities or equipment from or to the company or any affiliate or to any company, firm or individual who is or is seeking to become a contractor, supplier or customer, except with the knowledge and consent of top management.

c. For an employee to serve as an officer, director or in any other management capacity or as a consultant of another company or organization doing or seeking to do business with the company or an affiliate except with the knowledge and consent of top management.

d. For an employee to use or release to a third party any data on decisions, plans, competitive bids or any other information concerning the company, which might be prejudicial to the interest of the company.

e. For an employee or any dependent member of his family to accept commission, a share in profits or other payments, loans (other than with established banking or financial institutions), services excessive entertainment and travel or gifts of more than nominal value from any individual or organization doing or seeking to do business with the company.

I have read the above mentioned 'Conflict of Interest' policy and I declare that there is no 'Conflict of Interest' in my employment. If in future any conflict arises, I will immediately inform my supervisor and notify the top management.

Compliance to Company's Code of Conduct to Regulate, Monitor and Report Trading (Code) by Insiders

Insider Trading is prohibited by both Law as well as by Wipro Limited's (hereinafter to as the "Company") internal policy. Insider trading generally involves the act of subscribing/buying/ selling or dealing in the Company's Securities, while in possession of any Unpublished Price Sensitive Information (hereinafter referred to as "UPSI") about the Company. It also involves disclosing or procuring any UPSI about the Company to/from others who could subscribe or buy or sell or deal in the Company's Securities.

As an employee of the Company you are considered as an Insider and accordingly advised as below:

1. Trading when in possession of UPSI: Employees are strictly prohibited from trading in the Securities of the Company when in possession of UPSI concerning the Company. Trading in securities of the Company is also prohibited for certain designated employees when the trading window is closed. For details please contact: policyclearinghouse@wipro.com.

2. Communication or procurement of Unpublished Price Sensitive Information (UPSI): Employee shall seek, communicate, provide or allow access to "UPSI of the Company to others only for legitimate purposes, performance of duties and discharge of legal obligations and strictly on a need to know basis. Employees are strictly prohibited from the following:

a. Counseling or disclosing or communicating UPSI to any other person including spouse and/or relatives, except on a need to know basis.

b. Counseling as well as expressing opinions or making any recommendations to any person on the Securities of the Company when in possession of any UPSI.

c. Unauthorized disclosure or communication of UPSI.

d. Procuring any UPSI from others.

3. Individual and Personal Responsibility: As per the Code, Company can take appropriate actions like wage freeze, suspension, termination of employment on employees involved in Insider Trading. Insider trading also attracts severe civil and criminal penalties not only on the Insider but also on the Company in certain circumstances. The penalties levied on the employee will not be borne by the Company and the employee individually is responsible.

4. Disclosure requirements: Every employee of the Company and their Immediate Relatives shall disclose to the Company the number of securities acquired or disposed of within two trading days of the transaction if the value of the securities traded, whether in one transaction or a series of transactions over any calendar quarter, aggregates to a traded value in excess of ten lakh rupees. For more details on procedures and guidelines, employees are requested to refer the Company's Code of Conduct to Regulate, Monitor and Report Trading by Insiders. Or write to policyclearinghouse@wipro.com.

ANNEXURE II

PERSONAL INFORMATION AS REQUIRED UNDER INFORMATION TECHNOLOGY ACT, 2008

I MADIPALLI CHAITANYA PRUDHVI, confirm that I am voluntarily sharing my Personal Information including documents with Wipro Limited ('Wipro') for the following purposes:

a. validating my Curriculum Vitae and retaining records on the same for any future reference/verification;

b. processing my job application including background verification checks;

c. employment related actions including record keeping, processing compensation and benefits and any action required in the context of my employment with Wipro.

In this context, I also agree to the retention of such Personal Information including documents by Wipro for any future reference/verification and authorize Wipro to transfer the same to a third party.

I understand that 'Personal Information' means any information including documents, relating to me that is available with Wipro and is capable of identifying me.'

ANNEXURE III

SALARY OFFER SHEET

Name: MADIPALLI CHAITANYA PRUDHVI

Position: Project Engineer

Career Group: TRB - II

You shall receive salary as detailed below.

COMPONENT	AMOUNT (INR)
Basic	11,670
HRA	5,835
Bonus	2,334
Wipro Benefits Plan (WBP)	4,849
Total Fixed Cash	**24,688**
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
Total Fixed Compensation	**27,108**
Other Compensation Benefits	
Health benefit (Medical)	600

Variable Pay	
Target Variable Pay	1,450
Target Cost to Company per month	29,167
Total Cost to Company per annum	3,50,004

*Notional sum indicating contribution of 5.31 % of your basic towards provision of Gratuity. Employees will be eligible for payment of gratuity as per the Wipro Policy for the same.

Apart from the standard salary components, **Project Engineers** are also entitled to the following unique **Company Benefits** to help you manage during exigency:

a. Onetime interest free loan of Rs. 20,000/- towards housing deposits or towards purchase of a two wheeler
b. Onetime interest free contingency loan of lesser of Rs. 50,000/- and 2 months gross towards housing deposits or illness, death in immediate family or self-marriage
c. Medical assistance of Rs.15,000 per annum for employees who are not covered under the ESI scheme.
d. Medical Insurance Coverage up to Rs 2lac per annum.

ANNEXURE – IV

I hereby confirm that I shall submit the required academic certificates including but not limited to mark sheet and Provisional or Convocation Degree Certificate within 3 months from my date of joining. I understand that my employment is subject to my aggregate meeting the Company's eligibility criteria and submission of the above mentioned documents.

I hereby declare that all the particulars mentioned above are true to the best of my knowledge. In the event of my failure to submit the above mentioned documents or in case of any discrepancy, I shall be liable for immediate termination of my employment with the Company.

ANNEXURE – V

Variable Pay - A BRIEF OVERVIEW

Variable Pay Policy Summary & Computation:

Variable Pay is a variable component in your salary stack which would be paid out on a quarterly basis. It would be linked to the following parameters:

For employees joining in billable roles, variable pay will be linked to individual billability, i.e. the number of days employee is billed in a quarter. This factor is applicable only for employees joining in billable roles in Bands Team Rainbow; A1, A2, A3, B1, B2 and B3 and who have variable pay as part of their salary stack.

For employees joining in above Bands in Support roles and central functions, and who have variable pay as part of their salary stack, variable pay will be linked to company's financial parameters. Financial metrics is linked based on specific role for each employee in each quarter, as per the respective financial year policy.

The Variable Pay program may be changed / altered or modified in part or full thereof from time to time, at the sole discretion of the management. It is mandatory for you to complete the quarter for which the Variable Pay applies i.e. you should be on the rolls of the Company on the last working day of the quarter to be eligible for payout under the program.

The detailed policy will be made available on myWipro->myPolicies->Common Policies Across Countries->my Financials->Variable Pay Policy FY 2021-22.

SOME ADDITIONAL INFORMATION ON THE SALARY OFFER

Basic, Additional Allowance and Bonus

This are fixed monthly components of your salary and are taxable. They do not vary every month, and are fixed for a particular period.

House Rental Allowance:

HRA is given to the extent of 50% of your Basic. HRA exemption is applicable as per IT rules on submission of rent receipts.

Wipro Benefit Plan (WBP):

Wipro Benefits Plan (WBP) is basket of various allowances/ expenses considered for Income Tax exemption. Under WBP, you will be granted Leave Travel Allowance and Education Allowance. Benefits regarding the use of Telephone/Mobile phone, Non-transferable Meal card can also be availed under the Plan. The actual expenses incurred towards these components are eligible for exemption as per the prescribed Income Tax rules applicable. Thus, you will be subjected to tax for the portion of the allowances that is not exempt. The Income Tax exemption for benefits availed are subject to submission of proofs or other conditions as may be prescribed in the policy. Wipro will grant a Group Allowance, which will be computed after reducing the aggregate cost of allowances/benefits availed under WBP and related recovery of Perquisite Tax and associated charges. Following are your WBP Entitlements:

1. **Leave Travel Allowance:**

   New employees are eligible for LTA provided leave is taken as per the rules of Wipro. For details on Income Tax exemption please refer to myWipro on joining. The maximum LTA that can be considered for IT exemption is Rs 50,000.

2. **Telephone/Mobile Phone Allowances:**

   The amounts paid by you towards telephone rentals (both landline and mobile) rentals are also towards broadband/ modem hub/ routers/ GPRS etc. for internet usage plans are eligible for IT exception up to Rs. 19,800 per annum under WBP as per prescribed limit in the policy. No expenses in respect of rentals or other charges for pre-paid connections will be eligible under this head.

3. **Non-transferable Meal card:**

   An amount of Rs. 1100 / 2,750 per month towards purchase of Non-Transferable Meal card is eligible for IT exemption under WBP.

4. **Education Allowance:**

   An amount of Rs.100 (additional 300 in case of child in hostel) per child per month up to a maximum of 2 children is eligible for IT exemption under WBP.

5. **New Pension System:**

   You can contribute between 5% up to 10% of your Basic towards NPS and declare it under WBP. This will be over and above Sec 80C investments.

Retirement Benefits:

It consists of:

a. Provident fund- Where basic is higher than INR 15,000- 12% of your Basic towards Provident Fund, In cases where basic is lower than INR 15,000- Minimum of 12% of (Basic + WB[illegible] + Additional (Where applicable) or INR 1800 pm

b. Notional sum indicating contribution of 5.31 % of your basic towards provision for gratuity.

Employees will be eligible for payment of gratuity as per the Wipro policy on the same.

Travel, Accommodation, Food & Other Miscellaneous Expenses

Travel

a. You would be entitled for Rs. 1500 from the date of appointment as a lump sum amount that will be credited with your first month salary. You may utilize this amount towards Travel and you would not need to submit bills towards usage of this amount.

b. There is no provision for reimbursement/allowance towards any expenses incurred in lieu of attending training or classes at different locations in the same city.

Accommodation, Food & other Miscellaneous Expenses

a. You would be entitled for Rs.1000 per day for 8 days (total amount of Rs.8,000) from the date of joining. You may utilize this amount towards accommodation, food & other miscellaneous expenses. This would be paid as a lump sum amount that will be credited with your first month salary and you would not need to submit bills towards usage of this amount.

b. If your posting location (the location where you would be based out of after training) is different from the training location (location where you undergo initial training), you would be entitled for the following:

i. Settlement and Miscellaneous Expenses: Rs.1200 per day for 7 days (total amount of Rs. 8,400) from the date of reporting to the posting location. You may utilize this amount towards boarding, lodging, conveyance & other miscellaneous expenses.

c. Any location change after reporting to posting location will be treated as relocation/transfer and will be covered under the Transfer policy for Team Rainbow. For details you can refer the policy at myWipro-> My Policies -> India->My Travel>Transfer Policy-Team Rainbow.

d. Campus joiners would not be eligible for accommodation at the Wipro guest houses.

Please note in the event that the employee leaves the organization within 6 months from the date of joining, all payments processed under Joining & Relocation Entitlements shall be recovered from the employee at the time of exit.

SUMMARY: SOCIAL SECURITY & OTHER BENEFITS*

Medical

1. Medical Assistance Program (MAS)**: This is a medical scheme covering you, your spouse and your children to the extent of Rs.15000 per annum. This scheme is not applicable for employees covered under the Employee State Insurance Act (ESI). This limit will be prorated based on your joining and exiting months in a financial year. The amount mentioned as Medical allowance in your salary slack is a notional figure and it indicates average outflow per month and per employee towards MAS.

Medical is a reimbursable amount, i.e., it will be paid at actuals on making a claim.

2. Mediclaim: You are eligible for a floater coverage of Rs 2,00,000 per annum for family (self, spouse & children) towards hospitalization. There will be a deduction from your monthly payroll depending on your marital/family status towards the base sum insured premium,10% of the claim amount has to be borne by you.

   If you wish to enhance the coverage, Top up cover options are also available for a highly negotiated premium. More details on the policy are available on My Policies Section in myWipro which is accessible on joining.

   Base Medical insurance is to be availed by the employee as default. It is accounted for in deductions as a nominal monthly charge. Top-Up cover is voluntary and charged as applicable during renewal timelines.

3. Annual Health check: Company paid Annual health check-up program is available for employees above 40 years of age.

Gratuity Benefit**: Up to Rs. 20,00,000

This provides you a lump sum benefit up to a maximum of INR 20 LPA to be calculated and payable as per applicable laws.

Survivor Benefit Pension Program**:

The Survivor Benefit Plan's objective is to provide a monthly income to the surviving spouse and children of an employee, in the unfortunate event of death while in service. The pension payable is based on last drawn basic salary at the time of death, number of years till retirement, number and age of surviving members.

E.g. If an employee is in Grade B3 with basic of Rs. 15,000 per month and the remaining period before retirement at time of his death is 20 years and he has a surviving spouse and two eligible children, the supplementary Pension payable per month would be as follows: Basic * No of years to Retirement * Grade Factor * % based on number and age of surviving members.

i.e. 15,000 x 20 x 2.7%* x 80% = Rs. 6,480 per month as supplementary pension payable. *Grade Factor is a band specific predefined pension Accrual rate.

Loans:

Interest Free Loan: An interest free loan of Rs. 20,000 as per policy is available to facilitate your setting down. The amount is primarily intended to cover housing deposit/assistance towards purchase of two wheeler. This is recovered in 10 equal installments.

Contingency Loan: An interest free contingency loan of Rs. 50,000 or two months monthly gross whichever is lower as per policy can be availed in case of contingency. This would be recovered in 20 equal installments. Any loan taken above Rs. 20,000 will be liable to tax on the notional interest cost as per CBDT rules.

** These benefits are subject to the terms and conditions of the company policy and cannot be converted to fixed cash.

1. **Your Life and Accident Cover**:

   a. Group Personal Accident Insurance (GPAI) Program: Rs. 12,00,000 Through GPAI you are covered by way of round-the-clock risk coverage against any accidents occurring while at work or outside of work resulting in partial or total disablement or casualty. Employees can also get an extra coverage for a nominal and highly negotiated premium.

   b. Group Term Life Insurance: Rs. 14, 00,000 In the unfortunate event of death on account of either accidents or natural causes, your surviving family members would be eligible for an insurance cover under this policy. This sum insured is inclusive of cover as per EDLI (Employee Deposit Linked Insurance). Employees can also get an extra coverage for a nominal and highly negotiated premium.

Please note: More details on the above mentioned policies are available on My Policies Section in My Wipro accessible on joining. Access through My Wipro -> My Policies ->India > My Financials -> Group Life Insurance/ Personal Accident

The policies mentioned here are policies of the Company as on date, this is subject to change in future as per policies of the Company from time to time.

2. Voluntary Superannuation Policy (VSS)

Wipro Voluntary Superannuation Plan offers an easy and convenient way to help you lead a happy and tension free life by planning your retirement. Starting contribution to pension plan at an early age gives you enough time to contribute towards building your retirement corpus and leverage the compounding interest earned by the corpus year on year. You simply have to choose the scheme that suits your investment horizon and risk tolerance.

A voluntary defined contribution Plan wherein you will have an option to enroll and choose your Pension Service Provider (PSP) within 30 days from the date of joining the company.

We currently have tie-ups with two leading PSPs to manage the superannuation funds. LIC & ICICI offer a superannuation scheme which offers interest on accumulated balance every year. ICICI Prudential also has an Unit Linked Superannuation scheme which offers you a market linked return, range of fund options to suit your risk appetite & transparent fund management.

The enrollment option can be exercised only once in the service with the organization and cannot be reversed once made. VSS enrollment window period will, also, be available once every financial year. The Company, on behalf of the member employee, shall contribute 15% of basic salary, towards the scheme selected by the member. In case 15% of basic exceeds Rs.1,50,000 per annum, member employee will have an option to restrict the contribution to Rs.1,50,000 per annum to avoid perquisite tax (perquisite tax is applicable on contributions exceeding Rs.1,50,000 every year).

Annual pension contribution amount is re-adjusted from fixed cash component and will reflect under 'Pension' component in the salary stack of the enrolled member. The accumulated contribution amount and the interest earned (or the corpus) can be utilized to avail the retirement benefits.

For further clarity, please refer the Policy on My Wipro -> My Information Sources > India -> My Financials-> Deferred Benefits-> Voluntary Superannuation Scheme. After reviewing the related documents if you wish to enroll into VSS, please log onto My Wipro-> My data->My Financials-> Pension, and exercise the option within 30 days of joining the Company. In case you miss enrolling into VSS in this window period, you can do the same in the window period that is available for all employees once every financial year.

☑ Accept ☐ Decline

☑ Signature MADIPALLI CHAITANYA PRUDHVI 15/9/2021 10:09 AM
(checking the checkbox above is equivalent to a handwritten signature)

Registered Office:
Wipro Limited
Doddakannelli
Sarjapur Road
Bengaluru 560 035
India

T: +91 (80) 2844 0011
F: +91 (80) 2844 0054
E: info@wipro.com
W: wipro.com
C: L32102KA1945PLC020800

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We are excited to have YOU!

Inbox

Infosys_LPCampus 19/11/2021

to me

Dear Madupalli Venkata Sai Praneeth

We are very happy to have you join our organization and hope you are also equally excited to start your professional journey and be a part of the Infosys family. We know you're going to be a valuable asset to our company and we can't wait to see your journey unfold at Infosys.

We encourage you to make the most of your time here. Your training experience be one of a kind and it will be what you make it, and your opportunities will only be limited by the limits you place on yourself. Get involved, to participate in and to take part in the array of opportunities and initiatives hosted at the Global Education Center.

We look forward to you being the change agent in making this training experience a class apart, we are all ears to your fresh ideas and perspectives, Feel free to share them with us without any hesitations.

If you have any questions, feel free to email us on Trainee_helpdesk@infosys.com or Call us on

080 33554639 option 3. Timing: 8.30 AM IST to 5.30 PM IST Monday to Friday.

Congratulations once again ! We are thrilled to you have you join our family. Hope you are looking forward to your first day as much as we are!

Welcome Aboard !

Regards

GEC HRD

17H81A04C1

Gmail

Praneeth Mvs <mvspraneeth99@gmail.com>

Infosys Limited | Virtual Onboarding Survey

1 message

Infosys Limited <offers@infosys.com>
To: "mvspraneeth99@gmail.com" <mvspraneeth99@gmail.com>

9 July 2021 at 17:51

Dear Candidate,

Greetings! We hope you and your family are safe and well.

As we are initiating our virtual onboarding process for Freshers, we request you to provide us with some vital system information.

Kindly click here to update your details at the earliest.

Please note, it is essential for you to update details on the link shared above for us to accelerate your virtual onboarding process.

If you have any queries, please write to us at offer_update@infosys.com.

We look forward to welcoming you at Infosys.

Regards,

Talent Acquisition

Infosys Limited

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Gmail

manepalli vasudevarao <manepalli.vasudevarao222@gmail.com>

We are excited to have YOU!

1 message

Infosys_LPCampus <Infosys_LPCampus@infosys.com>
To: "manepalli.vasudevarao222@gmail.com" <manepalli.vasudevarao222@gmail.com>

19 November 2021 at 18:30

Dear Manepalli Vasudeva Rao

We are very happy to have you join our organization and hope you are also equally excited to start your professional journey and be a part of the Infosys family. We know you're going to be a valuable asset to our company and we can't wait to see your journey unfold at Infosys.

We encourage you to make the most of your time here. Your training experience be one of a kind and it will be what you make it, and your opportunities will only be limited by the limits you place on yourself. Get involved, to participate in and to take part in the array of opportunities and initiatives hosted at the Global Education Center.

We look forward to you being the change agent in making this training experience a class apart. we are all ears to your fresh ideas and perspectives, Feel free to share them with us without any hesitations.

If you have any questions, feel free to email us on **Trainee_helpdesk@infosys.com** or Call us on

080 33554639 option 3. Timing: 8.30 AM IST to 5.30 PM IST Monday to Friday.

Congratulations once again ! We are thrilled to you have you join our family. Hope you are looking forward to your first day as much as we are!

Welcome Aboard !

Regards

GEC HRD

Onboarding Survey Inbox

Infosys Limited 9 Jul
to me

M. Vasudevarao
17481A04C2
ECE-C[C.W]

Dear Candidate,

Greetings! We hope you and your family are safe and well.

As we are initiating our virtual onboarding process for Freshers, we request you to provide us with some vital system information.

Kindly click here to update your details at the earliest.

Please note, it is essential for you to update details on the link shared above for us to accelerate your virtual onboarding process.

If you have any queries, please write to us at offer_update@infosys.com.

We look forward to welcoming you at Infosys.

Regards,

Talent Acquisition

Infosys Limited

Infosys

17-402

July 27, 2021

HRD/3T/21-22/1002130492

Mr. Manepalli Vasudeva Rao
Candidate ID: 1002130492
24-248
Vishnalayam Street
Gudivada- 521157
Gudivada
India
Ph: (91) 63036 27143

Dear Manepalli,

SUB: LETTER OF INTENT TO HIRE

Congratulations! Further to your application for Employment with Infosys Limited ('Company') and the subsequent selection process, we are delighted to communicate to you our intent to make you an offer for the position of **Systems Engineer** in Job Level 3 with the company. Your DoJ is **December 13, 2021** and you will receive the Letter of Appointment with all the elaborates soon.

This letter of intent would be superseded by a formal employment contract. The employment contract will detail out the scope, terms and conditions of your employment with the company, break up of your salary, proposed location of posting, date of joining etc.

Please be advised that our offer to you will be conditional upon you having successfully completed your graduation / post-graduation qualification and having completed all course requirements and examinations required for the award of the educational qualification mentioned by you in your application for employment with the Company. You are required to submit all marks sheets and other relevant documents (if any), on the day you join the Company. Further, you should have been declared as passed by the relevant examination authority. Please note that the determination of the adequacy or authenticity of all or any of the proofs and any condoning delay in submission of the same will be at the Company's absolute and sole discretion.

Should you meet the conditions of employment, your **Total Gross Salary** includes a Performance Incentive and will be **INR 360000** per annum. The complete breakdown of the compensation and increment will be provided in the Letter of Appointment.

This is a letter of intent only. It is not intended to be, and shall not constitute in any way a binding or legal agreement, or impose any legal obligation or duty on either you or the Company. Should you have any questions regarding the above, please do not hesitate to write to us at offer_update@infosys.com.

Welcome to Infosys Ltd. We are confident you will be able to make a significant contribution to the success of Infosys Limited. We wish you a long, rewarding and fulfilling career and look forward to working with you.

Yours sincerely,

RICHARD LOBO
EVP and Head Human Resources – Infosys Limited

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Tech Mahindra

Tech Mahindra Limited
Infc city, Hi-tech City Layout
Madhapur, Hyderabad 500081 India
Tel: +91 40 2063 5363
Fax: +91 40 2311 7911

techmahindra.com
connect@techmahindra.com
Registered Office:
Gateway Building, Apollo Bunder
Mumbai 400001, India
CIN L64200MH1986PLC041370

Ref: 839093/1974326/ELTP

19-NOV-2021

Mr. Manti Ramanjaneyulu
Mutukuru (Ap) - 522612
Mobile: 8096563008

Subject: Offer of Appointment

Dear **Mr. Manti Ramanjaneyulu**

It is our pleasure to welcome you to **Tech Mahindra Limited.**

1. With reference to our discussions, we are pleased to offer you an appointment in our organization as **Associate Software Engineer** at **Band 'U' and Sub Band 'U1'** under **ELTP Scheme**.

2. You will be on probation for a period of **3 months** from the date of joining the Company during which you will be on training. The training program called **"Entry Level Integrated Training and Enablement"(ELITE)** will include classroom training as well as on-the-job training. In case your performance is not found satisfactory during the period of probation, the Company may choose to terminate your services with immediate effect without serving written notice or pay in lieu of notice.

3. Unless informed in writing of the extension of your probation period, for whatsoever reason/s, your employment with the Company will stand automatically confirmed upon successful completion of probation period including successful completion of the ELITE program and satisfactory performance on the job.

4. Your remuneration while on probation has been detailed in **Annexure A**. Upon confirmation, your "Annual Total Cash Compensation" will be **Indian Rupees 3,25,000 (Rupees Three Lac Twenty Five Thousand Only).** Please refer **Annexure B** for details on the compensation and statutory deductions.

5. Your remuneration package is strictly confidential between you and the Company and should not be discussed with anyone nor divulged to anyone in any manner whatsoever.

6. This offer is valid subject to your fulfilling the following:-

   - The academic criteria of minimum aggregate of 60% or as communicated to you at the time of interview;
   - Meeting the set eligibility criteria at the end of your academic course
   - Meeting eligibility criteria for any Company organized training imparted prior to your date of joining and
   - Submission of all necessary legal documentation pertaining to your employment.

Great Place To Work. Certified

17-4-C3
(C.W)

Gmail

ramanjaneyulu manti <mantiramu31@gmail.com>

Tech Mahindra Off Campus Drive- Educational Dcouments Required

2 messages

Campus Joining <campusjoining@techmahindra.com> Fri, Sep 3, 2021 at 6:24 PM
To: "mantiramu31@gmail.com" <mantiramu31@gmail.com>

Dear MANTI

This is with reference to your registration for the Tech Mahindra Off Campus Registration.

Glad to inform that you've cleared round 2 test and have become eligible for further process.

To complete the further formalities of issuing Offer letter, **we would need the below mentioned Documents (in 1 single PDF attachment only).**

- 10th Marksheet
- 12th or Diploma Certificate & Consolidated Marksheet
- Graduation Degree Certificate (PDC, **if Degree not Issued**) & Consolidated Marksheet.
- Govt. ID Proof (Aadhaar / PAN / Voter ID / Passport / etc.) (Any 1).

Kindly register on BOAT / NATS & get Registration ID which needs to be provided at the time of joining.

Please note that joining will be Contingent upon Mandatory Registration required on NATS Portal (National Apprenticeship Training Scheme (NATS) before you join us. So, please go to the NATS portal using the link below and complete Mandatory Registration (National Apprenticeship Training Scheme (NATS).

https://nd01.safelinks.protection.outlook.com/?url=http%3A%2F%2Fwww.mhrdnats.gov.in&data=02%7C01%7CSalpal.Talwar%40TechMahindra.com%7C9140509417a24fba0cf908d74615c5f6%7Cedf442f5b9944c66a131b42b03a15c95%7C0%7C0%7C637054931034115154&sdata=ar3nJQ2GINJZC7o5eZWa3LheVGzxWdptUFqmjhmQCWY%3D&reserved=0

To complete the NATS registration, you would need the following documents/information:

1. Mobile number
2. Email Address
3. Copy of the Aadhar card/Pan card
4. Passport size photo

17-ACP

76/182

BSA Corporation Limited BSA

Offer Letter

Date : 12/ 08 /2021

To,

Ms. MAVULURI SWATHI
Gudlavalleru Engineering College
Gudlavalleru.

Subject : Selection as On The Job Trainee

Dear Candidate,

Congratulations.....!!!

You have been selected in campus drive on 12th August 2021. Herewith, we offer you to join BSA Corporation Ltd. Company as Trainee. You are expected to report on 3rd week of Aug to 4th Week of Aug 2021 at Chennai for Training. Your joining letter & other formalities will be completed on arrival at Chennai.

On arrival at Chennai, you can contact our person on below given numbers.

Mr.Saravanan : 96003 87972

Thanks,

For BSA Corporation Limited,

B Ranjith Kumar
Senior Manager – HR operations

Received original copy 17/08/21. M.Swathi

BSA Corporation Limited
Corporate Office: 18-20, Sukhwani Fortune, Morwadi Road, Pimpri, Pune – 411018
Tel.: +91 20-27474997 Telefax: +91 20-27474962 Email: marketing@bsagroup.in Website: www.bsagroup.in

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Infosys
Navigate your next

HRD/3T/1002125998/21-22

October 21, 2021

Ms. Navyasri Meda
1-98
Hamsaladeevi
Kodur-521328
India

Ph: +91-7893233519

Dear Navyasri,

Welcome to Infosys!

Today, the corporate landscape is dynamic and the world ahead is full of possibilities! None of the amazing things we do at Infosys would be possible without an equally amazing culture, the environment where ideas can flourish and where you are empowered to move forward as far as your ideas will take you.

At Infosys, we assure that your career will never stand still, we will inspire you to build what's next and we will navigate further, together. Our journey of learnability, values and trusted relationships with our clients continue to be the cornerstones of our organization and these values are upheld only because of our people.

We look forward to working with you and wish you success in your career with us.

Warm regards,

RICHARD LOBO
EVP and Head Human Resources - Infosys Limited

Signature valid
Digitally signed by Richard Lobo
Date: 2021.10.21 [illegible] 57:10 IST
Reason: Digitally signed
Location: Bangalore

INFOSYS LIMITED
CIN: L85110KA1981PLC013115
44, Infosys Avenue
Electronics City, Hosur Road
Bangalore 560 100, India
T 91 80 2852 0261
F 91 80 2852 0362
askus@infosys.com
www.infosys.com

Company Confidential - This communication is confidential between you and Infosys Limited

17481A04C5
[C.W]

17-481A04C5
Infosys (C.W)

July 27, 2021

HRD/3T/21-22/1002125998

Ms. Navyasri Meda
Candidate ID: 1002125998
1-98
Hamsaladeevi
Kodur- 521328
Kodur
India
Ph: (91) 78932 33519

Dear Navyasri,

SUB: LETTER OF INTENT TO HIRE

Congratulations! Further to your application for Employment with Infosys Limited ('Company') and the subsequent selection process, we are delighted to communicate to you our intent to make you an offer for the position of **Systems Engineer** in Job Level 3 with the company. Your DoJ is **December 13, 2021** and you will receive the Letter of Appointment with all the elaborates soon.

This letter of intent would be superseded by a formal employment contract. The employment contract will detail out the scope, terms and conditions of your employment with the company, break up of your salary, proposed location of posting, date of joining etc.

Please be advised that our offer to you will be conditional upon you having successfully completed your graduation / post-graduation qualification and having completed all course requirements and examinations required for the award of the educational qualification mentioned by you in your application for employment with the Company. You are required to submit all marks sheets and other relevant documents (if any), on the day you join the Company. Further, you should have been declared as passed by the relevant examination authority. Please note that the determination of the adequacy or authenticity of all or any of the proofs and any condoning delay in submission of the same will be at the Company's absolute and sole discretion.

Should you meet the conditions of employment, your **Total Gross Salary** includes a Performance Incentive and will be **INR 360000** per annum. The complete breakdown of the compensation and increment will be provided in the Letter of Appointment.

This is a letter of intent only. It is not intended to be, and shall not constitute in any way a binding or legal agreement, or impose any legal obligation or duty on either you or the Company. Should you have any questions regarding the above, please do not hesitate to write to us at offer_update@infosys.com.

Welcome to Infosys Ltd. We are confident you will be able to make a significant contribution to the success of Infosys Limited. We wish you a long, rewarding and fulfilling career and look forward to working with you.

Yours sincerely,

RICHARD LOBO
EVP and Head Human Resources – Infosys Limited

17431A04C5

Infosys Limited | Virtual Onboarding Survey

1 message

Infosys Limited <offers@infosys.com>
To: navyasreemeda@gmail.com <navyasreemeda@gmail.com>

Fri, Jul 9, 2021 at 18:08

Dear Candidate,

Greetings! We hope you and your family are safe and well.

As we are initiating our virtual onboarding process for Freshers, we request you to provide us with some vital system information.

Kindly click here to update your details at the earliest.

Please note, it is essential for you to update details on the link shared above for us to accelerate your virtual onboarding process.

If you have any queries, please write to us at offer_update@infosys.com.

We look forward to welcoming you at Infosys.

Regards,

Talent Acquisition

Infosys Limited

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Infosys | Global Education Center

Dear Vijaya Sri Merugu

We are very happy to have you join our organization and hope you are also equally excited to start your professional journey and be a part of the Infosys family. We know you're going to be a valuable asset to our company and we can't wait to see your journey unfold at Infosys.

We encourage you to make the most of your time here. Your training experience be one of a kind and it will be what you make it, and your opportunities will only be limited by the limits you place on yourself. Get involved, to participate in and to take part in the array of opportunities and initiatives hosted at the Global Education Center.

We look forward to you being the change agent in making this training experience a class apart. we are all ears to your fresh ideas and perspectives, Feel free to share them with us without any hesitations.

If you have any questions, feel free to email us on Trainee_helpdesk@infosys.com or Call us on

080 33554639 option 3. Timing: 8.30 AM IST to 5.30 PM IST Monday to Friday.

Congratulations once again ! We are thrilled to you have you join our family. Hope you are looking forward to your first day as much as we are!

Welcome Aboard !

Regards

GEC HRD

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Date: 29th of April 2021
Name: MERUGUMILLI NAGA SAI KRISHNA
Roll Number: 17481A04C8

Sub: Letter of Intent

Dear MERUGUMILLI NAGA SAI KRISHNA

We are pleased to offer you the position of **Customer Care Executive.** You shall report for a comprehensive training program on **May/June/Jul** at 10:00 AM.

Your Monthly CTC will be **Rs.12,200/- + Incentives & Tenure bonus**. The details of your salary break up are provided to you in the annexure.

The offer is subject to:

- You submitting the degree certificate and all your mark sheets at the time of joining.
- A satisfactory reference from the list of referees furnished by you at the time of joining.
- A satisfactory medical opinion, if required, from a registered medical practitioner (RMP) nominated by the company.
- Submission of satisfactory proofs regarding information declared by you, i.e. your age, educational qualification, previous work experience and relieving letter from your last employer etc.

You will be under training which will vary for a period from 2 to 8 weeks depending on the performance and the project that you would be assigned. Your continuity in the organization is subject to successful clearance of training evaluation.

You will be on probation for a period of 6 months and will be confirmed on rolls upon successful completion of the probation (The probation is inclusive of the training period).

We are looking forward to you building a successful career with ALLSEC.

Best Wishes,

For **Allsec Technologies Limited,**

Authorized Signatory
Human Resources Department

Gmail

17481A0 4C9
CW

Ansari Awesome <ansarirock333@gmail.com>

CandidateID: 1002026867 : DOJ: 8/23/2021 : Welcome to Infosys! Here are your Launchpad login credentials

1 message

Infosys_LPCampus@infosys.com <Infosys_LPCampus@infosys.com>
To: ansarirock333@gmail.com

Sat, Aug 14, 2021 at 10:46 PM

Dear Mohammad Asgar Ali,

Welcome to the Infosys family!

To help you get started, we request you to download **Launchpad**, our onboarding app. You will be required to fill out your information in various applications on your date of joining. This app has been designed to complete this process in advance.

You can download the app here:

Steps for downloading on Android:	**Steps for downloading on iOS:**
Scan the QR code to download the Infosys Launchpad app	Scan the QR code to download the Infosys Launchpad app
Alternatively, click on the below icon to download or Go to Play Store and search '**Infosys Launchpad**' and install the latest version. GET IT ON Google Play	1) Alternatively, copy the below URL in the safari(Apple browser) and a message will come "Open this page in iTunes", select Open. **URL : itms-services://?action=download-manifest& url=https://interface.infosys.com/InfosysStore/InfosysLaunchpad/Launchpad.plist**
Note: In case you see blank screen while trying to Login to the App, Please update the Chrome browser on your device to the latest version from Google Play Store.	2) After few seconds, a pop up with two options "Cancel" and "Install" will come, please click on install.

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TATA

Ref: TCSL/CT20203555684/1429377/Hyderabad
Date: 06 July 2021

MR. MOKA BHAGYA RAJ
21/324 Bhaskarapuram,
Noble College Road, Machilipatnam,
Andhra Pradesh-521001.
Tel# 919290000923

Sub: Joining Letter

Dear Mr. Moka Bhagya Raj,

We would like to take this opportunity to extend a very warm welcome to TATA Consultancy Services Limited (TCSL) family.

We are pleased to inform you that your joining date at TCSL will be **12th August 2021** , your joining location is **Hyderabad** , work location is **Hyderabad** and your stream is **EIS & IOT** . This has been provided considering your preference and business requirements.

Your wellbeing is our utmost priority in the current COVID-19 pandemic scenario across India. Keeping this in mind, and the regulations enforced by various states at this point, we have internally enabled a virtual onboarding process for our future TCSers. For the Virtual Onboarding Process, **you will not be required to physically report at the TCS offices on the date of your joining** .

TCS XP HR Team will reach out to you over email in the next few days to guide you further on the virtual onboarding process and steps to be taken to prepare yourself for onboarding.

Congratulations on completing the first phase of your learning through TCS Xplore Program. We appreciate your passion towards learning which has helped you to perform well. You are now set to experience learning through our coveted TCS Xperience Program.

TATA CONSULTANCY SERVICES
Tata Consultancy Services Ltd
Peepul Park, Technopark Campus, Kariavattom P.O., Thiruvananthapuram - 695 581, Kerala, India
Telephone : +91 471 6629400, Fax: +91 471 6629459, Website : www.tcs.com
Registered Office : Nirmal Building, 9th Floor, Nariman Point, Mumbai - 400 021
Corporate Identification Number (CIN): L22210MH1995PLC084781

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[C.W]

TATA

Ref: TCSL/CT20203555684/1429377/Hyderabad
Date: 06 July 2021

MR. MOKA BHAGYA RAJ
21/324 Bhaskarapuram,
Noble College Road, Machilipatnam,
Andhra Pradesh-521001.
Tel# 919290000923

Sub: Joining Letter

Dear Mr. Moka Bhagya Raj,

We would like to take this opportunity to extend a very warm welcome to TATA Consultancy Services Limited (TCSL) family.

We are pleased to inform you that your joining date at TCSL will be **12th August 2021** , your joining location is **Hyderabad** , work location is **Hyderabad** and your stream is **EIS & IOT** . This has been provided considering your preference and business requirements.

Your wellbeing is our utmost priority in the current COVID-19 pandemic scenario across India. Keeping this in mind, and the regulations enforced by various states at this point, we have internally enabled a virtual onboarding process for our future TCSers. For the Virtual Onboarding Process, **you will not be required to physically report at the TCS offices on the date of your joining** .

TCS XP HR Team will reach out to you over email in the next few days to guide you further on the virtual onboarding process and steps to be taken to prepare yourself for onboarding.

Congratulations on completing the first phase of your learning through TCS Xplore Program. We appreciate your passion towards learning which has helped you to perform well. You are now set to experience learning through our coveted TCS Xperience Program.

TATA CONSULTANCY SERVICES
Tata Consultancy Services Ltd
Peepul Park, Technopark Campus, Kariavattom P.O., Thiruvananthapuram - 695 581, Kerala, India
Telephone : +91 471 6629400, Fax : +91 471 6629409, Website : www.tcs.com
Registered Office : Nirmal Building, 5th Floor, Nariman Point, Mumbai - 400 021
Corporate Identification Number (CIN): L22210MH1995PLC081781

TATA

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Offer: Computer Consultancy
Ref: TCSL/CT20203555684/Hyderabad
Date: 11/01/2021

Mr. Moka Bhagya Raj
21/324Bhaskarapuram,
Noble College Road,
Machilipatnam-521001,
Andhra Pradesh.
Tel# 91-7842423887

Dear Moka Bhagya Raj,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be assigned a role in the **Engineering & Industrial Services and Internet of Things (EIS & IOT)** Unit, which is subject to change as per the business requirements of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year.Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

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 Helpline: 1800 209 3111 Email: careers@tcs.com

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Accenture Check-in process completion Inbox

Onboarding.DOC.A... 3 Sep
to me, Onboarding.DOC....

Hi Murala Sai Naga Sandeep,

Greetings!

Thank you for completing the check-in process.
A very warm welcome to Accenture!

Hope you are excited about your new career journey with Accenture effective 01-Sep-2021.

Regards,
Accenture Onboarding Team

This message is for the designated recipient only and may contain privileged, proprietary, or otherwise confidential information. If you have received it in error, please notify the sender immediately and delete the original. Any other use of the e-mail by you is prohibited. Where allowed by local law, electronic communications with Accenture and its affiliates, including e-mail and instant messaging (including content), may be scanned by our systems for the purposes of information security and assessment of internal compliance with

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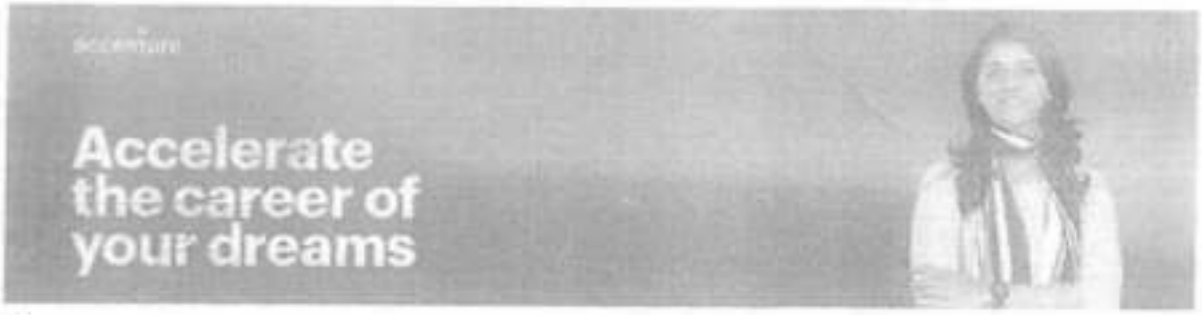

To,

Name : Murala Sai Naga Sandeep

Re: Important information post your clearance of the Interview process during the Campus Visit

Dear Murala Sai Naga Sandeep,

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks** - Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 7 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Pre-Joiner-Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes a learning module - Technology Fundamentals Online Learning program (Hereinafter" program"). We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The training module of this program is typically made available to potential new joiners at least 45 days before onboarding to give them a reasonable time to learn at their pace and comfort. Details of which are as under:

    - Under the program, the learning modules hosted on a technology platform will prepare the potential new joiner to be code ready.

    - Post onboarding/joining Accenture, and after the induction the potential new joiner will need to go through the Technology fundamental assessment (based on the pre on-boarding online learning program).

    - On successful completion of the program and clearance of the Technology fundamental

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Accenture Check-in process completion Inbox

Onboarding.DOC.A... 3 Sep
to me, Onboarding.DOC....

Hi Murala Sai Naga Sandeep,

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INFOSYS - INFITQ

Hi Muthireddy Akash,

Candidate ID: 1002029762

Welcome to Infosys!

You are just a step away from becoming an 'Infosciori', from being a part of an organization that is dynamic, innovative, diverse and multicultural. Our thirst for continuous innovation fuels our spirit to improve the present, transform the world, and make the future a better place.

Upon completion of your Launchpad process, PDF forms would be generated.

Contact: HR Help Desk number : 080-33554639 option 3, between 8.30 AM IST to 5.30 PM IST Monday to Friday.

Email ID: Trainee_helpdesk@**infosys**.com

Note: In case of non-availability of any original educational mark sheets/documents for any reason, you are requested to obtain a bonafide letter attested by your college/university stating the same. In case the mark sheet/document has been lost or misplaced, a copy of the FIR will be required. Without these documents the joining formalities will be considered to be incomplete/invalid.

Kindly ignore this e-mail in case there is a change in your date of joining.

Wishing you a fulfilling and rewarding career at Infosys!

If you need more information about any of the following, please write to me at Infosys_LPCampus@infosys.com

Regards,
Sldv,
Your Onboarding Advisor
Launchpad Team

© 2021 Infosys Ltd

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INFY TQ

Infosys

INFOSYS CERTIFICATION

Dear Muthireddy Akash,

Hope you are doing well.

We are delighted to inform that **you have been selected for the role of Systems Engineer at Infosys after successfully clearing the Infosys Certification and Interview process.**

Under our recruitment program, you will now get an exclusive opportunity to appear for the selection process of higher roles such as the Systems Engineer Specialist and the Power Programmer. If you do not qualify for the higher role through upgrade test, you will retain the job offer for the role of Systems Engineer at Infosys.

Please note, this is a conditional job offer subject to your background verification. If any falsification of data is found during your background verification process, Infosys will revoke the job offer made to you.

In case of any queries, please write to us at infytq@infosys.com or get in touch with your placement office. InfyTQ related emails sent to any other Infosys email ID will not be responded to.

We look forward to interacting with you again.

Best regards,

Team InfyTQ

Infosys Limited

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TATA

Ref: TCSL/CT20203222987/1400814/Hyderabad
Date: 06 July 2021

MR. SRI RAM NAGABOTHU
6-99 Yagnasalapeta,
Near Sbi, Karamchedu,
Andhra Pradesh-523168.
Tel# 919182288671

Sub: Joining Letter

Dear Mr. Sri Ram Nagabothu,

We would like to take this opportunity to extend a very warm welcome to TATA Consultancy Services Limited (TCSL) family.

We are pleased to inform you that your joining date at TCSL will be **12th August 2021** , your joining location is **Hyderabad** , work location is **Hyderabad** and your stream is **IT** . This has been provided considering your preference and business requirements.

Your wellbeing is our utmost priority in the current COVID-19 pandemic scenario across India. Keeping this in mind, and the regulations enforced by various states at this point, we have internally enabled a virtual onboarding process for our future TCSers. For the Virtual Onboarding Process, **you will not be required to physically report at the TCS offices on the date of your joining** .

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TATA

Ref: TCSL/CT20203222987/1400814/Hyderabad
Date: 06 July 2021

MR. SRI RAM NAGABOTHU
6-99 Yagnasalapeta,
Near Sbi, Karamchedu,
Andhra Pradesh-523168.
Tel# 919182288671

Sub: Joining Letter

Dear Mr. Sri Ram Nagabothu,

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TATA

TCS Xperience Program

Learning is a way of life at TCSL. The TCS Xperience Program will open a world of opportunities and help you to scale greater heights in your professional life.

The program is carefully designed to develop software engineering skills, nurture professionalism and inculcate a process mindset. This program provides the perfect platform to polish the skills you have gained through the TCS Xplore program, making you 'project ready'.

The duration of your TCS Xperience Program is based on your performance in TCS Xplore program and business requirements.

ased on your performance and the number of attempts taken to clear the TCS Xplore Program, you are eligible for the Readiness Incentive of **INR20000** . Your incentive will be given along with your salary, provided you:

- *Join the organization on the specified date.*

- *Serve Minimum tenure (12 months from the date of joining) with the organization.*

Note :

- *If you do not serve the minimum tenure mentioned above, the incentive provided will be recovered.*

- *Readiness incentive will not be given if a request for re-joining is initiated by you.*

The program has regular assessments based on pre-defined learning objectives. You are expected to meet the required standards during the TCS Xperience Program. In case, the performance does not meet the expectations, the management reserves the right to either extend your program or take appropriate action.

As communicated through various forums during the recruitment process, your appointment is subject to completion of your final academic (UG/PG) course within the stipulated time as specified by your University/Institute and as per TCSL selection guidelines. You also have to fulfill all the TCS eligibility criteria as stated in the Offer letter.

Kindly confirm your acceptance of this program by clicking on the 'I Accept' button in Nextstep portal. We encourage you to join us on the specified date to enjoy the benefit of timely processing and avail better opportunities.

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We look forward to you joining us on an enriching career with TCSL. Together, let us take this organization to greater heights!

Gear up to experience the future!!

Warm regards,

Janardhan S
Global Head - Talent Development

Click here or use a QR code scanner from your mobile to validate the joining letter

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Corporate Identification Number (CIN): L22210MH1995PLC084781

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Infosys
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HRD/ST/1002470544/21-22

September 18, 2021

Mr. Naganaboina Pavan Kumar
2-3 Kattavanipalem,Kalidindi,Krisna Dt
2-3 Kattavanipalem,Kalidindi,Krisna Dt
Kalidindi-521344
India

Ph: +91-9989546972

Dear Naganaboina,

Welcome to Infosys!

Today, the corporate landscape is dynamic and the world ahead is full of possibilities! None of the amazing things we do at Infosys would be possible without an equally amazing culture, the environment where ideas can flourish and where you are empowered to move forward as far as your ideas will take you.

At Infosys, we assure that your career will never stand still, we will inspire you to build what's next and we will navigate further, together. Our journey of learnability, values and trusted relationships with our clients continue to be the cornerstones of our organization and these values are upheld only because of our people.

We look forward to working with you and wish you success in your career with us.

Warm regards,

RICHARD LOBO
EVP and Head Human Resources - **Infosys Limited**

Signature valid
Digitally signed by Richard Lobo
Date: 2021.09.18 20:41 IST
Reason: Digitally signed
Location: Bangalore

INFOSYS LIMITED
CIN: L85110KA1981PLC013115
44, Infosys Avenue
Electronics City, Hosur Road
Bangalore 560 100, India
T 91 80 2852 0261
F 91 80 2852 0362
askus@infosys.com
www.infosys.com

Company Confidential - This communication is confidential between you and Infosys Limited

Infosys
Navigate your next

HRD/1002470544/21-22

September 18, 2021

Mr. Naganaboina Pavan Kumar
2-3 Kattavanipalem,Kalidindi,Krisna Di
2-3 Kattavanipalem,Kalidindi,Krisna Di
Kalidindi-521344
India

Ph: +91-9989546972

Dear Naganaboina,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer** .

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **23-Sep-2021.**

Location

Your location of training is **MYSORE, India** . The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location."

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise."*

Training

The training program will consist of classroom/virtual training and on-the-job training. The duration of the classroom/virtual training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and successful completion of the training.

Probation and Confirmation

You will be on probation for a period of 12 months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

Leave

You are entitled to Earned Leave, right from your date of joining. You will be eligible for 15 working days of earned leave annually, during probation. On confirmation as a permanent employee you will be eligible for 20 working days of leave annually.

Leave is credited on a quarterly basis. The leave eligibility shall begin in the quarter of your joining the Company, on a pro-rata basis. Leave year is the calendar year and not the fiscal year.

An illustration with other relevant information have been given in the Information Sheet. The Company's Policies also provide for Maternity, Paternity and Bereavement Leave. Further details will be provided to you at the time of joining.

Agreement

Our offer to you as **Systems Engineer** is subject to the execution of the Service Agreement. The Service Agreement details the scope, terms and conditions of your employment, the necessary training and the contractual obligations towards Infosys from the date of your joining and up to a period of 12 months from the date of allocation to a Practice Unit. The date of allocation to a Practice Unit is generally the first day of the subsequent month post completion of training. You will be required to complete the formalities on the Service Agreement at the time of joining. Please note, non-execution of the notarized Service Agreement will result in denial of employment with the Company.

Compensation and Benefits

Salary

Your Total Gross Salary during training will be **INR 25,000 per month** and Total Gross Salary post allocation will be **INR 30,000 per month** . The break-up of your salary has been provided in the Compensation Details sheet in Annexure - I and Annexure - II.

Training Performance - linked Incentive

You will be eligible for a Training Performance-linked Incentive (TPI) upon allocation to a Practice Unit, to a maximum of 20% of your Fixed Gross Salary, based on your performance in the training. The details of this scheme will be communicated on your joining. Please refer to the Compensation Details sheet for more details.

Ex - Gratia / Bonus

You will be eligible for an Ex-Gratia/ Bonus payout which is calculated at 20% of the Basic Salary as mentioned in the Compensation Details sheet at Annexure - I of this letter. The mode of payment for Financial Year 2021-22 will be as follows:

95% of the bonus amount mentioned in the Compensation Details sheet will be paid out on a monthly basis. The balance amount will be paid out in the end of the financial year.

Basket of Allowances (BOA)

The Basket of Allowances will be paid to you as part of your salary every month.

You will have the flexibility of choosing the components and amounts under such components as per the options provided to you on the Company Intranet, based on your preferences and income tax plans

National Pension Scheme

We offer all our India based employees the option to contribute towards the National Pension Scheme. This is an optional retirement benefit introduced by the Government of India for all its citizens. It enables accumulation of retirement corpus during active employment with add-on tax breaks. Please refer to the Information Sheet at Annexure - IV for more details.

Insurance

You will be eligible to participate in a Group Health Insurance Scheme. You may choose to enhance the coverage with other participatory optional health insurance plans (Platinum, Gold and Silver). You will be covered by default under the Standard Plan which provides you and your family (your spouse and two children up to the age of 22 years) with a cover of **INR 500,000** per annum.

You will be covered under the Group Life Insurance Scheme, managed by Infosys Welfare Trust which provides you with a total Life Insurance cover of **INR 62,00,000** of which **INR 32,00,000** is covered towards natural death, and **INR 30,00,000** towards an accidental death. All employees become members of Infosys Welfare Trust, by one-time payment of **INR 250** and fixed monthly contribution of **INR 250** .

The details of the Scheme would be available to you when you join the Company.

Notice Period

During the probation period, if your performance is found to be unsatisfactory or if it does not meet the prescribed criteria, your training/employment can be terminated by the Company with one-month notice or salary thereof. On confirmation, you will be required to give three month's notice or salary thereof in case you decide to leave our services, subject to the Company's discretion. Where circumstances make it necessary, the Company will have the discretion to relieve you only at the end of the three months' notice period. Similarly, the Company can terminate your services by giving three months notice or salary thereof.

In the event you do not successfully complete your training, or you are involved in an act that constitutes misconduct, your training/employment can be terminated by the Company with immediate effect without notice.

Background Checks

The Company may, at its discretion conduct background checks prior to or after your expected joining date to validate your identity, the address provided by you, your education details and details of your prior work experience if any, and to conduct any criminal checks. You expressly consent to the Company conducting such background checks. In this connection, you are required to furnish the documents listed in Offer Annexure for India.

If you fail to submit the necessary documents as required by the Company within the specified time period or if the Company is not satisfied, with the outcome of the background checks, the Company, in its sole discretion, reserves the right to withdraw this offer without notice and compensation or to take any appropriate action against you, including, but not limited to termination of your employment.

When a background check raises any concerns regarding any of the details furnished by you and the Company feels the need to further validate such facts, the Company may at its sole discretion, ask you for further information, to substantiate the details that you have earlier provided to the Company, before initiating appropriate action.

Please note that Infosys requires you to furnish a copy of your passport at the time of joining. If you are unable to do so, the Company will initiate a criminal background check.

Other Terms and Conditions

You agree not to undertake employment, whether full-time or part-time, as the Director / Partner / Member / Employee of any other organization / entity engaged in any form of business activity without the consent of Infosys. The consent may be given subject to any terms and conditions that the Company may think fit and may be withdrawn at any time at the discretion of the Company.

Our offer to you as a **Systems Engineer** is conditional upon your having fully completed your graduation/post-graduation, without any active backlog papers and with a pass percentage not lesser than as specified during the selection process. You should also have completed all studies, course requirements and examinations required for the award of the educational qualification recorded by you in your application for employment with Infosys. You will be required to produce all marks sheets and other relevant documents at the time of joining.

You will produce all marks sheets and other relevant documents. All these proofs will need to be submitted on the day of joining. Further, you should have been declared as passed by the relevant examination authority. The determination of the adequacy or authenticity of all or any of the proofs and any condonation of delay in submission of the same will be at the Company's discretion.

You hereby acknowledge and agree to abide by all internal Policies of the Company, which you will be able to access, upon joining, on the Intranet 'Sparsh'. These Policies cover various human resources and administrative topics and procedures. The Company reserves the right to change these Policies at any time in its absolute discretion.

Based on the nature of your work and business requirements, you may be required to work on rotational shifts. If you are required to work on rotational shifts, you will be duly intimated of the change in your shift timings. During rotational shifts, you will continue to be bound by the provisions of the working hour policy of the Company. If the rotational shifts require you to work night shifts, the policy on night shift allowance of the Company (if in force) will be made applicable to you.

You shall be required to sign certain mandatory agreements, including but not limited to the Confidentiality, Intellectual Property Rights, the Code of Business Conduct and Ethics and your employment shall be governed by all the rules and regulations, as amended from time to time, of the Company as applicable to your employment with us. This offer is also conditional upon your acceptance and execution of the Non-Compete Agreement (Annexure-III).

This offer of employment constitutes the entire agreement between you and the Company regarding the terms of your employment and it is the complete, final, and exclusive embodiment of your agreement with regard to this subject matter and supersedes any other promises, warranties, representations or agreements, whether written or oral. It is entered into without reliance on any promise or representation other than those expressly contained herein, and it cannot be modified or amended except in writing signed by an authorized officer of the Company.

If any of the terms or conditions of this offer are found to be illegal or unenforceable, such terms shall be treated as severable from the rest of the terms and conditions of this offer and the remaining terms and conditions shall continue in force.

This agreement shall be governed by the laws of India and you hereby agree to the exclusive jurisdiction of the courts in Bangalore, India.

Infosys
Navigate your next

As a token of your acceptance of this offer, please bring a duly signed duplicate copies of the letter and all the accompanying annexures, on the date of joining.

We welcome you to the Infosys family and wish you a rewarding career over the years to come.

Yours sincerely,

RICHARD LOBO
EVP and Head Human Resources - Infosys Limited

I have read, understood and agree to the terms and conditions as set forth in this offer letter.

Date: _____, 20____.

_____
Sign your name

_____ _____
Print your full Name Location

Signature valid
Digitally signed by Richard Lobo
Date: 2021.[illegible] 18:[illegible]:26:41 IST
Reason: Digitally signed
Location: Bangalore

INFOSYS LIMITED
CIN: L85110KA1981PLC013115
44, Infosys Avenue
Electronics City, Hosur Road
Bangalore 560 100, India
T 91 80 2852 0261
F 91 80 2852 0362
askus@infosys.com
www.infosys.com

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ANNEXURE - I
(Compensation during the Training)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	Mr. Naganaboina Pavan Kumar
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee

1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	**22,328**

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary*	722
FIXED GROSS SALARY (1+2+3)	**25,000**
TOTAL GROSS SALARY	**25,000**

OTHER BENEFITS

Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time

*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act

Infosys
Navigate your next

ANNEXURE - II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	Mr. Naganabolna Pavan Kumar
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee

1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	**22,328**

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary*	722
FIXED GROSS SALARY (1+2+3)	**25,000**

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At indicative Payout of 10%	At indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the Incentive Component at indicative payout 5% of FGS)			26,250
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)			27,500
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)			30,000

OTHER BENEFITS

Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time

*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act

86/182 17-427

AD ID and Offical Mail ID details || WIPRO

1 message

Naveen Vijay <naveen.vijay3@wipro.com>
To: mohithnamburu143@gmail.com <mohithnamburu143@gmail.com>

Mon, 16 Aug 2021 at 5:58 pm

Dear Namburu Venkata Siva Mohith,

Please find the below mentioned AD ID and Official Mail id details:

Candidate Full Name	Employee ID	ADID	Personal Email Id	Official ID
Namburu Venkata Siva Mohith	20256633	NA20256633	mohithnamburu143@gmail.com	namboru.mohith@wipro.com

Regards,

Naveen Vijay

Coordinator

'The information contained in this electronic message and any attachments to this message are intended for the exclusive use of the addressee(s) and may contain proprietary, confidential or privileged information. If you are not the intended recipient, you should not disseminate, distribute or copy this e-mail. Please notify the sender immediately and destroy all copies of this message and any attachments. WARNING: Computer viruses can be transmitted via email. The recipient should check this email and any attachments for the presence of viruses. The company accepts no liability for any damage caused by any virus transmitted by this email. www.wipro.com'

407
CW

Dear Namburu Venkata,

Congratulations and welcome to the Wipro Family! We are committed to provide you a great onboarding experience.

Your employee ID is 20058633, your date of joining is August 18, 2021.

As a part of your onboarding, we request you to log in to the Wipro Webmail and myWipro. Please follow the below steps to successfully log in and acquaint yourself with the Wipro world.

A. Webmail Login procedure:

(Please note: You will be able to access Wipro Webmail from your personal computer/laptop/mobile only on/after your joining date)

1. Go to https://webmail.wipro.com/owa from your system or mobile. Wipro Webmail login page will appear with login account preference.
2. Click on 'Wipro Limited' to get to the Sign-in page.
3. Enter your Wipro AD ID as AD/D@wipro.com, which is made up of the first two letters of your first name, followed by your employee ID and @wipro.com, e.g. if your name is John Doe and your employee ID is 12345678, your AD ID is JO12345678 (or JO12345678@wipro.com in the email format).
4. Enter your default password, which is made up of the first two letters of your first name, followed by @WL and your employee ID, e.g. the password of Rahul Singh with Employee ID 12345678 will be ra@WL12345678. (Please note that this password is case sensitive and you need to change it the first time you log in).
5. A new page will open to change your password from default to a new one.
6. Enter the default password under the field 'Old Password' and your new password in the 'New Password' & 'Confirm Password' fields.

17-4D7
(C.W) 239

Gmail

Mohith Namburu <mohithnamburu143@gmail.com>

Wipro Campus Update_LOI

1 message

Campus HR Team <wipro+email+1dbtp-121683cc9f@talent.icims.com> Tue, Jun 15, 2021 at 9:33 AM
Reply-To: Campus HR Team <wipro+email+1dbtp-121683cc9f@talent.icims.com>
To: mohithnamburu143@gmail.com

June 15, 2021

Dear VENKATA SIVA MOHITH NAMBURU ,
Resume Number - 20952994

Based on our discussions with you, we would like to inform you of our intent to offer you the role of **Project Engineer** which will be in Career Band **TRB-II** of the organization.

The salary stack for this role is detailed below. Do reach out to us should you have any clarifications.

COMPONENT	AMOUNT (INR)
Basic	11,670
HRA	5,835
Bonus	2,334
Wipro Benefits Plan (WBP)	4,849
Total Fixed Cash	**24,688**
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
Total Fixed Compensation	**27,108**
Other Compensation Benefits	
Health benefit (Medical)	600
Variable Pay	
Target Variable Pay	1,459
Target Cost to Company per month	**29,167**
Total Cost to Company per annum	**3,50,004**

Kindly note this letter of intent shall be followed by a letter of appointment from us.

Please confirm your interest to receive offer of appointment by clicking on this link Click to Complete and accepting the contents of this communication within 15 calendar days. Your confirmation of interest is a precondition to the issuance of offer of appointment.

Yours sincerely,

For Wipro Limited,

17-407

M

Welcome to Wipro

1 message

Mohith Namburu <mohithnamburu143@gmail.com> Sat, 9 Oct 2021 at 10:07 am
To: ecminiprojects8@gmail.com <ecminiprojects8@gmail.com>

---------- Forwarded message ----------
From: <careers@wipro.com>
Date: Mon, 16 Aug 2021, 11:01 am
Subject: Welcome to Wipro
To: <mohithnamburu143@gmail.com>, <namburu.mohith@wipro.com>

embark

wipro

Welcome

Dear Namburu Venkata,

Congratulations and welcome to the Wipro Family! We are committed to provide you a great onboarding experience.

Your employee ID is 20256633, your date of joining is August 16, 2021.

As a part of your onboarding, we request you to log in to the Wipro Webmail and myWipro. Please follow the below steps to successfully log in and acquaint yourself with the Wipro world:

A. Webmail Login procedure:
(Please note: You will be able to access Wipro Webmail from your personal computer/laptop/mobile, only on/after your joining date)

4d8

Infosys_LPCam... 27/12/2021

to me

Dear Pacharla Ravi Chandrika,

Please note the following details.

Employee ID: 1202915,

Your e-mail ID: pacharla.chandrika@infosys.com

Please note that the system orientation slots will be shared with you shortly, ensure that you attend the same for the configuration.

Regards

GEC LP Team

Infosys

17481A04D8 (C.W)
P. Ravi chandrika.

M

Infosys Off-campus Recruitment Drive: Congratulations! You have a job offer

Inbox

Infosys Freshers Recruitment <Talent.Acquisition@infosys.com>
To Infosys Freshers Recruitment <Talent.Acquisition@infosys.com>

Tue, Oct 5, 2021 at 10:31 PM

Infosys

Hello!

Thank you for participating in our off-campus recruitment drive.

Congratulations! You have cleared the interview round to receive a final job offer for Systems Engineer role. The compensation for this role is INR X6 lakhs per annum with one year of probation period from the date of allocation to the business unit.

Please note, this is a conditional job offer subject to your background verification. If falsification of data is detected during the background verification process, Infosys will revoke the job offer made to you.

You will soon hear from us about the next steps of the process.

In case of any queries, please contact your placement office or to write to us at [illegible]. Infosys off-campus recruitment drive related queries sent to any other Infosys email address will not be responded to.

We look forward to welcoming you into our Infosys family.

Regards,

Talent Acquisition

Infosys

Copyright 2021 Infosys Limited

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182

14:58

India.Recruiting@... 7/1/2021
to me, notavailable

01-Jul-2021

Saran Kumar Reddy Palle
Candidate Id: C9702563
Unique Reference Number/Unique Id: 6d3359ad-2345-427c-a4dd-b5602d05e14f_1

Dear Saran Kumar Reddy Palle,

We have received your acceptance of the offer extended to you by Accenture Solutions Private Limited. Thank you for your response.

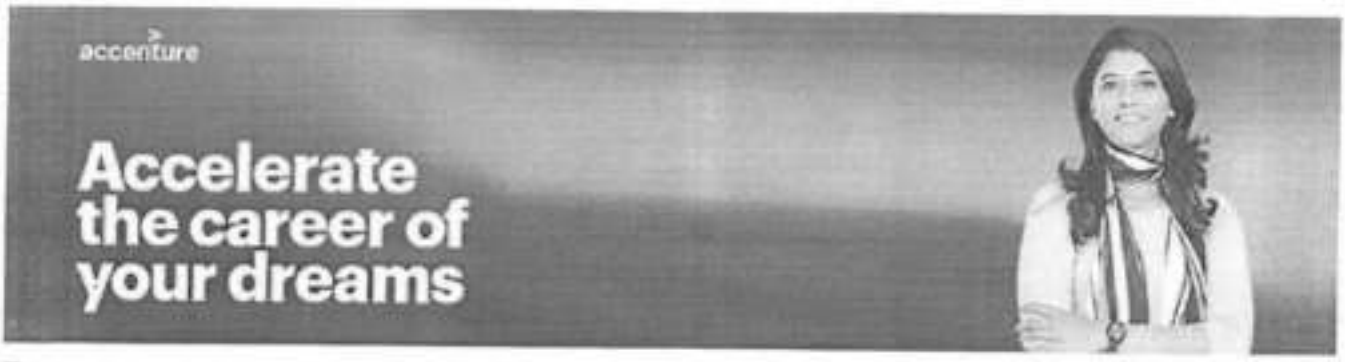
We will inform you of your date of joining and job location soon.

In case you have any feedback/ suggestion or have any query, feel free to write an e-mail by logging into http://indiacampus.accenture.com/candidate.

Regards,
Campus Recruitment Team
Accenture in India.

Accenture is committed to protecting your personal information. Your information will be collected, used and may be shared by Accenture with third party service providers to serve lawful purposes, for Accenture recruitment process, including processing of data by third party when required. Your information shall be held only as long as necessary to achieve the purpose for which it is collected. The use and transfer of your information will be strictly in accordance with the applicable data privacy law and in line with our privacy policy available at https://www.accenture.com/privacy-policy. Further, you agree and acknowledge that you have read Accenture's privacy policy and fully understand your rights to access, correct or withdraw your information anytime.

17 - UD9



To,

Name : Saran Kumar Reddy Palle

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Saran Kumar Reddy Palle,

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 7 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Pre-joiner-Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes a learning module - Technology Fundamentals Online Learning program (Hereinafter" program"). We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

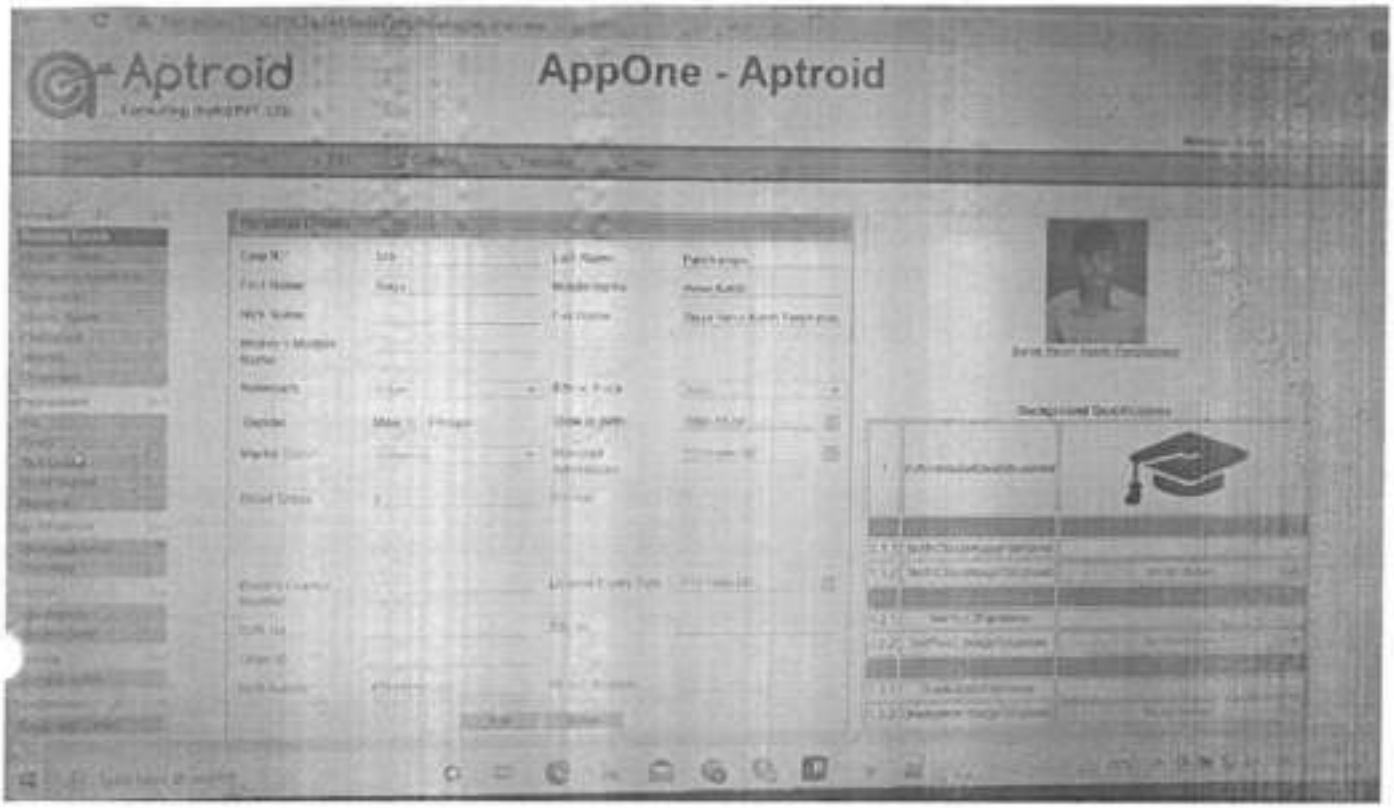
  - The training module of this program is typically made available to potential new joiners at least 45 days before onboarding to give them a reasonable time to learn at their pace and comfort. Details of which are as under:

    - Under the program, the learning modules hosted on a technology platform will prepare the potential new joiner to be code ready.

    - Post onboarding/joining Accenture, and after the Induction the potential new joiner will need to go through the Technology fundamental assessment (based on the pre on-boarding online learning program).

    - On successful completion of the program and clearance of the Technology fundamental

4E0



P. Surya Varun Kanth
17481A04E0
[C.W]

Aptroid Consulting (India) PVT. LTD.

Contingency Offer Letter

December 15, 2020

Surya Varun Kanth Panchanapu,
Dr. No : 4-99, Near Venugopala Swamy Temple, Poranki, Vijayawada, Andhra Pradesh - 521137.

Dear **Panchanapu,**

Congratulations! We are impressed with your performance in interview with us and the information provided by you in your employment application and during selection process. We are pleased to offer you employment with us as **Software Trainee**. Your commencing remuneration will be INR. **300000** CTC (Cost-To-Company) per annum.

You are entitled for an annual bonus of INR. **100000** at company's discretion.

This offer is valid for 2 days and stands nullified, if you do not confirm the acceptance of our offer letter with in this validity period. If you accept our offer, please sign second copy of this letter as confirmation of your willingness to join, and provide us the date of joining within the validity period. Aptroid Consulting (India) Pvt Ltd. may revoke this contingency offer letter, at any time with or without written notice for any lawful reason. When you join us, you have to submit the required documents as per the annexure and sign the employment agreement. Your appointment is subject to verification of references, submission of all documents, and veracity of information provided by you.

Prior to your acceptance, HR Partner will provide you copies of employment agreement, salary structure and appointment terms. HR Partner and Delivery Head will also orient you about organization, its expectations about your deliverables and provide clarifications for any queries you might have. This offer will become valid only after your certify that you have been provided with all information about the employment you might be required / want to know.

We look forward to welcoming you to Aptroid Consulting.

Sincerely,

Lalitha. V

Lalitha V Chowdary
Sr.Manager - HR & Operations

Date of Joining: December 16, 2020

P Surya Kanth.

Surya Varun Kanth Panchanapu
Date: 16/12/2020

Encl: Required Documents List

*** This is a digitally signed document

Scanned by TapScanner

17-HEO.

Aptroid Holiday Schedule - 2021
PDF - 312 KB

6 attachments (3 MB)

Hi Surya,

Hearty Welcome to Aptroid Consulting (India) Pv
.td. We wish you to have a successful term of
earning and experience with us. Please observe
he following points:

Your Employee ID No: APT349

You will receive the following from the HRD:-

S. No	Item	Status	Tentative Duration
1	Appointment Letter	Will Inform you via Mail	1 Week
2	Orientation Program	Will Inform you via Mail	2 Weeks

4E1

90
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3 KB/s VoLTE 21:16 20%

Acceptance of TCS Offer Letter

Inbox

TCS Recruitment - E... 6 Mar

to me

Dear MADHULATHA PANTHAGANI,,
Thank you for accepting our offer of employment.

We look forward to having you on-board Team TCS

For any query, please contact 1800-209-3111 (toll free) /ilpsupport@tcs.com

Warm Regards,
Talent Acquisition Group
TATA Consultancy Services

=====-----=====-----=====

Notice: The information contained in this e-mail message and/or attachments to it may contain confidential or privileged information. If you are not the intended recipient, any dissemination, use, review, distribution, printing or copying of the information contained in this e-mail message and/or attachments to it are strictly prohibited. If you have received this communication in error, please notify us by reply e-mail or telephone and immediately and permanently delete the message and any attachments. Thank you

17-4E4

2

To,

Name : Harsha Naga Sai Kiran Parisa

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Harsha Naga Sai Kiran Parisa,

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks** - Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 7 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Pre-joiner-Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes a learning module - Technology Fundamentals Online Learning program (Hereinafter" program"). We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The training module of this program is typically made available to potential new joiners at least 45 days before onboarding to give them a reasonable time to learn at their pace and comfort. Details of which are as under:

    - Under the program, the learning modules hosted on a technology platform will prepare the potential new joiner to be code ready.

    - Post onboarding/joining Accenture, and after the Induction the potential new joiner will need to go through the Technology fundamental assessment (based on the pre on-boarding online learning program).

    - On successful completion of the program and clearance of the Technology fundamental

12-E4

Gmail

durga arumalla <thanvigec@gmail.com>

Fwd: Congratulations! You have been selected to be part of Accenture!

1 message

Shanmukh Chowdary <shanmukh4599@gmail.com> Sat, Oct 9, 2021 at 10:34 AM
To: "thanvigec@gmail.com" <thanvigec@gmail.com>

--------- Forwarded message ---------
From: **harsha parisa** <harshaparisa111@gmail.com>
Date: Sat, 9 Oct, 2021, 10:26 am
Subject: Fwd: Congratulations! You have been selected to be part of Accenture!
To: Prudhvi 2 <shanmukh4599@gmail.com>

--------- Forwarded message ---------
From: **donotreply.indiacampus** <donotreply@indiacampus.accenture.com>
Date: Wed, Jul 14, 2021, 5:27 PM
Subject: Congratulations! You have been selected to be part of Accenture!
To: <harshaparisa111@gmail.com>

See you soon at Accenture!

Dear Harsha Naga Sai Kiran Parisa,

You've made it! Congratulations on successfully completing our hiring process.

We are glad to extend our Letter of Intent (LOI) to confirm your selection. **You must accept our LOI within 2 days**, if not we will consider your withdrawal from our process.

Steps to follow for accepting LOI:

- Login to the portal with the Link and Credential provided in the User Credential mail received with this mail.
- You will be redirected to the Dashboard Page.
- Click on the My Task tab on the top.
- Select the Task assigned.
- Download and read the Letter of Intent for no confusion.
- Select the check box and click on submit button for accepting the offer.

17L81A04E6

Cognizant

22-Mar-2021

Dear Sai Nithin Paruchuru,
B.Tech/B.E., Electronics and Communication Engineering
Gudlavalleru Engineering College,Gudlavalleru

Candidate ID – 15017258

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant").** You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500 /-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR Rs.**450,740/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for 3 months and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

3.1 Cognizant Internship:

a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.

b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program.

3.2 Continuous Skill Development (CSD) Program:

a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrollment into the program.

b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

3.3 GenC Training Post joining:

a) Cognizant continues to invest in skill building of the entry-level talent and GenC training is a formal on-the-job training offered to trainees based on the business specific skilling needs. The terms and conditions of this training will be governed by Cognizant GenC program guidelines.

b) The Cognizant Internship or the Continuous Skill Development (CSD) completion qualify as the entry criteria to the GenC training and is used as basis towards your allocation to projects/roles.

We look forward to you joining us. Should you have any further questions or clarifications, please log into https://campus2Cognizant.cognizant.com

Yours sincerely,
For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President – Human Resources

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature: **Date:**

Compensation and Benefits

Name: Sai Nithin Paruchuru **Designation:** Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7349	88,188
	Annual Gross Compensation		**359,988**
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		**382,488**
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		**401,988**

As an associate you are also entitled to the following additional benefits:

- Floating Medical Insurance Coverage
- Round the Clock Group Personal Accident Insurance coverage
- Group Term Life Insurance
- Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
- Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

Leave & Vacation:

- From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

Sl No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

- From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
- In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity leave by adhering to the conditions as specified in the Cognizant India Leave policy

Provident Fund Wages:

• For the purpose of computing PF Wages to Provident Fund, Pension Fund & EDLI Scheme, PF Wages shall be Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout".
• Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser

Employees State Insurance:

• Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter.
• Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month.
• ESI shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period.

* **Flexible Benefit Plan:** Your compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to
1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** **Incentive Indication:** Incentive amount may be higher, lower, or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is prorated to the duration spent with Cognizant India for the calendar year and will be paid to you only if you are active on Cognizant's payroll on the day of incentive payout.

*** **Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same. Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

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Accenture Solutions Private Limited

Letter of Authorization

(For use of Personal Information and Sensitive Personal Data or Information)

To whom it may concern

I understand that my employment with Accenture Solutions Private Limited, having its registered office at Plant 3, Godrej & Boyce Complex, LBS Marg, Vikhroli (West), Mumbai Maharashtra 400079 (hereinafter referred to as 'Accenture', which expression shall unless repugnant to the context or meaning thereof mean and include its successors, nominees assigns and administrators), is governed by Accenture Employment Policies as applicable, and that this employment is subject to satisfactory background checks [including educational qualifications, past employment records, work experience, work authorization (if applicable) identity check, police clearance check, criminal records check, court record checks etc.] and professional reference checks.

I hereby certify all of the statements made on the Accenture's **Employee Application Form** are true and complete, and I understand that any omission or misrepresentation of any fact may result in revocation of the offer of employment or refusal of employment or immediate dismissal.

"I hereby declare and affirm that:

- I am not an undischarged insolvent and that I have never applied to any court of law to be adjudicated as an insolvent.
- No criminal charges have ever been framed against me by any court of law.
- I have not been convicted by any court for any offence involving moral turpitude.
- I have not been involved or been party to any financial or economic crimes in any manner whatsoever.
- I have never been involved or been party to any terrorist activities.

I agree and understand that, if at any time hereinafter, any or all of the above statements are found to be false / untrue, Accenture shall, without prejudice to its other rights, shall have the right to forthwith revoke the offer of employment or terminate my services and also initiate appropriate legal proceedings against me. I further agree and understand in the event of such revocation or termination, I shall not be entitled to any compensation or benefits whatsoever.

I hereby authorize Accenture Solutions Private Limited and its representative to collect, store, process, transfer and share my personal information and sensitive personal information like bank accounts, PAN, biometric information, medical record, e-mail addresses etc.], provided in my resume and application of employment, and to conduct enquiries as may be necessary, at the company's discretion.

I authorize Accenture and its representative to initiate the necessary enquiries/checks with immediate effect; barring my current employment. Verification of my current employment can be initiated on or after the date of joining. I also authorize Accenture and its representative to initiate reference checks with the references provided by me with immediate effect.

Further, I also acknowledge and provide my consent to Accenture to transfer and share (within India or outside of India) such information with:
a. Affiliates of Accenture for administrative purposes and/or audit;
b. Clients/prospects in relation to any staff augmentation assignments.

I hereby declare that the execution of this authorization has been done of my own free will and consent and without any undue force or coercion in any manner whatsoever.

I am aware that Accenture has adopted security practices and procedure to ensure that the information collected in secure and they are available on Accenture's website and in public domain.

I authorize all persons who may have information relevant to this enquiry to disclose it to Accenture or its representative. I hereby release all persons from liability on account of such disclosure.

Signature : P.Jyothirmai

Full Name in Capitals : PENTA JYOTHIRMAI

Date : 08-10-2021

Note/Instruction: You can either download, manually sign, scan and upload the document or choose to download, e-sign and upload.

1748/A04E9 [C.W]

Cognizant

23-Mar-2021

Dear Penumaka Suma,
B.Tech/B.E., Electronics and Communication Engineering
Gudlavalleru Engineering College,Gudlavalleru

Candidate ID – 15017757

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**.You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500 /-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR Rs.**450,740/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for 3 months and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant.

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

3.1 Cognizant Internship:

a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.

b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program.

3.2 Continuous Skill Development (CSD) Program:

a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrollment into the program.

b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

3.3 GenC Training Post joining:

a) Cognizant continues to invest in skill building of the entry-level talent and GenC training is a formal on-the-job training offered to trainees based on the business specific skilling needs. The terms and conditions of this training will be governed by Cognizant GenC program guidelines.

b) The Cognizant Internship or the Continuous Skill Development (CSD) completion qualify as the entry criteria to the GenC training and is used as basis towards your allocation to projects/roles.

We look forward to you joining us. Should you have any further questions or clarifications, please log into https://campus2Cognizant.cognizant.com

Yours sincerely,
For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President – Human Resources

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature:

Date:

Compensation and Benefits

Name: Penumaka Suma **Designation:** Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7349	88,188
	Annual Gross Compensation		**359,988**
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		**382,488**
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		**401,988**

As an associate you are also entitled to the following additional benefits:

- Floating Medical Insurance Coverage
- Round the Clock Group Personal Accident Insurance coverage
- Group Term Life Insurance
- Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
- Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

Leave & Vacation:

- From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

Sl No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

- From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
- In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity leave by adhering to the conditions as specified in the Cognizant India Leave policy

Provident Fund Wages:

• For the purpose of computing PF Wages to Provident Fund, Pension Fund & EDLI Scheme, PF Wages shall be Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout".
• Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser

Employees State Insurance:

• Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter.
• Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month.
• ESI shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period.

* **Flexible Benefit Plan:** Your compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to
1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** **Incentive Indication:** Incentive amount may be higher, lower, or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is prorated to the duration spent with Cognizant India for the calendar year and will be paid to you only if you are active on Cognizant's payroll on the day of incentive payout.

*** **Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same. Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

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Employe...ion Form

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Accenture.

Employee Photo ID and Access Card Requisition Form	Form Serial No:	

Please read the below instructions before filling-up the form

- The Access Card and Display ID card are non transferrable.
- In case you lose any of these cards please report to the Facility Helpdesk immediately to prevent misuse.

Employee Name (Full name in Block letters)	SAIPRIYA First Name	Middle Name	PENUMUDI Last Name
Applied for (Pls tick the Box)	☑ Access Card ☑ Accenture ID Card ☑ Display ID Card		
Date of Joining [dd/mm/yyyy]	03/09/2021		
Career Level	12		
Emp ID Number	13206990		
Project Name/Department	Entry Level Pool		
Business Unit	IDC (ATC/AO/ICE/Consulting)		
Building and City	-999999 Hyderabad Facility / Location Name		
Emergency Contact Person	Kanakadurga		
Emergency Contact Number	(+91) 9000773479		

Saipriya

Date: 03 / 09 / 2021

Employee Signature

Date: __/__/____

Name and Signature of HR representative

FOR OFFICE USE BY WORKPLACE

Name of the Helpdesk executive to:	
Access card no. (Issued)	
Access Card Valid Till	

17481A04H/C.W
P. Saipriya

BE YOURSELF,
MAKE A DIFFERENCE.

accenture

Strictly Private and Confidential

Date:02-Aug-2021

Saipriya Penumudi
C9844367

D.No : 3-3;River RoadNagayalankaKrishna district

7794807926

Dear **Saipriya Penumudi,**

Based on our recent discussion with you, we are pleased to extend an offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Center, India as per the below terms and conditions:

Job Profile - Application Development Associate

Management Level - 12

Job Family Group- Software Engineering

Please refer to:

- Annexure I for the compensation and benefits details
- Annexure II for the documentation to be submitted by you
- Terms of Employment

Your employment with Accenture will be governed by the clauses mentioned in the attached "Terms of Employment". You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 65% and above or 6.5 CGPA and above in the current degree as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

Reference Id: a1ca25ad-b60c-47ab-8f65-305b35e10027_1
Signed By: Mahesh Vasudeo Zurale

- You agree and affirm that the information (personal or otherwise) shared by you at the time of registration is accurate, factually correct, and complete and no material information has been withheld by you. Accenture is providing this offer of employment basis preliminary information provided by you at the registration stage and a declaration concerning your agreement with the eligibility criteria. You understand and acknowledge that your employment with Accenture shall be subject to further verification of details and materials/ documents provided to Accenture as well as any further verification deemed necessary to finalize your candidature. You shall continue to meet the eligibility criteria up till and on the date of joining Accenture (if applicable) and agree that Accenture has the right to revoke the offer of employment, in case of failure of verification, or if you are not meeting the eligibility criteria or in case of any misrepresentation at your end.

Your onboarding date will be intimated to you over a separate e-mail by Accenture onboarding team few weeks prior to your actual onboarding date. You will receive an email from Onboarding.doc.ase@accenture.com. You are expected to confirm to the same by responding to our email and share your acceptance to join us on the stipulated date.

Pre-Onboard Learning Module: To provide our new joiners with a unique learning experience, Accenture has designed a special online learning module called - Technology Fundamentals Online Learning Program (Hereinafter referred to as "program"). This program further provide details about the training opportunities and terms of training/assessments that were shared with you in your Letter of Intent. To ensure that you have ample time to learn at your own pace, and prepare for the ensuing assessments, you will have complete access to the program for 45 days from the date you receive the training link.

Details of the program and assessment are as below:

- The program is hosted on a virtual platform that you can access from anywhere and it will provide you with all the information and trainings that you need to begin your career at Accenture.
- After going through all the learning modules, you will be required to go through Technology Fundamentals Assessments based on what you have learned in the program.
- On successfully completing the program within 45 days and clearing the program assessments in your first attempt, you will be eligible to receive a learning incentive of INR 10,000.
- In case you fail to clear the assessments in your first attempt, or do not complete the program within 45 days from the receipt of the training link, you will not be eligible for any learning incentive.
- To clear the assessments, you will need to score a minimum of 60% marks in each assessment test. In case are not able to score the required 60% in your first attempt, you will get two additional attempts where you will need to score a minimum of 60% marks to successfully clear the assessments.
- During each re-attempt, reasonable help, guidance and appropriate refresher training sessions will be provided to you.

Your employment with Accenture is subject to you successfully completing the program assessments mentioned above. In case you are not able to clear the program assessments in three attempts, your offer will stand revoked.

After successful completion of the aforementioned assessments, and after joining the Company, you will need to undergo further training program(s), with specified timeframes, for the specific skill-set assigned to you. Periodic tests will be conducted throughout this training program and you are expected to clear all of them. You will need to score a minimum of 60% marks in each of these tests to clear the Accenture-specific training program. If you are unable to score 60% in your first attempt, you will get two more opportunities to take the test and score the required passing percentage. Your employment with Accenture is subject to you successfully completing the Accenture-specific training program. If you are unable to clear the Accenture-specific training program tests in three attempts, your services with the Company shall be terminated as per Clause 10 outlined in the Terms of Employment.

After acceptance of the offer of employment or any time during the course of your employment with the Company you may be required to undergo drug/alcohol/substance test based on the project you are deployed. This offer and your employment with Accenture are contingent upon you completing particular tests as per the requirements of the Company and in the instance of failing these tests namely the drug/alcohol/substance test, Accenture may, in its sole discretion, elect to terminate or suspend your employment immediately.

In the event a government body/authority exercising its jurisdiction and statutory power/authority seeks information pertaining to any aspect of your employment, the Company shall provide such information to the government body/authority without any notification to you. The foregoing shall be applicable to information pertaining to your employment being shared in pursuance of statutory requirements/compliance. You may belong to this category and your details will be disclosed to these authorities.

To indicate your acceptance of this offer and Terms of Employment with Accenture, please confirm your acceptance/rejection by logging on to Accenture Recruitment Portal (https://india.jobs.accenture.com/default.aspx) using your unique reference number, candidate identification (CID) and mobile number within 7 days (Seven days) from the date of this letter post which the link will be disabled for you. If we do not receive your response before the expiration of 7 days (Seven days) from the date of this letter, the terms of this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. Further, at the time of joining you are required to provide all documentation identified in Annexure (II) along with the singed copy of this offer letter and Terms of Employment.

After accepting this offer,we encourage you visit Countdown to the Company (http://careers.accenture.com/Microsites/countdown/Pages/welcome-india.aspx). This on-line, interactive welcome site will help you successfully navigate the first days, weeks and months of your career at Accenture. It will also provide an interesting overview of Company history - as well as tips on how to develop yourself (and your career) in the future.

In case you have any feedback/ suggestion or have any query, feel free to write an e-mail to: https://indiacampus.accenture.com/candidate

We look forward to hearing from you regarding your decision to join the Company. I wish you a successful career ahead of you and look forward to your joining us.

Yours sincerely,

ACKNOWLEDGED AND AGREED:

Mahesh Vasudeo Zurale
Senior Managing Director
Lead, Advanced Technology Center, India

[Insert full legal name]

ANNEXURE 1

COMPENSATION & BENEFITS

Annual Total Cash compensation structure as per the Company guidelines is:

Total Cash Compensation Elements	
	Annual (INR)
(A) Annual Fixed Compensation	383000
(B) Local Variable Bonus (LVB) earning potential (at maximum 8.5%)	32500
Maximum Annual Total earning potential (A+B)	415500
Joining Bonus (Refer to the Section C)	25,000
(D) Additional Benefits	
Gratuity as per law#	9500
Insurance Premium(notional value)	
Total Cash Compensation + Total Additional Benefits (A+B+C+D)	450000

(A) Annual Fixed Compensation

• Your annual fixed compensation is INR 383000. This includes allowances structured in accordance with the Company compensation guidelines and applicable statutory norms. Please note the annual fixed compensation includes employer's contribution to Provident Fund, as applicable.

TDS is deducted as applicable from your income.

(B) Local Variable Bonus (LVB)

•As part of your annual total cash compensation, you will be eligible to participate in the FY21 Local Variable Bonus programme (LVB). Your indicative pay-out can range from 0% to 8.5% of the prorated fixed pay in the Fiscal year, subject to the overall terms and conditions of the LVB, including but not limited to your individual performance achievements and the Company's performance. In addition to these two components, your LVB is also linked to your Individual Utilization. The Company may, at any time and in its sole and absolute discretion, amend, suspend, withdraw vary and/or modify any of the terms and conditions of the LVB programme guidelines The LVB will be paid out subject to you being on the roles of the Company on the date of disbursement of these pay outs and will be prorated based on your tenure in Accenture India and considering the period of leave without pay during the said fiscal year.

(C) Joining Bonus

You are also eligible for a joining bonus and an additional bonus as per the terms mentioned below.

• Joining Bonus: of INR 25,000 payable upon joining the organization and will be paid out along with salary of the month of joining or succeeding pay month. In case you leave, or your services are separated from the Company (except for ramp down or redundancies by the Company) before completion of 1 year from the date of joining, then this whole amount shall be recovered from you.

Note: For International Worker Only*

• As per Indian Provident Fund (PF) regulations, membership to the Provident Fund is mandatory for all International Workers. Exemptions if any, shall be as per the existing law. Please note that since your cost to the Company (CTC) includes employee's as well as employer's contribution to Provident Fund, appropriate adjustment in your monthly salary will be made for Provident Fund contributions as per applicable laws/regulation in existence (or amendments from time to time). Withdrawal (if any) from Provident Fund is regulated by the government of India and is subject to government approvals and prevailing laws (amended from time to time). Any person desirous of such withdrawal need to comply with applicable law and procedures laid down by the authorities.

* As defined by applicable law from time to time.

Benefits applicable for current Company financial year:

In addition to your annual total cash compensation, you will be eligible for following benefits, which will be governed by Company policy:

1. Effective your date of joining, Medical Insurance for self, spouse and 2 dependent children up to INR 300,000 per annum. Premium for this will be paid by the Company.
   a. You have the option of availing Accenture negotiated rates to cover your parents, parent's in-law & any additional child under a separate Insurance plan up to INR 500,000 per annum. The entire premium for this will have to be borne by you. This plan allows for coverage of pre-existing ailments.
   b. For Permissible claims under the Medical Insurance plans detailed above, you will be required to contribute a defined percentage of each claim, as under:
      • 10% of such claims for self, spouse and 2 dependent children
      • 20% of such claims for parents, parent"s in-law and additional children under the separate Insurance plan
2. Personal Accident coverage for self, up to three times your gross annual fixed compensation
3. Life Insurance coverage equivalent to one time of your annual fixed compensation with minimum cover of INR 5,00,000

In addition to the above, you will also be eligible for the following benefits:

1. Gratuity amount is an approximation of your eligibility and the final payout of any gratuity amount will be determined in accordance with the applicable provisions of the Payment of Gratuity Act, 1972, as per the Company policy.
2. One time relocation allowance subject to a maximum of INR 2,500 on submission of actual supporting as per policy.
3. Transport facility, as per Company guidelines, can be availed at no cost.

Details pertaining to relocation allowance will be provided to you at the time of joining the Company. In the unlikely event you choose to leave the Company, or your services are terminated, before the completion of 1 year of employment with the Company, the relocation assistance will be construed as debt due and payable by you and should be repaid on termination of your employment. Any dues payable by you on termination will be recovered from your final settlement to the extent possible.

The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the Medical Insurance, Personal Accident Insurance and Life Insurance and Relocation Assistance program guidelines.

From the date of your joining, the compensation and benefits mentioned in this annexure will be applicable to you until any further communication from the Company.

Following the implementation to the GST regulations with effect from July 1st 2017, please note the treatment to any continuing obligations that you have, pursuant to any signing/joining/relocation/retention bonus as per the terms of your employment, will be as under;

Any signing, joining, relocation or retention bonus received by you will be paid along with salary of the relevant or succeeding pay month. This amount is recoverable as per your employment terms, if your service commitment with Accenture change. Any such recovery or adjustment shall be made from your salary pertaining to the service month before your last working day in the Company. Any shortfalls will be adjusted against any further amounts due and payable to you.

ANNEXURE II

Mandatory documentation at the time of onboarding:

1. Two copies of your recent passport size photographs.
2. Original marksheet of all semester (PG/UG).
3. Original provisional degree certificate or convocation degree certificate.
4. Copy of X, XII and all semester mark sheets of PG & UG Degrees.
5. Copy of Degree/PG/Diploma (as applicable) certificates.
6. Passport copy, if available (if not please apply immediately).
7. Pan Card
8. Copy of Aadhaar Card- We request you to provide for meeting the UAN generation requirement and any other compliance required by governing regulating authorities like EPFO, ESIC, labour welfare fund and others. Please note that by voluntarily sharing your Aadhaar details, you are also authorizing us to share it with third parties under contract with the company and which are bound by confidentiality provisions to meet any regulatory requirements and internal procedures of the company including but not limited to making verifications. Do note that the provision of Aadhar details and seeding Aadhar with UAN as well as completing KYC requirements of EPFO is necessary and if you are unable to do so this may delay submission of your PF contributions to the regulators.

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Gmail

pittu venkat reddy <pittuvenkatreddy1999@gmail.com>

Accenture Check-in process completion

1 message

Onboarding.DOC.ASE@accenture.com <Onboarding.DOC.ASE@accenture.com>
To: pittuvenkatreddy1999@gmail.com
Cc: Onboarding.DOC.ASE@accenture.com

3 September 2021 at 10:57

Hi Venkat Reddy Pittu,

Greetings!

Thank you for completing the check-in process. A very warm welcome to Accenture!

Hope you are excited about your new career journey with Accenture effective **03-Sep-2021.**

Regards,
Accenture Onboarding Team

This message is for the designated recipient only and may contain privileged, proprietary, or otherwise confidential information. If you have received it in error, please notify the sender immediately and delete the original. Any other use of the e-mail by you is prohibited. Where allowed by local law, electronic communications with Accenture and its affiliates, including e-mail and instant messaging (including content), may be scanned by our systems for the purposes of information security and assessment of internal compliance with Accenture policy. Your privacy is important to us. Accenture uses your personal data only in compliance with data protection laws. For further information on how Accenture processes your personal data, please see our privacy statement at https://www.accenture.com/us-en/privacy-policy.

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BE YOURSELF,
MAKE A DIFFERENCE.

accenture

Strictly Private and Confidential

Date:04-Aug-2021

Venkat Reddy Pittu
C9851314

D. No: 15 /207-21-2aDevudu Cheruvu, Machavaram, Machilipatnam.

8790178916

Dear **Venkat Reddy Pittu,**

Based on our recent discussion with you, we are pleased to extend an offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Center, India as per the below terms and conditions:

Job Profile - Application Development Associate

Management Level - 12

Job Family Group- Software Engineering

Please refer to:

- Annexure I for the compensation and benefits details
- Annexure II for the documentation to be submitted by you
- Terms of Employment

Your employment with Accenture will be governed by the clauses mentioned in the attached "Terms of Employment". You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 65% and above or 6.5 CGPA and above in the current degree as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

Reference Id: 8d830511-8f8a-422d-8642-1f5c2628df85_1
Signed By: Mahesh Vasudeo Zurale

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183

M

WIPRO ADID & Official Mail ID

1 message

Naveen Vijay <naveen.vijay3@wipro.com>
To: gopikrishna2199@gmail.com <gopikrishna2199@gmail.com>

Mon, 11 0

Dear Pothula Gopi Krishna,

Greetings of the day,

Please find the below mentioned ADID and Official Mail ID details:

Candidate Full Name	Employee ID	ADID	Official ID
Pothula Gopi Krishna	20283442	P020283442	pothula.krishna@wipro

Regards,

Naveen Vijay

PMP Coordinator

The information contained in this electronic message and any attachments to this message are intended for the exclusive use of the addressee(s) and may contain proprietary, confidential a information. If you are not the intended recipient, you should not disseminate, distribute or copy this email. Please notify the sender immediately and destroy all copies of this message and a WARNING: Computer viruses can be transmitted via email. The recipient should check this email and any attachments for the presence of viruses. The company accepts no liability for any da any virus transmitted by this email. www.wipro.com

A5

M

Welcome to Wipro
1 message

<careers@wipro.com>
To: gopikrishnap1999@gmail.com, pothula.krishna@wipro.com

Mon, 11 Oct, 2021 at 9:42 am

mbark

wipro

Welcome

Dear Pothula Gopi,

Congratulations and welcome to the Wipro Family! We are committed to provide you a great onboarding experience

Your employee ID is 20380442, your date of joining is October 11, 2021.

As a part of your onboarding, we request you to log in to the Wipro Webmail and myWipro. Please follow the below steps to successfully log in and acquaint yourself with the Wipro world:

A. Webmail Login procedure:
(Please note: You will be able to access Wipro Webmail from your personal computer/laptop/mobile, only on/after your joining date)

1. Go to https://webmail.wipro.com/owa from your system or mobile. Wipro Webmail login page will appear with login account preference.
2. Click on 'Wipro Limited' to get to the Sign-on page.
3. Enter your Wipro AD ID as ADID@wipro.com, which is made up of the first two letters of your first name, followed by your employee ID and @wipro.com, e.g. if your name is John Doe and your

4F6
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182

TATA

Ref: TCSL/CT20182484222/1396705/Hyderabad
Date: 06 July 2021

MS. LILLI SRINIJA POTHURI
11-37/20 Karna Vari Street,
Addanki Road, Darsi, Darsi,
Andhra Pradesh-523247.
Tel# 918328380042

Sub: Joining Letter

Dear Ms. Lilli Srinija Pothuri,

We would like to take this opportunity to extend a very warm welcome to TATA Consultancy Services Limited (TCSL) family.

We are pleased to inform you that your joining date at TCSL will be **12th August 2021** , your joining location is **Hyderabad** , work location is **Hyderabad** and your stream is **IT** . This has been provided considering your preference and business requirements.

Your wellbeing is our utmost priority in the current COVID-19 pandemic scenario across India. Keeping this in mind, and the regulations enforced by various states at this point, we have internally enabled a virtual onboarding process for our future TCSers. For the Virtual Onboarding Process, **you will not be required to physically report at the TCS offices on the date of your joining** .

TCS XP HR Team will reach out to you over email in the next few days to guide you further on the virtual onboarding process and steps to be taken to prepare yourself for onboarding.

Congratulations on completing the first phase of your learning through TCS Xplore Program. We appreciate your passion towards learning which has helped you to perform well. You are now set to experience learning through our coveted TCS Xperience Program.

DocuSign Envelope ID: E6DA1204-907F-4775-85EE-37BC77DE2B4D

Kaptius Technologies India Pvt Ltd
105, Workafella – Cyber Crown Sec-II, Village,
HUDA Techno Enclave,
HITEC City, Hyderabad,
500081, India

PUPPALA NAIMESHA
C/O NARAYANA RAO
BANTUMILLI
Krishna Andhra Pradesh – 521324
8179278749

29 August 2021

Dear Naimesha

With reference to our recent discussions, we are delighted to offer you the role of Platform Developer with Kaptius, on successful completion of your internship.

We enclose your formal offer letter and contract of employment below, detailing the role and what will be expected from you as an employee of Kaptius.

Please read these thoroughly and let us know if you have any questions.

We are very excited to be working with you on a permanent basis.

Kind regards

DocuSigned by:
Bradley Turner
D9DE2EAB9CC41D...

Bradley Turner

Director

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10:26 93%

Accenture Check-in process completion Inbox

Onboarding.DOC.ASE@... Sep 3
to me, Onboarding.DOC.ASE

Hi Pusala Sreedatta,

Greetings!

Thank you for completing the check-in process. A very warm welcome to Accenture!

Hope you are excited about your new career journey with Accenture effective 03-Sep-2021.

Regards,
Accenture Onboarding Team

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(C.W)

10:26 93%

Accenture Check-in process completion

Inbox

Onboarding.DOC.ASE@... Sep 3
to me, Onboarding.DOC.ASE

Hi Pusala Sreedatta,

Greetings!

Thank you for completing the check-in process. A very warm welcome to Accenture!

Hope you are excited about your new career journey with Accenture effective 05-Sep-2021.

Regards,
Accenture Onboarding Team

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---------- Forwarded message ---------
From: <HumanResources@cognizant.com>
Date: Wed, Sep 1, 2021, 6:08 AM
Subject: Welcome to Cognizant!
To: <puttakalyani2017@gmail.com>

[PLEASE DO NOT REPLY TO THIS E-MAIL. This is an auto-generated email from Cognizant's PeopleSoft Application.]

Hi,

Your Associate ID - 2051513 (also known as Employee ID, Network ID, or User ID) has been generated.

You will receive an e-mail on your date of joining from the authorized Cognizant helpdesk team CFBCompliance , to set- up your network credentials. In case you have any difficulties following the guidelines in the email, please contact the helpdesk team via phone: India & Asia-Pacific: 1-800-572-0473; USA & Canada: 1-866-822-2024, Europe: 0-800-678-1616, or write to Passwordreset@cognizant.com

Login to Cognizant Email: Once you retrieve your network password, please login to Cognizant mail (https://mail.cognizant.com) to review additional next steps which need to be completed. You will need to use the prefix cts\ before your Associate ID(i.e. cts\2051513) when logging into Cognizant mail.

Kindly download your copy of PF Nomination form

462

101/182

5:37 93%

Offer status update with Cognizant Inbox

CognizantTIntAcq@cognizan... 3/31/2021
to me, cognizantHR

Cognizant

Cognizant

This e-mail and any files transmitted with it are for the sole use of the intended recipient(s) and may contain confidential and privileged information. If you are not the intended recipient(s), please reply to the sender and destroy all copies of the original message. Any unauthorized review, use, disclosure, dissemination, forwarding, printing or copying of this email, and/or any action taken in reliance on the contents of this e-mail is strictly prohibited and may be unlawful. Where permitted by applicable law, this e-mail and other e-mail communications sent to and from Cognizant e-mail addresses may be monitored.

Reply Reply all Forward

Cognizant

17481A04G2
[C.W]

22-Mar-2021

Dear Putta Kalyani,
B.Tech/B.E., Electronics and Communication Engineering
Gudlavalleru Engineering College,Gudlavalleru

Candidate ID – 15017544

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**.You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500 /-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR Rs.**450,740/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for 3 months and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program as detailed below;

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

3.1 Cognizant Internship:

a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.

b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program.

3.2 Continuous Skill Development (CSD) Program:

a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrollment into the program.

b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

3.3 GenC Training Post joining:

a) Cognizant continues to invest in skill building of the entry-level talent and GenC training is a formal on-the-job training offered to trainees based on the business specific skilling needs. The terms and conditions of this training will be governed by Cognizant GenC program guidelines.

b) The Cognizant Internship or the Continuous Skill Development (CSD) completion qualify as the entry criteria to the GenC training and is used as basis towards your allocation to projects/roles.

We look forward to you joining us. Should you have any further questions or clarifications, please log into https://campus2Cognizant.cognizant.com

Yours sincerely,
For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President – Human Resources

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature: **Date:**

Compensation and Benefits

Name: Putta Kalyani **Designation:** Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7349	88,188
	Annual Gross Compensation		**359,988**
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		**382,488**
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		**401,988**

As an associate you are also entitled to the following additional benefits:

- Floating Medical Insurance Coverage
- Round the Clock Group Personal Accident Insurance coverage
- Group Term Life Insurance
- Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
- Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

Leave & Vacation:

- From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

Sl No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

- From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
- In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity leave by adhering to the conditions as specified in the Cognizant India Leave policy

Provident Fund Wages:

• For the purpose of computing PF Wages to Provident Fund, Pension Fund & EDLI Scheme, PF Wages shall be Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout".
• Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser

Employees State Insurance:

• Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter.
• Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month.
• ESI shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period.

* **Flexible Benefit Plan:** Your compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to
1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** **Incentive Indication:** Incentive amount may be higher, lower, or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is prorated to the duration spent with Cognizant India for the calendar year and will be paid to you only if you are active on Cognizant's payroll on the day of incentive payout.

*** **Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same. Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

463

ADID Details

gle.com/mail/u/1/?ogb#search/adid/FMfcgzGlMHspJCGnPbpHBDzBNGMJpsw

adid

5 of 5

ADID Details

Inbox ×

Akilan Veeraraghavan <akilan.veeraraghavan@wipro.com>

Mon, Dec 6, 2021, 3:43 PM

to me

Dear Candidate,

Please find the below mentioned ADID details:

Candidate Full Name	Employee ID	ADID	Official Mail ID
Rayapudi uday	20306824	RA20306824	rayapudi.uday@wipro.com

Regards,

Akilan. V

PRP Team

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9:40 AM

Wipro Offer Letter Inbox

campus offerletters 23/11/2021
to me

November 23, 2021

Dear **Rayapudi Uday,**

Congratulations! We are pleased to offer you the position of **Project Engineer** at Wipro.

Please click on the below link to review and accept your offer letter at the earliest using a **desktop/laptop.**

Note : You will not be able to save offer letter copy if you open the below link through a Mobile Phone.

We request you to accept the iCIMS Offer Letter within 30 days from the receipt of the offer Letter, failing which we will be forced to infer that you are no longer interested to be a part of Wipro fresher hiring process.

Steps to follow to accept and save the Offer Letter

To save your copy of Offer Letter, please open this email on desktop/ laptop, login to below mentioned acceptance link, **click on Accept -> click on signature check box -> Click on "Submit and Print" -> Click on "web browser" -> ctrl+P -> save as pdf -> save -> select destination on your system to download.**

Please note - You will not be able to access the Offer Letter again if you close the window without saving your Offer Letter as the link will expire and will not be able to

464
CW

21:17

DOJ: 08-Nov-2021 - With reference to your joining formalities Inbox

Infosys_LPCampus 04/11/2021
to me

Hi Rayigiri Venkata Sirisha,

Candidate ID: 1002125716

Welcome to Infosys!

You are just a step away from becoming an 'Infoscion', from being a part of an organization that is dynamic, innovative, diverse and multicultural. Our thirst for continuous innovation fuels our spirit to improve the present, transform the world, and make the future a better place.

Upon completion of your Launchpad process, PDF forms would be generated.

Contact: HR Help Desk number : 080-33554639 option 3, between 8.30 AM IST to 5.30 PM IST Monday to Friday.

Email ID: Trainee_helpdesk@**infosys**.com

Note: In case of non-availability of any original educational mark sheets/documents for any reason, you are requested to obtain a bonafide letter attested by your college/university stating the same. In case the mark sheet/document has been lost or misplaced, a copy

17-464 Infosys
[C.N]

July 27, 2021

HRD/3T/21-22/1002125716

Ms. Rayigiri Venkata Sirisha
Candidate ID: 1002125716
1-162
Kothapeta
Vijayawada - 521333
Vijayawada
India
Ph: (91) 93814 96359

Dear Rayigiri,

SUB: LETTER OF INTENT TO HIRE

Congratulations! Further to your application for Employment with Infosys Limited ('Company') and the subsequent selection process, we are delighted to communicate to you our intent to make you an offer for the position of **Systems Engineer** in Job Level 3 with the company. Your DoJ is **December 6, 2021** and you will receive the Letter of Appointment with all the elaborates soon.

This letter of intent would be superseded by a formal employment contract. The employment contract will detail out the scope, terms and conditions of your employment with the company, break up of your salary, proposed location of posting, date of joining etc.

Please be advised that our offer to you will be conditional upon you having successfully completed your graduation / post-graduation qualification and having completed all course requirements and examinations required for the award of the educational qualification mentioned by you in your application for employment with the Company. You are required to submit all marks sheets and other relevant documents (if any), on the day you join the Company. Further, you should have been declared as passed by the relevant examination authority. Please note that the determination of the adequacy or authenticity of all or any of the proofs and any condoning delay in submission of the same will be at the Company's absolute and sole discretion.

Should you meet the conditions of employment, your **Total Gross Salary** includes a Performance Incentive and will be **INR 360000** per annum. The complete breakdown of the compensation and increment will be provided in the Letter of Appointment.

This is a letter of intent only. It is not intended to be, and shall not constitute in any way a binding or legal agreement, or impose any legal obligation or duty on either you or the Company. Should you have any questions regarding the above, please do not hesitate to write to us at offer_update@infosys.com.

Welcome to Infosys Ltd. We are confident you will be able to make a significant contribution to the success of Infosys Limited. We wish you a long, rewarding and fulfilling career and look forward to working with you.

Yours sincerely,

RICHARD LOBO
EVP and Head Human Resources – Infosys Limited

17-445

104/182

BSA Corporation Limited

Offer Letter

To,

Date : 12/ 08 /2021

Mr. RENTALA VENKATA SAIDULU
Gudlavalleru Engineering College
Gudlavalleru.

Subject : Selection as On The Job Trainee

Dear Candidate,

Congratulations.....!!!

You have been selected in campus drive on 12th August 2021. Herewith, we offer you to join BSA Corporation Ltd. Company as Trainee. You are expected to report on 3rd week of Aug to 4th Week of Aug 2021 at Chennai for Training. Your joining letter & other formalities will be completed on arrival at Chennai.

On arrival at Chennai, you can contact our person on below given numbers.

Mr.Saravanan : 96003 87972

Thanks,

For BSA Corporation Limited,

B RanjithKumar
Senior Manager – HR operations

Received original copies.
R.V. Saidulu
21-8-2021.

BSA Corporation Limited
Corporate Office: 18-20, Sukhwani Fortune, Morwadi Road, Pimpri, Pune – 411018
Tel.: +91 20-27474997 Telefax: +91 20-27474962 Email: marketing@bsagroup.in Website: www.bsagroup.in

17-467

105/182

Date: 29th of April 2021
Name: SAMBANGI SNEHA LATHA
Roll Number: 17481A04G7

Sub: Letter of Intent

Dear SAMBANGI SNEHA LATHA

We are pleased to offer you the position of **Customer Care Executive.** You shall report for a comprehensive training program on **May/June/Jul** at 10:00 AM.

Your Monthly CTC will be **Rs.12,200/- + Incentives & Tenure bonus**. The details of your salary break up are provided to you in the annexure.

The offer is subject to:

- You submitting the degree certificate and all your mark sheets at the time of joining.
- A satisfactory reference from the list of referees furnished by you at the time of joining.
- A satisfactory medical opinion, if required, from a registered medical practitioner (RMP) nominated by the company.
- Submission of satisfactory proofs regarding information declared by you, i.e. your age, educational qualification, previous work experience and relieving letter from your last employer etc.

You will be under training which will vary for a period from 2 to 8 weeks depending on the performance and the project that you would be assigned. Your continuity in the organization is subject to successful clearance of training evaluation.

You will be on probation for a period of 6 months and will be confirmed on rolls upon successful completion of the probation (The probation is inclusive of the training period).

We are looking forward to you building a successful career with ALLSEC.

Best Wishes,

For Allsec Technologies Limited,

Authorized Signatory
Human Resources Department

17-4-58
106
182

BSA Corporation Limited

BSA

Received original copy
S. Ojeswini

Offer Letter

Date : 12/08/2021

To,

Ms. SANAKA OJESWINI
Gudlavalleru Engineering College
Gudlavalleru.

Subject : Selection as On The Job Trainee

Dear Candidate,

Congratulations.....!!!

You have been selected in campus drive on 12th August 2021. Herewith, we offer you to join BSA Corporation Ltd. Company as Trainee. You are expected to report on 3rd week of Aug to 4th Week of Aug 2021 at Chennai for Training. Your joining letter & other formalities will be completed on arrival at Chennai.

On arrival at Chennai, you can contact our person on below given numbers.

Mr.Saravanan : 96003 87972

Received original copy
S. Ojeswini

Thanks,

For BSA Corporation Limited,

B Ranjith Kumar
Senior Manager – HR operations

95

449
CW

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182

9:42 AM | 6.6KB/s 87%

Accenture Check-in process completion Inbox

Onboarding.DOC.... 04/09/2021
to me, Onboarding.DOC.ASE

Hi Indra Kumar Reddy Sanikommu,

Greetings!

Thank you for completing the check-in process.
A very warm welcome to Accenture!

Hope you are excited about your new career journey with Accenture effective 09-Sep-2021.

Regards,
Accenture Onboarding Team

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17-4G9
(C.W)

10:28 AM | 30.1KB/s 86%

Action Required: Check-In Day one at Accenture Inbox

Onboarding.DOC.ASE@... 3 Sep
to me

Hi Indra Kumar Reddy Sanikommu,
We are excited for you to join Accenture!

Your first day is scheduled for 03-Sep-2021.

You are at the last step to complete your onboarding process. To enable us to create a seamless joining experience for you, please complete the DAY ONE "CHECK-IN" process confirming your Date of Joining 03-Sep-2021 with Accenture by choosing one of the below options.

YES - I confirm joining Accenture on 03-Sep-2021.
NO - I decline the Offer.

Regards,
Accenture Onboarding Team

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17-469

Gmail

Indra Kumar <indrakumarsanikommu12@gmail.com>

Congratulations! You have been selected to be part of Accenture!

1 message

donotreply.indiacampus <donotreply@indiacampus.accenture.com> 14 July 2021 at 17:26
To: indrakumarsanikommu12@gmail.com

See you soon at Accenture!

Dear Indra Kumar Reddy Sanikommu,

You've made it! Congratulations on successfully completing our hiring process.

We are glad to extend our Letter of Intent (LOI) to confirm your selection. **You must accept our LOI within 2 days**, if not we will consider your withdrawal from our process.

Steps to follow for accepting LOI:

- Login to the portal with the Link and Credential provided in the User Credential mail received with this mail.
- You will be redirected to the Dashboard Page.
- Click on the My Task tab on the top.
- Select the Task assigned.
- Download and read the Letter of Intent for no confusion.
- Select the check box and click on submit button for accepting the offer.

For any queries you can login to the below link and go to Help section – choose appropriate category to raise your queries.
Link: http://indiacampus.accenture.com/candidate

Your journey to the world of Accenture has just begun. See you soon!

Regards,
Recruitment Team

1748120449 449

Gmail

Indra Kumar <indrakumarsanikommu12@gmail.com>

Congratulations! You have been selected to be part of Accenture!

1 message

donotreply.indiacampus <donotreply@indiacampus.accenture.com> 14 July 2021 at 17:26
To: indrakumarsanikommu12@gmail.com

See you soon at Accenture!

Dear Indra Kumar Reddy Sanikommu,

You've made it! Congratulations on successfully completing our hiring process.

We are glad to extend our Letter of Intent (LOI) to confirm your selection. **You must accept our LOI within 2 days**, if not we will consider your withdrawal from our process.

Steps to follow for accepting LOI:

- Login to the portal with the Link and Credential provided in the User Credential mail received with this mail.
- You will be redirected to the Dashboard Page.
- Click on the My Task tab on the top.
- Select the Task assigned.
- Download and read the Letter of Intent for no confusion.
- Select the check box and click on submit button for accepting the offer.

For any queries you can login to the below link and go to Help section – choose appropriate category to raise your queries.
Link: http://indiacampus.accenture.com/candidate

Your journey to the world of Accenture has just begun. See you soon!

Regards,
Recruitment Team

10:27 AM | 39.0KB/s

17-4H3
[C.W]
109
182

Accenture Check-in process completion

Inbox

Onboarding.DOC.ASE... 15 Aug
to me, Onboarding.DOC.ASE

Hi Shaik Riyaz,

Greetings!

Thank you for completing the check-in process.
A very warm welcome to Accenture!

Hope you are excited about your new career journey with Accenture effective 14-Aug-2021

Regards,
Accenture Onboarding Team

This message is for the designated recipient only and may contain privileged, proprietary, or otherwise confidential information. If you have received it in error, please notify the sender immediately and delete the original. Any other use of the e-mail by you is prohibited. Where allowed by local law, electronic communications with Accenture and its affiliates, including e-mail and instant messaging (including content), may be scanned by our systems for the purposes of information security and assessment of internal compliance with Accenture policy. Your privacy is important to us.

17481A04H3

Strictly Private and Confidential

Date:03-Jun-2021

Riyaz Shaik
C9587601

2-22A,Near Mutyalamma Center,Koduru. A.Konduru(md).

8187849771

Dear **Riyaz Shaik**,

Based on our recent discussion with you, we are pleased to extend an offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Center, India as per the below terms and conditions:

Job Profile - Application Development Associate

Management Level - 12

Job Family Group- Software Engineering

Please refer to:

- Annexure I for the compensation and benefits details
- Annexure II for the documentation to be submitted by you
- Terms of Employment

Your employment with Accenture will be governed by the clauses mentioned in the attached "Terms of Employment". You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 65% and above or 6.5 CGPA and above in the current degree as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

candidate's Signature

Reference Id: 462c9d8d-a234-4f6a-b610-cb7a98281420_1
Signed By: Mahesh Vasudeo Zurale

- You agree and affirm that the information (personal or otherwise) shared by you at the time of registration is accurate, factually correct, and complete and no material information has been withheld by you. Accenture is providing this offer of employment basis preliminary information provided by you at the registration stage and a declaration concerning your agreement with the eligibility criteria. You understand and acknowledge that your employment with Accenture shall be subject to further verification of details and materials/ documents provided to Accenture as well as any further verification deemed necessary to finalize your candidature. You shall continue to meet the eligibility criteria up till and on the date of joining Accenture (if applicable) and agree that Accenture has the right to revoke the offer of employment, in case of failure of verification, or if you are not meeting the eligibility criteria or in case of any misrepresentation at your end.

Your onboarding date will be intimated to you over a separate e-mail by Accenture onboarding team few weeks prior to your actual onboarding date. You will receive an email from Onboarding.doc.ase@accenture.com. You are expected to confirm to the same by responding to our email and share your acceptance to join us on the stipulated date.

Pre-Onboard Learning Module: To provide our new joiners with a unique learning experience, Accenture has designed a special online learning module called - Technology Fundamentals Online Learning Program (Hereinafter referred to as "program"). This program further provide details about the training opportunities and terms of training/assessments that were shared with you in your Letter of Intent. To ensure that you have ample time to learn at your own pace, and prepare for the ensuing assessments, you will have complete access to the program for 45 days from the date you receive the training link.

Details of the program and assessment are as below:

- The program is hosted on a virtual platform that you can access from anywhere and it will provide you with all the information and trainings that you need to begin your career at Accenture.
- After going through all the learning modules, you will be required to go through Technology Fundamentals Assessments based on what you have learned in the program.
- On successfully completing the program within 45 days and clearing the program assessments in your first attempt, you will be eligible to receive a learning incentive of INR 10,000.
- In case you fail to clear the assessments in your first attempt, or do not complete the program within 45 days from the receipt of the training link, you will not be eligible for any learning incentive.
- To clear the assessments, you will need to score a minimum of 60% marks in each assessment test. In case are not able to score the required 60% in your first attempt, you will get two additional attempts where you will need to score a minimum of 65% marks to successfully clear the assessments.
- During each re-attempt, reasonable help, guidance and appropriate refresher training sessions will be provided to you.

Your employment with Accenture is subject to you successfully completing the program assessments mentioned above. In case you are not able to clear the program assessments in three attempts, your offer will stand revoked.

After successful completion of the aforementioned assessments, and after joining the Company, you will need to undergo further training program(s), with specified timeframes, for the specific skill-set assigned to you. Periodic tests will be conducted throughout this training program and you are expected to clear all of them. You will need to score a minimum of 60% marks in each of these tests to clear the Accenture-specific training program. If you are unable to score 60% in your first attempt, you will get two more opportunities to take the test and score the required passing percentage. Your employment with Accenture is subject to you successfully completing the Accenture-specific training program. If you are unable to clear the Accenture-specific training program tests in three attempts, your services with the Company shall be terminated as per Clause 10 outlined in the Terms of Employment.

After acceptance of the offer of employment or any time during the course of your employment with the Company you may be required to undergo drug/alcohol/substance test based on the project you are deployed. This offer and your employment with Accenture are contingent upon you completing particular tests as per the requirements of the Company and in the instance of failing these tests namely the drug/alcohol/substance test, Accenture may, in its sole discretion, elect to terminate or suspend your employment immediately.

In the event a government body/authority exercising its jurisdiction and statutory power/authority seeks information pertaining to any aspect of your employment, the Company shall provide such information to the government body/authority without any notification to you. The foregoing shall be applicable to information pertaining to your employment being shared in pursuance of statutory requirements/compliance. You may belong to this category and your details will be disclosed to these authorities.

To indicate your acceptance of this offer and Terms of Employment with Accenture, please confirm your acceptance/rejection by logging on to Accenture Recruitment Portal (https://india.jobs.accenture.com/default.aspx) using your unique reference number, candidate identification (CID) and mobile number within 7 days (Seven days) from the date of this letter post which the link will be disabled for you. If we do not receive your response before the expiration of 7 days (Seven days) from the date of this letter, the terms of this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. Further, at the time of joining you are required to provide all documentation identified in Annexure (II) along with the singed copy of this offer letter and Terms of Employment.

After accepting this offer, we encourage you visit Countdown to the Company (http://careers.accenture.com/Microsites/countdown/Pages/welcome-india.aspx). This on-line, interactive welcome site will help you successfully navigate the first days, weeks and months of your career at Accenture. It will also provide an interesting overview of Company history - as well as tips on how to develop yourself (and your career) in the future.

In case you have any feedback/ suggestion or have any query, feel free to write an e-mail to: https://indiacampus.accenture.com/candidate

We look forward to hearing from you regarding your decision to join the Company. I wish you a successful career ahead of you and look forward to your joining us.

Yours sincerely,

ACKNOWLEDGED AND AGREED:

Mahesh Vasudeo Zurale
Senior Managing Director
Lead, Advanced Technology Center, India

[*Insert full legal name*]

ANNEXURE 1

COMPENSATION & BENEFITS

Annual Total Cash compensation structure as per the Company guidelines is

Total Cash Compensation Elements	
	Annual (INR)
(A) Annual Fixed Compensation	383000
(B) Local Variable Bonus (LVB) earning potential (at maximum 8.5%)	32500
Maximum Annual Total earning potential (A+B)	415500
Joining Bonus (Refer to the Section C)	25,000
(D) Additional Benefits	
Gratuity as per law#	9500
Insurance Premium(notional value)	
Total Cash Compensation + Total Additional Benefits (A+B+C+D)	450000

(A) Annual Fixed Compensation

• Your annual fixed compensation is INR 383000. This includes allowances structured in accordance with the Company compensation guidelines and applicable statutory norms. Please note the annual fixed compensation includes employer's contribution to Provident Fund, as applicable.

TDS is deducted as applicable from your income.

(B) Local Variable Bonus (LVB)

•As part of your annual total cash compensation, you will be eligible to participate in the FY21 Local Variable Bonus programme (LVB). Your indicative pay-out can range from 0% to 8.5% of the prorated fixed pay in the Fiscal year, subject to the overall terms and conditions of the LVB, including but not limited to your individual performance achievements and the Company's performance. In addition to these two components, your LVB is also linked to your Individual Utilization. The Company may, at any time and in its sole and absolute discretion, amend, suspend, withdraw vary and/or modify any of the terms and conditions of the LVB programme guidelines The LVB will be paid out subject to you being on the roles of the Company on the date of disbursement of these pay outs and will be prorated based on your tenure in Accenture India and considering the period of leave without pay during the said fiscal year.

(C) Joining Bonus

You are also eligible for a joining bonus and an additional bonus as per the terms mentioned below.

- Joining Bonus: of INR 25,000 payable upon joining the organization and will be paid out along with salary of the month of joining or succeeding pay month. In case you leave, or your services are separated from the Company (except for ramp down or redundancies by the Company) before completion of 1 year from the date of joining, then this whole amount shall be recovered from you.

Note: For International Worker Only*

- As per Indian Provident Fund (PF) regulations, membership to the Provident Fund is mandatory for all International Workers. Exemptions if any, shall be as per the existing law. Please note that since your cost to the Company (CTC) includes employee's as well as employer's contribution to Provident Fund, appropriate adjustment in your monthly salary will be made for Provident Fund contributions as per applicable laws/regulation in existence (or amendments from time to time). Withdrawal (if any) from Provident Fund is regulated by the government of India and is subject to government approvals and prevailing laws (amended from time to time). Any person desirous of such withdrawal need to comply with applicable law and procedures laid down by the authorities.

* As defined by applicable law from time to time.

Benefits applicable for current Company financial year:

In addition to your annual total cash compensation, you will be eligible for following benefits, which will be governed by Company policy:

1. Effective your date of joining, Medical Insurance for self, spouse and 2 dependent children up to INR 300,000 per annum. Premium for this will be paid by the Company.
   a. You have the option of availing Accenture negotiated rates to cover your parents, parent's in-law & any additional child under a separate Insurance plan up to INR 500,000 per annum. The entire premium for this will have to be borne by you. This plan allows for coverage of pre-existing ailments.
   b. For Permissible claims under the Medical Insurance plans detailed above, you will be required to contribute a defined percentage of each claim, as under:
      - 10% of such claims for self, spouse and 2 dependent children
      - 20% of such claims for parents, parent's in-law and additional children under the separate Insurance plan
2. Personal Accident coverage for self, up to three times your gross annual fixed compensation
3. Life Insurance coverage equivalent to one time of your annual fixed compensation with minimum cover of INR 5,00,000

In addition to the above, you will also be eligible for the following benefits

1. Gratuity amount is an approximation of your eligibility and the final payout of any gratuity amount will be determined in accordance with the applicable provisions of the Payment of Gratuity Act, 1972, as per the Company policy.
2. One time relocation allowance subject to a maximum of INR 2,500 on submission of actual supporting as per policy.
3. Transport facility, as per Company guidelines, can be availed at no cost.

Details pertaining to relocation allowance will be provided to you at the time of joining the Company. In the unlikely event you choose to leave the Company, or your services are terminated, before the completion of 1 year of employment with the Company, the relocation assistance will be construed as debt due and payable by you and should be repaid on termination of your employment. Any dues payable by you on termination will be recovered from your final settlement to the extent possible.

The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the Medical Insurance, Personal Accident Insurance and Life Insurance and Relocation Assistance program guidelines.

From the date of your joining, the compensation and benefits mentioned in this annexure will be applicable to you until any further communication from the Company.

Following the implementation to the GST regulations with effect from July 1st 2017, please note the treatment to any continuing obligations that you have, pursuant to any signing/joining/relocation/retention bonus as per the terms of your employment, will be as under:

Any signing, joining, relocation or retention bonus received by you will be paid along with salary of the relevant or succeeding pay month. This amount is recoverable as per your employment terms, if your service commitment with Accenture change. Any such recovery or adjustment shall be made from your salary pertaining to the service month before your last working day in the Company. Any shortfalls will be adjusted against any further amounts due and payable to you.

ANNEXURE II

Mandatory documentation at the time of onboarding:

1. Two copies of your recent passport size photographs.
2. Original marksheet of all semester (PG/UG)
3. Original provisional degree certificate or convocation degree certificate.
4. Copy of X, XII and all semester mark sheets of PG & UG Degrees.
5. Copy of Degree/PG/Diploma (as applicable) certificates.
6. Passport copy, if available (if not please apply immediately).
7. Pan Card
8. Copy of Aadhaar Card or copy of receipt of Aadhaar enrolment number which we request you to voluntarily provide for meeting the UAN generation requirement and any other compliance required by governing regulating authorities like EPFO, ESIC and others. Please note that by voluntarily sharing your Aadhaar details, you are also authorizing us to share it with third parties under contract with the company and bound by confidentiality provisions to meet any regulatory requirements and internal procedures of the company including but not limited to making verifications.

110
182

17-4-14

Date: 29th of April 2021
Name: SHAIK SAIDA
Roll Number: 17481A04H4

Sub: Letter of Intent

Dear SHAIK SAIDA

We are pleased to offer you the position of **Customer Care Executive.** You shall report for a comprehensive training program on **May/June/Jul** at 10:00 AM.

Your Monthly CTC will be **Rs.12,200/- + Incentives & Tenure bonus**. The details of your salary break up are provided to you in the annexure.

The offer is subject to:

- You submitting the degree certificate and all your mark sheets at the time of joining.
- A satisfactory reference from the list of referees furnished by you at the time of joining.
- A satisfactory medical opinion, if required, from a registered medical practitioner (RMP) nominated by the company.
- Submission of satisfactory proofs regarding information declared by you, i.e. your age, educational qualification, previous work experience and relieving letter from your last employer etc.

You will be under training which will vary for a period from 2 to 8 weeks depending on the performance and the project that you would be assigned. Your continuity in the organization is subject to successful clearance of training evaluation.

You will be on probation for a period of 6 months and will be confirmed on rolls upon successful completion of the probation (The probation is inclusive of the training period).

We are looking forward to you building a successful career with ALLSEC.

Best Wishes,

For **Allsec Technologies Limited,**

Authorized Signatory
Human Resources Department

 17481A04H5

Gmail

Yousuf Ismail <yousufismail895@gmail.com>

Infosys Limited | Virtual Onboarding Survey

1 message

Infosys Limited <offers@infosys.com>
To: "yousufismail895@gmail.com" <yousufismail895@gmail.com>

Fri, Jul 9, 2021 at 6:58 PM

Dear Candidate,

Greetings! We hope you and your family are safe and well.

As we are initiating our virtual onboarding process for Freshers, we request you to provide us with some vital system information.

Kindly click here to update your details at the earliest.

Please note, it is essential for you to update details on the link shared above for us to accelerate your virtual onboarding process.

If you have any queries, please write to us at offer_update@infosys.com.

We look forward to welcoming you at Infosys.

Regards,

Talent Acquisition

Infosys Limited

4h6

117
182

SMART ROTAMACH

LETTER OF APPOINTMENT

To,
SIDDULA SPANDANA
Vellaturu, G. Konduru Mandal,
Krishna District, Andhra Pradesh,
Pin-521229

Date: 19-07-2021

Mobile: 6305808683
Email Id: siddulaspandana@gmail.com

Dear Ms. Spandana,

With reference to our campus drive 2021 and the subsequent personal interview you had with us, we are pleased to appoint you as **"Design Trainee Engineer"** in our office, Located at #6-2-298, 3rd Floor, GNR Arcade, Khairtabad, Hyderabad – 500004 on the following terms and conditions.

1. This appointment is effective from **19-07-2021.**
2. Compensation packages of 2.6 Lakhs in first year, breakup as below:
   a) First six months, **a stipend of Rs.15,000/-** (Rupees Fifteen Thousand) per month will be paid
   b) After successful completion of six months of On the Job Training, pay will be **revised to Rs. 22,000/-** (Rupees Twenty-Two thousand) per month.
   c) After successful completing of Twelve months, you will be eligible for **a onetime amount of Rs.38,000/-** (Rupees Thirty Eight Thousand)
   d) Your compensation & position will be reviewed after successful completion of Twelve months.
3. Initially you will be posted to our office situated at #6-2-298, 3rd Floor, GNR Arcade, Khairtabad, Hyderabad-500004 and you are liable to be transferred to any shift, section, department, office/ establishment/ factory forming part of our organization in any part of India and also to any of our sister/associated concern or amalgamated concern or to any establishment we may acquire/setup in future. The transfer may be with or without any extra remuneration or compensation and you will abide by the service conditions, rules and regulations inn force in the transferred concern.
4. You will be governed by the conditions of service, rules and regulations of the company that are in operation now and those that may be brought into force from time to time.
5. During service, if you are absent from duty without prior permission in writing for 8 (eight) calendar days continuously it shall be deemed that you have no interest in the

S. Spandana

#6-2-982, 3rd Floor, GNR Arcade, Khairatabad, Hyderabad – 500 004, TS, INDIA
Phone: +91 040 4270 8806 / 99632 34805 | Email: admin@smartrotamach.com | web: smartrotamach.com

17481A04H
S.Spandana

Job offer letters from Smart Rotamach

Inbox

admin@smartrotam... 17:54
to me

From Admin Rambabu · admin@smartrotamac.com

To siddulaspandana@gmail.com

Date 8 Jul 2021, 17:54

Standard encryption (TLS).
See security details

To,
Spandana Siddula
6305808683

Dear Spandana,

Congratulations! With reference to our campus drive 2021, your application and subsequent interviews, we are pleased to offer you the position of "Design Trainee Engineer" in our organization as per the following terms & conditions.

Compensation packages of 2.6 Lakhs in the first year, breakup as below:
1) Initial 6 months will be internship and during internship stipend of Rs.15,000/- (Rupees Thirteen Thousand) per month will be paid.
2) After 6 months of successful completion of the training period, it will be revised to Rs. 22,000/-

Scanned with CamScanner

(Rupees twenty-two thousand) per month.
3) After successful completion of 12 months, you will be eligible for a onetime amount of Rs.38,000/-
4) Your compensation & position will be reviewed after successful completing of 12 months.

Terms and conditions are as follows:
1) Your place of working shall be at Hyderabad (our office location), your services shall be transferred to locations in India or abroad subject to company policies & business requirements.
2) As agreed, you will have to execute two years' service bond upon your joining.
3) You will be governed by the terms and conditions & company's policies.
4) This offer is valid if you accept this offer by **09/07/2021** in writing & you shall report to the work on/before **19/07/2021**.
5) By accepting this Offer Letter, you shall not enter into any other conflicting agreement or any conflicting obligation that you may be bound to, in the past.

Following original documents to be brought at the date of joining.
1) All Educational Certificates including mark sheet
2) Passport.
3) PAN card for Bank Account.
4) Five passport size photographs.

We welcome you to Smart Rotamach family and look forward for a long and mutually rewarding association.

Regards,

Thanking You,

For Smart Rotamach Pvt Ltd

SMART
ROTAMACH

#6-2-982, 3rd Floor, GNR Arcade, Khairatabad,
Hyderabad – 500 004

Near Khairatabad Metro Station, Above HDFC Bank
Phone: +91 99632 34805 |web:
www.smartrotamac.com

CONFIDENTIALITY NOTICE: The contents of this email message and any attachments are intended solely for the addressee(s) and may contain confidential and/or privileged information and may be legally protected from disclosure. If you are not the intended recipient of this message or their agent, or if this message has been addressed to you in error, please immediately alert the sender by reply email and then delete this message and any attachments. If you are not the intended recipient, you are hereby notified that any use, dissemination, copying, or storage of this message or its attachments is strictly prohibited.

17-4H6

GECTPO Placementofficer <placementofficer@gecgudiavallero.ac.in>

Smart Rotamac Final Selections (ECE) - GEC

1 message

Sridhar G(Cestuco.com) <sridhar@cestuco.com>
To: GECTPO Placementofficer <placementofficer@gecgudiavallero.ac.in>
Cc: Admin Rambabu <admin@smartrotamac.com>, rosharizamsar72@gmail.com, "Srini, Smart Rotamac" <srini@smartrotamac.com>

9 July 2021 at 18:06

Hi Mr. Sailshrinu,

In continuation to the interview process conducted for Smart Rotamac, the following are the final selected candidates from ECE:

S.No	Name	Email	Mobile	Branch	College
1	Syamdana Siddula	Siddulasyamdana@gmail.com	[illegible]	ECE	GUDLAVALLERU ENGINEERING COLLEGE

We expect your cooperation till the selected candidates join the company.

Wish to have a healthy long relationship.

4H8CW

Offer status update with Cognizant

Inbox

113
18B

CognizantTIntAcq@cognizant.com
to me, cognizantmail

Apr 30, 2021, 8:18 PM

Cognizant

Dear Sri Tanuja Machina

Congratulations on successfully confirming your offer with Cognizant and sharing with us your date of Joining!

At Cognizant, we are committed to providing our associates with an enriching, rewarding and encouraging work culture. We believe in thinking out of the box, in doing big things early! With that thought in mind, we welcome you into the Cognizant family with an expectation that your experience with us would be nothing less. With that hope you enjoy your journey with Cognizant and we wish you stellar success in all that you undertake while working with the organization.

30°C Haze ENG IN

17-4H8-

HumanResources@cognizant.com
to me

Sat, Jul 17, 6:05 AM

[PLEASE DO NOT REPLY TO THIS E-MAIL. This is an auto-generated email from Cognizant's PeopleSoft Application.]

Hi,

Your Associate ID - 2032302 (also known as Employee ID, Network ID, or User ID) has been generated.

You will receive an e-mail on your date of joining from the authorized Cognizant helpdesk team CFBCompliance , to set- up your network credentials. In case you have any difficulties following the guidelines in the email, please contact the helpdesk team via phone: India & Asia-Pacific: 1-800-572-0473; USA & Canada: 1-866-822-2024, Europe: 0-800-678-1616, or write to Passwordreset@cognizant.com

Login to Cognizant Email: Once you retrieve your network password, please login to Cognizant mail (https://mail.cognizant.com) to review additional next steps which need to be completed. You will need to use the prefix cts\ before your Associate ID(i.e. cts\2032302) when logging into Cognizant mail.

Kindly download your copy of PF Nomination form (Form 2), Gratuity Nomination form (Form F), other applicable Statutory forms and Pre-joining forms that has been submitted as part of Onboarding Cognizant Technology Solutions India Private Limited and its India legal entities.
Please note that no further changes can be made to your forms in Pre-joining section and access to the OneC Onboarding app will be revoked in 6 months from your Date of Joining. Please navigate to the Pre-joining section in Onboarding app by clicking here to download your copy of the submitted forms.

We request you to update your Nomination forms on periodical basis / at the time of life event changes in the Beneficiary Nomination Center (BNC) app by clicking here

Thank You,
Cognizant Human Resources

17-4H8
(C.W)

Cognizant

17-4115

27-Apr-2021

Dear Sri Tanuja Machina,
B.Tech/B.E., Electronics and Communication Engineering
Gudlavalleru Engineering College,Gudlavalleru

Candidate ID – 15017184

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**.You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500 /-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR Rs.**450,740/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for 3 months and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

Cognizant

1748104618

27-Apr-2021

Dear Sri Tanuja Machina,
B.Tech/B.E., Electronics and Communication Engineering
Gudlavalleru Engineering College,Gudlavalleru

Candidate ID – 15017184

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**.You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500 /-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR Rs.**450,740/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for 3 months and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

3.1 Cognizant Internship:

a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.

b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program.

3.2 Continuous Skill Development (CSD) Program:

a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrollment into the program.

b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

3.3 GenC Training Post joining:

a) Cognizant continues to invest in skill building of the entry-level talent and GenC training is a formal on-the-job training offered to trainees based on the business specific skilling needs. The terms and conditions of this training will be governed by Cognizant GenC program guidelines.

b) The Cognizant Internship or the Continuous Skill Development (CSD) completion qualify as the entry criteria to the GenC training and is used as basis towards your allocation to projects/roles.

We look forward to you joining us. Should you have any further questions or clarifications, please log into https://campus2Cognizant.cognizant.com

Yours sincerely,
For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President – Human Resources

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature: **Date:**

Compensation and Benefits

Name: Sri Tanuja Machina **Designation:** Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7349	88,188
	Annual Gross Compensation		**359,988**
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		**382,488**
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		**401,988**

As an associate you are also entitled to the following additional benefits:

- Floating Medical Insurance Coverage
- Round the Clock Group Personal Accident Insurance coverage
- Group Term Life Insurance
- Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
- Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

Leave & Vacation:

- From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

Sl No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

- From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
- In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity leave by adhering to the conditions as specified in the Cognizant India Leave policy

Provident Fund Wages:

• For the purpose of computing PF Wages to Provident Fund, Pension Fund & EDLI Scheme, PF Wages shall be Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout".

• Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser

Employees State Insurance:

• Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter.

• Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month.

• ESI shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period.

* **Flexible Benefit Plan:** Your compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to

1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** **Incentive Indication:** Incentive amount may be higher, lower, or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is prorated to the duration spent with Cognizant India for the calendar year and will be paid to you only if you are active on Cognizant's payroll on the day of incentive payout.

*** **Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same. Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

TATA

Ref: TCSL/CT20203181826/1659020/Pune
Date: 25 November 2021

MS. VENKATASIRI SUVVA
H No 6-146/A,Kommugudem. Near Rcm Church,Kommugudem, Chintalapudi Mandal, Recharla, West Gc
Chintalapudi, Eluru,
Andhra Pradesh-534460.
Tel# 919398686762

Sub: Joining Letter

Dear Ms. Venkatasiri Suvva,

We would like to take this opportunity to extend a very warm welcome to TATA Consultancy Services Limited (TCSL) family.

We are pleased to inform you that your joining date at TCSL will be **06th December 2021** , your joining location is **Hyderabad** , work location is **Hyderabad** and your stream is **IT** . This has been provided considering your preference and business requirements.

Your wellbeing is our utmost priority in the current COVID-19 pandemic scenario across India. Keeping this in mind, and the regulations enforced by various states at this point, we have internally enabled a virtual onboarding process for our future TCSers. For the Virtual Onboarding Process, **you will not be required to physically report at the TCS offices on the date of your joining** .

TCS XP HR Team will reach out to you over email in the next few days to guide you further on the virtual onboarding process and steps to be taken to prepare yourself for onboarding.

Congratulations on completing the first phase of your learning through TCS Xplore Program. We appreciate your passion towards learning which has helped you to perform well. You are now set to experience learning through our coveted TCS Xperience Program.

17481A0421
(C.W)

Offer: Computer Consultancy
Ref: TCSL/CT20203181826/Pune
Date: 21/11/2021

Ms. Venkatasiri Suvva
H No 6-146/A,Kommugudem.Near Rcm Church,Kommugudem, Chintalapudi Mandal, Recharla, West Go
Chintalapudi,
Eluru-534460,
Andhra Pradesh.
Tel# 91-9951319447

Dear Venkatasiri Suvva,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore/ TCS Xperience (detailed under Terms & Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Nyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India
Tel: 91 20 6608 3777 Fax: 91 20 6608 7307 Website: www.tcs.com
Registered Office: Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Servicedesk: 1800 209 3111 Email: careers@tcs.com

Infosys

HRD/3T/21-22/1002131161

July 27, 2021

Ms. Ramya Sree Talari
Candidate ID: 1002131161
Dno: 8-141/2 , Kona Vari Street
Near Chinna Anjaneya Swamy Temple, Kankipadu
Krishna District - 521151
Krishna District
India
Ph: (91) 99893 00512

Dear Ramya Sree,

SUB: LETTER OF INTENT TO HIRE

Congratulations! Further to your application for Employment with Infosys Limited ('Company') and the subsequent selection process, we are delighted to communicate to you our intent to make you an offer for the position of **Systems Engineer** in Job Level 3 with the company. Your DoJ is **December 6, 2021** and you will receive the Letter of Appointment with all the elaborates soon.

This letter of intent would be superseded by a formal employment contract. The employment contract will detail out the scope, terms and conditions of your employment with the company, break up of your salary, proposed location of posting, date of joining etc.

Please be advised that our offer to you will be conditional upon you having successfully completed your graduation / post-graduation qualification and having completed all course requirements and examinations required for the award of the educational qualification mentioned by you in your application for employment with the Company. You are required to submit all marks sheets and other relevant documents (if any), on the day you join the Company. Further, you should have been declared as passed by the relevant examination authority. Please note that the determination of the adequacy or authenticity of all or any of the proofs and any condoning delay in submission of the same will be at the Company's absolute and sole discretion.

Should you meet the conditions of employment, your **Total Gross Salary** includes a Performance Incentive and will be **INR 360000** per annum. The complete breakdown of the compensation and increment will be provided in the Letter of Appointment.

This is a letter of intent only. It is not intended to be, and shall not constitute in any way a binding or legal agreement, or impose any legal obligation or duty on either you or the Company. Should you have any questions regarding the above, please do not hesitate to write to us at offer_update@infosys.com.

Welcome to Infosys Ltd. We are confident you will be able to make a significant contribution to the success of Infosys Limited. We wish you a long, rewarding and fulfilling career and look forward to working with you.

Yours sincerely,

RICHARD LOBO
EVP and Head Human Resources – Infosys Limited

1748IA04I3(C.W)

Infosys

July 27, 2021

HRD/3T/21-22/1002131161

Ms. Ramya Sree Talari
Candidate ID: 1002131161
Dno: 8-141/2 , Kona Vari Street
Near Chinna Anjaneya Swamy Temple, Kankipadu
Krishna District - 521151
Krishna District
India
Ph: (91) 99893 00512

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Yours sincerely,

RICHARD LOBO
EVP and Head Human Resources – Infosys Limited

accenture

Application Development Associate
Phone Number +91 91218 52344 (Mobile)
Email Address t.aishwarya.lakshmi@accenture.com
Location Hyderabad - HDC3C

Bikram Singh
Manager
People Lead Syed Amjad Ali

Professional Profile

Job Details

Job Details

Supervisory Organization	Accenture (Julie Sweet) >> NA-SFBG-P3-01 (Bikram Singh)
Job	Application Development Associate
Business Title	Application Development Associate
Job Profile	Application Development Associate
Job Family	Software Engineering > Application Development
Management Level	12-Associate
Time Type	Full time
Location	Hyderabad - HDC3C

Contact Information - Public

Phone	+91 91218 52344 (Mobile)
Email	t.aishwarya.lakshmi@accenture.com

Work Address

SEZ,IT/ITES,Blk6 (S Twr) Flr 7,8&15
Blk7,Orion66/1,RaidurgV,RangaRedyDt
Hyderabad- 500032
Telangana
India

116
1823

1748 IAD 4I4 (C.W)

BE YOURSELF,
MAKE A DIFFERENCE.

accenture

Strictly Private and Confidential

Date: 10-Jul-2021

Talluri Lalitha Aishwarya Lakshmi
C9742055

23 -110 opposite to old panchayath office ,near Andhra bank, Sivalayam Street, Pamarru,Krishna District,Andhra Pradesh-521157

9121852344

Dear **Talluri Lalitha Aishwarya Lakshmi**,

Based on our recent discussion with you, we are pleased to extend an offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Center, India as per the below terms and conditions:

Job Profile - Application Development Associate

Management Level - 12

Job Family Group- Software Engineering

Please refer to:

- Annexure I for the compensation and benefits details
- Annexure II for the documentation to be submitted by you
- Terms of Employment

Your employment with Accenture will be governed by the clauses mentioned in the attached "Terms of Employment". You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 65% and above or 6.5 CGPA and above in the current degree as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date

After successful completion of the aforementioned assessments, and after joining the Company, you will need to undergo further training program(s), with specified timeframes, for the specific skill-set assigned to you. Periodic tests will be conducted throughout this training program and you are expected to clear all of them. You will need to score a minimum of 60% marks in each of these tests to clear the Accenture-specific training program. If you are unable to score 60% in your first attempt, you will get two more opportunities to take the test and score the required passing percentage. Your employment with Accenture is subject to you successfully completing the Accenture-specific training program. If you are unable to clear the Accenture-specific training program tests in three attempts, your services with the Company shall be terminated as per Clause 10 outlined in the Terms of Employment.

After acceptance of the offer of employment or any time during the course of your employment with the Company you may be required to undergo drug/alcohol/substance test based on the project you are deployed. This offer and your employment with Accenture are contingent upon you completing particular tests as per the requirements of the Company and in the instance of failing these tests namely the drug/alcohol/substance test, Accenture may, in its sole discretion, elect to terminate or suspend your employment immediately.

In the event a government body/authority exercising its jurisdiction and statutory power/authority seeks information pertaining to any aspect of your employment, the Company shall provide such information to the government body/authority without any notification to you. The foregoing shall be applicable to information pertaining to your employment being shared in pursuance of statutory requirements/compliance. You may belong to this category and your details will be disclosed to these authorities.

To indicate your acceptance of this offer and Terms of Employment with Accenture, please confirm your acceptance/rejection by logging on to Accenture Recruitment Portal (https://india.jobs.accenture.com/default.aspx) using your unique reference number, candidate identification (CID) and mobile number within 7 days (Seven days) from the date of this letter post which the link will be disabled for you. If we do not receive your response before the expiration of 7 days (Seven days) from the date of this letter, the terms of this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. Further, at the time of joining you are required to provide all documentation identified in Annexure (II) along with the singed copy of this offer letter and Terms of Employment.

ANNEXURE 1

COMPENSATION & BENEFITS

Annual Total Cash compensation structure as per the Company guidelines is:

Total Cash Compensation Elements	
	Annual (INR)
(A) Annual Fixed Compensation	383000
(B) Local Variable Bonus (LVB) earning potential (at maximum 8.5%)	32500
Maximum Annual Total earning potential (A+B)	415500
Joining Bonus (Refer to the Section C)	25,000
(D) Additional Benefits	
Gratuity as per law#	9500
Insurance Premium(notional value)	
Total Cash Compensation + Total Additional Benefits (A+B+C+D)	450000

(A) Annual Fixed Compensation

• Your annual fixed compensation is INR 383000. This includes allowances structured in accordance with the Company compensation guidelines and applicable statutory norms. Please note the annual fixed compensation includes employer's contribution to Provident Fund, as applicable.

TDS is deducted as applicable from your income.

(B) Local Variable Bonus (LVB)

•As part of your annual total cash compensation, you will be eligible to participate in the FY21 Local Variable Bonus programme (LVB). Your indicative pay-out can range from 0% to 8.5% of the prorated fixed pay in the Fiscal year, subject to the overall terms and conditions of the LVB, including but not limited to your individual performance achievements and the Company's performance. In addition to these two components, your LVB is also linked to your Individual Utilization. The Company may, at any time and in its sole and absolute discretion, amend, suspend, withdraw vary and/or modify any of the terms and conditions of the LVB programme guidelines The LVB will be paid out subject to you being on the rolls of the Company on the date of disbursement of these pay outs and will be prorated based on your tenure in Accenture India and considering the period of leave without pay during the said fiscal year.

In addition to the above, you will also be eligible for the following benefits:

1. Gratuity amount is an approximation of your eligibility and the final payout of any gratuity amount will be determined in accordance with the applicable provisions of the Payment of Gratuity Act, 1972, as per the Company policy.
2. One time relocation allowance subject to a maximum of INR 2,500 on submission of actual supporting as per policy.
3. Transport facility, as per Company guidelines, can be availed at no cost.

Details pertaining to relocation allowance will be provided to you at the time of joining the Company. In the unlikely event you choose to leave the Company, or your services are terminated, before the completion of 1 year of employment with the Company, the relocation assistance will be construed as debt due and payable by you and should be repaid on termination of your employment. Any dues payable by you on termination will be recovered from your final settlement to the extent possible.

The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the Medical Insurance, Personal Accident Insurance and Life Insurance and Relocation Assistance program guidelines.

From the date of your joining, the compensation and benefits mentioned in this annexure will be applicable to you until any further communication from the Company.

Following the implementation to the GST regulations with effect from July 1st 2017, please note the treatment to any continuing obligations that you have, pursuant to any signing/joining/relocation/retention bonus as per the terms of your employment, will be as under:

Any signing, joining, relocation or retention bonus received by you will be paid along with salary of the relevant or succeeding pay month. This amount is recoverable as per your employment terms, if your service commitment with Accenture change. Any such recovery or adjustment shall be made from your salary pertaining to the service month before your last working day in the Company. Any shortfalls will be adjusted against any further amounts due and payable to you.

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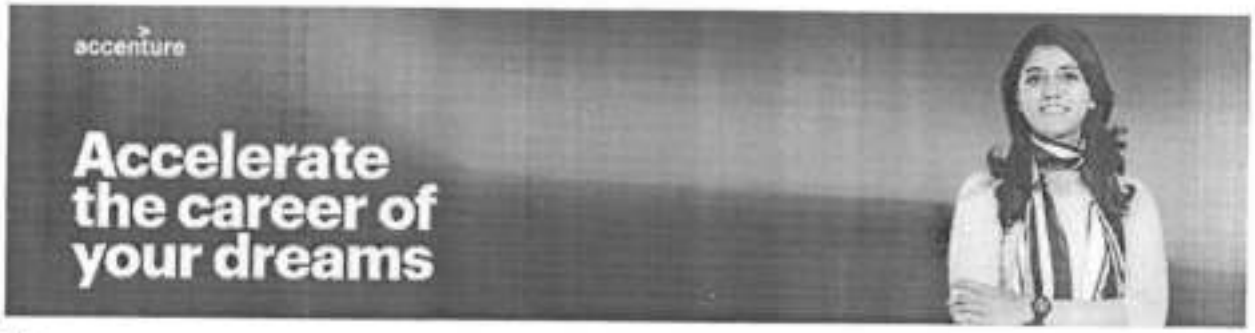

To,

Name : Tankala Layasri

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Tankala Layasri,

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 7 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Pre-joiner-Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes a learning module - Technology Fundamentals Online Learning program (Hereinafter" program"). We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The training module of this program is typically made available to potential new joiners at least 45 days before onboarding to give them a reasonable time to learn at their pace and comfort. Details of which are as under:

    - Under the program, the learning modules hosted on a technology platform will prepare the potential new joiner to be code ready.

    - Post onboarding/joining Accenture, and after the Induction the potential new joiner will need to go through the Technology fundamental assessment (based on the pre on-boarding online learning program).

    - On successful completion of the program and clearance of the Technology fundamental

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CW
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TATA

Ref: TCSL/CT20203351082/1614947/Ahmedabad
Date: 01 November 2021

MS. VENKATA LAKSHMI TANKALA
7/234-D Katari Ranganayakamma Street,
Gudivada, Gudivada,
Andhra Pradesh-521301.
Tel# 918897449953

Sub: Joining Letter

Dear Ms. Venkata Lakshmi Tankala,

We would like to take this opportunity to extend a very warm welcome to TATA Consultancy Services Limited (TCSL) family.

We are pleased to inform you that your joining date at TCSL will be **11th November 2021** , your joining location is **Hyderabad** , work location is **Hyderabad** and your stream is **EIS & IOT** . This has been provided considering your preference and business requirements.

Your wellbeing is our utmost priority in the current COVID-19 pandemic scenario across India. Keeping this in mind, and the regulations enforced by various states at this point, we have internally enabled a virtual onboarding process for our future TCSers. For the Virtual Onboarding Process, **you will not be required to physically report at the TCS offices on the date of your joining** .

TCS XP HR Team will reach out to you over email in the next few days to guide you further on the virtual onboarding process and steps to be taken to prepare yourself for onboarding.

Congratulations on completing the first phase of your learning through TCS Xplore Program. We appreciate your passion towards learning which has helped you to perform well. You are now set to experience learning through our coveted TCS Xperience Program.

TATA CONSULTANCY SERVICES
Tata Consultancy Services Ltd
Peepul Park, Technopark Campus, Kariyavattom P.O., Thiruvananthapuram - 695 581, Kerala, India
Telephone : +91 471 6629400, Fax: +91 471 6629420, Website : www.tcs.com
Registered Office : Nirmal Building, 9th Floor, Nariman Point, Mumbai - 400 021
Corporate Identification Number (CIN): L22210MH1995PLC084781

Scanned by TapScanner

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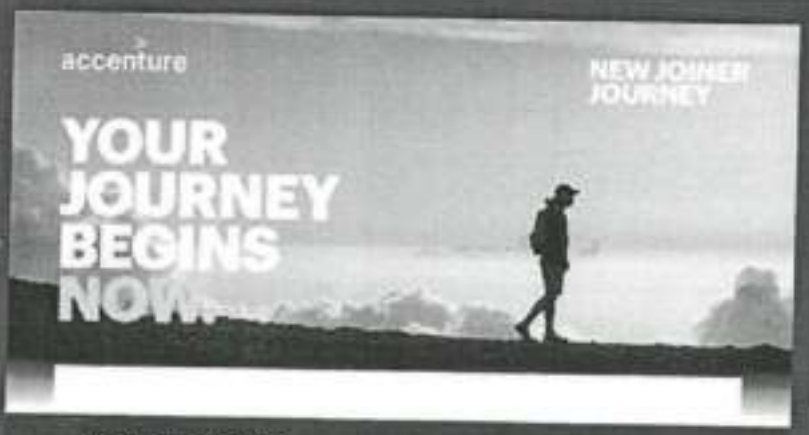
C.W

8:54 AM

Welcome To Accenture Inbox

E emailservice@accent... 5/8/2021
to me



Hi Rajasree Thota,
Congratulations on your decision to join Accenture!
We are very excited to have you join our team!

Your official start date might be days or even weeks away, but you do not have to wait to begin your journey with Accenture. You can get started right now.

Start by exploring Countdown to Accenture your personalized guide to learn what you can expect from your Accenture career.

Login using your personal email address as the username. If this is your first time logging into Accenture, or if you have forgotten your password, select the "Forgot Password" link and follow the instructions.

If you have any trouble viewing this invitation or accessing the link above, please visit the Frequently Asked Questions page.

Privacy statement | Cookies | Unsubscribe | Contact Us | Visit accenture.com

This is a promotional message from Accenture that may contain research, analysis or marketing information. If you would prefer not to receive future email communications, please Unsubscribe here. By opening or clicking on links in our emails you agree to our use of cookies, web beacons and similar technology. Access to your information and correction may be made by using the Contact Us link above or writing to the address below.

© 2018 Accenture. All Rights Reserved. | Accenture LLP, 161 N Clark St., Chicago, IL 60601 USA. Please see also all global Accenture Corporate Entities List for

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(C.W)

Accenture Solutions Private Limited

Letter of Authorization

(For use of Personal Information and Sensitive Personal Data or Information)

To whom it may concern

I understand that my employment with Accenture Solutions Private Limited, having its registered office at Plant 3, Godrej & Boyce Complex, LBS Marg, Vikhroli (West), Mumbai Maharashtra 400079 (hereinafter referred to as 'Accenture', which expression shall unless repugnant to the context or meaning thereof mean and include its successors, nominees assigns and administrators), is governed by Accenture Employment Policies as applicable, and that this employment is subject to satisfactory background checks [including educational qualifications, past employment records, work experience, work authorization (if applicable) identity check, police clearance check, criminal records check, court record checks etc.] and professional reference checks.

I hereby certify all of the statements made on the Accenture's **Employee Application Form** are true and complete, and I understand that any omission or misrepresentation of any fact may result in revocation of the offer of employment or refusal of employment or immediate dismissal.

I hereby declare and affirm that:

- I am not an undischarged insolvent and that I have never applied to any court of law to be adjudicated as an insolvent.
- No criminal charges have ever been framed against me by any court of law.
- I have not been convicted by any court for any offence involving moral turpitude.
- I have not been involved or been party to any financial or economic crimes in any manner whatsoever.
- I have never been involved or been party to any terrorist activities.

I agree and understand that, if at any time hereinafter, any or all of the above statements are found to be false / untrue, Accenture shall, without prejudice to its other rights, shall have the right to forthwith revoke the offer of employment or terminate my services and also initiate appropriate legal proceedings against me. I further agree and understand in the event of such revocation or termination, I shall not be entitled to any compensation or benefits whatsoever.

I hereby authorize Accenture Solutions Private Limited and its representative to collect, store, process, transfer and share my personal information and sensitive personal information like bank accounts, PAN, biometric information, medical record, e-mail addresses etc.) provided in my resume and application of employment, and to conduct enquiries as may be necessary, in the company's discretion.

I authorize Accenture and its representative to initiate the necessary enquiries/checks with immediate effect, barring my current employment. Verification of my current employment can be initiated on or after the date of joining. I also authorize Accenture and its representative to initiate reference checks with the references provided by me with immediate effect.

Further, I also acknowledge and provide my consent to Accenture to transfer and share (within India or outside of India) such information with:
a. Affiliates of Accenture for administrative purposes and/or audit;
b. Clients/prospects in relation to any staff augmentation assignments.

I hereby declare that the execution of this authorization has been done of my own free will and consent and without any undue force or coercion in any manner whatsoever.

I am aware that Accenture has adopted security practices and procedure to ensure that the information collected in secure and they are available on Accenture's website and in public domain.

I authorize all persons who may have information relevant to this enquiry to disclose it to Accenture or its representative. I hereby release all persons from liability on account of such disclosure.

Signature : T. Raja Sree

Full Name in Capitals : THOTA RAJASREE

Date : 20/07/2021

Final instruction: You can either download, manually sign, scan and upload the document or choose to download, e-sign and upload.

Accenture Check-in process completion Inbox

Onboarding.DO... 9/3/2021
to me, Onboarding.DOC....

Hi Dileep Udayagiri,

Greetings!

Thank you for completing the check-in process.
A very warm welcome to Accenture!

Hope you are excited about your new career journey with Accenture effective 03-Sep-2021.

Regards,
Accenture Onboarding Team

17-419
(C.W)

Accenture Check-in process completion Inbox

Onboarding.DOC.A... Sep 3
to me, Onboarding.DOC.A...

Hi Dileep Udayagiri,

Greetings!

Thank you for completing the check-in process.
A very warm welcome to Accenture!

Hope you are excited about your new career journey with Accenture effective 03-Sep-2021.

Regards,
Accenture Onboarding Team

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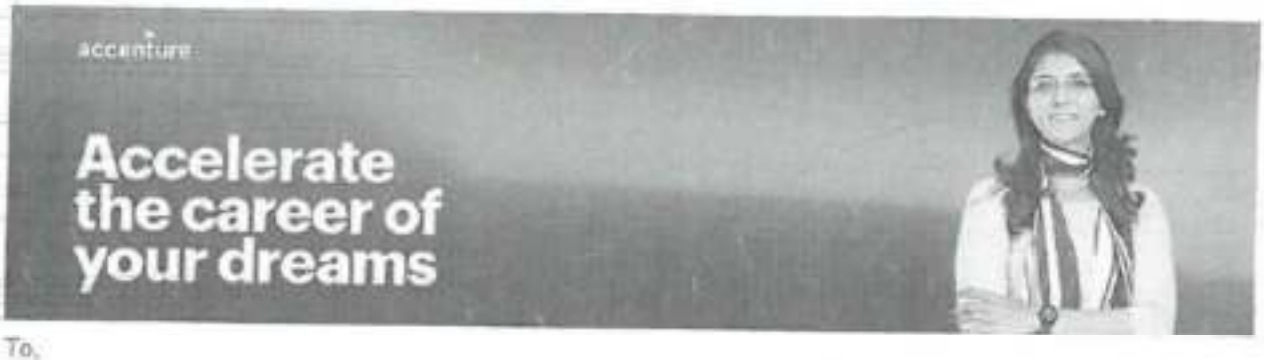
8331899173



To,

Name : Dileep Udayagiri

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Dileep Udayagiri,

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks** - Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 7 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Pre-joiner-Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes a learning module - Technology Fundamentals Online Learning program (Hereinafter" program"). We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The training module of this program is typically made available to potential new joiners at least 45 days before onboarding to give them a reasonable time to learn at their pace and comfort. Details of which are as under:

    - Under the program, the learning modules hosted on a technology platform will prepare the potential new joiner to be code ready.

    - Post onboarding/joining Accenture, and after the Induction the potential new joiner will need to go through the Technology fundamental assessment (based on the pre on-boarding online learning program).

    - On successful completion of the program and clearance of the Technology fundamental

assessment in the first attempt along with completion of the online program module, a potential new joiner will be eligible for a learning incentive of INR 10,000.

- In case a potential new joiner fails in the first attempt they will not be eligible for any learning incentive.
- To clear assessments for the program, potential new joiners are required to score minimum 60% marks in each assessment test for the program. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 65% marks to clear the assessment for the program.
- Before each reattempt, reasonable guidance and appropriate refresher training sessions will be provided to new joiners to help them appear in the reassessment.

The potential new joiner's employment with Accenture is subject to successful completion of the assessment of the program, as mentioned above.

After a new joiner has cleared the Pre-Joiner Program; they will need to undergo further Accenture stream specific trainings. For clearing these trainings also, Accenture provides three attempts with success criteria similar to one for the pre-joiner program as mentioned above. If potential new joiners are unable to complete the Accenture specific training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) – Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits - INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter.

"This is an electronically generated document does not require signatures"

17481A04J0
U. Naga Malleswara Rao

Infosys Limited | Virtual Onboarding Survey

1 message

Infosys Limited <offers@infosys.com>
To: n.rao.uppala007@gmail.com <n.rao.uppala007@gmail.com>

Fri 9 Jul, 2021 at 6:04 PM

Dear Candidate,

Greetings! We hope you and your family are safe and well.

As we are initiating our virtual onboarding process for Freshers, we request you to provide us with some vital system information.

Kindly click here to update your details at the earliest.

Please note, it is essential for you to update details on the link shared above for us to accelerate your virtual onboarding process.

If you have any queries, please write to us at offer_update@infosys.com.

We look forward to welcoming you at Infosys.

Regards,

Talent Acquisition

Infosys Limited

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TATA

Ref: TCSL/CT20203351102/1426832/Hyderabad
Date: 06 July 2021

MR. LOKNIVAS UPPUTHOLLA
6-132 Oldtown Macherla Yadav Bazar,
Macherla, Guntur,
Andhra Pradesh-522426.
Tel# 919177578252

Sub: Joining Letter

Dear Mr. Loknivas Upputholla,

We would like to take this opportunity to extend a very warm welcome to TATA Consultancy Services Limited (TCSL) family.

We are pleased to inform you that your joining date at TCSL will be **12th August 2021** , your joining location is **Hyderabad** , work location is **Hyderabad** and your stream is **CBO** . This has been provided considering your preference and business requirements.

Your wellbeing is our utmost priority in the current COVID-19 pandemic scenario across India. Keeping this in mind, and the regulations enforced by various states at this point, we have internally enabled a virtual onboarding process for our future TCSers. For the Virtual Onboarding Process, **you will not be required to physically report at the TCS offices on the date of your joining** .

TCS XP HR Team will reach out to you over email in the next few days to guide you further on the virtual onboarding process and steps to be taken to prepare yourself for onboarding.

Congratulations on completing the first phase of your learning through TCS Xplore Program. We appreciate your passion towards learning which has helped you to perform well. You are now set to experience learning through our coveted TCS Xperience Program.

TATA CONSULTANCY SERVICES
Tata Consultancy Services Ltd
Peepul Park, Technopark Campus, Kariavattom P.O., Thiruvananthapuram - 695 581, Kerala, India
Telephone : +91 471 6623400, Fax: +91 471 6623499, Website : www.tcs.com
Registered Office : Nirmal Building, 9th Floor, Nariman Point, Mumbai - 400 021
Corporate Identification Number (CIN): L22210MH1995PLC084781

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TATA

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Offer: Computer Consultancy
Ref: TCSL/CT20203351102/Hyderabad
Date: 08/01/2021

Mr. Loknivas Upputholla
6-132 Oldtown MacherlaYadav Bazar,
Macherla,
Guntur-522426,
Andhra Pradesh.
Tel# -

Dear Loknivas Upputholla,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be assigned a role in the **Infrastructure Services (IS)** Unit, which is subject to change as per the business requirements of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year.Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

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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Tech Mahindra
Cerium SYSTEMS

Cerium Systems Pvt Ltd
No.527, 22nd Main Road, Sector 1
Sector 1, HSR Layout
Bangalore, Karnataka 560102, India
Cerium-systems.com

Date:20th Aug 2021

Hari Siva Prakash Vaddineni
3-107/C,
Sivaramapuram,
Tallur Mandal,
Prakasam District-523264,
Andhrapradesh.
Phone No:7013327898

Subject - Offer of Appointment

Dear **Hari Siva Prakash Vaddineni,**

It is our pleasure to welcome you to Cerium Systems Private Limited (referred to as "The Company")

1. With reference to our discussions, we are pleased to offer you appointment in our Organization as **Associate Engineer** on **U1** band, operating out of our **Vizag** office.
2. Your "Annual Total Cash Compensation" will be **Rs. 3,10,000 (Indian Rupees Three lakhs ten thousand only).** Please refer **Annexure-A** for details on the compensation and statutory deductions.
3. Your remuneration package is strictly confidential between you and here after, referred as The Company and should not be discussed with anyone nor divulged to anyone in any manner whatsoever.
4. Your employment with us will be governed by terms and conditions as specified in **Annexure-B.**
5. You are required to join on **6th Sep 2021** at the below mentioned location. The Offer stands withdrawn thereafter, unless the date is extended and communicated to you in writing.
6. On the date of joining, you are requested to report to **Bangalore office** at 9:30 AM to complete the joining formalities. At the time of joining, you are expected to carry originals of the documents as per **Annexure – D** and submit the copies of the same to the HR Team.
7. Please note that this Offer is subject to your being given a clear background check either at the time of reporting/joining or thereafter depending upon our receipt of the background check report from the agency.
8. Kindly acknowledge acceptance of this Offer of Appointment by signing and returning the 'acceptance copy' to **Offers@cerium-systems.com** latest by 28th Aug 2021.

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TATA

Ref: TCSL/CT20203118600/1424304/Hyderabad
Date: 02 July 2021

MS. VALLI YAMINI VADLAMANNATI
15/555-3 Edepalli,
Zilla Court Back Gate, Machilipatnam,
Andhra Pradesh-521001.
Tel# 919346246416

Sub: Joining Letter

Dear Ms. Valli Yamini Vadlamannati,

We would like to take this opportunity to extend a very warm welcome to TATA Consultancy Services Limited (TCSL) family.

We are pleased to inform you that your joining date at TCSL will be **05th August 2021** , your joining location is **Hyderabad** , work location is **Hyderabad** and your stream is **IT** . This has been provided considering your preference and business requirements.

Your wellbeing is our utmost priority in the current COVID-19 pandemic scenario across India. Keeping this in mind, and the regulations enforced by various states at this point, we have internally enabled a virtual onboarding process for our future TCSers. For the Virtual Onboarding Process, **you will not be required to physically report at the TCS offices on the date of your joining** .

TCS XP HR Team will reach out to you over email in the next few days to guide you further on the virtual onboarding process and steps to be taken to prepare yourself for onboarding.

Congratulations on completing the first phase of your learning through TCS Xplore Program. We appreciate your passion towards learning which has helped you to perform well. You are now set to experience learning through our coveted TCS Xperience Program.

TATA CONSULTANCY SERVICES
Tata Consultancy Services Ltd
Peepul Park, Technopark Campus, Kariyavattom P.O., Thiruvananthapuram - 695 581, Kerala, India
Telephone : +91 471 6629600, Fax: +91 471 6629409, Website : www.tcs.com
Registered Office : Nirmal Building, 9th Floor, Nariman Point, Mumbai - 400 021
Corporate Identification Number (CIN): L22210MH1995PLC084781

accenture

View Worker: Anusha Valluri

Application Development Associate

Phone Number +91 84658 88178 (Mobile)
Email Address anusha.valluri@accenture.com
Location Bengaluru - BDC7A

Srinivas Nanjappa
Manager

Professional Profile

Job Details

Job Details

Supervisory Organization	Accenture (Julie Sweet) >> TRGB1 (Srinivas Nanjappa)
Job	Application Development Associate
Business Title	Application Development Associate
Job Profile	Application Development Associate
Job Family	Software Engineering > Application Development
Management Level	12-Associate
Time Type	Full time
Location	Bengaluru - BDC7A

Contact Information - Public

Phone	+91 84658 88178 (Mobile)
Email	anusha.valluri@accenture.com

Work Address

SEZ,Blok-5B,7A,7B, SyNos.51 to 64/4
Bellandur Village,Varthur Hobli
Bengaluru- 560037
Karnataka
India

126/182

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Gmail

Sivani Veerabaina <sivaniveerabaina@gmail.com>

Infosys Limited | Virtual Onboarding Survey
1 message

Infosys Limited <offers@infosys.com>
To: "sivaniveerabaina@gmail.com" <sivaniveerabaina@gmail.com>

Fri, Jul 9, 2021 at 6:35 PM

Candidate,

Greetings! We hope you and your family are safe and well.

As we are initiating our virtual onboarding process for Freshers, we request you to provide us with some vital system information.

Kindly click here to update your details at the earliest.

Please note: It is essential for you to update details on the link shared above for us to accelerate your virtual onboarding process.

If you have any queries, please write to us at offer_update@infosys.com.

We look forward to welcoming you at Infosys.

Regards,

Talent Acquisition

s Limited

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TATA

Ref: TCSL/DT20219044544/1695431/Hyderabad
Date: 14 December 2021

MS. RAMYA VEERANKI
1-108, Near Balaji Rice Mill Davuluru,Toll Plaza,
Kankipadu, kankipadu,
Andhra Pradesh-521151.
Tel# 919551633999

Sub: Joining Letter

Dear Ms. Ramya Veeranki,

We would like to take this opportunity to extend a very warm welcome to TATA Consultancy Services Limited (TCSL) family.

We are pleased to inform you that your joining date at TCSL will be **23rd December 2021** , your joining location is **Hyderabad** , work location is **Hyderabad** and your stream is **IT** . This has been provided considering your preference and business requirements.

Your wellbeing is our utmost priority in the current COVID-19 pandemic scenario across India. Keeping this in mind, and the regulations enforced by various states at this point, we have internally enabled a virtual onboarding process for our future TCSers. For the Virtual Onboarding Process, **you will not be required to physically report at the TCS offices on the date of your joining** .

TCS XP HR Team will reach out to you over email in the next few days to guide you further on the virtual onboarding process and steps to be taken to prepare yourself for onboarding.

Congratulations on completing the first phase of your learning through TCS Xplore Program. We appreciate your passion towards learning which has helped you to perform well. You are now set to experience learning through our coveted TCS Xperience Program.

17-4K2

BE YOURSELF,
MAKE A DIFFERENCE.

accenture

Strictly Private and Confidential

Date:16-Sep-2021

Vijjirouthu Mounika
C10117528

21-189/1, batchu pet ,R.K mess back side,Machilipatnam

8688077684

Dear **Vijjirouthu Mounika,**

Based on our recent discussion with you, we are pleased to extend an offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Center, India as per the below terms and conditions:

Job Profile - Application Development Associate

Management Level - 12

Job Family Group- Software Engineering

Please refer to:

- Annexure I for the compensation and benefits details
- Annexure II for the documentation to be submitted by you
- Terms of Employment

Your employment with Accenture will be governed by the clauses mentioned in the attached "Terms of Employment". You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 65% and above or 6.5 CGPA and above in the current degree as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

V. Mounika
candidate's Signature

Reference Id: 60e58214-60c5-435a-945f-21f681c9d4ff_1
Signed By: Mahesh Vasudeo Zurale

1348A04K3

Infosys

July 27, 2021

HRD/31/21-22/1002133073

Ms. Pujitha Vikkurthi
Candidate ID: 1002133073
17/335-7A,Mandapadu
Adharsha Nagar
Gudivada- 521 301
Gudivada
India
Ph: (91) 91779 80095

Dear Pujitha,

SUB: LETTER OF INTENT TO HIRE

Congratulations! Further to your application for Employment with Infosys Limited ('Company') and the subsequent selection process, we are delighted to communicate to you our intent to make you an offer for the position of **Systems Engineer** in Job Level 3 with the company. Your DoJ is **December 20, 2021** and you will receive the Letter of Appointment with all the elaborates soon.

This letter of intent would be superseded by a formal employment contract. The employment contract will detail out the scope, terms and conditions of your employment with the company, break up of your salary, proposed location of posting, date of joining etc.

Please be advised that our offer to you will be conditional upon you having successfully completed your graduation / post-graduation qualification and having completed all course requirements and examinations required for the award of the educational qualification mentioned by you in your application for employment with the Company. You are required to submit all marks sheets and other relevant documents (if any), on the day you join the Company. Further, you should have been declared as passed by the relevant examination authority. Please note that the determination of the adequacy or authenticity of all or any of the proofs and any condoning delay in submission of the same will be at the Company's absolute and sole discretion.

Should you meet the conditions of employment, your **Total Gross Salary** includes a Performance Incentive and will be **INR 360000** per annum. The complete breakdown of the compensation and increment will be provided in the Letter of Appointment.

This is a letter of intent only. It is not intended to be, and shall not constitute in any way a binding or legal agreement, or impose any legal obligation or duty on either you or the Company. Should you have any questions regarding the above, please do not hesitate to write to us at offer_update@infosys.com.

Welcome to Infosys Ltd. We are confident you will be able to make a significant contribution to the success of Infosys Limited. We wish you a long, rewarding and fulfilling career and look forward to working with you.

Yours sincerely,

RICHARD LOBO
EVP and Head Human Resources – Infosys Limited

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TATA

Ref: TCSL/DT20195544024/1599545/Chennai
Date: 25 October 2021

MR. MOHAN VAMSI VURA
6-27/2, Near Kranti School Kalidindi Center,
Kalidindi, Kalidindi,
Andhra Pradesh-521344.
Tel# 917386531112

Sub: Joining Letter

Dear Mr. Mohan Vamsi Vura,

We would like to take this opportunity to extend a very warm welcome to TATA Consultancy Services Limited (TCSL) family.

We are pleased to inform you that your joining date at TCSL will be **11th November 2021** , your joining location is **Hyderabad** , work location is **Hyderabad** and your stream is **IT** . This has been provided considering your preference and business requirements.

Your wellbeing is our utmost priority in the current COVID-19 pandemic scenario across India. Keeping this in mind, and the regulations enforced by various states at this point, we have internally enabled a virtual onboarding process for our future TCSers. For the Virtual Onboarding Process, **you will not be required to physically report at the TCS offices on the date of your joining** .

TCS XP HR Team will reach out to you over email in the next few days to guide you further on the virtual onboarding process and steps to be taken to prepare yourself for onboarding.

Congratulations on completing the first phase of your learning through TCS Xplore Program. We appreciate your passion towards learning which has helped you to perform well. You are now set to experience learning through our coveted TCS Xperience Program.

TATA CONSULTANCY SERVICES
Tata Consultancy Services Ltd
Peepul Park, Technopark Campus, Kanavattom P.O., Thiruvananthapuram - 695 581, Kerala, India
Telephone : +91 471 6629400, Fax: +91 471 6629499, Website : www.tcs.com
Registered Office : Karmal Building, 9th Floor, Nariman Point, Mumbai - 400 021
Corporate Identification Number (CIN): L22210MH1995PLC084781

NARENDRA KUMAR Y
2069894

Cognizant

2069894

Cognizant Technology Solutions

Cognizant

Roll no: 17481A04K5

28-Apr-2021

Dear Narendra Kumar Yarra,
B.Tech/B.E., Electronics and Communication Engineering
Gudlavalleru Engineering College,Gudlavalleru

Candidate ID – 15017754

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant").** You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500 /-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR Rs.**450,740/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for 3 months and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant.

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

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Cognizant

Dear Recruit,
Candidate ID: 15017754

Greetings from Cognizant!

Congratulations! Your **'Onboarding Pass'** has been successfully generated and is now available in the pre-joining task section. Please check the start date (YYYY-MM-DD): 2021-10-07 in your Onboarding Pass before downloading.

Kindly have all the mandatory documents ready along with the Onboarding Pass on your date of joining to complete the onboarding formalities.

We look forward to have you onboard!

We wish you a successful career with Cognizant!

Regards,
Cognizant Talent Acquisition

Y. Narendra Kumar
17481A04K5

K6

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Welcome to Wipro Inbox

careers@wipro.com 20/12/2021
to me

Welcome

4KG c.w

wipro

APPOINTMENT LETTER

November 26, 2021

Dear Yekula Bhavani,

Welcome to Wipro Limited (Company/Wipro) and congratulations on your appointment as **Project Engineer**. The terms of your employment with the Company is listed below. Please be informed that the terms may be modified pursuant to changes in the Company policy updated from time to time.

1. Appointment Details:

a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.

b. You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.

c. The retirement age is 58 years.

d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company .in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.

e. We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.

f. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.

g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining.

2. Compensation:

You will be eligible for:

a. Compensation and benefits in accordance with Annexure III - Salary Offer Sheet.

b. Variable Pay - The details of this component are listed in Annexure V. The Variable Pay program may be changed or modified in part or full thereof from time to time, at the sole discretion of the Company.

c. Other compensation and benefits in accordance with Company policy as modified and intimated to you from time to time.

d. Your salary will be reviewed periodically as per Company policy.

e. Changes in your compensation are at the Company's discretion and will be subject to and on the basis of your effective performance and the performance results of the Company during your period of employment and other relevant criteria.

3. Other Benefits:

You will also be eligible for:

accenture

Application Development Associate

Phone Number +91 70750 01212 (Mobile)
Email Address yelchuri.sai.suneela@accenture.com
Location Hyderabad - HDC3A

Bikram Singh
Manager
People Lead Dharmalingam Chandrakumar

Professional Profile

Job Details

Job Details

Supervisory Organization	Accenture (Julie Sweet) >> NA-SFBG-P3-01 (Bikram Singh)
Job	Application Development Associate
Business Title	Application Development Associate
Job Profile	Application Development Associate
Job Family	Software Engineering > Application Development
Management Level	12-Associate
Time Type	Full time
Location	Hyderabad - HDC3A

Contact Information - Public

Phone	+91 70750 01212 (Mobile)
Email	yelchuri.sai.suneela@accenture.com

Work Address

SEZ,IT/ITES,Blk6 (S Twr) Flr 7,8&15
Blk7,Orion66/1,RaidurgV,RangaReddyDt
Hyderabad- 500032
Telangana
India

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Hi Yelchuri Bindu Naga Venkata Sai Suneela,

Greetings!

Thank you for completing the check-in process.
A very warm welcome to Accenture!

Hope you are excited about your new career journey with Accenture effective 16-Aug-2021.

Regards,
Accenture Onboarding Team

17481A04K7
(C.W)

BE YOURSELF,
MAKE A DIFFERENCE.

accenture

Strictly Private and Confidential

Date:07-Jul-2021

Yelchuri Bindu Naga Venkata Sai Suneela
C9727844

D.No:27/186-2, Back of Bala Sai Degree College, Patharamannapet, Machilipatnam, Krishna District, Andhra Pradesh, pin code:521001

7075001212

Dear Yelchuri Bindu Naga Venkata Sai Suneela,

Based on our recent discussion with you, we are pleased to extend an offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Center, India as per the below terms and conditions:

Job Profile - Application Development Associate

Management Level - 12

Job Family Group- Software Engineering

Please refer to:

- Annexure I for the compensation and benefits details
- Annexure II for the documentation to be submitted by you
- Terms of Employment

Your employment with Accenture will be governed by the clauses mentioned in the attached "Terms of Employment". You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 65% and above or 6.5 CGPA and above in the current degree as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

Reference Id: fff40da7-4b59-4fdf-9274-8de8dd730924_1
Signed By: Mahesh Vasudeo Zurale

After successful completion of the aforementioned assessments, and after joining the Company, you will need to undergo further training program(s), with specified timeframes, for the specific skill-set assigned to you. Periodic tests will be conducted throughout this training program and you are expected to clear all of them. You will need to score a minimum of 60% marks in each of these tests to clear the Accenture-specific training program. If you are unable to score 60% in your first attempt, you will get two more opportunities to take the test and score the required passing percentage. Your employment with Accenture is subject to you successfully completing the Accenture-specific training program. If you are unable to clear the Accenture-specific training program tests in three attempts, your services with the Company shall be terminated as per Clause 10 outlined in the Terms of Employment.

After acceptance of the offer of employment or any time during the course of your employment with the Company you may be required to undergo drug/alcohol/substance test based on the project you are deployed. This offer and your employment with Accenture are contingent upon you completing particular tests as per the requirements of the Company and in the instance of failing these tests namely the drug/alcohol/substance test, Accenture may, in its sole discretion, elect to terminate or suspend your employment immediately.

In the event a government body/authority exercising its jurisdiction and statutory power/authority seeks information pertaining to any aspect of your employment, the Company shall provide such information to the government body/authority without any notification to you. The foregoing shall be applicable to information pertaining to your employment being shared in pursuance of statutory requirements/compliance. You may belong to this category and your details will be disclosed to these authorities.

To indicate your acceptance of this offer and Terms of Employment with Accenture, please confirm your acceptance/rejection by logging on to Accenture Recruitment Portal (https://india.jobs.accenture.com/default.aspx) using your unique reference number, candidate identification (CID) and mobile number within 7 days (Seven days) from the date of this letter post which the link will be disabled for you. If we do not receive your response before the expiration of 7 days (Seven days) from the date of this letter, the terms of this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. Further, at the time of joining you are required to provide all documentation identified in Annexure (II) along with the singed copy of this offer letter and Terms of Employment.

ANNEXURE 1

COMPENSATION & BENEFITS

Annual Total Cash compensation structure as per the Company guidelines is:

Total Cash Compensation Elements	
	Annual (INR)
(A) Annual Fixed Compensation	383000
(B) Local Variable Bonus (LVB) earning potential (at maximum 8.5%)	32500
Maximum Annual Total earning potential (A+B)	415500
Joining Bonus (Refer to the Section C)	25,000
(D) Additional Benefits	
Gratuity as per law#	9500
Insurance Premium(notional value)	
Total Cash Compensation + Total Additional Benefits (A+B+C+D)	450000

(A) Annual Fixed Compensation

• Your annual fixed compensation is INR 383000. This includes allowances structured in accordance with the Company compensation guidelines and applicable statutory norms. Please note the annual fixed compensation includes employer's contribution to Provident Fund, as applicable.

TDS is deducted as applicable from your income.

(B) Local Variable Bonus (LVB)

•As part of your annual total cash compensation, you will be eligible to participate in the FY21 Local Variable Bonus programme (LVB). Your indicative pay-out can range from 0% to 8.5% of the prorated fixed pay in the Fiscal year, subject to the overall terms and conditions of the LVB, including but not limited to your individual performance achievements and the Company's performance. In addition to these two components, your LVB is also linked to your Individual Utilization. The Company may, at any time and in its sole and absolute discretion, amend, suspend, withdraw vary and/or modify any of the terms and conditions of the LVB programme guidelines The LVB will be paid out subject to you being on the roles of the Company on the date of disbursement of these pay outs and will be prorated based on your tenure in Accenture India and considering the period of leave without pay during the said fiscal year.

In addition to the above, you will also be eligible for the following benefits:

1. Gratuity amount is an approximation of your eligibility and the final payout of any gratuity amount will be determined in accordance with the applicable provisions of the Payment of Gratuity Act, 1972, as per the Company policy.
2. One time relocation allowance subject to a maximum of INR 2,500 on submission of actual supporting as per policy.
3. Transport facility, as per Company guidelines, can be availed at no cost.

Details pertaining to relocation allowance will be provided to you at the time of joining the Company. In the unlikely event you choose to leave the Company, or your services are terminated, before the completion of 1 year of employment with the Company, the relocation assistance will be construed as debt due and payable by you and should be repaid on termination of your employment. Any dues payable by you on termination will be recovered from your final settlement to the extent possible.

The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the Medical Insurance, Personal Accident Insurance and Life Insurance and Relocation Assistance program guidelines.

From the date of your joining, the compensation and benefits mentioned in this annexure will be applicable to you until any further communication from the Company.

Following the implementation to the GST regulations with effect from July 1st 2017, please note the treatment to any continuing obligations that you have, pursuant to any signing/joining/relocation/retention bonus as per the terms of your employment, will be as under:

Any signing, joining, relocation or retention bonus received by you will be paid along with salary of the relevant or succeeding pay month. This amount is recoverable as per your employment terms, if your service commitment with Accenture change. Any such recovery or adjustment shall be made from your salary pertaining to the service month before your last working day in the Company. Any shortfalls will be adjusted against any further amounts due and payable to you.

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Capgemini

Capgemini Technology Services India Limited
(Formerly known as IGATE Global Solutions Limited)
IT 1, IT 2, Airoli MIDC, Thane - Belapur Road,
Navi Mumbai 7 400708, Maharashtra, India
Tel: +91 22 7144 4283 | Fax: +91 22 7141 2121
www.capgemini.com/in-en

Superset ID: 255873

Letter of Intent ("LOI")

Dear Pravallika Vatte,

With reference to your interview conducted by us, we are pleased to inform that you have been shortlisted for the position of **Analyst** and **A4** with **Capgemini Technology Services India Limited.,** (hereinafter referred to as "Capgemini").

In this regard, we are proposing compensation package and benefits, the details of which are set forth in **Annexure 1** to this letter.

The final Employment Offer Letter shall be subject to your successful completion of all curricular requirements as laid down by the University/ Institute for award of the degree/ diploma and the minimum passing percentage/ grade/ rank/ class as determined by Capgemini.

The location of your initial reporting and training and the date of your joining would be communicated to you in due course of time post successful completion of your pre-joining trainings and final semester degree/ diploma examination.

The date of joining and the location of posting will be purely based on business requirements of Capgemini. Capgemini solely reserves the right to make any changes to the date of joining and the location of posting during the course of your training and employment with Capgemini.

Upon accepting this LoI, you will be provided access to the ADAPT (Accelerated Digital Aid for Pre-onboarding Talent) eLearning platform which allows you to learn and master the concepts and skills required to be industry ready. The learning will be a self-paced journey inclusive of assignments, assessments and webinars as deemed appropriate by Capgemini and the successful completion of the same is a prerequisite for joining Capgemini.

It is very essential that you effectively leverage this platform to complete the courses and clear

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(C.W)

Capgemini

Capgemini Technology Services India Limited
(Formerly Known as IGATE Global Solutions Limited)
IT 1, IT 2, Airoli MIDC, Thane - Belapur Road,
Navi Mumbai 400708, Maharashtra, India.
Tel: +91 22 7144 4283 | Fax: +91 22 7141 2121
www.capgemini.com/in-en

Superset ID: 255873

Letter of Intent ("LOI")

Dear Pravallika Vaite,

With reference to your interview conducted by us, we are pleased to inform that you have been shortlisted for the position of **Analyst** and **A4** with **Capgemini Technology Services India Limited.**, (hereinafter referred to as "Capgemini").

In this regard, we are proposing compensation package and benefits, the details of which are set forth in **Annexure 1** to this letter.

The final Employment Offer Letter shall be subject to your successful completion of all curricular requirements as laid down by the University/ Institute for award of the degree/ diploma and the minimum passing percentage/ grade/ rank/ class as determined by Capgemini.

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The date of joining and the location of posting will be purely based on business requirements of Capgemini. Capgemini solely reserves the right to make any changes to the date of joining and the location of posting during the course of your training and employment with Capgemini.

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It is very essential that you effectively leverage this platform to complete the courses and clear

Cognizant

17-4LP (C.W)

22-Mar-2021

Dear Venkata Sairam Paka,
B.Tech/B.E., Electronics and Communication Engineering
Gudlavalleru Engineering College,Gudlavalleru

Candidate ID – 15017252

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**.You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500 /-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR Rs.**450,740/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for 3 months and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

3.1 Cognizant Internship:

a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.

b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program.

3.2 Continuous Skill Development (CSD) Program:

a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrollment into the program.

b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

3.3 GenC Training Post joining:

a) Cognizant continues to invest in skill building of the entry-level talent and GenC training is a formal on-the-job training offered to trainees based on the business specific skilling needs. The terms and conditions of this training will be governed by Cognizant GenC program guidelines.

b) The Cognizant Internship or the Continuous Skill Development (CSD) completion qualify as the entry criteria to the GenC training and is used as basis towards your allocation to projects/roles.

We look forward to you joining us. Should you have any further questions or clarifications, please log into https://campus2Cognizant.cognizant.com

Yours sincerely,
For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President – Human Resources

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature: **Date:**

Compensation and Benefits

Name: Venkata Sairam Paka **Designation:** Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7349	88,188
	Annual Gross Compensation		**359,988**
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		**382,488**
	Company's contribution towards benefits (Medical, Accident and Life insurance)		19,500
	Annual Total Remuneration		**401,988**

As an associate you are also entitled to the following additional benefits:

- Floating Medical Insurance Coverage
- Round the Clock Group Personal Accident Insurance coverage
- Group Term Life Insurance
- Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
- Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

Leave & Vacation:

- From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

Sl No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

- From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
- In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity leave by adhering to the conditions as specified in the Cognizant India Leave policy

Provident Fund Wages:

• For the purpose of computing PF Wages to Provident Fund, Pension Fund & EDLI Scheme, PF Wages shall be Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout".

• Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser

Employees State Insurance:

• Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter.

• Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month.

• ESI shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period.

* **Flexible Benefit Plan:** Your compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to

1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** **Incentive Indication:** Incentive amount may be higher, lower, or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is prorated to the duration spent with Cognizant India for the calendar year and will be paid to you only if you are active on Cognizant's payroll on the day of incentive payout.

*** **Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same. Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

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1:20 PM

Welcome to Wipro

Inbox

careers@wipro... 7/12/2021

to me, adi.sravanthi

Welcome

IMPORTANT- DO NOT share your employee number or the default password with anyone before completing your password reset. Treat these as confidential.

Dear Adi Durga,

Congratulations and **welcome** to the **Wipro** Family! We are committed to provide you a great onboarding experience.

Your employee ID is 20306992, your date of joining is December 06, 2021.

As a part of your onboarding, we request you to log in to the **Wipro** Webmail and myWipro. Please follow the below steps to successfully log in and acquaint yourself with the **Wipro** world:

A. Webmail Login procedure:

(Please note: You will be able to access **Wipro** Webmail from your personal computer/laptop/mobile, only on/after your joining date)

1. Go to https://webmail.wipro.com/owa from your system or mobile. **Wipro** Webmail login page will appear with login account preference.
2. Click on '**Wipro** Limited' to get to the Sign-on page.
3. Enter your **Wipro** AD ID as ADID@**wipro**.com, which is made up of the first two letters of your first name, followed by your employee ID and @**wipro**.com, e.g. If your name is John Doe and your employee ID is 12345678, your AD ID is J012345678 (or J012345678@**wipro**.com in the email format).

17-423

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TATA

Ref: TCSL/DT20206892840/1692405/Lucknow
Date: 04 January 2022

MR. THIRUMALA REDDY KATARI
2-73,Venkatapuram Venkatapuram,
Venkatapuram, Addanki Venkatapuram,
Andhra Pradesh-523201.
Tel# 918367740322

Sub: Joining Letter

Dear Mr. Thirumala Reddy Katari,

We would like to take this opportunity to extend a very warm welcome to TATA Consultancy Services Limited (TCSL) family.

We are pleased to inform you that your joining date at TCSL will be **27th January 2022** , your joining location is **Mumbai** , work location is **Mumbai** and your stream is **IT** . This has been provided considering your preference and business requirements.

Your wellbeing is our utmost priority in the current COVID-19 pandemic scenario across India. Keeping this in mind, and the regulations enforced by various states at this point, we have internally enabled a virtual onboarding process for our future TCSers. For the Virtual Onboarding Process, **you will not be required to physically report at the TCS offices on the date of your joining** .

TCS XP HR Team will reach out to you over email in the next few days to guide you further on the virtual onboarding process and steps to be taken to prepare yourself for onboarding.

Congratulations on completing the first phase of your learning through TCS Xplore Program. We appreciate your passion towards learning which has helped you to perform well. You are now set to experience learning through our coveted TCS Xperience Program.

Accenture Check-in process completion Inbox

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Onboarding.DOC.ASE@... 4 Sep

to me, Onboarding.DOC.ASE

Hi Syam Sundar Madabathula,

Greetings!

Thank you for completing the check-in process.
A very warm welcome to Accenture!

Hope you are excited about your new career journey with Accenture effective 03-Sep-2021.

Regards,
Accenture Onboarding Team

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9182359396

To,

Name : Syam Sundar Madabathula

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Syam Sundar Madabathula,

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 7 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Pre-joiner-Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes a learning module - Technology Fundamentals Online Learning program (Hereinafter" program"). We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The training module of this program is typically made available to potential new joiners at least 45 days before onboarding to give them a reasonable time to learn at their pace and comfort. Details of which are as under:

    - Under the program, the learning modules hosted on a technology platform will prepare the potential new joiner to be code ready.

    - Post onboarding/joining Accenture, and after the induction the potential new joiner will need to go through the Technology fundamental assessment (based on the pre on-boarding online learning program).

    - On successful completion of the program and clearance of the Technology fundamental

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Ref: TCSL/CT20192725385/1421838/Hyderabad
Date: 02 July 2021

MR. REVAN CHAKKA
Opposite Shree Rama Heights Appartments Back Side Of Apsrtc Depo,
Shree Rama Heights, Jangareddygudem,
Andhra Pradesh-534447,
Tel# 917036381500

Sub: Joining Letter

Dear Mr. Revan Chakka,

We would like to take this opportunity to extend a very warm welcome to TATA Consultancy Services Limited (TCSL) family.

We are pleased to inform you that your joining date at TCSL will be **05th August 2021** , your joining location is **Hyderabad** , work location is **Hyderabad** and your stream is **CBO** . This has been provided considering your preference and business requirements.

Your wellbeing is our utmost priority in the current COVID-19 pandemic scenario across India. Keeping this in mind, and the regulations enforced by various states at this point, we have internally enabled a virtual onboarding process for our future TCSers. For the Virtual Onboarding Process, **you will not be required to physically report at the TCS offices on the date of your joining** .

TCS XP HR Team will reach out to you over email in the next few days to guide you further on the virtual onboarding process and steps to be taken to prepare yourself for onboarding.

Congratulations on completing the first phase of your learning through TCS Xplore Program. We appreciate your passion towards learning which has helped you to perform well. You are now set to experience learning through our coveted TCS Xperience Program.

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TATA

Ref: TCSL/CT20192725385/1421838/Hyderabad
Date: 02 July 2021

MR. REVAN CHAKKA
Opposite Shree Rama Heights Appartments Back Side Of Apsrtc Depo,
Shree Rama Heights, Jangareddygudem,
Andhra Pradesh-534447.
Tel# 917036381500

Sub: Joining Letter

Dear Mr. Revan Chakka,

We would like to take this opportunity to extend a very warm welcome to TATA Consultancy Services Limited (TCSL) family.

We are pleased to inform you that your joining date at TCSL will be **05th August 2021** , your joining location is **Hyderabad** , work location is **Hyderabad** and your stream is **CBO** . This has been provided considering your preference and business requirements.

Your wellbeing is our utmost priority in the current COVID-19 pandemic scenario across India. Keeping this in mind, and the regulations enforced by various states at this point, we have internally enabled a virtual onboarding process for our future TCSers. For the Virtual Onboarding Process, **you will not be required to physically report at the TCS offices on the date of your joining** .

TCS XP HR Team will reach out to you over email in the next few days to guide you further on the virtual onboarding process and steps to be taken to prepare yourself for onboarding.

Congratulations on completing the first phase of your learning through TCS Xplore Program. We appreciate your passion towards learning which has helped you to perform well. You are now set to experience learning through our coveted TCS Xperience Program.

TATA CONSULTANCY SERVICES
Tata Consultancy Services Ltd
Peepul Park, Technopark Campus, Kariavattom P.O., Thiruvananthapuram - 695 581, Kerala, India
Telephone : +91 471 6629400, Fax: +91 471 6629499, Website : www.tcs.com
Registered Office : Nirmal Building, 9th Floor, Nariman Point, Mumbai - 400 021
Corporate Identification Number (CIN): L22210MH1995PLC084781

TCS Xperience Program

Learning is a way of life at TCSL. The TCS Xperience Program will open a world of opportunities and help you to scale greater heights in your professional life.

The program is carefully designed to develop software engineering skills, nurture professionalism and inculcate a process mindset. This program provides the perfect platform to polish the skills you have gained through the TCS Xplore program, making you 'project ready'.

The duration of your TCS Xperience Program is based on your performance in TCS Xplore program and business requirements.

Based on your performance and the number of attempts taken to clear the TCS Xplore Program, you are eligible for the Readiness Incentive of **INR40000** . Your incentive will be given along with your salary, provided you:

- *Join the organization on the specified date.*

- *Serve Minimum tenure (12 months from the date of joining) with the organization.*

Note :

- *If you do not serve the minimum tenure mentioned above, the incentive provided will be recovered.*

- *Readiness incentive will not be given if a request for re-joining is initiated by you.*

The program has regular assessments based on pre-defined learning objectives. You are expected to meet the required standards during the TCS Xperience Program. In case, the performance does not meet the expectations, the management reserves the right to either extend your program or take appropriate action.

As communicated through various forums during the recruitment process, your appointment is subject to completion of your final academic (UG/PG) course within the stipulated time as specified by your University/Institute and as per TCSL selection guidelines. You also have to fulfill all the TCS eligibility criteria as stated in the Offer letter.

Kindly confirm your acceptance of this program by clicking on the 'I Accept' button in Nextstep portal. We encourage you to join us on the specified date to enjoy the benefit of timely processing and avail better opportunities.

TATA CONSULTANCY SERVICES
Tata Consultancy Services Ltd
Peepul Park, Technopark Campus, Kariavattom P.O., Thiruvananthapuram - 695 581, Kerala, India
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Registered Office : Nirmal Building, 9th Floor, Nariman Point, Mumbai - 400 021
Corporate Identification Number (CIN): L22210MH1995PLC084781

We look forward to you joining us on an enriching career with TCSL. Together, let us take this organization to greater heights!

Gear up to experience the future!!

Warm regards,

Janardhan S
Global Head - Talent Development

Click here or use a QR code scanner from your mobile to validate the joining letter

TATA CONSULTANCY SERVICES
Tata Consultancy Services Ltd
Peepul Park, Technopark Campus, Kariavattom P.O., Thiruvananthapuram - 695 581, Kerala, India
Telephone : +91 471 6629400, Fax: +91 471 6629499, Website: www.tcs.com
Registered Office : Nirmal Building, 9th Floor, Nariman Point, Mumbai - 400 021
Corporate Identification Number (CIN): L22210MH1995PLC084781

J. HarshaVardhini
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TATA

05-AUG-2021

Letter Of Appointment

Ms. Harsha Sesetti
TCS - Hyderabad

Dear Ms. Harsha,

Further to your acceptance of our offer letter vide TCSL/CT20203062279/- Hyderabad dated 11-Jan-2021 we are pleased to appoint you in our organisation in grade Y as A.S.E-Trainee.

Your emoluments are already communicated to you vide our aforesaid offer letter.

You will be on Training for a period of 12 months from the date of your joining i.e. 05-AUG-2021 and will be confirmed thereafter, if found suitable, in a regular grade.

Your appointment will be governed by the policies, rules, regulations, benefits and terms & conditions of TCSL as applicable to you and the changes therein from time to time.

Your Associate number is 1928817.

Yours sincerely,
For TATA Consultancy Services Limited

GIRISH V NANDIMATH
Global Head – Talent Acquisition

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
TCS House, Raisina Street, Fort, Mumbai-400 001, Maharashtra, India
Tel: 91 22 6778 9999 Fax: 91 22 6778 9000 [illegible]
Registered Office: Nirmal Building, 9th Floor, Nariman Point, Mumbai-400 021

TCS Private & Confidential

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Welcome to Cognizant!

1 message

<HumanResources@cognizant.com>
To: b.kishore1729@gmail.com

Thu, 7 Oct, 2021 at 9:06 pm

[PLEASE DO NOT REPLY TO THIS E-MAIL. This is an auto-generated email from Cognizant's PeopleSoft Application.]

Hi,

Your Associate ID - 2069599 (also known as Employee ID, Network ID, or User ID) has been generated.

You will receive an e-mail on your date of joining from the authorized Cognizant helpdesk team CFBCompliance , to set- up your network credentials. In case you have any difficulties following the guidelines in the email, please contact the helpdesk team via phone: India & Asia-Pacific: 1-800-572-0473; USA & Canada: 1-866-822-2024, Europe: 0-800-678-1616, or write to Passwordreset@cognizant.com

Login to Cognizant Email: Once you retrieve your network password, please login to Cognizant mail (https://mail.cognizant.com) to review additional next steps which need to be completed. You will need to use the prefix cts\ before your Associate ID(i.e. cts\2069599) when logging into Cognizant mail.

Kindly download your copy of PF Nomination form (Form 2), Gratuity Nomination form (Form F), other applicable Statutory forms and Pre-joining forms that has been submitted as part of Onboarding Cognizant Technology Solutions India Private Limited and its india legal entities.

Please note that no further changes can be made to your forms in Pre-joining section and access to the OneC Onboarding app will be revoked in 6 months from your Date of Joining. Please navigate to the Pre-joining section in Onboarding app by clicking here to download your copy of the submitted forms.

We request you to update your Nomination forms on periodical basis / at the time of life event changes in the Beneficiary Nomination Center (BNC) app by clicking here

Thank You,
Cognizant Human Resources

This e-mail and any files transmitted with it are for the sole use of the intended recipient(s) and may contain confidential and privileged information. If you are not the intended recipient(s), please reply to the sender and destroy all copies of the original message. Any unauthorized review, use, disclosure, dissemination, forwarding, printing or copying of this email, and/or any action taken in reliance on the contents of this e-mail is strictly prohibited and may be unlawful. Where permitted by applicable law, this e-mail and other e-mail communications sent to and from Cognizant e-mail addresses may be monitored. This e-mail and any files transmitted with it are for the sole use of the intended recipient(s) and may contain confidential and privileged information. If you are not the intended recipient(s), please reply to the sender and destroy all copies of the original message. Any unauthorized review, use, disclosure, dissemination, forwarding, printing or copying of this email, and/or any action taken in reliance on the contents of this e-mail is strictly prohibited and may be unlawful. Where permitted by applicable law, this e-mail and other e-mail communications sent to and from Cognizant e-mail addresses may be monitored.

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Cognizant (CW)

22-Mar-2021

Dear Kishore Badiga,
B.Tech/B.E., Electronics and Communication Engineering
Gudlavalleru Engineering College,Gudlavalleru

Candidate ID – 15017384

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**.You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500 /-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR Rs.**450,740/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for 3 months and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

3.1 Cognizant Internship:

a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.

b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program.

3.2 Continuous Skill Development (CSD) Program:

a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrollment into the program.

b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

3.3 GenC Training Post joining:

a) Cognizant continues to invest in skill building of the entry-level talent and GenC training is a formal on-the-job training offered to trainees based on the business specific skilling needs. The terms and conditions of this training will be governed by Cognizant GenC program guidelines.

b) The Cognizant Internship or the Continuous Skill Development (CSD) completion qualify as the entry criteria to the GenC training and is used as basis towards your allocation to projects/roles.

We look forward to you joining us. Should you have any further questions or clarifications, please log into https://campus2Cognizant.cognizant.com

Yours sincerely,
For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President – Human Resources

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature: **Date:**

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Date: 29th of April 2021
Name: MOHAMMED FAIZAN
Roll Number: 17481A04L8

Sub: Letter of Intent

Dear MOHAMMED FAIZAN

We are pleased to offer you the position of **Customer Care Executive.** You shall report for a comprehensive training program on **May/June/Jul** at 10:00 AM.

Your Monthly CTC will be **Rs.12,200/- + Incentives & Tenure bonus**. The details of your salary break up are provided to you in the annexure.

The offer is subject to:

- You submitting the degree certificate and all your mark sheets at the time of joining.
- A satisfactory reference from the list of referees furnished by you at the time of joining.
- A satisfactory medical opinion, if required, from a registered medical practitioner (RMP) nominated by the company.
- Submission of satisfactory proofs regarding information declared by you, i.e. your age, educational qualification, previous work experience and relieving letter from your last employer etc.

You will be under training which will vary for a period from 2 to 8 weeks depending on the performance and the project that you would be assigned. Your continuity in the organization is subject to successful clearance of training evaluation.

You will be on probation for a period of 6 months and will be confirmed on rolls upon successful completion of the probation (The probation is inclusive of the training period).

We are looking forward to you building a successful career with ALLSEC.

Best Wishes,

For **Allsec Technologies Limited,**

Authorized Signatory
Human Resources Department

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wipro

July 29, 2021

Dear **Musunuru Preethi Sailaja**,

Welcome to Wipro!

We hope you are safe amidst the prevailing COVID-19 pandemic in the country. We are glad to have you on-board and join our Wipro Family. You will soon be connecting with your managers and working on your respective projects to build a bolder tomorrow.

We are aware that some of you are yet to complete your final semester examinations and thus as a welcome gesture, we have introduced 2 weeks of paid exam leave for all whose examinations will get scheduled in due course of time. The employee must inform their manager and Campus Team and will be required to submit the exam admit card which should include the start and end date of the exam.

Please Note:

- The additional 2 weeks paid leaves are only applicable for those who have not completed their final semester exam
- It is mandatory to submit the required documents

We wish you the very best for your final exams in advance!

Yours sincerely,
For **Wipro Limited,**

Aparna Shallen
General Manager - Human Resources

Registered Office:
Wipro Limited
Doddakannelli
Sarjapur Road
Bengaluru 560 035
India

T : +91 (80) 2844 0011
F : +91 (80) 2844 0054
E : info@wipro.com
W : wipro.com
C : L32102KA1945PLC020800

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wipro

APPOINTMENT LETTER

June 2, 2021

Dear **Musunuru Preethi Sailaja**,

Welcome to Wipro Limited (Company/Wipro') and congratulations on your appointment as **Project Engineer**. The terms of your employment with the Company is listed below. Please be informed that the terms may be modified pursuant to changes in the Company policy updated from time to time.

1. Appointment Details:

a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.

b. You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.

c. The retirement age is 58 years.

d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company ,in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.

e. We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.

f. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.

g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining.

Registered Office:
Wipro Limited
Doddakannelli
Sarjapur Road
Bengaluru 560035
India

T : +91 (80) 2844 0011
F : +91 (80) 2844 0054
E : info@wipro.com
W : wipro.com
C : L32102KA1945PLC020800

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2. Compensation:

You will be eligible for:

a. Compensation and benefits in accordance with Annexure III - Salary Offer Sheet.

b. Variable Pay - The details of this component are listed in Annexure V. The Variable Pay program may be changed or modified in part or full thereof from time to time, at the sole discretion of the Company.

c. Other compensation and benefits in accordance with Company policy as modified and intimated to you from time to time.

d. Your salary will be reviewed periodically as per Company policy.

e. Changes in your compensation are at the Company's discretion and will be subject to and on the basis of your effective performance and the performance results of the Company during your period of employment and other relevant criteria.

3. Other Benefits:

You will also be eligible for:

a. Leave, holidays and working hours as applicable to your stream and location of posting.

b. Perquisites, if any, as applicable to your band and stream and / or based on functional requirements as determined by the Company.

c. Participation in the Company's Provident Fund Scheme (PF) as per the policies applicable to your band and stream.

d. Leave Travel Assistance (LTA) as per the Company's policy.

e. Wipro Medical Assistance Scheme (MAS) provided you are not covered under the purview of the ESI Act.

f. Employee Benefits Program sponsored and administered by the Company for management employees, comprising of pension plan or gratuity plan, survivor benefit plan and industrial injury benefits.

g. Please refer to the detailed policies in the Company's intranet portal i.e. **mywipro.wipro.com**

4. Responsibilities:

a. In view of your position and office, you would be expected to perform all responsibilities effectively, diligently and to the best of your ability and ensure results. There may be times when you will be expected to work extra hours to achieve the above when the job so requires. At all times, you are required not to engage in activities that have or will have an adverse impact on the reputation / image and business of the Company, whether directly or indirectly.

b. You may be required to undertake travel for business purposes for which you will be eligible for reimbursement of travel expenses as per the Company policy applicable to you.

c. We are committed to ensure 'Integrity' in all aspects of the Company's functioning. You are expected to comply with all the applicable policies of the Company including the Code of Business Conduct and Ethics ('Policies') as they form an integral part of the terms of your employment with Wipro. Consequently, you are required to understand the scope and intent behind these policies and to comply with the same. These Policies are updated / modified on a periodic basis and new policies may be introduced and notified to employees from time to time and you will be required to comply with the same.

d. Consistent with (c) above, any matter or situation or incident that may arise that could potentially result, or has resulted, in any violation of the Policies or the terms of your employment, shall immediately be brought to the notice of your Business Unit Head and appropriate disciplinary action will be initiated.

5. Conflict of Interest:

a. You are required to engage yourself exclusively in the work assigned by Wipro and you shall not take up any independent or individual assignments (whether part time or full time, in an advisory capacity or otherwise) directly or indirectly without the express written consent of your Business Unit Head.

b. You shall ensure that you shall not, directly or indirectly, engage in any activity or have any interest in, or perform any services for any person who is involved in activities, which are or shall be in conflict with the interests of Wipro.

c. The Conflict of Interest Policy also refers to the need on your part, during your employment and for a period of one year from the cessation of your employment with the Company (irrespective of the circumstances of, or the reasons for, the cessation) not to solicit, induce or encourage:

i. Any employee of the Company to terminate their employment with the Company or to accept employment with any competitor, supplier or any customer with whom you have a connection pursuant to your employment with the Company.

ii. Any customer or vendor of the Company to move his existing business with the Company to a third party or to terminate his business relationship with the Company.

iii. Any existing employee to become associated with, or perform services of any type for any third party.

d. In case of any conflict or doubt, please discuss the matter with your Business Unit Head, to understand the Company's position on this and resolve the conflict.

6. Confidentiality:

a. In consideration of the opportunities, training and access to new techniques and know-how that will be made available to you, you will be required to comply with the Confidentiality Policy of the Company. Therefore, please maintain all Confidential Information as defined from time to time in the Confidentiality Policy of the Company, as secret and confidential and do not use or disclose any such Confidential Information except as may be required under obligation of law or as may be required by the Company and in the course of your employment. This covenant shall endure during your employment and beyond the cessation of your employment with the Company (irrespective of the circumstances of, or the reasons for, the cessation).

b. In your work for Wipro, you will be expected not to use or disclose any confidential information, including trade secrets, of any former employer or other person with whom you have an obligation of confidentiality and by signing below you affirm that you have no conflicting obligations or non-compete agreements that would prevent you from working without limitation for the Company.

7. Assignment of Intellectual Property

In connection with your employment and during the term of your employment, upon conception or creation, you shall disclose and assign to Wipro as its exclusive property, all inventions, ideas, concepts, discoveries, techniques, and improvements (including, without limitation, legal documents, training materials, computer software and associated materials) developed or conceived by you solely or jointly with others (whether or not during business hours), and shall comply with the Policies of Wipro in relation to Intellectual Property.

8. Non-Compete

In the course of your employment with the Company you will be providing services to customers or clients of the Company during which process you will be handling sensitive information including but not limited to key customers of the Company, competitor information, customer sensitive information ('Confidential Information'). You acknowledge and recognize that Confidential Information available to you, if leaked, would cause irreparable harm to the Company and its protection is of utmost importance to the Company. You confirm that for a period of six (6) months after separation of your employment from the Company (irrespective of the circumstances of or the reason for the separation), you will not accept any offer of employment from a customer or client with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of separation.

9. General:

This offer of appointment is subject to the precondition that you have not provided us with any false declaration and/or documentation or willfully suppressed any material information. If at any point of time, it is brought to our notice that you have submitted fabricated documentation or made false representation or willfully suppressed material information, you shall be liable to be removed from service with immediate effect and the Company reserves its right to initiate appropriate action as per applicable policy and /or enforce remedies available to us under law.

Please note that you are required to inform us if there are any agreements, oral or written, which you have entered into and which may relate to or affect your commitments under this employment contract.

a. You acknowledge that you have understood the terms of this employment contract and that you are aware that the specific performance of the terms of this employment contract may be enforced legally, if required. In this connection, if any of the provisions of this letter of appointment are declared or found to be void or unenforceable due to any reason whatsoever, the remaining provisions of this letter shall continue in full force and effect.

b. These employment terms supersede and replace any existing agreement or understanding, if any, between the Company and you on the same subject matter.

c. You warrant that you are not prevented by any court or by any other administrative or judicial authority or order from providing the services required under this employment contract. In the event that you are not a citizen of the country of posting, you should have a valid work permit to work in the country of posting.

d. Your appointment shall be treated as withdrawn in case:

i. You have not scored minimum aggregate marks of 60% in your 10th Standard or equivalent education.
ii. You have not scored minimum aggregate marks of 60% in your 12th Standard or equivalent education.
iii. For Graduates: You have not scored minimum aggregate marks of 60% in your graduation.
iv. For Post Graduates: You have not scored minimum aggregate marks of 60% in your graduation and 60% in post-graduation.
v. You have any pending backlogs/ arrears on the date of appointment.

Please note that at any stage, whether during your online test and/or interview process or upon joining the Company, if it is brought to our notice that you have indulged in malpractices or used illegal means to clear your online assessment, the Company shall withdraw or revoke the offer with immediate effect and we reserve our rights to take suitable action against you as we may deem fit.

10. Training Agreement:

As part of your smooth transition from campus to corporate, the Company shall be providing you extensive training through learning interventions from the time of your selection to on-boarding. You shall be provided an opportunity to learn in Pre-Joining programs, Self-directed learning modules, MOOCs, in-classroom learning, on-the-job training, Top Gear modules, and / or customer specific tools and technology learning. Through this extensive training the Company makes significant investment for your project readiness and successful journey in the projects. In consideration of the Company reposing confidence in you and providing you with the opportunity to undergo the training as detailed above and in consideration of the company bearing all the costs in connection with the training besides paying you normal salary and benefits, you solemnly agree to complete the training and continue your employment with the company for a period of **atleast** 12 months commencing from the date of your joining. In case you choose to leave the Company before the expiration of the said period or if your services are terminated before the expiration of the said period, for any reason whatsoever, you shall **be liable** to pay to the Company liquidated damages of up to Rs. 75,000/-(Rupees Seventy Five Thousand only) in the manner defined in the training agreement, signed by you with the Company.

11. Notice Period & Termination:

Your employment with the Company shall be terminable, without reasons, by either party giving one-month notice during probationary period and three months' notice on confirmation. The Company reserves the right to pay or recover salary in lieu of notice period. Further, the Company may at its discretion relieve you from such date as it may deem fit even prior to the expiry of the notice period. However, if the Company desires you to continue the employment during the notice period you shall do so. Notice period and termination of employment contract shall be governed by the applicable internal policies of the Company as updated from time to time.

On acceptance of seperation notice, you will immediately hand over to the Company before you are relieved, all correspondence, specifications, formulae, books, documents, cost data, market data, literature, drawings, effects and comply with all the relieving formalities required by the Company. Further, you shall not make or retain any copies of these items.

12. Pre Joining Program (PJP):

During the time period between your offer and onboarding, the Company will provide you an online, self-directed learning opportunity through a Pre Joining Program(PJP). You will be given a specific technology track to learn and we urge you to utilize this opportunity to gain hands-on experience so as to enable you to obtain a suitable project.

Please confirm that the above terms and conditions are acceptable to you and that you accept the appointment by submitting a signed copy of this letter of appointment with your original signature on the date of joining.

Yours sincerely,
For Wipro Limited,

Aparna Shailen
General Manager - Human Resources

I have read, understood and agree to accept the employment on the terms and conditions herein.

I shall be reporting for duty on __/__/____

Name: _____

Signature: _____ Date: __/__/____

Place: _____

ANNEXURE I

DECLARATION ON CONFLICT OF INTEREST

Wipro Limited has adopted a conflict of interest policy in respect of its employees. This policy is intended to avoid conflict between the personal interest of an employee and the interest of the company in dealings with suppliers, customers and all other organizations or individuals doing or seeking to do business with the company.

Noted below are a few examples of conflict of interest:

a. For an employee or any dependent member of his family to have an interest in any organization, which has business dealings with the company where there is an opportunity for preferential treatment to be given or received, except where such an interest comprises of securities in widely held corporations which are quoted and sold in the open market or the interest is not material.

b. For an employee or any dependent member of his family to buy, sell or lease any kind of property, facilities or equipment from or to the company or any affiliate or to any company, firm or individual who is or is seeking to become a contractor, supplier or customer, except with the knowledge and consent of top management.

c. For an employee to serve as an officer, director or in any other management capacity or as a consultant of another company or organization doing or seeking to do business with the company or an affiliate except with the knowledge and consent of top management.

d. For an employee to use or release to a third party any data on decisions, plans, competitive bids or any other information concerning the company, which might be prejudicial to the interest of the company.

e. For an employee or any dependent member of his family to accept commission, a share in profits or other payments, loans (other than with established banking or financial institutions), services excessive entertainment and travel or gifts of more than nominal value from any individual or organization doing or seeking to do business with the company.

I have read the above mentioned 'Conflict of interest' policy and I declare that there is no 'Conflict of Interest' in my employment. If in future any conflict arises, I will immediately inform my supervisor and notify the top management.

Name:

Date: __/___/_____ **Signature:**.....

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Compliance to Company's Code of Conduct to Regulate, Monitor and Report Trading (Code) by Insiders

Insider Trading is prohibited by both Law as well as by Wipro Limited's (hereinafter to as the 'Company') internal policy. Insider trading generally involves the act of subscribing/buying/ selling or dealing in the Company's Securities, while in possession of any Unpublished Price Sensitive Information (hereinafter referred to as "UPSI") about the Company. It also involves disclosing or procuring any UPSI about the Company to/from others who could subscribe or buy or sell or deal in the Company's Securities.
As an employee of the Company you are considered as an Insider and accordingly advised as below:

1. Trading when in possession of UPSI: Employees are strictly prohibited from trading in the Securities of the Company when in possession of UPSI concerning the Company. Trading in securities of the Company is also prohibited for certain designated employees when the trading window is closed. For details please contact policyclearinghouse@wipro.com.

2. Communication or procurement of Unpublished Price Sensitive Information (UPSI): Employee shall seek, communicate, provide or allow access to UPSI of the Company to others only for legitimate purposes, performance of duties and discharge of legal obligations and strictly on a need-to-know basis. Employees are strictly prohibited from the following:

a) Counseling or disclosing or communicating UPSI to any other person including spouse and/or relatives, except on a need to know basis.

b) Counseling as well as expressing opinions or making any recommendations to any person on the Securities of the Company when in possession of any UPSI.

c) Unauthorized disclosure or communication of UPSI.

d) Procuring any UPSI from others

3. Individual and Personal Responsibility: As per the Code, Company can take appropriate actions like wage freeze, suspension, termination of employment on employees involved in insider Trading. Insider trading also attracts severe civil and criminal penalties not only on the Insider but also on the Company in certain circumstances. The penalties levied on the employee will not be borne by the Company and the employee individually is responsible.

4. Disclosure requirements: Every employee of the Company and their Immediate Relatives shall disclose to the Company the number of securities acquired or disposed of within two trading days of the transaction if the value of the securities traded, whether in one transaction or a series of transactions over any calendar quarter, aggregates to a traded value in excess of ten lakh rupees. For more details on procedures and guidelines, employees are requested to refer the Company's Code of Conduct to Regulate, Monitor and Report Trading by Insiders. Or write to policyclearinghouse@wipro.com

ANNEXURE II

PERSONAL INFORMATION AS REQUIRED UNDER INFORMATION TECHNOLOGY ACT, 2000

I ----------, confirm that I am voluntarily sharing my Personal Information including documents with Wipro Limited ('Wipro') for the following purposes:

a. validating my Curriculum Vitae and retaining records on the same for any future reference/verification;

a. processing my job application including background verification checks;

b. employment-related actions including record keeping, processing compensation and benefits and any action required in the context of my employment with Wipro.

In this context, I also agree to the retention of such Personal Information including documents by Wipro for any future reference/verification and authorize Wipro to transfer the same to a third party.
I understand that 'Personal Information' means any information including documents, relating to me that is available with Wipro and is capable of identifying me."

Name:

Date: __/__/____

Signature.....

ANNEXURE III

SALARY OFFER SHEET

Name: Musunuru Preethi Sailaja

Career Group: TRB – II

Position : Project Engineer

You shall receive salary as detailed below.

COMPONENT	AMOUNT (INR)
Basic	11,670
HRA	5,835
Bonus	2,334
Wipro Benefits Plan (WBP)	4,849
Total Fixed Cash	**24,688**
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
Total Fixed Compensation	**27,108**
Other Compensation Benefits	
Health benefit (Medical)	600
Variable Pay	
Target Variable Pay	1,459
Target Cost to Company per month	**29,167**
Total Cost to Company per annum	**3,50,004**

*Notional sum indicating contribution of 5.31 % of your basic towards provision of Gratuity. Employees will be eligible for payment of gratuity as per the Wipro Policy for the same.

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Apart from the standard salary components, **Project Engineers** are also entitled to the following unique **Company Benefits** to help you manage during exigency.

a. Onetime Interest free loan of Rs. 20,000/- towards housing deposits or towards purchase of a two wheeler

b. Onetime Interest free contingency loan of lesser of Rs. 50,000/- and 2 months gross towards housing deposits or illness, death in immediate family or self-marriage

c. Medical assistance of Rs.15,000 per annum for employees who are not covered under the ESI scheme.

d. Medical Insurance Coverage up to Rs 2lac per annum.

Date: __/__/_____ **Signature:**.....

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ANNEXURE – IV

I hereby confirm that I shall submit the required academic certificates including but not limited to mark sheet and Provisional or Convocation Degree Certificate within 3 months from my date of joining. I understand that my employment is subject to my aggregate meeting the Company's eligibility criteria and submission of the above mentioned documents.

I hereby declare that all the particulars mentioned above are true to the best of my knowledge. In the event of my failure to submit the above mentioned documents or in case of any discrepancy, I shall be liable for immediate termination of my employment with the Company.

Name:

Date: __/___/_____ **Signature:**.....

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ANNEXURE – V

Variable Pay - A BRIEF OVERVIEW

Variable Pay Policy Summary & Computation:

Variable Pay is a variable component in your salary stack which would be paid out on a quarterly basis. It would be linked to the following parameters:

For employees joining in billable roles, variable pay will be linked to individual billability, i.e. the number of days employee is billed in a quarter. This factor is applicable only for employees joining in billable roles in Bands Team Rainbow, A1, A2, A3, B1, B2 and B3 and who have variable pay as part of their salary stack.

For employees joining in above Bands in Support roles and central functions, and who have variable pay as part of their salary stack, variable pay will be linked to company's financial parameters. Financial metrics is linked based on specific role for each employee in each quarter, as per the respective financial year policy.

The Variable Pay program may be changed / altered or modified in part or full thereof from time to time, at the sole discretion of the management. It is mandatory for you to complete the quarter for which the Variable Pay applies i.e. you should be on the rolls of the Company on the last working day of the quarter to be eligible for payout under the program.

The detailed policy will be made available on myWipro->myPolicies->Common Policies Across Countries->my Financials->Variable Pay Policy FY 2021-22.

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SOME ADDITIONAL INFORMATION ON THE SALARY OFFER

Basic, Additional Allowance and Bonus:

This are fixed monthly components of your salary and are taxable. They do not vary every month, and are fixed for a particular period.

House Rental Allowance:

HRA is given to the extent of 50% of your Basic. HRA exemption is applicable as per IT rules on submission of rent receipts.

Wipro Benefit Plan (WBP):

Wipro Benefits Plan (WBP) is basket of various allowances/ expenses considered for Income Tax exemption. Under WBP, you will be granted Leave Travel Allowance and Education Allowance. Benefits regarding the use of Telephone/Mobile phone, Non-transferable Meal card can also be availed under the Plan. The actual expenses incurred towards these components are eligible for exemption as per the prescribed Income Tax rules applicable. Thus, you will be subjected to tax for the portion of the allowances that is not exempt. The Income Tax exemption for benefits availed are subject to submission of proofs or other conditions as may be prescribed in this policy. Wipro will grant a Group Allowance, which will be computed after reducing the aggregate cost of allowances/benefits availed under WBP and related recovery of Perquisite Tax and associated charges. Following are your WBP Entitlements:

1. **Leave Travel Allowance:**

   New employees are eligible for LTA provided leave is taken as per the rules of Wipro. For details on Income Tax exemption please refer to myWipro on joining. The maximum LTA that can be considered for IT exemption is Rs 50,000.

2. **Telephone/Mobile Phone Allowances:**

   The amounts paid by you towards telephone rentals (both landline and mobile) rentals are also towards broadband/ modem hub/ routers/ GPRS etc. for internet usage plans are eligible for IT exception up to Rs. 19,800 per annum under WBP as per prescribed limit in the policy. No expenses in respect of rentals or other charges for pre-paid connections will be eligible under this head.

3. **Non-transferable Meal card:**

   An amount of Rs. 1100 / 2,750 per month towards purchase of Non-Transferable Meal card is eligible for IT exemption under WBP.

4. **Education Allowance:**

   An amount of Rs.100 (additional 300 in case of child in hostel) per child per month up to a maximum of 2 children is eligible for IT exemption under WBP.

5. **New Pension System:**

You can contribute between 5% up to 10% of your Basic towards NPS and declare it under WBP. This will be over and above Sec 80C investments.

Retirement Benefits:

It consists of:

a. **Provident fund-** Where basic is higher than INR 15,000- 12% of your Basic towards Provident Fund. In cases where basic is lower than INR 15,000- Minimum of 12% of (Basic + WBP + Additional (Where applicable) or INR 1800 pm

a. Notional sum indicating contribution of 5.31 % of your basic towards provision for gratuity.

Employees will be eligible for payment of gratuity as per the Wipro policy on the same.

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Travel, Accommodation, Food & Other Miscellaneous Expenses

Travel

a. You would be entitled for Rs. 1500 from the date of appointment as a lump sum amount that will be credited with your first month salary. You may utilize this amount towards Travel and you would not need to submit bills towards usage of this amount.

a. There is no provision for reimbursement/allowance towards any expenses incurred in lieu of attending training or classes at different locations in the same city.

Accommodation, Food & other Miscellaneous Expenses

a. You would be entitled for Rs.1000 per day for 8 days (total amount of Rs.8,000) from the date of joining. You may utilize this amount towards accommodation, food & other miscellaneous expenses. This would be paid as a lump sum amount that will be credited with your first month salary and you would not need to submit bills towards usage of this amount.

b. If your posting location (the location where you would be based out of after training) is different from the training location (location where you undergo initial training), you would be entitled for the following:

   i. Settlement and Miscellaneous Expenses: Rs.1200 per day for 7 days (total amount of Rs. 8,400) from the date of reporting to the posting location. You may utilize this amount towards boarding, lodging, conveyance & other miscellaneous expenses.

b. Any location change after reporting to posting location will be treated as relocation/transfer and will be covered under the Transfer policy for Team Rainbow. For details you can refer the policy at myWipro-> My Policies -> India->My Travel>Transfer Policy-Team Rainbow.

c. Campus joiners would not be eligible for accommodation at the Wipro guest houses.

Please note in the event that the employee leaves the organization within 6 months from the date of joining, all payments processed under Joining & Relocation Entitlements shall be recovered from the employee at the time of exit.

SUMMARY - SOCIAL SECURITY & OTHER BENEFITS*

Medical

1. Medical Assistance Program (MAS)**: This is a medical scheme covering you, your spouse and your children to the extent of Rs.15000 per annum. **This scheme is not applicable for employees covered under the Employee State Insurance Act (ESI).** This limit will be prorated based on your joining and exiting months in a financial year. The amount mentioned as Medical allowance in your salary stack is a notional figure and it indicates average outflow per month and per employee towards MAS. Medical is a reimbursable amount, i.e., it will be paid at actuals on making a claim.

2. Mediclaim: You are eligible for a floater coverage of Rs 2,00,000 per annum for family (self, spouse & children) towards hospitalization. There will be a deduction from your monthly payroll depending on your marital/family status towards the base sum insured premium.10% of the claim amount has to be borne by you.
   If you wish to enhance the coverage, Top up cover options are also available for a highly negotiated premium. More details on the policy are available on My Policies Section in myWipro which is accessible on joining.

   Base Medical insurance is to be availed by the employee as default. It is accounted for in deductions as a nominal monthly charge. Top-Up cover is voluntary and charged as applicable during renewal timelines.

3. Annual Health check: Company paid Annual health check-up program is available for employees above 40 years of age.

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Gratuity Benefit**: Up to Rs. 20,00,000

This provides you a lump sum benefit up to a maximum of INR 20 LPA to be calculated and payable as per applicable laws.

Survivor Benefit Pension Program**:

The Survivor Benefit Plan's objective is to provide a monthly income to the surviving spouse and children of an employee, in the unfortunate event of death while in service. The pension payable is based on last drawn basic salary at the time of death, number of years till retirement, number and age of surviving members.
E.g. If an employee is in Grade B3 with basic of Rs. 15,000 per month and the remaining period before retirement at time of his death is 20 years and he has a surviving spouse and two eligible children, the supplementary Pension payable per month would be as follows: Basic * No of years to Retirement * Grade Factor * % based on number and age of surviving members.
i.e. 15,000 x 20 x 2.7%* x 80% = Rs. 6,480 per month as supplementary pension payable. *Grade Factor is a band specific pre-defined pension Accrual rate.

Loans:

Interest Free Loan: An interest free loan of Rs. 20,000 as per policy is available to facilitate your settling down. The amount is primarily intended to cover housing deposit/assistance towards purchase of two wheeler. This is recovered in 10 equal installments.

Contingency Loan: An interest free contingency loan of Rs. 50,000 or two months monthly gross whichever is lower as per policy can be availed in case of contingency. This would be recovered in 20 equal installments. Any loan taken above Rs. 20,000 will be liable to tax on the notional interest cost as per CBDT rules.

**:These benefits are subject to the terms and conditions of the company policy and cannot be converted to fixed cash.

1. **Your Life and Accident Cover:**

a. Group Personal Accident Insurance (GPAI) Program: Rs. 12,00,000 Through GPAI you are covered by way of round-the-clock risk coverage against any accidents occurring while at work or outside of work resulting in partial or total disablement or casualty. Employees can also get an extra coverage for a nominal and highly negotiated premium.

b. Group Term Life Insurance: Rs. 14, 00,000 in the unfortunate event of death on account of either accidents or natural causes, your surviving family members would be eligible for an insurance cover under this policy. This sum insured is inclusive of cover as per EDLI (Employee Deposit Linked Insurance). Employees can also get an extra coverage for a nominal and highly negotiated premium.

Please note: More details on the above mentioned policies are available on My Policies Section in My Wipro accessible on joining. Access through My Wipro -> My Policies ->India > My Financials -> Group Life Insurance/ Personal Accident
The policies mentioned here are policies of the Company as on date, this is subject to change in future as per policies of the Company from time to time.

1. **Voluntary Superannuation Policy (VSS)**

Wipro Voluntary Superannuation Plan offers an easy and convenient way to help you lead a happy and tension free life by planning your retirement. Starting contribution to pension plan at an early age gives you enough time to contribute towards building your retirement corpus and leverage the compounding interest earned by the corpus year on year. You simply have to choose the scheme that suits your investment horizon and risk tolerance.

A voluntary defined contribution Plan wherein you will have an option to enroll and choose your Pension Service Provider (PSP) within 30 days from the date of joining the company.
We currently have tie-ups with two leading PSPs to manage the superannuation funds. LIC & ICICI offer a superannuation scheme which offers interest on accumulated balance every year. ICICI Prudential also has an Unit Linked Superannuation scheme which offers you a market linked return, range of fund options to suit your risk appetite & transparent fund management.

The enrollment option can be exercised only once in the service with the organization and cannot be reversed once made. VSS enrollment window period will, also, be available once every financial year. The Company, on behalf of the member employee, shall contribute 15% of basic salary, towards the scheme selected by the member. In case 15% of basic exceeds Rs.1,50,000 per annum, member employee will have an option to restrict the contribution to Rs.1,50,000 per annum to avoid perquisite tax (perquisite tax is applicable on contributions exceeding Rs.1,50,000 every year).

Annual pension contribution amount is re-adjusted from fixed cash component and will reflect under 'Pension' component in the salary slack of the enrolled member. The accumulated contribution amount and the interest earned (or the corpus) can be utilized to avail the retirement benefits.
For further clarity, please refer the Policy on My Wipro -> My Information Sources > India -> My Financials-> Deferred Benefits-> Voluntary Superannuation Scheme. After reviewing the related documents if you wish to enroll into VSS, please log onto My Wipro-> My data->My Financials-> Pension, and exercise the option within 30 days of joining the Company. In case you miss enrolling into VSS in this window period, you can do the same in the window period that is available for all employees once every financial year.

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145/182 4m/C.W

Gmail

Chakravarthi Sangoju <chakravarthi.chess@gmail.com>

Accenture Check-in process completion

1 message

Onboarding.DOC.ASE@accenture.com <Onboarding.DOC.ASE@accenture.com>
To: chakravarthi.chess@gmail.com
Cc: Onboarding.DOC.ASE@accenture.com

Fri, Sep 3, 2021 at 10:24 PM

Hi Chakravarthi Sangoju,

Greetings!

Thank you for completing the check-in process. A very warm welcome to Accenture!

Hope you are excited about your new career journey with Accenture effective **03-Sep-2021.**

Regards,
Accenture Onboarding Team

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17-4M1
(CW)

Accenture Check-in process completion

Inbox

Onboarding.DOC.ASE@acc... 3 Sep
to me, Onboarding.DOC.ASE

Hi Chakravarthi Sangoju,

Greetings!

Thank you for completing the check-in process. A very warm welcome to Accenture!

Hope you are excited about your new career journey with Accenture effective 03-Sep-2021.

Regards,
Accenture Onboarding Team

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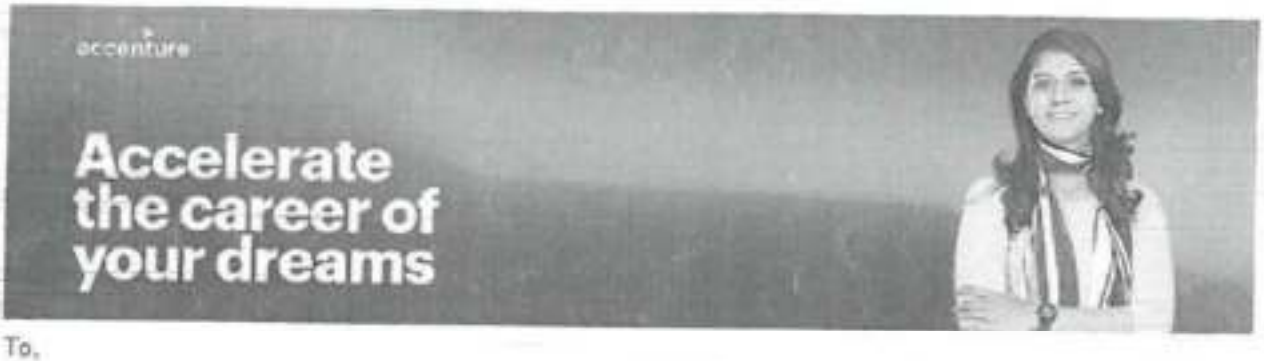
9154243111.



To,

Name : Chakravarthi Sangoju

Re: Important information post your clearance of the Interview process during the Campus Visit

Dear Chakravarthi Sangoju,

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks** - Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 7 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Pre-joiner-Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes a learning module - Technology Fundamentals Online Learning program (Hereinafter" program"). We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The training module of this program is typically made available to potential new joiners at least 45 days before onboarding to give them a reasonable time to learn at their pace and comfort. Details of which are as under:

    - Under the program, the learning modules hosted on a technology platform will prepare the potential new joiner to be code ready.

    - Post onboarding/joining Accenture, and after the Induction the potential new joiner will need to go through the Technology fundamental assessment (based on the pre on-boarding online learning program).

    - On successful completion of the program and clearance of the Technology fundamental

assessment in the first attempt along with completion of the online program module, a potential new joiner will be eligible for a learning incentive of INR 10,000.

- In case a potential new joiner fails in the first attempt they will not be eligible for any learning incentive.
- To clear assessments for the program, potential new joiners are required to score minimum 60% marks in each assessment test for the program. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 65% marks to clear the assessment for the program.
- Before each reattempt, reasonable guidance and appropriate refresher training sessions will be provided to new joiners to help them appear in the reassessment.

The potential new joiner's employment with Accenture is subject to successful completion of the assessment of the program, as mentioned above.

After a new joiner has cleared the Pre-Joiner Program; they will need to undergo further Accenture stream specific trainings. For clearing these trainings also, Accenture provides three attempts with success criteria similar to one for the pre-joiner program as mentioned above. If potential new joiners are unable to complete the Accenture specific training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits - INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter.

"This is an electronically generated document does not require signatures"

Welcome Aboard !

1 message

B, Manasa K <manasa.b@atos.net>
To: terakavya2000@gmail.com <terakavya2000@gmail.com>

Thu, 28 Oct 2021 at 17:35

Dear **Tera kavya**,

Welcome to Atos Paladion!

We are delighted to have you onboard and trust this opportunity really excites you.

Please find your employment details.

Sl. No	Details	
1	Employee Id	60006895
2	Designation	Junior associate
3	Reporting Manager	Ravikant Rao

1748/A04 M2
CW
146
182

9:57 AM 18.3KB/s

17-4M5 (C.W)

Accenture Check-in process completion

Inbox

Onboarding.DOC.ASE@... 3 Sep
to me, Onboarding.DOC.ASE

Hi Kondala Kuladeep,

Greetings!

Thank you for completing the check-in process.
A very warm welcome to Accenture!

Hope you are excited about your new career journey with Accenture effective 03-Sep-2021.

Regards,
Accenture Onboarding Team

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17481A04M5
7799279147.

LOI

To,

Name : Kondala Kuladeep

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Kondala Kuladeep,

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks** - Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 7 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Pre-joiner-Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes a learning module - Technology Fundamentals Online Learning program (Hereinafter" program"). We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The training module of this program is typically made available to potential new joiners at least 45 days before onboarding to give them a reasonable time to learn at their pace and comfort. Details of which are as under:

    - Under the program, the learning modules hosted on a technology platform will prepare the potential new joiner to be code ready.

    - Post onboarding/joining Accenture, and after the Induction the potential new joiner will need to go through the Technology fundamental assessment (based on the pre on-boarding online learning program).

    - On successful completion of the program and clearance of the Technology fundamental

assessment in the first attempt along with completion of the online program module, a potential new joiner will be eligible for a learning incentive of INR 10,000.

- In case a potential new joiner fails in the first attempt they will not be eligible for any learning incentive.
- To clear assessments for the program, potential new joiners are required to score minimum 60% marks in each assessment test for the program. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 65% marks to clear the assessment for the program.
- Before each reattempt, reasonable guidance and appropriate refresher training sessions will be provided to new joiners to help them appear in the reassessment.

The potential new joiner's employment with Accenture is subject to successful completion of the assessment of the program, as mentioned above.

After a new joiner has cleared the Pre-Joiner Program; they will need to undergo further Accenture stream specific trainings. For clearing these trainings also, Accenture provides three attempts with success criteria similar to one for the pre-joiner program as mentioned above. If potential new joiners are unable to complete the Accenture specific training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits - INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter.

"This is an electronically generated document does not require signatures"

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Welcome To Accenture

Inbox

E emailservice@a... 8/6/2021
to me

Hi Lakshmi Prasanna Loya,
Congratulations on your decision to join Accenture! We are very excited to have you join our team!

Your official start date might be days or even weeks away, but you do not have to wait to begin your journey with Accenture. You can get started right now.

Start by exploring Countdown to Accenture your personalized guide to learn what you can expect from your Accenture career.

Login using your personal email address as the username. If this is your first time logging into Accenture, or if you have forgotten your password, select the "Forgot Password" link and follow the instructions.

If you have any trouble viewing this invitation or accessing the link above, please visit the Frequently Asked Questions page.

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(C.W)

BE YOURSELF,
MAKE A DIFFERENCE.

accenture

Strictly Private and Confidential

Date:02-Aug-2021

Lakshmi Prasanna Loya
C9844376

1-456 near pragathi, Gandhikshetram, Avanigadda, Krishna District, Andhra Pradesh-521121

6303414939

Dear **Lakshmi Prasanna Loya,**

Based on our recent discussion with you, we are pleased to extend an offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Center, India as per the below terms and conditions:

Job Profile - Application Development Associate

Management Level - 12

Job Family Group- Software Engineering

Please refer to:

- Annexure I for the compensation and benefits details
- Annexure II for the documentation to be submitted by you
- Terms of Employment

Your employment with Accenture will be governed by the clauses mentioned in the attached "Terms of Employment". You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 65% and above or 6.5 CGPA and above in the current degree as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

Reference Id: a07c8d2e-f97c-4177-a281-efcf034e061b_1
Signed By: Mahesh Vasudeo Zurale

After successful completion of the aforementioned assessments, and after joining the Company, you will need to undergo further training program(s), with specified timeframes, for the specific skill-set assigned to you. Periodic tests will be conducted throughout this training program and you are expected to clear all of them. You will need to score a minimum of 60% marks in each of these tests to clear the Accenture-specific training program. If you are unable to score 60% in your first attempt, you will get two more opportunities to take the test and score the required passing percentage. Your employment with Accenture is subject to you successfully completing the Accenture-specific training program. If you are unable to clear the Accenture-specific training program tests in three attempts, your services with the Company shall be terminated as per Clause 10 outlined in the Terms of Employment.

After acceptance of the offer of employment or any time during the course of your employment with the Company you may be required to undergo drug/alcohol/substance test based on the project you are deployed. This offer and your employment with Accenture are contingent upon you completing particular tests as per the requirements of the Company and in the instance of failing these tests namely the drug/alcohol/substance test, Accenture may, in its sole discretion, elect to terminate or suspend your employment immediately.

In the event a government body/authority exercising its jurisdiction and statutory power/authority seeks information pertaining to any aspect of your employment, the Company shall provide such information to the government body/authority without any notification to you. The foregoing shall be applicable to information pertaining to your employment being shared in pursuance of statutory requirements/compliance. You may belong to this category and your details will be disclosed to these authorities.

To indicate your acceptance of this offer and Terms of Employment with Accenture, please confirm your acceptance/rejection by logging on to Accenture Recruitment Portal (https://india.jobs.accenture.com/default.aspx) using your unique reference number, candidate identification (CID) and mobile number within 7 days (Seven days) from the date of this letter post which the link will be disabled for you. If we do not receive your response before the expiration of 7 days (Seven days) from the date of this letter, the terms of this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. Further, at the time of joining you are required to provide all documentation identified in Annexure (II) along with the singed copy of this offer letter and Terms of Employment.

ANNEXURE 1

COMPENSATION & BENEFITS

Annual Total Cash compensation structure as per the Company guidelines is

Total Cash Compensation Elements	
	Annual (INR)
(A) Annual Fixed Compensation	383000
(B) Local Variable Bonus (LVB) earning potential (at maximum 8.5%)	32500
Maximum Annual Total earning potential (A+B)	415500
Joining Bonus (Refer to the Section C)	25,000
(D) Additional Benefits	
Gratuity as per law#	9500
Insurance Premium(notional value)	
Total Cash Compensation + Total Additional Benefits (A+B+C+D)	450000

(A) Annual Fixed Compensation

• Your annual fixed compensation is INR 383000. This includes allowances structured in accordance with the Company compensation guidelines and applicable statutory norms. Please note the annual fixed compensation includes employer's contribution to Provident Fund, as applicable.

TDS is deducted as applicable from your income.

(B) Local Variable Bonus (LVB)

•As part of your annual total cash compensation, you will be eligible to participate in the FY21 Local Variable Bonus programme (LVB). Your indicative pay-out can range from 0% to 8.5% of the prorated fixed pay in the Fiscal year, subject to the overall terms and conditions of the LVB, including but not limited to your individual performance achievements and the Company's performance. In addition to these two components, your LVB is also linked to your Individual Utilization. The Company may, at any time and in its sole and absolute discretion, amend, suspend, withdraw vary and/or modify any of the terms and conditions of the LVB programme guidelines The LVB will be paid out subject to you being on the rolls of the Company on the date of disbursement of these pay outs and will be prorated based on your tenure in Accenture India and considering the period of leave without pay during the said fiscal year.

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TATA

Ref: TCSL/DT20218899743/1674845/Mumbai
Date: 03 December 2021

MS. SAILAJA VARRE
5-232 Edupugallu,
Bc-Colony, Vijayawada,
Andhra Pradesh-521151.
Tel# 919121398669

Sub: Joining Letter

Dear Ms. Sailaja Varre,

We would like to take this opportunity to extend a very warm welcome to TATA Consultancy Services Limited (TCSL) family.

We are pleased to inform you that your joining date at TCSL will be **13th December 2021** , your joining location is **Hyderabad** , work location is **Hyderabad** and your stream is **IT** . This has been provided considering your preference and business requirements.

Your wellbeing is our utmost priority in the current COVID-19 pandemic scenario across India. Keeping this in mind, and the regulations enforced by various states at this point, we have internally enabled a virtual onboarding process for our future TCSers. For the Virtual Onboarding Process, **you will not be required to physically report at the TCS offices on the date of your joining** .

TCS XP HR Team will reach out to you over email in the next few days to guide you further on the virtual onboarding process and steps to be taken to prepare yourself for onboarding.

Congratulations on completing the first phase of your learning through TCS Xplore Program. We appreciate your passion towards learning which has helped you to perform well. You are now set to experience learning through our coveted TCS Xperience Program.

TATA CONSULTANCY SERVICES
Tata Consultancy Services Ltd
Peepul Park, Technopark Campus, Kariyavattom P.O., Thiruvananthapuram - 695 581, Kerala, India
Telephone : +91 471 6629400, Fax: +91 471 6629403, Website : www.tcs.com
Registered Office : Nirmal Building, 9th Floor, Nariman Point, Mumbai - 400 021
Corporate Identification Number (CIN): L22210MH1995PLC084781

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TATA

Ref: TCSL/DT20219268559/1735544/Lucknow
Date: 26 January 2022

MR. VENKATESWARLU THUMMALA
2-6 Main Road,
Pamidipadu, Guntur,
Andhra Pradesh-522660.
Tel# 919502823440

Sub: Joining Letter

Dear Mr. Venkateswarlu Thummala,

We would like to take this opportunity to extend a very warm welcome to TATA Consultancy Services Limited (TCSL) family.

We are pleased to inform you that your joining date at TCSL will be **17th February 2022** , your joining location is **Bangalore** , work location is **Bangalore** and your stream is **IT** . This has been provided considering your preference and business requirements.

Your wellbeing is our utmost priority in the current COVID-19 pandemic scenario across India. Keeping this in mind, and the regulations enforced by various states at this point, we have internally enabled a virtual onboarding process for our future TCSers. For the Virtual Onboarding Process, **you will not be required to physically report at the TCS offices on the date of your joining** .

TCS XP HR Team will reach out to you over email in the next few days to guide you further on the virtual onboarding process and steps to be taken to prepare yourself for onboarding.

Congratulations on completing the first phase of your learning through TCS Xplore Program. We appreciate your passion towards learning which has helped you to perform well. You are now set to experience learning through our coveted TCS Xperience Program.

TATA CONSULTANCY SERVICES
Tata Consultancy Services Ltd
Peepul Park, Technopark Campus, Kariavattom P.O., Thiruvananthapuram - 695 581, Kerala, India
Telephone : +91 471 6629400, Fax: +91 471 6629499, Website : www.tcs.com
Registered Office : Nirmal Building, 9th Floor, Nariman Point, Mumbai - 400 021
Corporate Identification Number (CIN): L22210MH1995PLC084781

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Atos | Syntel

EMPLOYMENT CONTRACT

EMPLOYER

SyntelSoftwareLLP(hereinafterreferredtoasthe"Company","We"or"Our")havingitsRegisteredOffice at Syntel Software LLP, Unit No. 112, SDF IV, SEEPZ, Andheri (E), Mumbai, Maharashtra, PIN -400096,a memberof Atos|Syntel groupof companies.

EMPLOYEE

Nagulapati Anjaneyulu (hereinafter referred to as "You" or "Your") permanently residing at 3 34 BrahmamGariGudiDagggara,ChinnaBazarJangalapalleNuzendlaMd,GUNTURDISTRICT,AndhraPradesh ,VINUKONDA,AndhraPradesh,PIN-522647.

1. Dateof Joining	:	11/10/2021
2. ReportingTime onDateof Joining	:	10:00am
3. JobTitle	:	AssociateConsultant
4. GCM Level	:	GCM 1
5. Location	:	Tirunelvelioffice

You shall be governed by the following Terms and Conditions of Service during the employment withthe Company, and these Terms and Conditions will be subject to amendments from time to time. TheseTerms and conditions of this Employment Contract, any other agreement signed with the Company orwith any member of Atos|Syntel group of companies and any other Policies and guidelines that areprovided by the Company in the Human Resources (herein referred as "HR") Portal or as a part of theHR Policy, Information Security Policy, Policy on non-compete, confidentiality and data protection, andany other directive whether issued by way of emails or written notifications by the Company shall all beterned as "Terms of Employment" and you shall abide by the same at all times during the term ofemploymentandbeyondto the extent suchterms survivethe employmentterm.

Terms and Conditions

1 Statementof Facts

Theappointmentisbeingmadebasedonyourapplicationandinrelianceofthecontentsof your resume and other information provided by you during the course of interview andmutual discussions. Any misleading, incorrect or fraudulent information provided by you,shallresultinterminationofemploymentforthwithatthesolediscretionoftheCompanyand you shall be liable to fully indemnify the Company for any losses suffered by theCompany in this regard which shall be without prejudice and in addition to any otheraction/legalproceedingthat the Companymay take againstyou.

2 Work Related

2.1 YouwilldevoteyourfulltimeandattentiontothedutiesassignedbytheCompanyandshall not undertake any direct/ indirect business/ work/ assignment etc. whether full or parttimeandwhetherforanyconsiderationornot,duringthetermofyouremployment(including any Notice Period."Period of Notice" is defined in Section 16) without the priorwrittenpermissionof the Company.

2.2 You will use your best efforts in the performance of employment duties assigned from timetotimeandatalltimes,actingoodfaithwithhonestyandintegrityandinthebestinterests

N. Anjaneyulu

The contents of this document are company privileged, and strictly confidential

SYNTEL SOFTWARE LLP,Plot No. IT 14 & 15, ELCOT IT Park, Gangaikondan Village, Tirunelveli - 627 352, India | Tel: 0462-23 1084www.atos-syntel.net

Accenture Check-in process completion

Inbox

Onboarding.DO... 15/08/2021
to me, Onboarding.DOC.···

Hi Samyuktha Chowdary Katragadda,

Greetings!

Thank you for completing the check-in process.
A very warm welcome to Accenture!

Hope you are excited about your new career journey with Accenture effective 16-Aug-2021.

Regards,
Accenture Onboarding Team

17481A04N1
(CN)

BE YOURSELF,
MAKE A DIFFERENCE.

accenture

Strictly Private and Confidential

Date:14-Jun-2021

Samyuktha Chowdary Katragadda
C9627591

9-118a,Gandhi Nagar, Medarametla, Andhra Pradesh,523212

9182139456

Dear **Samyuktha Chowdary Katragadda,**

Based on our recent discussion with you, we are pleased to extend an offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Center, India as per the below terms and conditions:

Job Profile - Application Development Associate

Management Level - 12

Job Family Group- Software Engineering

Please refer to:

- Annexure I for the compensation and benefits details
- Annexure II for the documentation to be submitted by you
- Terms of Employment

Your employment with Accenture will be governed by the clauses mentioned in the attached "Terms of Employment". You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 65% and above or 6.5 CGPA and above in the current degree as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

Reference Id: aa8a8e53-ab5e-44ca-9972-7643d272b85b_1
Signed By: Mahesh Vasudeo Zurale

- You agree and affirm that the information (personal or otherwise) shared by you at the time of registration is accurate, factually correct, and complete and no material information has been withheld by you. Accenture is providing this offer of employment basis preliminary information provided by you at the registration stage and a declaration concerning your agreement with the eligibility criteria. You understand and acknowledge that your employment with Accenture shall be subject to further verification of details and materials/ documents provided to Accenture as well as any further verification deemed necessary to finalize your candidature. You shall continue to meet the eligibility criteria up till and on the date of joining Accenture (if applicable) and agree that Accenture has the right to revoke the offer of employment, in case of failure of verification, or if you are not meeting the eligibility criteria or in case of any misrepresentation at your end.

- Your onboarding date will be intimated to you over a separate e-mail by Accenture onboarding team few weeks prior to your actual onboarding date. You will receive an email from Onboarding.doc.ase@accenture.com. You are expected to confirm to the same by responding to our email and share your acceptance to join us on the stipulated date.

Pre-Onboard Learning Module: To provide our new joiners with a unique learning experience, Accenture has designed a special online learning module called - Technology Fundamentals Online Learning Program (Hereinafter referred to as "program"). This program further provide details about the training opportunities and terms of training/assessments that were shared with you in your Letter of Intent. To ensure that you have ample time to learn at your own pace, and prepare for the ensuing assessments, you will have complete access to the program for 45 days from the date you receive the training link.

Details of the program and assessment are as below:

- The program is hosted on a virtual platform that you can access from anywhere and it will provide you with all the information and trainings that you need to begin your career at Accenture.
- After going through all the learning modules, you will be required to go through Technology Fundamentals Assessments based on what you have learned in the program.
- On successfully completing the program within 45 days and clearing the program assessments in your first attempt, you will be eligible to receive a learning incentive of INR 10,000.
- In case you fail to clear the assessments in your first attempt, or do not complete the program within 45 days from the receipt of the training link, you will not be eligible for any learning incentive.
- To clear the assessments, you will need to score a minimum of 60% marks in each assessment test. In case are not able to score the required 60% in your first attempt, you will get two additional attempts where you will need to score a minimum of 65% marks to successfully clear the assessments.
- During each re-attempt, reasonable help, guidance and appropriate refresher training sessions will be provided to you.

Your employment with Accenture is subject to you successfully completing the program assessments mentioned above. In case you are not able to clear the program assessments in three attempts, your offer will stand revoked.

After successful completion of the aforementioned assessments, and after joining the Company, you will need to undergo further training program(s), with specified timeframes, for the specific skill-set assigned to you. Periodic tests will be conducted throughout this training program and you are expected to clear all of them. You will need to score a minimum of 60% marks in each of these tests to clear the Accenture-specific training program. If you are unable to score 60% in your first attempt, you will get two more opportunities to take the test and score the required passing percentage. Your employment with Accenture is subject to you successfully completing the Accenture-specific training program. If you are unable to clear the Accenture-specific training program tests in three attempts, your services with the Company shall be terminated as per Clause 10 outlined in the Terms of Employment.

After acceptance of the offer of employment or any time during the course of your employment with the Company you may be required to undergo drug/alcohol/substance test based on the project you are deployed. This offer and your employment with Accenture are contingent upon you completing particular tests as per the requirements of the Company and in the instance of failing these tests namely the drug/alcohol/substance test, Accenture may, in its sole discretion, elect to terminate or suspend your employment immediately.

In the event a government body/authority exercising its jurisdiction and statutory power/authority seeks information pertaining to any aspect of your employment, the Company shall provide such information to the government body/authority without any notification to you. The foregoing shall be applicable to information pertaining to your employment being shared in pursuance of statutory requirements/compliance. You may belong to this category and your details will be disclosed to these authorities.

To indicate your acceptance of this offer and Terms of Employment with Accenture, please confirm your acceptance/rejection by logging on to Accenture Recruitment Portal (https://india.jobs.accenture.com/default.aspx) using your unique reference number, candidate identification (CID) and mobile number within 7 days (Seven days) from the date of this letter post which the link will be disabled for you. If we do not receive your response before the expiration of 7 days (Seven days) from the date of this letter, the terms of this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. Further, at the time of joining you are required to provide all documentation identified in Annexure (II) along with the singed copy of this offer letter and Terms of Employment.

After accepting this offer,we encourage you visit Countdown to the Company (http://careers.accenture.com/Microsites/countdown/Pages/welcome-india.aspx). This on-line, interactive welcome site will help you successfully navigate the first days, weeks and months of your career at Accenture. It will also provide an interesting overview of Company history - as well as tips on how to develop yourself (and your career) in the future.

In case you have any feedback/ suggestion or have any query, feel free to write an e-mail to https://indiacampus.accenture.com/candidate

We look forward to hearing from you regarding your decision to join the Company. I wish you a successful career ahead of you and look forward to your joining us.

Yours sincerely,

Mahesh Vasudeo Zurale
Senior Managing Director
Lead, Advanced Technology Center, India

ACKNOWLEDGED AND AGREED:

[*Insert full legal name*]

ANNEXURE 1

COMPENSATION & BENEFITS

Annual Total Cash compensation structure as per the Company guidelines is:

Total Cash Compensation Elements	
	Annual (INR)
(A) Annual Fixed Compensation	383000
(B) Local Variable Bonus (LVB) earning potential (at maximum 8.5%)	32500
Maximum Annual Total earning potential (A+B)	415500
Joining Bonus (Refer to the Section C)	25,000
(D) Additional Benefits	
Gratuity as per law#	9500
Insurance Premium(notional value)	
Total Cash Compensation + Total Additional Benefits (A+B+C+D)	450000

(A) Annual Fixed Compensation

• Your annual fixed compensation is INR 383000. This includes allowances structured in accordance with the Company compensation guidelines and applicable statutory norms. Please note the annual fixed compensation includes employer's contribution to Provident Fund, as applicable.

TDS is deducted as applicable from your income.

(B) Local Variable Bonus (LVB)

•As part of your annual total cash compensation, you will be eligible to participate in the FY21 Local Variable Bonus programme (LVB). Your indicative pay-out can range from 0% to 8.5% of the prorated fixed pay in the Fiscal year, subject to the overall terms and conditions of the LVB, including but not limited to your individual performance achievements and the Company's performance. In addition to these two components, your LVB is also linked to your Individual Utilization. The Company may, at any time and in its sole and absolute discretion, amend, suspend, withdraw vary and/or modify any of the terms and conditions of the LVB programme guidelines The LVB will be paid out subject to you being on the roles of the Company on the date of disbursement of these pay outs and will be prorated based on your tenure in Accenture India and considering the period of leave without pay during the said fiscal year.

(C) Joining Bonus

You are also eligible for a joining bonus and an additional bonus as per the terms mentioned below.

• Joining Bonus: of INR 25,000 payable upon joining the organization and will be paid out along with salary of the month of joining or succeeding pay month. In case you leave, or your services are separated from the Company (except for ramp down or redundancies by the Company) before completion of 1 year from the date of joining, then this whole amount shall be recovered from you.

Note: For International Worker Only*

• As per Indian Provident Fund (PF) regulations, membership to the Provident Fund is mandatory for all International Workers. Exemptions if any, shall be as per the existing law. Please note that since your cost to the Company (CTC) includes employee's as well as employer's contribution to Provident Fund, appropriate adjustment in your monthly salary will be made for Provident Fund contributions as per applicable laws/regulation in existence (or amendments from time to time). Withdrawal (if any) from Provident Fund is regulated by the government of India and is subject to government approvals and prevailing laws (amended from time to time). Any person desirous of such withdrawal need to comply with applicable law and procedures laid down by the authorities.

* As defined by applicable law from time to time.

Benefits applicable for current Company financial year:

In addition to your annual total cash compensation, you will be eligible for following benefits, which will be governed by Company policy:

1. Effective your date of joining, Medical Insurance for self, spouse and 2 dependent children up to INR 300,000 per annum. Premium for this will be paid by the Company.
   a. You have the option of availing Accenture negotiated rates to cover your parents, parent's in-law & any additional child under a separate Insurance plan up to INR 500,000 per annum. The entire premium for this will have to be borne by you. This plan allows for coverage of pre-existing ailments.
   b. For Permissible claims under the Medical Insurance plans detailed above, you will be required to contribute a defined percentage of each claim, as under:
      • 10% of such claims for self, spouse and 2 dependent children
      • 20% of such claims for parents, parent's in-law and additional children under the separate Insurance plan
2. Personal Accident coverage for self, up to three times your gross annual fixed compensation
3. Life Insurance coverage equivalent to one time of your annual fixed compensation with minimum cover of INR 5,00,000

In addition to the above, you will also be eligible for the following benefits:

1. Gratuity amount is an approximation of your eligibility and the final payout of any gratuity amount will be determined in accordance with the applicable provisions of the Payment of Gratuity Act, 1972, as per the Company policy.
2. One time relocation allowance subject to a maximum of INR 2,500 on submission of actual supporting as per policy.
3. Transport facility, as per Company guidelines, can be availed at no cost.

Details pertaining to relocation allowance will be provided to you at the time of joining the Company. In the unlikely event you choose to leave the Company, or your services are terminated, before the completion of 1 year of employment with the Company, the relocation assistance will be construed as debt due and payable by you and should be repaid on termination of your employment. Any dues payable by you on termination will be recovered from your final settlement to the extent possible.

The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the Medical Insurance, Personal Accident Insurance and Life Insurance and Relocation Assistance program guidelines.

From the date of your joining, the compensation and benefits mentioned in this annexure will be applicable to you until any further communication from the Company.

Following the implementation to the GST regulations with effect from July 1st 2017, please note the treatment to any continuing obligations that you have, pursuant to any signing/joining/relocation/retention bonus as per the terms of your employment, will be as under:

Any signing, joining, relocation or retention bonus received by you will be paid along with salary of the relevant or succeeding pay-month. This amount is recoverable as per your employment terms, if your service commitment with Accenture change. Any such recovery or adjustment shall be made from your salary pertaining to the service month before your last working day in the Company. Any shortfalls will be adjusted against any further amounts due and payable to you.

ANNEXURE II

Mandatory documentation at the time of onboarding:

1. Two copies of your recent passport size photographs.
2. Original marksheet of all semester (PG/UG).
3. Original provisional degree certificate or convocation degree certificate.
4. Copy of X, XII and all semester mark sheets of PG & UG Degrees.
5. Copy of Degree/PG/Diploma (as applicable) certificates.
6. Passport copy, if available (if not please apply immediately).
7. Pan Card
8. Copy of Aadhaar Card or copy of receipt of Aadhaar enrolment number which we request you to voluntarily provide for meeting the UAN generation requirement and any other compliance required by governing regulating authorities like EPFO, ESIC and others. Please note that by voluntarily sharing your Aadhaar details, you are also authorizing us to share it with third parties under contract with the company and bound by confidentiality provisions to meet any regulatory requirements and internal procedures of the company including but not limited to making verifications.

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TATA

Ref: TCSL/CT20213808186/1704181/Lucknow
Date: 22 December 2021

MR. INDLA NAGENDRABABU
1-75 Thummagunta Village,
Thummagunta Village, Kanigiri,
Andhrapradesh-523230.
Tel# 917997651255

Sub: Joining Letter

Dear Mr. Indla Nagendrababu,

We would like to take this opportunity to extend a very warm welcome to TATA Consultancy Services Limited (TCSL) family.

We are pleased to inform you that your joining date at TCSL will be **30th December 2021** , your joining location is **Kolkata** , work location is **Kolkata** and your stream is **IT** . This has been provided considering your preference and business requirements.

Your wellbeing is our utmost priority in the current COVID-19 pandemic scenario across India. Keeping this in mind, and the regulations enforced by various states at this point, we have internally enabled a virtual onboarding process for our future TCSers. For the Virtual Onboarding Process, **you will not be required to physically report at the TCS offices on the date of your joining** .

TCS XP HR Team will reach out to you over email in the next few days to guide you further on the virtual onboarding process and steps to be taken to prepare yourself for onboarding.

Congratulations on completing the first phase of your learning through TCS Xplore Program. We appreciate your passion towards learning which has helped you to perform well. You are now set to experience learning through our coveted TCS Xperience Program.

4N4

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TATA

Ref: TCSL/CT20203087349/1422567/Hyderabad
Date: 06 July 2021

MR. ASHOKACHAKRAVARTHY KOLLURI
2-53 null,
Nekunampuram, Voletivaripalem Mandal,
Andhra Pradesh-523113.
Tel# 917036910804

Sub: Joining Letter

Dear Mr. Ashokachakravarthy Kolluri,

We would like to take this opportunity to extend a very warm welcome to TATA Consultancy Services Limited (TCSL) family.

We are pleased to inform you that your joining date at TCSL will be **12th August 2021** , your joining location is **Chennai** , work location is **Chennai** and your stream is **CBO** . This has been provided considering your preference and business requirements.

Your wellbeing is our utmost priority in the current COVID-19 pandemic scenario across India. Keeping this in mind, and the regulations enforced by various states at this point, we have internally enabled a virtual onboarding process for our future TCSers. For the Virtual Onboarding Process, **you will not be required to physically report at the TCS offices on the date of your joining** .

TCS XP HR Team will reach out to you over email in the next few days to guide you further on the virtual onboarding process and steps to be taken to prepare yourself for onboarding.

Congratulations on completing the first phase of your learning through TCS Xplore Program. We appreciate your passion towards learning which has helped you to perform well. You are now set to experience learning through our coveted TCS Xperience Program.

TATA CONSULTANCY SERVICES
Tata Consultancy Services Ltd
Peepul Park, Technopark Campus, Kariavattom P.O., Thiruvananthapuram - 695 581, Kerala, India
Telephone : +91 471 6629400, Fax: +91 471 6629199, Website : www.tcs.com
Registered Office : Nirmal Building, 9th Floor, Nariman Point, Mumbai - 400 021
Corporate Identification Number (CIN): L22210MH1995PLC084781

accenture

Application Development Associate

Phone Number +91 79954 76525 (Mobile)
Email Address vyshnavi.annabathula@accenture.com
Location Hyderabad - HDC3B

Vivek K. Jha
Manager
People Lead Nikita Thanawala

Professional Profile

Job Details

Job Details

Supervisory Organization	Accenture (Julie Sweet) >> NASEBSA01 (Vivek K. Jha)
Job	Application Development Associate
Business Title	Application Development Associate
Job Profile	Application Development Associate
Job Family	Software Engineering > Application Development
Management Level	12-Associate
Time Type	Full time
Location	Hyderabad - HDC3B

Contact Information - Public

Phone	+91 79954 76525 (Mobile)
Email	vyshnavi.annabathula@accenture.com

Work Address

SEZ,IT/ITES,Blk6 (S Twr) Flr 7,8&15
Blk7,Orion65/1,RaidurgV,RangaRedyDt
Hyderabad- 500032
Telangana
India

156
182

18485 0040

8:24 AM

18-5a-403

CORE CW

157/182

Completed: "HCL Joining Documents" Inbox

HCL TECH LTD. Yesterday
to me

iOnboard HCL

All parties finished
HCL Joining Documents

The agreement is completed between:

- HCL TECH LTD.
- D GopiraJu
- M. Manasa and 1 more

HCL

7:25 PM

18-50-403
CORE
CW

Employee Name	Dokku Gopi Raju
Employee SAP ID	52061429
Employee Band	E1
Employee Designation	Junior Tester
Employee Project/LOB	ERS-CET-PTS-Tech Skills
Employee Reporting Location	VijayawadaSEZ-U2-Gannavaram Mandal-Twr 1
Reporting Manager Name & Employee Code	DEEPA RAMU (51393880)
Reporting Manager Contact number	9094081370
Reporting Manager Email ID	DEEPARAMU@HCL.COM
Recruiter Name & Employee Code	Sathish Kumar Sampath (51358929)
Recruiter Contact number	9629541641
Recruiter Email ID	SATHISH-KS@HCL.COM

18-5a-404

158/182

MOSCHIP

September 8, 2021

Dear Prathusha Jogi,

On behalf of MosChip Technologies Ltd , We are pleased to extend to you this offer as a Trainee. If you accept this offer, you will begin as Trainee with the Company on Start Date.

You will be paid INR 15,000/- per month as a stipend. Your training is expected to end in six months from your date of joining. However, at the sole discretion of the Company, the duration of the trainee period may be extended or shortened with or without advance notice.

During your trainee period, you may have access to confidential business information belonging to the Company. By accepting this Trainee offer, you acknowledge that you must keep all this information strictly confidential and refrain from using it for your own purposes or from disclosing it to anyone outside the Company. In addition, you agree that, upon conclusion of your training, you will immediately return to the Company all its property, equipment, and documents, including electronically stored information. You will be considered for regular employment upon your successful completion of training program, subject to your performance and training evaluation. If you join the company as regular employee, you will be entitled to the regular employee benefits as per the policy applicable.

By accepting this offer, you agree that throughout your trainee period, you will observe all policies and practices governing the conduct of our business and employees, including our policies prohibiting discrimination and harassment. This letter sets forth the complete offer we are extending to you and supersedes and replaces any prior inconsistent statements or discussions. It may be changed only by a subsequent written agreement.

By signing this offer of agreement, you confirm to the Company that you have no contractual commitments or other legal obligations that would prohibit you from performing your duties for the Company. You are required to execute a Service Agreement for four years and six months which is includes training period. In the event of breach of agreement for she above-mentioned period, then you shall be liable to pay a sum of Rs. 8,00,000/- (Rupees Eight Lakhs only) as liquidated damages to the company.

I Hope that your association with the Company will be successful and rewarding. Please indicate your acceptance of this offer by signing below and returning it. If you have any questions, please do not hesitate to contact us. We look forward to having you join the team.

Sincerely,

Trivikram Potluri
Associate Vice President - Human Resources

I accept this Trainee Offer with the Company on the terms and conditions set out in this letter.

JOGI PRATHUSHA	J Prathusha	9-9-2021
Printed Name	Signature	Date

Moschip Technologies Limited
7th Floor, "My Home Twitza"
Hyderabad Knowledge City, Hyderabad - 500081, Telangana, INDIA
Tel.: +91 40 6633 9192, Fax: +91 40 6633 9192 www.moschip.com
ISO 9001:2015 CIN: L33109TG1998PLC032184

Scanned by TapScanner

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C.W
159/182

TATA

Offer: Computer Consultancy
Ref: TCSL/DT20206748085/Delhi
Date: 29/11/2021

Mr. Naveen Kumar Kathika
3-176Vro Office Road,
Chopaarametla,
Vijayawada-521211,
Andhra Pradesh.
Tel# -8985804226

Dear Naveen Kumar Kathika,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore/ TCS Xperience (detailed under Terms & Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
5th Floor, PTI Building, 4, Parliament Street, New Delhi 110 001 India
Tel: 91 11 6650 6555 Fax: 91 11 2331 1235 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

amdocs

Dear Lukka,

Welcome to Amdocs!

We are committed to ensure your first days in the company are filled with welcoming experiences.

Here are some references to information that will help you get to know Amdocs better:

- Engage: Visit your "New Employee" homepage in Amdocs HR system where you will find important information regarding your onboarding and learning plans
- Welcome to Amdocs Learning Program: Broaden your knowledge and understanding of Amdocs' business and organizational aspects, by taking this self-learning program
- IT Guide: Use this guide to find various services, tools and IT support

- Please click here to access various portals which contain some useful information

Also, please review the documentation attached to this email for additional information.

Feel free to reach out with any questions you may have.

Good luck!

HR Employee Services - India

HRPSIndiaPune@amdocs.com

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Terms & Conditions of Employment Agreement

Name of the Joinee	:MALLAVOLU MANASA
Location	:Bengaluru
Date	:18-Jan-2022
Appointment Ref. No.	:

Please read through this document carefully, sign at the end and hand this over along with your other joining papers. This is necessary and forms part of your joining papers.

Agreement to Terms & Conditions of Employment

1. You are required to deal with the Company's money, material and documents with utmost honesty and professional ethics. If you are found guilty at any point of time of moral turpitude or of dishonesty in dealing with the company's money or material or documents or of theft or of misappropriation regardless of the value involved, your services would be terminated with immediate effect notwithstanding other terms and conditions mentioned in this letter.
2. If during the period of your service, the Management comes to the conclusion that you have committed any misconduct, you may be dismissed from service as per the rules of the company with immediate effect, notwithstanding anything else mentioned in this letter.
3. You are required not to engage yourself in any other gainful or commercial employment, business or activity part-time or full-time, directly, indirectly or simultaneously as long as you are employed with HCL Technologies India Pvt. Ltd. or engage yourself directly or indirectly in any other profitable business connected with the dealings or activities of the company in any way. Any action to the contrary would render your services liable for termination notwithstanding any other conditions in this letter.
4. You are required to maintain the secrecy of, and not to divulge or communicate in any manner, any information regarding your remuneration to any other employee of the Company except to your immediate superior.
5. Your appointment and its continuance is subject to your being certified physically and mentally fit by a qualified registered medical practitioner (RMP) nominated by the Company. The opinion of the RMP nominated by the company shall be final & binding on the parties.

Shilpa Agarwal

AUTHORISED SIGNATORY

Name : MALLAVOLU MANASA
Date : 18-Jan-2022
Signature : M. Mal

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(W)
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TATA

Ref: TCSL/DT20206519183/1436807/Hyderabad
Date: 14 July 2021

MS. DEEPA SRI MUTYALA
Dr-No:2-2 Main Street,
Near Ramalayam, Gummileru,
Andhra Pradesh-533232.
Tel# 919492488555

Sub: Joining Letter

Dear Ms. Deepa Sri Mutyala,

We would like to take this opportunity to extend a very warm welcome to TATA Consultancy Services Limited (TCSL) family.

We are pleased to inform you that your joining date at TCSL will be **29th July 2021** , your joining location is **Chennai** , work location is **Chennai** and your stream is **IT** . This has been provided considering your preference and business requirements.

Your wellbeing is our utmost priority in the current COVID-19 pandemic scenario across India. Keeping this in mind, and the regulations enforced by various states at this point, we have internally enabled a virtual onboarding process for our future TCSers. For the Virtual Onboarding Process, **you will not be required to physically report at the TCS offices on the date of your joining** .

TCS XP HR Team will reach out to you over email in the next few days to guide you further on the virtual onboarding process and steps to be taken to prepare yourself for onboarding.

Congratulations on completing the first phase of your learning through TCS Xplore Program. We appreciate your passion towards learning which has helped you to perform well. You are now set to experience learning through our coveted TCS Xperience Program.

TATA CONSULTANCY SERVICES
Tata Consultancy Services Ltd
Peepul Park, Technopark Campus, Kariavattom P.O., Thiruvananthapuram - 695 581, Kerala, India
Telephone : +91 471 6629400, Fax: +91 471 6629429, Website : www.tcs.com
Registered Office : Nirmal Building, 9th Floor, Nariman Point, Mumbai - 400 021
Corporate Identification Number (CIN): L22210MH1995PLC084781

18-5-409

TATA

Offer: Computer Consultancy
Ref: TCSL/DT20206519183/Hyderabad
Date: 11/01/2021

Ms. Deepa Sri Mutyala
Dr-No:2-2Main Street,
Near Ramalayam,
Gummileru-533232,
Andhra Pradesh.
Tel# 91-8328694235

Dear Deepa Sri Mutyala,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year.Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Deccanpark, No 1 Software Units Layout, Madhapur, Hyderabad 500 081 India
Tel: 91 40 6667 2000 Fax: 91 40 6667 2222 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Service line: 1800 209 3111 Email: careers@tcs.com

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10:54

Welcome to amdocs

Inbox

Amdocs Onboarding 23/09/2021
to me

amdocs

Dear SASI,

Welcome to Amdocs!

We are committed to ensure your first days in the company are filled with welcoming experiences.

Here are some references to information that will help you get to know Amdocs better:

- Engage: Visit your "New Employee" homepage in Amdocs HR system where you will find important information regarding your onboarding and learning plans
- Welcome to Amdocs Learning Program: Broaden your knowledge and understanding of Amdocs' business and organizational aspects, by taking this self-learning program
- IT Guide: Use this guide to find various services, tools and IT support
- Please click here to access various portals which contain some useful information

Also, please review the documentation attached to this email for additional information.

Feel free to reach out with any questions you may have.

Good luck!

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wipro

APPOINTMENT LETTER

September 11, 2021

Dear PADARTHI YASASWINI,

Welcome to Wipro Limited (Company/Wipro) and congratulations on your appointment as **Project Engineer**. The terms of your employment with the Company is listed below. Please be informed that the terms may be modified pursuant to changes in the Company policy updated from time to time.

1. Appointment Details:

a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.

b. You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.

c. The retirement age is 58 years.

d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company ,in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.

e. We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.

f. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.

g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining.

2. Compensation:

You will be eligible for:

a. Compensation and benefits in accordance with Annexure III - Salary Offer Sheet.

b. Variable Pay - The details of this component are listed in Annexure V. The Variable Pay program may be changed or modified in part or full thereof from time to time, at the sole discretion of the Company.

c. Other compensation and benefits in accordance with Company policy as modified and intimated to you from time to time.

d. Your salary will be reviewed periodically as per Company policy.

e. Changes in your compensation are at the Company's discretion and will be subject to and on the basis of your effective performance and the performance results of the Company during your period of employment and other

iLenSys

APPOINTMENT LETTER

To, **Date: 12/01/2022**

Vasi Stanes Dany,
4-48, Harijanawada Chinnagonouru Village,
Gudlavalleru(MD), Krishna(Dist),
Andhra Pradesh-521329.

Dear Mr. Vasi Stanes Dany,

With reference to the discussions you had with us recently, we are pleased to appoint you as **"Junior Component Engineer"** in **M/s. iLenSys Technologies Pvt Ltd** effective from **17th January 2022**. We are happy to have you join our team and look forward to a long and mutually beneficial association with you.

Your targeted annual gross compensation is **INR 2,50,000/- (Rupees Two Lakh Fifty Thousand Only)** and will be subject to statutory and other deductions as per Employer policies and practices. The details of your compensation breakdown are as below. Salary payable on monthly basis.

Your compensation details are confidential and you may discuss it only with the undersigned in case of any clarification. It is our hope that your acceptance of our offer will be just the beginning of a mutually beneficial relationship with our organization.

This offer comes with a commitment of 1 year and the commitment amount is INR 50000/- In case if you wish to leave our organization before 16th January 2023 this amount will be recovered from your full and final settlement.

18-5-417
(C.W)

TEMENOS | kony
KONY IS NOW PART OF TEMENOS

Temenos Offer

August 29, 2021 (MM/DD/YYYY)

Dear **DHAUSH SAI SANKAR CHIMAKURTHI**
Yanamadala(post)
Parthipadu(mandal), Guntur (district)

It gives us immense pleasure in inviting you to join Kony India Pvt Ltd as one of its valuable members. We believe that organizations grow and flourish fuelled by the enthusiasm and energy of the people, who are willing to invest in to the future. We are sure that with your joining, we will be adding to our organization's strengths of competence, commitment and customer orientation.

1.Position: **Software Engineer**

2.Band: **A**

3.Job Family: **Technical**

4.Department: **Development-product**

5.Reporting to: **Priya Sugandh**

6.Job Description: Roles & Responsibilities:

Perform coding activity for assigned tasks using the guidance of the technical specification document or defect analysis document.

Write reliable, efficient and well documented code confirming to the programming standards.
Perform unit testing for coding performed taking a guidance from the test plan to test basic scenarios.
Update the help text and other documentation based on the changes specified in any given enhancement.
Use appropriate source control tools and recommended IDEs to perform coding tasks.
Ensure that development tasks are completed to agreed deadlines.
Communicate fully and regularly to line manager on the status of development tasks.
Show initiative in analyzing and implementing technical/functional specifications, using all TEMENOS documentation and resources available.
Comply with all the published standards within the Product Development Group, the Quality Management Systems (QMS), or within the company.
Contribute and facilitate development and knowledge transfer.
Perform such other duties, functions and services, consistent with status or vocational ability, as may from time to time be required.

7.Date of joining: **September 3, 2021 (MM/DD/YYYY)**

(4)

(4)

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Tech Mahindra
Cerium Systems

Cerium Systems Pvt Ltd
No 527, 22nd Main Road, Sector 1
Sector 1, HSR Layout
Bangalore, Karnataka 560102, India
Cerium-systems.com

EmployeeID:-CSB03065

Date:8thDec 2021

Gopu Manikanta
Choragudi,Pamidimukkala Mandel,Andhrapradesh-521250
Phone no: 6301557445

Subject - Offer of Appointment

Dear **Gopu Manikanta,**

It is our pleasure to welcome you to Cerium Systems Private Limited (referred to as "The Company")

1. With reference to our discussions, we are pleased to offer you appointment in our Organization as **Associate Engineer** on **U1** band, operating out of our **Vizag** office.
2. Your "Annual Total Cash Compensation" will be **Rs. 3,60,000 (Indian Rupees Three lakhs sixty thousand only).** Please refer **Annexure-A** for details on the compensation and statutory deductions.
3. Your remuneration package is strictly confidential between you and here after, referred as The Company and should not be discussed with anyone nor divulged to anyone in any manner whatsoever.
4. Your employment with us will be governed by terms and conditions as specified in **Annexure-B.**
5. You are required to join on **8th Dec 2021** at the below mentioned location. The Offer stands withdrawn thereafter, unless the date is extended and communicated to you in writing.
6. On the date of joining, you are requested to report to **Vizag office** at 9:30 AM to complete the joining formalities. At the time of joining, you are expected to carry originals of the documents as per **Annexure – D** and submit the copies of the same to the HR Team.
7. Please note that this Offer is subject to your being given a clear background check either at the time of reporting/joining or thereafter depending upon our receipt of the background check report from the agency.
8. Kindly acknowledge acceptance of this Offer of Appointment by signing and returning the 'acceptance copy' to Offers@cerium-systems.com latest by **8th Dec 2021**.

Cerium Systems Pvt Ltd
No 527, 22nd Main Road, Sector 1
Sector 1, HSR Layout
Bangalore, Karnataka 560102, India
Cerium-systems.com

9. For any clarification / further information on:

- Employment terms and conditions, please get in touch with **Bhargav** (E-Mail:**Offers@cerium-systems.com**)
- On boarding logistics / operations, kindly drop a mail to heladesk@cerium-systems.com(Please quote the Reference No. as mentioned above in emails)

For Cerium Systems Private Limited,

Authorized Signatory

Encl: **Annexure-A** (Salary Structure), **Annexure-B** (Important / Indicative Terms & Conditions of Employment), **Annexure-C** (Medical Self declaration), **Annexure-D** (Check List of Documents), **Annexure-E** (Confidentiality Agreement), **Annexure F** – Intellectual property Assignment, **Annexure-G** – General Covenant, **Annexure H** (Code of Conduct and Ethics), **Annexure I** (Indemnity Bond with Surety)

Accepted

Date:08/12/2020

Signature of Candidate:

18-5a-918

Gmail

GOPU MANIKANTA <gopumanikanta78@gmail.com>

LAN ID/Password For GID-(812633)Gopu Manikanta,Date Of Joining :08-Dec-2021

1 message

WELCOME <WelcomeToTechM@techmahindra.com>
To: 0812633@techmahindra.com, gopumanikanta78@gmail.com

9 December 2021 at 06:41

Dear Gopu Manikanta

Welcome to Tech Mahindra! We look forward to your joining.

Included in this communication is information on how to access the company's internal systems/email in order for you to begin work and complete your onboarding paperwork.

Step 1: Accessing the TechM Network

The attached File protected PDF file which contains your network login credentials (Login ID/Password), same is required for accessing various Tech Mahindra Ltd. IT Systems & Applications over the network.

The PIN to open the PDF File is 6 Digit numeric number which is combination of the your Date of Birth in format Month and Year (MMYYYY).

Examples:

DOB – MMYYYY	Example of 6 Digit PIN
November 1976	111976
January 1983	011983
February 2000	022000
October 2000	102000

Step 2: Setting up Multi-Factor Authentication

In order to provide more security to associates and their personal information, the company has implemented a Multi-Factor Authentication.

You will need to use Okta Verify app and follow the steps in the attached Multi-Factor Authentication Onboarding Guide.

Step 3: Resetting Password

You will recall to reset your default password to a more secure one before you start using any Tech Mahindra applications/systems. If you use your one time password for accessing TechM applications, you will be locked out. You would need to reach out to TM service desk as per instructions in the enclosed document (TM Central Service Desk Support (CSS).pdf).

Please follow steps below for first time password reset.

• If you are logging in for the first time outside of a Tech Mahindra office and/or not using a company allocated laptop: You can reset your password by visiting https://pb.techmahindra.com/ssc/ssc/portal/sp/changepassword. You will need to enter your email ID, the password included in the credentials PDF, and create a new password. Passwords must include upper/lower case letters, numbers, and special characters.

• If you are logging in for the first time from a Tech Mahindra office and using a company allocated Desktop/Laptop: Log in to your Machine using the newly received password and Press ATL+CTRL+DEL on your keyboard and click on Change password Option.

• ATT users to note password once reset would not be able to change for next 10 days.
All users to note password once reset would not be able to change for next 24 hrs.
Last five passwords used cannot be reused while resetting the password.

Once you have changed your default password, you will be able to access the company's internal systems and Outlook (email) after four hours of resetting.

Need Additional Assistance?

For any concerns opening the attached credentials PDF, resetting password, logging in, or setting up your multi-factor authentication you can reach out to TM Service Desk as per instructions in the enclosed document (TM Central Service Desk Support (CSS).pdf).

Associates are not supposed to buy any hardware or software on behalf of company for official use. If you need any hardware/software please raise Service Request/Purchase Requisition.
For any assistance, requesting you to connect with your location SPOC. (https://sn.techmahindra.com/sn/Document.aspx?id=6 => Escalation Matrix => Operations)

Warm Regards,

18-59-418

HH - Annotate Services

Disclaimer: This message and the information contained herein is proprietary and confidential and subject to the Tech Mahindra policy statement, you may review the policy at http://www.techmahindra.com/Disclaimer.html externally http://tim.techmahindra.com/disclaimer.html internally within TechMahindra.

3 attachments

- 812633.pdf
  447K
- Multi-factor Authentication Onboarding Guide.pdf
  834K
- TIM Central Service Desk Support (CSD).pdf
  202K

18-5a-418 CORE CW

Gmail

GOPU MANIKANTA <gopumanikanta79@gmail.com>

Welcome to Cerium (A Tech Mahindra Company)-Gopu Manikanta,(GID: 812633), India,Date Of Joining :08-Dec-2021

1 message

WELCOME <WelcomeToTechM@techmahindra.com>
To: GM0812633@techmahindra.com, gopumanikanta79@gmail.com
Cc: BA0087743@techmahindra.com

9 December 2021 at 06:41

Tech Mahindra Cerium

Dear Gopu Manikanta,

We are proud and delighted to have you onboard. You have joined a group that offers abundant opportunities and ample growth prospects and we wish you all the best in your journey ahead!

Let's get started!

You will soon receive an email with your Network credentials (User Id and password) on your TechM email ID and personal email ID.

You manager will be your point of contact for your seat allocation Laptop and Project Allocation related matters.

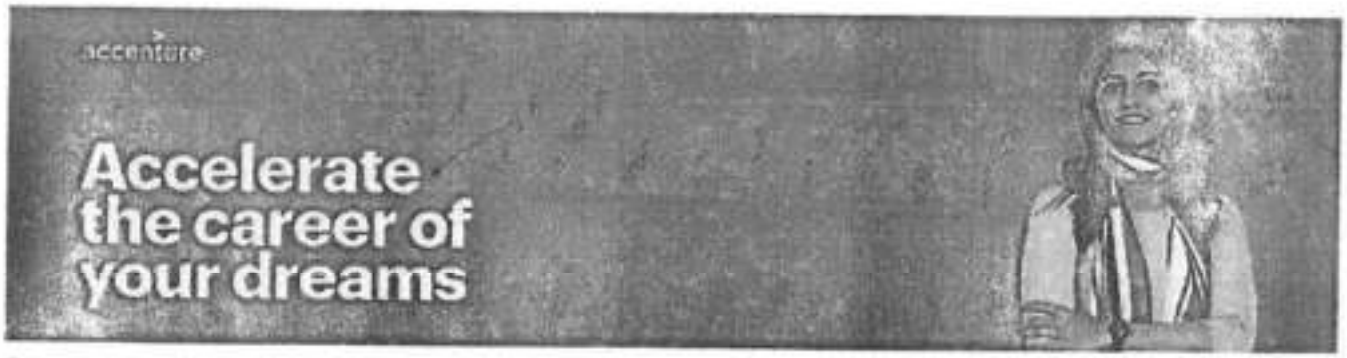
Your HR SPOC will contact you for any mandatory document submission, Induction formalities, payroll and benefits related information.

- *All policy and procedures are available in Twingo.*

  TWINGO (techmahindra.com)
- ***Your Salary:*** *We have a monthly payroll cycle, If you have joined Cerium Systems post the monthly payroll cut-off date then your First Pay will be processed along with the subsequent month's payroll.*
- ***Issues:*** *For any issues relating to Leave Management / Personal Information /Payroll, please mail to helpdesk@cerium-systems.com*

========== Disclaimer: This message and the information contained herein is proprietary and confidential and subject to the Tech Mahindra policy statement, you may review the policy at http://www.techmahindra.com/Disclaimer.html externally http://intranet.techmahindra.com/html/Disclaimer.html internally within TechMahindra. ==========

18-5A-422 LOI
(C.W)
Katragadda Pujith Chowda
18485A0422
7661083275



To,

Name : Katragadda Chowdary Pujith

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Katragadda Chowdary Pujith,

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks** - Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 7 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Pre-joiner-Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes a learning module - Technology Fundamentals Online Learning program (Hereinafter" program"). We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The training module of this program is typically made available to potential new joiners at least 45 days before onboarding to give them a reasonable time to learn at their pace and comfort. Details of which are as under:

    - Under the program, the learning modules hosted on a technology platform will prepare the potential new joiner to be code ready.

    - Post onboarding/joining Accenture, and after the Induction the potential new joiner will need to go through the Technology fundamental assessment (based on the pre on-boarding online learning program).

    - On successful completion of the program and clearance of the Technology fundamental

assessment in the first attempt along with completion of the online program module, a potential new joiner will be eligible for a learning Incentive of INR 10,000.

- In case a potential new joiner fails in the first attempt they will not be eligible for any learning incentive.
- To clear assessments for the program, potential new joiners are required to score minimum 60% marks in each assessment test for the program. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 65% marks to clear the assessment for the program.
- Before each reattempt, reasonable guidance and appropriate refresher training sessions will be provided to new joiners to help them appear in the reassessment.

The potential new joiner's employment with Accenture is subject to successful completion of the assessment of the program, as mentioned above.

After a new joiner has cleared the Pre-Joiner Program; they will need to undergo further Accenture stream specific trainings. For clearing these trainings also, Accenture provides three attempts with success criteria similar to one for the pre-joiner program as mentioned above. If potential new joiners are unable to complete the Accenture specific training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits - INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, **the above is informative and not exhaustive, specific details will be in the Offer Letter.**

"This is an electronically generated document does not require signatures"

18-422

Strictly Private and Confidential

Date:05-Aug-2021

Pujith Chowdary Katragadda
C9858979

7-108 near railway station gudlavalleru

7661083275

Dear **Pujith Chowdary Katragadda,**

Based on our recent discussion with you, we are pleased to extend an offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Center, India as per the below terms and conditions:

Job Profile - Application Development Associate

Management Level - 12

Job Family Group- Software Engineering

Please refer to:

- Annexure I for the compensation and benefits details
- Annexure II for the documentation to be submitted by you
- Terms of Employment

Your employment with Accenture will be governed by the clauses mentioned in the attached "Terms of Employment". You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 65% and above or 6.5 CGPA and above in the current degree as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

Reference Id: 0c255ee5-2be3-446e-959e-28f216a3560c_1
Signed By: Mahesh Vasudeo Zurale

You agree and affirm that the information (personal or otherwise) shared by you at the time of registration is accurate, factually correct, and complete and no material information has been withheld by you. Accenture is providing this offer of employment basis preliminary information provided by you at the registration stage and a declaration concerning your agreement with the eligibility criteria. You understand and acknowledge that your employment with Accenture shall be subject to further verification of details and materials/ documents provided to Accenture as well as any further verification deemed necessary to finalize your candidature. You shall continue to meet the eligibility criteria up till and on the date of joining Accenture (if applicable) and agree that Accenture has the right to revoke the offer of employment, in case of failure of verification, or if you are not meeting the eligibility criteria or in case of any misrepresentation at your end.

Your onboarding date will be intimated to you over a separate e-mail by Accenture onboarding team few weeks prior to your actual onboarding date. You will receive an email from Onboarding.doc.ase@accenture.com. You are expected to confirm to the same by responding to our email and share your acceptance to join us on the stipulated date.

Pre-Onboard Learning Module: To provide our new joiners with a unique learning experience, Accenture has designed a special online learning module called - Technology Fundamentals Online Learning Program (Hereinafter referred to as "program"). This program further provide details about the training opportunities and terms of training/assessments that were shared with you in your Letter of Intent. To ensure that you have ample time to learn at your own pace, and prepare for the ensuing assessments, you will have complete access to the program for 45 days from the date you receive the training link.

Details of the program and assessment are as below:

- The program is hosted on a virtual platform that you can access from anywhere and it will provide you with all the information and trainings that you need to begin your career at Accenture.
- After going through all the learning modules, you will be required to go through Technology Fundamentals Assessments based on what you have learned in the program.
- On successfully completing the program within 45 days and clearing the program assessments in your first attempt, you will be eligible to receive a learning incentive of INR 10,000.
- In case you fail to clear the assessments in your first attempt, or do not complete the program within 45 days from the receipt of the training link, you will not be eligible for any learning incentive.
- To clear the assessments, you will need to score a minimum of 60% marks in each assessment test. In case are not able to score the required 60% in your first attempt, you will get two additional attempts where you will need to score a minimum of 60% marks to successfully clear the assessments.
- During each re-attempt, reasonable help, guidance and appropriate refresher training sessions will be provided to you.

Your employment with Accenture is subject to you successfully completing the program assessments mentioned above. In case you are not able to clear the program assessments in three attempts, your offer will stand revoked.

After successful completion of the aforementioned assessments, and after joining the Company, you will need to undergo further training program(s), with specified timeframes, for the specific skill-set assigned to you. Periodic tests will be conducted throughout this training program and you are expected to clear all of them. You will need to score a minimum of 60% marks in each of these tests to clear the Accenture-specific training program. If you are unable to score 60% in your first attempt, you will get two more opportunities to take the test and score the required passing percentage. Your employment with Accenture is subject to you successfully completing the Accenture-specific training program. If you are unable to clear the Accenture-specific training program tests in three attempts, your services with the Company shall be terminated as per Clause 10 outlined in the Terms of Employment.

After acceptance of the offer of employment or any time during the course of your employment with the Company you may be required to undergo drug/alcohol/substance test based on the project you are deployed. This offer and your employment with Accenture are contingent upon you completing particular tests as per the requirements of the Company and in the instance of failing these tests namely the drug/alcohol/substance test, Accenture may, in its sole discretion, elect to terminate or suspend your employment immediately.

In the event a government body/authority exercising its jurisdiction and statutory power/authority seeks information pertaining to any aspect of your employment, the Company shall provide such information to the government body/authority without any notification to you. The foregoing shall be applicable to information pertaining to your employment being shared in pursuance of statutory requirements/compliance. You may belong to this category and your details will be disclosed to these authorities.

To indicate your acceptance of this offer and Terms of Employment with Accenture, please confirm your acceptance/rejection by logging on to Accenture Recruitment Portal (https://india.jobs.accenture.com/default.aspx) using your unique reference number, candidate identification (CID) and mobile number within 7 days (Seven days) from the date of this letter post which the link will be disabled for you. If we do not receive your response before the expiration of 7 days (Seven days) from the date of this letter, the terms of this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. Further, at the time of joining you are required to provide all documentation identified in Annexure (II) along with the singed copy of this offer letter and Terms of Employment.

After accepting this offer,we encourage you visit Countdown to the Company (http://careers.accenture.com/Microsites/countdown/Pages/welcome-india.aspx). This on-line, interactive welcome site will help you successfully navigate the first days, weeks and months of your career at Accenture. It will also provide an interesting overview of Company history - as well as tips on how to develop yourself (and your career) in the future.

In case you have any feedback/ suggestion or have any query, feel free to write an e-mail to: https://indiacampus.accenture.com/candidate

We look forward to hearing from you regarding your decision to join the Company. I wish you a successful career ahead of you and look forward to your joining us.

Yours sincerely,

Mahesh Vasudeo Zurale
Senior Managing Director
Lead, Advanced Technology Center, India

ACKNOWLEDGED AND AGREED:

[*Insert full legal name*]

ANNEXURE 1

COMPENSATION & BENEFITS

Annual Total Cash compensation structure as per the Company guidelines is:

Total Cash Compensation Elements	
	Annual (INR)
(A) Annual Fixed Compensation	383000
(B) Local Variable Bonus (LVB) earning potential (at maximum 8.5%)	32500
Maximum Annual Total earning potential (A+B)	415500
Joining Bonus (Refer to the Section C)	25,000
(D) Additional Benefits	
Gratuity as per law#	9500
Insurance Premium(notional value)	
Total Cash Compensation + Total Additional Benefits (A+B+C+D)	450000

(A) Annual Fixed Compensation

• Your annual fixed compensation is INR 383000. This includes allowances structured in accordance with the Company compensation guidelines and applicable statutory norms. Please note the annual fixed compensation includes employer's contribution to Provident Fund, as applicable.

TDS is deducted as applicable from your income.

(B) Local Variable Bonus (LVB)

•As part of your annual total cash compensation, you will be eligible to participate in the FY21 Local Variable Bonus programme (LVB). Your indicative pay-out can range from 0% to 8.5% of the prorated fixed pay in the Fiscal year, subject to the overall terms and conditions of the LVB, including but not limited to your individual performance achievements and the Company's performance. In addition to these two components, your LVB is also linked to your Individual Utilization. The Company may, at any time and in its sole and absolute discretion, amend, suspend, withdraw vary and/or modify any of the terms and conditions of the LVB programme guidelines The LVB will be paid out subject to you being on the roles of the Company on the date of disbursement of these pay outs and will be prorated based on your tenure in Accenture India and considering the period of leave without pay during the said fiscal year.

(C) Joining Bonus

You are also eligible for a joining bonus and an additional bonus as per the terms mentioned below.

• Joining Bonus: of INR 25,000 payable upon joining the organization and will be paid out along with salary of the month of joining or succeeding pay month. In case you leave, or your services are separated from the Company (except for ramp down or redundancies by the Company) before completion of 1 year from the date of joining, then this whole amount shall be recovered from you.

Note: For International Worker Only*

• As per Indian Provident Fund (PF) regulations, membership to the Provident Fund is mandatory for all International Workers. Exemptions if any, shall be as per the existing law. Please note that since your cost to the Company (CTC) includes employee's as well as employer's contribution to Provident Fund, appropriate adjustment in your monthly salary will be made for Provident Fund contributions as per applicable laws/regulation in existence (or amendments from time to time). Withdrawal (if any) from Provident Fund is regulated by the government of India and is subject to government approvals and prevailing laws (amended from time to time). Any person desirous of such withdrawal need to comply with applicable law and procedures laid down by the authorities.

* As defined by applicable law from time to time.

Benefits applicable for current Company financial year:

In addition to your annual total cash compensation, you will be eligible for following benefits, which will be governed by Company policy:

1. Effective your date of joining, Medical Insurance for self, spouse and 2 dependent children up to INR 300,000 per annum. Premium for this will be paid by the Company.
   a. You have the option of availing Accenture negotiated rates to cover your parents, parent's in-law & any additional child under a separate Insurance plan up to INR 500,000 per annum. The entire premium for this will have to be borne by you. This plan allows for coverage of pre-existing ailments.
   b. For Permissible claims under the Medical Insurance plans detailed above, you will be required to contribute a defined percentage of each claim, as under:
      • 10% of such claims for self, spouse and 2 dependent children
      • 20% of such claims for parents, parent's in-law and additional children under the separate Insurance plan
2. Personal Accident coverage for self, up to three times your gross annual fixed compensation
3. Life Insurance coverage equivalent to one time of your annual fixed compensation with minimum cover of INR 5,00,000

In addition to the above, you will also be eligible for the following benefits:

1. Gratuity amount is an approximation of your eligibility and the final payout of any gratuity amount will be determined in accordance with the applicable provisions of the Payment of Gratuity Act, 1972, as per the Company policy.
2. One time relocation allowance subject to a maximum of INR 2,500 on submission of actual supporting as per policy.
3. Transport facility, as per Company guidelines, can be availed at no cost.

Details pertaining to relocation allowance will be provided to you at the time of joining the Company. In the unlikely event you choose to leave the Company, or your services are terminated, before the completion of 1 year of employment with the Company, the relocation assistance will be construed as debt due and payable by you and should be repaid on termination of your employment. Any dues payable by you on termination will be recovered from your final settlement to the extent possible.

The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the Medical Insurance, Personal Accident Insurance and Life Insurance and Relocation Assistance program guidelines.

From the date of your joining, the compensation and benefits mentioned in this annexure will be applicable to you until any further communication from the Company.

Following the implementation to the GST regulations with effect from July 1st 2017, please note the treatment to any continuing obligations that you have, pursuant to any signing/joining/relocation/retention bonus as per the terms of your employment, will be as under:

Any signing, joining, relocation or retention bonus received by you will be paid along with salary of the relevant or succeeding pay month. This amount is recoverable as per your employment terms, if your service commitment with Accenture change. Any such recovery or adjustment shall be made from your salary pertaining to the service month before your last working day in the Company. Any shortfalls will be adjusted against any further amounts due and payable to you.

ANNEXURE II

Mandatory documentation at the time of onboarding:

1. Two copies of your recent passport size photographs.
2. Original marksheet of all semester (PG/UG).
3. Original provisional degree certificate or convocation degree certificate.
4. Copy of X, XII and all semester mark sheets of PG & UG Degrees.
5. Copy of Degree/PG/Diploma (as applicable) certificates.
6. Passport copy, if available (if not please apply immediately).
7. Pan Card
8. Copy of Aadhaar Card- We request you to provide for meeting the UAN generation requirement and any other compliance required by governing regulating authorities like EPFO, ESIC, labour welfare fund and others.
   Please note that by voluntarily sharing your Aadhaar details, you are also authorizing us to share it with third parties under contract with the company and which are bound by confidentiality provisions to meet any regulatory requirements and internal procedures of the company including but not limited to making verifications. Do note that the provision of Aadhaar details and seeding Aadhaar with UAN as well as completing KYC requirements of EPFO is necessary and if you are unable to do so this may delay submission of your PF contributions to the regulators.

Welcome Aboard ! Inbox

B, Manasa K 28/10/2021
to me

Dear **Ponnapalli Lakshmi Satya Vaishnavi,**

Welcome to Atos Paladion!

We are delighted to have you onboard and trust this opportunity really excites you.

Please find your employment details.

Sl. No	Details	
1	Employee Id	60006886
2	Designation	Junior associate
3	Reporting Manager	Magesh Jayasekaran

18485A0432

172/182

M

Wipro ADID details

1 message

Akilan Veeraraghavan <akilan.veeraraghavan@wipro.com>
To: tilakchowtapalli@gmail.com <tilakchowtapalli@gmail.com>

Mon, 21 Feb 2022 at 9:16 pm

Dear Candidate,

Please find the below your Wipro ADID details;

Candidate Full Name	Employee ID	ADID	Official ID	Personal Email Id
Tilak Chowtapalli	20334795	CH20334795	chowtapalli.tilak@wipro.com	tilakchowtapalli@gmail.com

Akilan.V
Talent Transformation
Wipro Technologies, CDC-5, Chennai-119

Internal to Wipro
'The information contained in this electronic message and any attachments to this message are intended for the exclusive use of the addressee(s) and may contain proprietary, confidential or privileged information. If you are not the intended recipient, you should not disseminate, distribute or copy this e-mail. Please notify the sender immediately and destroy all copies of this message and any attachments. WARNING: Computer viruses can be transmitted via email. The recipient should check this email and any attachments for the presence of viruses. The company accepts no liability for any damage caused by any virus transmitted by this email. www.wipro.com'

18485A0432
(W)

Welcome to Wipro | Virtual Onboarding Day – 16th February 2022

3 messages

<manager.campus@wipro.com>
To: tilakchowtapalli@gmail.com

Fri, 11 Feb 2022 at 7:33 pm

Welcome to Wipro | Virtual Onboarding Day – 16th February 2022

Dear **Chowtapalli Tilak**

Resume Number - **22690949**

Greetings from Wipro!

18-SA-434

173/182 CORE CW

MOSCHIP

September 9, 2021

Dear Ravi Teja Gopisetti,

On behalf of MosChip Technoloy Ltd., We are pleased to extend to you this offer as a Trainee. If you accept this offer, you will begin as Trainee with the Company on Start Date.

You will be paid INR 15,000/- per month as a stipend. Your training is expected to end in six months from your date of joining. However, at the sole discretion of the Company, the duration of the trainee period may be extended or shortened with or without advance notice.

During your trainee period, you may have access to confidential business information belonging to the Company. By accepting this Trainee offer, you acknowledge that you must keep all this information strictly confidential, and refrain from using it for your own purposes or from disclosing it to anyone outside the Company. In addition, you agree that, upon conclusion of your training, you will immediately return to the Company all its property, equipment, and documents, including electronically stored information. You will be considered for regular employment upon your successful completion of training program, subject to your performance and training evaluation. If you join the company as regular employee, you will be entitled to the regular employee benefits as per the policy applicable.

By accepting this offer, you agree that throughout your trainee period, you will observe all policies and practices governing the conduct of our business and employees, including our policies prohibiting discrimination and harassment. This letter sets forth the complete offer we are extending to you and supersedes and replaces any prior inconsistent statements or discussions. It may be changed only by a subsequent written agreement.

By signing this offer of agreement, you confirm to the Company that you have no contractual commitments or other legal obligations that would prohibit you from performing your duties for the Company. You are required to execute a Service Agreement for four years and six months which is includes training period. In the event of breach of agreement for the above-mentioned period, then you shall be liable to pay a sum of Rs. 8,00,000/- (Rupees Eight Lakhs only) as liquidated damages to the company.

I hope that your association with the Company will be successful and rewarding. Please indicate your acceptance of this offer by signing below and returning it. If you have any questions, please do not hesitate to contact us. We look forward to having you join the team.

Sincerely,

Trivikram Potluri
Associate Vice President - Human Resources

I accept this Trainee Offer with the Company on the terms and conditions set out in this letter.

GIOPISETTI RAVI TEJA	G. Ravi Teja	09/09/2021
Printed Name	Signature	Date

Moschip Technologies Limited
2nd Floor, "My Home Twin"
Hyderabad Knowledge City, Hyderabad - 500081, Telangana, INDIA
Tel : +91 40 6622 9292, Fax : +91 40 6622 9292 www.moschip.com
ISO 9001:2015 CIN : L31909TG2000PLC037184

18485A0439 (C.W)
(N. SAI TEJA)

MEDHA

OFFER LETTER

NAME: SAI TEJA NAGAMALLA			
POST: ENGINEER V&V – TRAINEE		Emoluments in Rupees	
S.NO	SALARY HEAD	PER MONTH	PER ANNUM
I	Stipend	18,664.00	
II	Gross Salary	18,664.00	223,968.00
1	*LTC		8,446.50
2	ESI		7,278.96
3	**SSS/EDLI		1,900.00
4	PF 12% COMPANY CONTRIBUTION		21,600.00
5	***Group Gratuity		9,746.00
	COST TO COMPANY PER ANNUM		272,939.00
	COST TO COMPANY PER MONTH	22,745.00	

NOTE:

*From the date of service confirmation you are eligible for Leave Travel Concession, for the remaining block period on proportionate basis(not eligible during probation period)

**SSS-Sampurna Suraksha Scheme- You will be covered with sum assured amount of Rs. 10,00,000 by the company from the date of joining, in case of any unforseen eventuality, amount will be paid to your nominee

*** After completion of 5 years of service you are eligible for Group Gratuity

for MEDHA SERVO DRIVES PVT. LTD.,

VIRESH KUMAR
DY. GENERAL MANAGER – HR

18-50-440

MOSCHIP

178
182

September 9, 2021

Dear Rakesh Pamarthi,

On behalf of MosChip Technoloy Ltd., We are pleased to extend to you this offer as a Trainee. If you accept this offer, you will begin as Trainee with the Company on Start Date.

You will be paid INR 15,000/- per month as a stipend. Your training is expected to end in six months from your date of joining. However, at the sole discretion of the Company, the duration of the trainee period may be extended or shortened with or without advance notice.

During your trainee period, you may have access to confidential business information belonging to the Company. By accepting this Trainee offer, you acknowledge that you must keep all this information strictly confidential, and refrain from using it for your own purposes or from disclosing it to anyone outside the Company. In addition, you agree that, upon conclusion of your training, you will immediately return to the Company all its property, equipment, and documents, including electronically stored information. You will be considered for regular employment upon your successful completion of training program, subject to your performance and training evaluation. If you join the company as regular employee, you will be entitled to the regular employee benefits as per the policy applicable.

By accepting this offer, you agree that throughout your trainee period, you will observe all policies and practices governing the conduct of our business and employees, including our policies prohibiting discrimination and harassment. This letter sets forth the complete offer we are extending to you and supersedes and replaces any prior inconsistent statements or discussions. It may be changed only by a subsequent written agreement.

By signing this offer of agreement, you confirm to the Company that you have no contractual commitments or other legal obligations that would prohibit you from performing your duties for the Company. You are required to execute a Service Agreement for four years and six months which is includes training period. In the event of breach of agreement for the above-mentioned period, then you shall be liable to pay a sum of Rs. 8,00,000/- (Rupees Eight Lakhs only) as liquidated damages to the company.

I hope that your association with the Company will be successful and rewarding. Please indicate your acceptance of this offer by signing below and returning it. If you have any questions, please do not hesitate to contact us. We look forward to having you join the team.

Sincerely,

Trivikram Potluri
Associate Vice President - Human Resources

I accept this Trainee Offer with the Company on the terms and conditions set out in this letter.

PAMARTHI. RAKESH	P. Rakesh	09/09/2021
Printed Name	Signature	Date

Moschip Technologies Limited
7th Floor, "My Home Twitza"
Hyderabad Knowledge City, Hyderabad - 500081, Telangana, INDIA.
Tel: +91 40 6622 9292, Fax: +91 40 6622 9393 www.moschip.com
ISO 9001:2015 CIN: L31909TG1999PLC032384

1848 5A0 442

177/182

TATA

Offer: Computer Consultancy
Ref: TCSL/CT20203347639/Hyderabad
Date: 11/01/2021

Mr. Yaswanth Alla
1-538Rtc Colony,
Near Government School,
Gudivada-521301,
Andhra Pradesh.
Tel# -

Dear Yaswanth Alla,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year.Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

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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(W)

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KANTAR

3rd & 7th Floor, Orion Block,
The V Ascendas IT Park,
Plot No.17, Software Units Layout,
Madhapur, Hyderabad – 500081, India

T +91 (0) 40 4646 8500

info@kantar.com
www.kantar.com

GDC/HR/OFF/2021

October 1, 2021

Mr. Chimata Vamsi

Subject – Offer of Appointment

Dear Vamsi,

In reference to your application and the subsequent interview you had with us, we are pleased to offer you the position of **Programmer (DP & Scripting)** in **Grade B1** at our **Hyderabad Office** on the terms and conditions mutually agreed upon. A formal letter of appointment will be issued to you upon your joining and submitting the Employment Form on or before **October 06, 2021.**

You would work remotely until the Global Delivery Centre in India revert to working from office. You will receive an official intimation at least 2 weeks in advance regarding the date and time that you are required to report to office. During remote working, you will be required to have a minimum 50 Mbps speed of Internet connection to ensure virtual training programs are attended without interruption.

We reserve the right to cancel this offer in case of failure to submit your acceptance by this date or subject to non-clearance of background verification as per the company policy.

At the time of joining, please also let us have the following certification;

- Four passport size photographs
- Photocopy of Aadhaar Card **(Mandatory)**
- Copies of all Education Documents (10th ,12th, Consolidated Mark Sheets/All Year Mark Sheets/All Semesters Mark Sheets of Graduation/Post Graduation)
- Permanent Address Proof (Issued by Government)
- PAN Card Copy

NOTE: Aadhaar card is a mandatory document at the time of joining as per the statutory requirement and without which Provident fund remittance is not allowed. If not available, please apply and get it ready before joining.

We welcome you to Hyderabad and hope to have a mutually happy and successful association with us.

Kindly sign the duplicate copy of this letter as a token of your acceptance.

** The offer letter will be superseded by the issuance of the letter of appointment at the commencement of employment, local employment law wherever applicable or a signed contract where appropriate.

Yours Sincerely

Debangshu Sengupta
Talent Acquisition Leader | South Asia

Encl: CTC Statement (offered)

Signature of Candidate
(As Acceptance)

18485A0449
CW

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182

Dear Dinesh,

Welcome to Acuvate !!

We are extremely privileged to offer you permanent employment with Acuvate Software Pvt. Ltd., effective **04th October 2021** as your date of joining with a designation "**Software Engineer - Trainee**" at **Hyderabad**.

We hope that your contributions to the organization will be significantly outstanding and we expect you to perform with a great zeal and enthusiasm to achieve the goals set for you. We are sure that you will prove yourself worthy of the trust and expectation that the organization has bestowed on you.

We request you to confirm the acceptance of the offer within **24hrs** by replying to this email and confirming that you have accepted the offer provided.

Please feel free to reach out to us in case you have any questions and we would be happy to answer.

Human Resources
hr@acuvate.com
www.acuvate.com
Employee Encourage Commitment

L452
18
182

BSA Corporation Limited

Offer Letter

Date : 12/08/2021

To,

Ms. NUNNA REVATHI
Gudlavalleru Engineering College
Gudlavalleru.

Subject : Selection as On The Job Trainee

Dear Candidate,

Congratulations.....!!!

You have been selected in campus drive on 12th August 2021. Herewith, we offer you to join BSA Corporation Ltd. Company as Trainee. You are expected to report on 3rd week of Aug to 4th Week of Aug 2021 at Chennai for Training. Your joining letter & other formalities will be completed on arrival at Chennai.

On arrival at Chennai, you can contact our person on below given numbers.

Mr.Saravanan : 96003 87972

Thanks,

For BSA Corporation Limited,

B Ranjith Kumar
Senior Manager – HR operations

BSA Corporation Limited
Corporate Office: 18-20, Sukhwani Fortune, Morwadi Road, Pimpri, Pune – 411018
Tel.: +91 20-27474997 Telefax: +91 20-27474962 Email: marketing@bsagroup.in Website: www.bsagroup.in

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C.W

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182

TATA

Offer: Computer Consultancy
Ref: TCSL/DT20207250145/Hyderabad
Date: 11/01/2021

Ms. Manasa Pedapalli
1/73Malleswara Colony Gurudu Mandal Krishna District Andhra Pradesh,
Near Vinayaka Temple,
Pedana-521366,
Andhra Pradesh.
Tel# 91-9490848842

Dear Manasa Pedapalli,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year.Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

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 Servicelink 1800 209 1111 Email: careers@tcs.com

IR-5a-455 CORE CW

18.

182/182

MOSCHIP

September 8, 2021

Dear Tirumala Gopi Veeranki,

On behalf of MosChip Technologies Ltd., We are pleased to extend to you this offer as a Trainee. If you accept this offer, you will begin as Trainee with the Company on Start Date.

You will be paid INR 15,000/- per month as a stipend. Your training is expected to end in six months from your date of joining. However, at the sole discretion of the Company, the duration of the trainee period may be extended or shortened with or without advance notice.

During your trainee period, you may have access to confidential business information belonging to the Company. By accepting this Trainee offer, you acknowledge that you must keep all this information strictly confidential, and refrain from using it for your own purposes or from disclosing it to anyone outside the Company. In addition, you agree that, upon conclusion of your training, you will immediately return to the Company all its property, equipment, and documents, including electronically stored information. You will be considered for regular employment upon your successful completion of training program, subject to your performance and training evaluation. If you join the company as regular employee, you will be entitled to the regular employee benefits as per the policy applicable.

By accepting this offer, you agree that throughout your trainee period, you will observe all policies and practices governing the conduct of our business and employees, including our policies prohibiting discrimination and harassment. This letter sets forth the complete offer we are extending to you and supersedes and replaces any prior inconsistent statements or discussions. It may be changed only by a subsequent written agreement.

By signing this offer of agreement, you confirm to the Company that you have no contractual commitments or other legal obligations that would prohibit you from performing your duties for the Company. You are required to execute a Service Agreement for four years and six months which is includes training period. In the event of breach of agreement for the above-mentioned period, then you shall be liable to pay a sum of Rs. 8,00,000/- (Rupees Eight Lakhs only) as liquidated damages to the company.

I hope that your association with the Company will be successful and rewarding. Please indicate your acceptance of this offer by signing below and returning it. If you have any questions, please do not hesitate to contact us. We look forward to having you join the team.

Sincerely,

Trivikram Potluri
Associate Vice President - Human Resources

I accept this Trainee Offer with the Company on the terms and conditions set out in this letter.

VEERANKI TIRUMALAGOPI	V.T. Gopi	09-09-2021
Printed Name	Signature	Date

Moschip Technologies Limited
7th Floor, 'My Home Sector'
Hitechnical Knowledge City, Hyderabad - 500081, Telangana, INDIA
Tel : +91 40 6622 9292 Fax : +91 40 6622 4797 www.moschip.com

17481A0501

Infosys
Navigate your next

HRD/3T/1002130124/21-22

July 4, 2021

Ms. Kavya Sri Achanta
3-39
2Nd Street, Dondapadu Road, Sri Devi Nagar
Gudivada-521301
India

Ph: +91-7981562757

Dear Kavya Sri,

Welcome to Infosys!

Today, the corporate landscape is dynamic and the world ahead is full of possibilities! None of the amazing things we do at Infosys would be possible without an equally amazing culture, the environment where ideas can flourish and where you are empowered to move forward as far as your ideas will take you.

At Infosys, we assure that your career will never stand still, we will inspire you to build what's next and we will navigate further, together. Our journey of learnability, values and trusted relationships with our clients continue to be the cornerstones of our organization and these values are upheld only because of our people.

We look forward to working with you and wish you success in your career with us.

Warm regards,

RICHARD LOBO
EVP and Head Human Resources - Infosys Limited

Signature Not Verified
Digitally signed by Richard Lobo
Date: 2021.07.04 18:04:14 IST
Reason: Digitally Signed
Location: Bangalore

INFOSYS LIMITED
CIN: L85110KA1981PLC013115
44, Infosys Avenue
Electronics City, Hosur Road
Bangalore 560 100, India
T 91 80 2852 0261
F 91 80 2852 0362
askus@infosys.com
www.infosys.com

Company Confidential - This communication is confidential between you and Infosys Limited

Infosys
Navigate your next

HRD/1002130124/21-22

July 4, 2021

Ms. Kavya Sri Achanta
3-39
2Nd Street, Dondapadu Road, Sri Devi Nagar
Gudivada-521301
India

Ph: +91-7981562757

Dear Kavya Sri,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer** .

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **19-Jul-2021.**

Location

Your location of training is **MYSORE, India** . The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location."

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise."*

Training

The training program will consist of classroom/virtual training and on-the-job training. The duration of the classroom/virtual training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and successful completion of the training.

Probation and Confirmation

You will be on probation for a period of 12 months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

Leave

You are entitled to Earned Leave, right from your date of joining. You will be eligible for 15 working days of earned leave annually, during probation. On confirmation as a permanent employee you will be eligible for 20 working days of leave annually.

Leave is credited on a quarterly basis. The leave eligibility shall begin in the quarter of your joining the Company, on a pro-rata basis. Leave year is the calendar year and not the fiscal year.

An illustration with other relevant information have been given in the Information Sheet. The Company's Policies also provide for Maternity, Paternity and Bereavement Leave. Further details will be provided to you at the time of joining.

Agreement

Our offer to you as **Systems Engineer** is subject to the execution of the Service Agreement. The Service Agreement details the scope, terms and conditions of your employment, the necessary training and the contractual obligations towards Infosys from the date of your joining and up to a period of 12 months from the date of allocation to a Practice Unit. The date of allocation to a Practice Unit is generally the first day of the subsequent month post completion of training. You will be required to complete the formalities on the Service Agreement at the time of joining. Please note, non-execution of the notarized Service Agreement will result in denial of employment with the Company.

Compensation and Benefits

Salary

Your Total Gross Salary during training will be **INR 25,000 per month** and Total Gross Salary post allocation will be **INR 30,000 per month** . The break-up of your salary has been provided in the Compensation Details sheet in Annexure - I and Annexure - II.

Training Performance - linked Incentive

You will be eligible for a Training Performance-linked Incentive (TPI) upon allocation to a Practice Unit, to a maximum of 20% of your Fixed Gross Salary, based on your performance in the training. The details of this scheme will be communicated on your joining. Please refer to the Compensation Details sheet for more details.

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Cognizant

22-Mar-2021

Dear Adapa Deepthi,
B.Tech/B.E., Computer Science & Engineering
Gudlavalleru Engineering College,Gudlavalleru

Candidate ID – 15017588

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**.You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500 /-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR Rs.**450,740/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for 3 months and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

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Cognizant

22-Mar-2021

Dear Addanki Veena Madhuri,
B.Tech/B.E., Computer Science & Engineering
Gudlavalleru Engineering College,Gudlavalleru

Candidate ID – 15017629

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**.You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500 /-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR Rs.**450,740/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution towards benefits such as Medical, Accident and Life Insurance, as applicable.

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This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for 3 months and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

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At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

Date: November 29, 2021
Ms. Amruthaluri Triveni
Machilipatnam

1-7481AD5D4

Employment Agreement

We are pleased to confirm your employment with **Amdocs Development Centre India LLP.** ("Amdocs") under the terms and conditions provided herein, effective as of **December 02, 2021** ("Start Date").

1. Employment Terms; Compensation; Benefits

(a)	**Position**	**Functional Test Engineer**
(b)	**Location**	Amdocs offices in **Pune**, India. • Domestic and international travel may be required, in accordance with Amdocs' business needs. • Work location may be changed to facilitate Amdocs' business needs.
(c)	**Annual Total Remuneration (on a Cost to Company basis) gross**	INR **400,000.00** (**Four Lakh Rupees Only**) gross, divided into the following annual components: 1. Basic salary - INR 180000.00 2. House Rent Allowance - INR 180000.00 3. Provident Fund (employer contribution) - INR 21600.00 4. Leave Travel Allowance - INR 18400.00 • Payable on a monthly basis, in accordance with Amdocs' payroll practices. • Annual discretionary salary review, as of **July 2022** and each year thereafter.
(d)	**Statutory Bonus**	Eligibility and payment subject to The Payment of Bonus Act, 1965, if applicable.
(e)	**Gratuity**	Eligibility and payment subject to The Payment of Gratuity Act, 1972, upon end of employment after completion of at least five years of continuous employment.
(f)	**Annual Bonus**	• Eligibility for an annual bonus, subject to: (i) the terms and conditions of the applicable [Annual Incentive Plan (AIP)] OR [India Discretionary Bonus Plan (IDB)]; (ii) your and Amdocs' performance; and (iii) you being employed by Amdocs for at least six months prior to payment of the bonus. • Payment of such annual bonus (if any) shall be in [January][November], and the amount thereof will be determined by Amdocs, in its sole discretion.
(g)	**Annual Vacation**	To be granted, accrued and used in accordance with Amdocs' policy and applicable law. You shall also be entitled to additional absence days and holidays, in accordance with Amdocs policy and applicable law.
(h)	**Annual Sick Leave**	To be granted, accrued and used in accordance with Amdocs' policy and applicable law

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Amdocs Development Centre India LLP

6th Floor, Tower 2, Cybercity, Magarpatta City,
Hadapsar, Pune-411028
PAYSLIP FOR THE MONTH OF OCTOBER 2022

EMP NO	181406	PF NO	PUPUN/012000/0002/140423
NAME	Annuthatan Tiwari	PAY GROUP	Amdocs India
DESIGNATION	Functional Test Engineer	DEPARTMENT	AQE - CH Shore
UAN	101764032487		

EARNINGS	Rs.	DEDUCTIONS	Rs.		
Basic	16,406.67	Provident Fund	1,969.00	COST CENTRE	[illegible]
House Rent Allowance	16,406.67	PT	200.00	DATE OF JOINING	[illegible]
Working On National Holiday Al	1,259.61	JVCRD	0.48	DATE OF BIRTH	[illegible]
Leave Travel Assistance	6,234.53			STANDARD DAYS	31
Reimbursement Broadband Charge	1,000.00			DAYS WORKED	31
				LOCATION	Pune
				PAN	[illegible]
				RESIDENTIAL STATUS	ROR
				PAYMENT	BANK TRANSFER
				BANK	[illegible]
				A/C No	[illegible]
Total Earnings Rs.	41,307.48	Total Deductions Rs.	2,169.48	Net Amount Rs.	39,138.00

In Words Thirty Nine Thousand One Hundred And Thirty Eight

Income Tax Calculation

Particulars	Cumulative Total	Add Projected	Less Exempted	Annual
Basic	111,293.34	82,031.30	0.00	193,324.64
House Rent Allowance	111,293.34	82,031.30	0.00	193,324.64
Arrear Basic	333.33	0.00	0.00	333.33
Arrear House Rent Allowance	333.33	0.00	0.00	333.33
Shift Allowance	47,200.00	0.00	0.00	47,200.00
Working On National Holiday Allowance	1,259.61	0.00	0.00	1,259.61
Leave Travel Assistance	42,416.13	31,172.65	0.00	73,588.78
Reimbursement Broadband Charge	7,000.00	0.00	0.00	7,000.00
Gift Value Perk	0.00	0.00	0.00	5,300.00
Total Income				**521,670.43**
Add: Income received from Previous Employer				0.00
Net Taxable Income				521,670.43
Less: Standard Deduction				50,000.00
Less: Prof. Tax recovered by Previous Employer				0.00
Less: Prof. Tax recovered by Current Employer				2,500.00
Add: Other Taxable Income reported by the employee				0.00
Gross Taxable Income				469,170.43
Less : 80C80C - Deduction U/s 80C (Limit Rs.150000/-)				23,241.00
Income Chargable to Tax (Rounded Off)				445,930.00

Income Tax Deduction

Income Tax Payable	**8,796.50**
Less : Relief under Section 87	8,796.50
Less Relief U/s 89	0.00
Net Income Tax Payable	0.00
Add : Surcharge on Income Tax	0.00
Add : Cess	0.00
Total Income Tax & S/C & Cess Payable	0.00
Less : I. Tax & S/C paid by Prev. Employer	0.00
I.Tax & S/C & Cess to be recovered	**0.00**
I.Tax & S/C & Cess recovered till October 2022	**0.00**
Balance I. Tax & S/C & Cess to be recovered	**0.00**
Avg. Monthly I. Tax & S/C & Cess to be recovered	**0.00**

Investment Details

Provident Fund	23,241.00

Other Declarations

HRA Rent Paid Details	0.00
CLA Rent Paid Details	0.00
Number of Children for Edu. Remuner	0.00

Note:

Mon Oct 31 10:48:19 IST 2022

This document contains confidential information. If you are not the intended recipient you are not authorized to use or disclose it in any form. If you have received this in error please destroy it along with any copies and notify the sender immediately.

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08-12-2020
Hyderabad

Internship letter

Nagamanikanta Amudalapalli

Dear Nagamanikanta,

It was pleasure interacting with you during our interview process. We believe Technovert will give you a great start for your career journey and groom you into a professional soon.

We are pleased to share this offer of internship at **Technovert Solutions Pvt. Ltd.** to play the role of **Intern**.

- You are required to join us on **09-12-2020** and the offer stands withdrawn thereafter, unless the date is extended by us and communicated to you in writing.
- You will be based at our company office located in **Hyderabad.** You will serve the company or any of its subsidiaries or associated companies in any location within or outside of India. You will be governed automatically by the rules and regulations and terms and conditions applicable to the new assignment.
- During internship of **9 months** you will be entitled to receive a stipend of **INR 15,020 per month** (INR 180240 Per anum) calculated as Cost to Company. During this period you would go through a continuous training and assessment. You are required to maintain standards of performance & uphold company's values at all times.
- On successful completion of the **Internship and probation**, you will be eligible for **Fulltime employment.** After your **performance evaluation**, CTC offered will range in between **Rs 4,00,000/- to Rs 5,00,000/-** per annum along with other benefits as per the company policy.
- You will be entitled to leaves and holidays as per the company policy.
- Please confirm your acceptance to this internship letter within two days from the date of receipt of this email.

We welcome you to Technovert and look forward to a long and mutually beneficial association

Monalisa Mohapatra

Technovert Solutions Pvt Ltd.

17-505

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TECHNOVERT SOLUTIONS

Search employees or actions (Ex: Apply Leave, Attendance Approvals)

Your Income and tax liability is being computed as per Old income tax regime.To learn more, and switch to N

Salary Revision

Effective Jun 26, 2022 CURRENT

REGULAR SALARY	+	OTHER	+	BONUS	=	TOTAL
INR 7,50,000		INR 5		INR 50,000		INR 8,00,005

REGULAR SALARY INR 7,50,000.00 / Annum Salary breakup

SALARY PER MONTH	EFFECTIVE FROM
INR 60,700.00	Jun 26, 2022

17481A0506

Cognizant

22-Mar-2021

Dear Aregela Yoganandam,
B.Tech/B.E., Computer Science & Engineering
Gudlavalleru Engineering College,Gudlavalleru

Candidate ID – 15017294

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**.You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500 /-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR Rs.**450,740/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for 3 months and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

Deck 5

Software Inc.

17481A0507

Dated: February 5, 2022

Dear Arimanda Sri Ram Reddy,

With reference to your interview on January 29, 2022, we are happy to inform that you are selected for the profile of **Software Developer** in our company. You will get an annual CTC of **INR: 7,20,000 / annum.** This amount also includes all fixed and variable salary components. You are expected to join our company on February21, 2022, (*Reporting Time: 10:00 AM*) for further joining formalities. Therefore, you must bring below mentioned original copy (will be returned) of documents along with photocopies.

List of documents required at the time of joining

- 2 latest passport size photographs
- Government ID proof (Photocopy + Original for reference)
- Address Proof (Photocopy + Original for reference)
- 10th, 12th, Graduation and Post Graduation (if any) education certificates (Photocopy + Original for reference only)
- Additional qualification certificate photocopies (if available).
- Also bring previous work experience and relieving letters (Photocopy + Original for reference)

Joining Location

Deck5 Software Inc

B 99, Sector 63, Himayath Nagar

Hyderabad, Telangana, India

Authorized Signatory

C Prathap.

Signature

17481A0508

MiMomentous

Delivering vital solutions
Mobile | Analytics | Technology

Date: March 02, 2021

To
Ms. Asma Begum,
Visakhapatnam.

Letter of Appointment

Dear **Ms. Asma Begum,**

Further to our discussion it gives us great pleasure in extending this offer of employment to you to work sat **IMomentous Software Pvt Ltd.** As a **Product Integration Engineer I** with effect from date, March 15, 2021. We request you to acknowledge with your acceptance on or before March 06, 2021, failing which this offer expires.

1. Your annual Gross salary will be **Rs.4,04,654** (Four Lakh Four Thousand Six Hundred and Fifty Four Rupees only) per annum all inclusive.Your employment, with us will be governed by Terms & Conditions as detailed in the Employment Agreement in Annexure-A.The breakup of salary would be entitled to HRA and other allowances and company policies as mentioned in Annexure-B.

2. Your place of work will be at Visakhapatnam. However, your services are transferable, and you may be assigned to any location in India or abroad where the company or anyone of its associates or customers, conducts business.While on transfer you will be governed by the rules, regulations and conditions of services of that location.

3. The company will be working 5 days a week, twenty four hours a day. You will be expected to attend office and work-expect travelling on business-assigned to you by your superiors.You will be required to work 5 days a week and your weekly off may not necessarily be on weekends.

4. The Company may terminate your service at any time by giving 90 days notice or basic salary in lieu thereof. However due to exigencies of business the Company may at its sole discretion reject the salary in lieu of notice and ask you to serve the entire or part of the notice period. You shall not be deemed to have been relieved of your services except upon issue of a letter by the Company to that effect. The aim of this clause is to minimise unnecessary disruption of business.

1748IA05B09

wipro

APPOINTMENT LETTER

June 2, 2021

Dear **Attunuru NAVYA SRI**,

Welcome to Wipro Limited (Company/Wipro') and congratulations on your appointment as **Project Engineer**. The terms of your employment with the Company is listed below. Please be informed that the terms may be modified pursuant to changes in the Company policy updated from time to time.

1. Appointment Details:

a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.

b. You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.

c. The retirement age is 58 years.

d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company ,in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.

e. We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.

f. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.

g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining.

Registered Office:
Wipro Limited
Doddakannelli
Sarjapur Road
Bengaluru 560 035
India
T : +91 (80) 2844 0011
F : +91 (80) 2844 0054
E : info@wipro.com
W : wipro.com
C : L32102KA1945PLC020800

20688711

ANNEXURE III

SALARY OFFER SHEET

Name: Attunuru NAVYA SRI

Career Group: TRB – II

Position : Project Engineer

You shall receive salary as detailed below.

COMPONENT	AMOUNT (INR)
Basic	11,670
HRA	5,835
Bonus	2,334
Wipro Benefits Plan (WBP)	4,849
Total Fixed Cash	**24,688**
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
Total Fixed Compensation	**27,108**
Other Compensation Benefits	
Health benefit (Medical)	600
Variable Pay	
Target Variable Pay	1,459
Target Cost to Company per month	**29,167**
Total Cost to Company per annum	**3,50,004**

*Notional sum indicating contribution of 5.31 % of your basic towards provision of Gratuity. Employees will be eligible for payment of gratuity as per the Wipro Policy for the same.

Registered Office:
Wipro Limited
Doddakannelli
Sarjapur Road
Bengaluru 560035
India
T : +91 (80) 2844 0011
F : +91 (80) 2844 0054
E : info@wipro.com
W : wipro.com
C : L32102KA1945PLC020800

20688711

17-510 E

DocuSign Envelope ID: ACFA9E00-53AE-430A-887A-C71C75181C17

Offer Letter

Date:

Name: Navya Bade
Email: navyabade07@gmail.com
Ph No: 7675089839

Dear Navya Bade

Further to your application and interview with **Revature**, we accept your application as Trainee in our Organization.

Given hereunder are the terms & conditions of service applicable to you, if you choose to accept this offer. Please convey your acceptance by counter-signing the duplicate of this letter at the spaces indicated and return the same to us.

CONFIDENTIAL

Training Period: Your training is scheduled to start Jul 26, 2021 for a period of three (3) months. During this period, you will receive a stipend of Rs.5,000/- (Rupees Five Thousand Only) per month. Revature expends considerable amount of money for this training. Upon successful completion of your 12-week training and client assessment, at the sole discretion of client and Revature and in accordance with the terms in Training Agreement, you will be offered an employment as **"Software Engineer"** by the Client with the CTC of **INR 5 LPA**.

Signing of Training Agreement & Training NDA is mandatory along with this.

Yours Sincerely,
For Revature Consultancy Services Private limited

Authorized Signatory

I, _____ herein, accept and agree to the above terms and conditions.

acuvate®

... where Acumen drives Innovation

OFFER LETTER 17481A0511

24th July, 2022

Dear Ms. Bale Lasya,

Welcome to Acuvate Innovations Private Limited (Company)

We are glad to offer you the appointment letter with the below terms and conditions;

You are hereby appointed as a Assistant Trainee Engineer with ID **AIPLC0578125** in our organization to be based in Hyderabad.

1. Reporting

You will be reporting to the Project Manager or to any other person assigned as per the hierarchical route.

2. Accountability

You will be principally accountable for all specific work responsibilities listed under your designation, to ensure proper, truthful and righteous achievement and development of our company objective.

3. Salary & Allowances

a. You are entitled to a CTC of 58550 per month payable as per Annexure. The break-up of your salary has been provided in the Compensation Details sheet in Annexure - I. Annexure 1 of the offer letter will be given upon joining of the company. For the purpose of security and convenience, your salary and allowances will be paid through a bank appointed by the company.

b. Basket of Allowances (BOA)

The Basket of Allowances will be paid to you as part of your salary every month. The components are as follows: House Rent Allowance, Leave Travel Allowance, Medical Allowance, Transport Allowance and Children's Education Allowance.

You have the flexibility of changing the amounts under each of the above-mentioned heads, within your BOA, according to your preferences and income tax plans.

4. Increment / bonus

Salary increment, annual bonus and incentives shall be at sole discretion of the company and will be largely dependent on your performance

You also agree that the Company would be investing in your growth and learning and incurring a great amount of expenditure towards the same. Therefore, it is important for us that you are a part of the Company for years to come.

acuvate®

... where Acumen drives Innovation

5. Working hours / Leave Eligibility

Subject to Applicable Laws, we work Monday to Friday from 9:45 hrs to 19:00 hours

You are allowed 11 calendar holidays every year which will not carry over for the next year. You are eligible for 1 day leave per month which can be carry forwarded to the next month but not to the next year. Along with this you are eligible for 3 medical leaves.

6. Job Execution

a. By accepting this appointment letter you are expected to have complete knowledge / acquire knowledge about your Key result areas, their process and obtain supports to ensure all job responsibilities are carried out and completed on time as in each deserving case.

b. The employment requires you to adhere to the company's principles of systematic work practices and as such, you shall be expected to execute your responsibilities regularly, review them frequently, update your knowledge often and report to your superiors on the status.

c. The activities of your job will be monitored through the company's internal audit system and any lapses will attract action as per company policy.

Acknowledgement of this appointment letter will automatically confirm your acceptance to above terms.

If you are agreeable to the above terms and conditions, kindly confirm your acceptance of this offer by signing the copy of this letter or joining our offices immediately.

Wishing you the very best,

For Acuvate Innovations Private Limited,

CEO, Acuvate Innovations Private Limited

17481A0512

DHUNIS

IT INNOVATION For Your Ideas

STRICTLY PRIVATE & CONFIDENTIAL

Date :- 15-09-2021

To
Ms. BANDI RESHITHA

APPOINTMENT LETTER

Dear **Ms. B RESHITHA,**

This has reference to your application and the subsequent discussions you had with us. **06-09-2021** on the following terms and conditions:

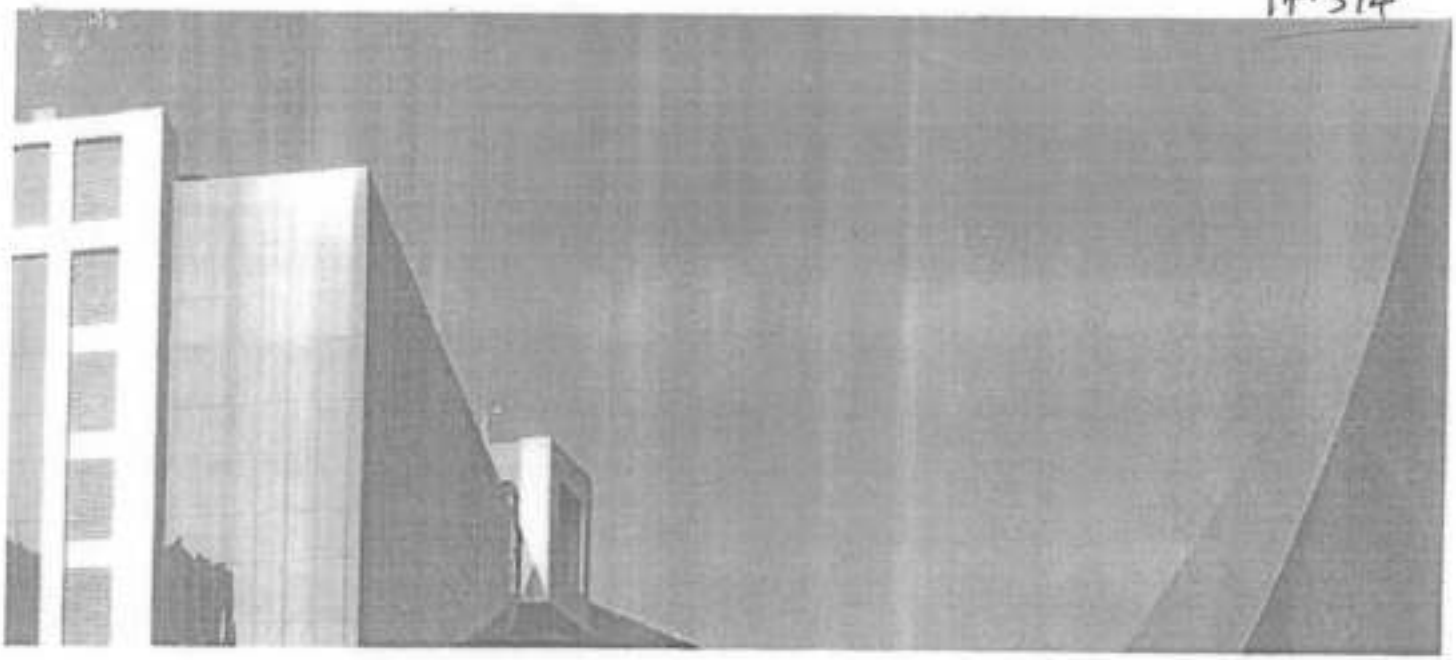
1. **Position:** You are being appointed as **"Module Lead"**.
2. You will initially be based at **Visakhapatnam.**
3. Your appointment is subject to your being medically fit at all times.
4. **Compensation and Benefits:** You will receive compensation of **6,80,000/-** per annum as outlined in the attached sheet. Income Tax or any other statutory deductions will be done at source. You will receive a performance based variable incentive that will be discretionary & based strictly on performance. You will be eligible for leave and other such benefits in accordance to your grade are subject to alteration and amendment, and you will be entitled to the same as per the rules of the company.
5. **Posting & Transfer:** Your place of work, in the first instant, is as indicated above. However, you can be transferred temporarily or permanently for duty anywhere in India.
6. We assure you of our support for your professional development and growth.

Dhunis Technologies Pvt.Ltd

Authorized Signatory

1/2C, HIG-241, Sri Sai Surya Complex, Visakhapatnam, A.P, India.

17-514



Dear **Bathili Mahesh,**

Congratulations on your offer and welcome to Amdocs!

We are very excited to have you on board.

You will be joining an organization that continuously reinvents itself, creating a culture of innovation, and thus you will have many opportunities to grow and develop.

We are hopeful you will find your time with us to be challenging and fulfilling!

Please feel free to reach out to us with any questions.

WHAT DOES THIS KIT INCLUDE?

In the following you will find an overview of your employment terms:

Date: August 06, 2021
Mr. Bathili Mahesh
Andhra Pradesh

Employment Agreement

We are pleased to confirm your employment with **Amdocs Development Centre India LLP.** ("Amdocs") under the terms and conditions provided herein, effective as of **August 12, 2021** ("Start Date").

1. Employment Terms: Compensation, Benefits		
(a)	**Position**	**System Analyst**
(b)	**Location**	Amdocs offices in **Pune**, India. • Domestic and international travel may be required, in accordance with Amdocs' business needs. • Work location may be changed to facilitate Amdocs' business needs.
(c)	**Annual Total Remuneration (on a Cost to Company basis) gross**	INR **400,000.00** (**Four Lakh Rupees Only**) gross, divided into the following annual components: 1. Basic salary - INR 180000.00 2. House Rent Allowance - INR 180000.00 3. Provident Fund (employer contribution) - INR 21600.00 4. Leave Travel Allowance - INR 18400.00 • Payable on a monthly basis, in accordance with Amdocs' payroll practices. • Annual discretionary salary review, as of **July 2022** and each year thereafter.
(d)	**Statutory Bonus**	Eligibility and payment subject to The Payment of Bonus Act, 1965, if applicable.
(e)	**Gratuity**	Eligibility and payment subject to The Payment of Gratuity Act, 1972, upon end of employment after completion of at least five years of continuous employment.
(f)	**Annual Bonus**	• Eligibility for an annual bonus, subject to: (i) the terms and conditions of the applicable [Annual Incentive Plan (AIP)] OR [India Discretionary Bonus Plan (IDB)]; (ii) your and Amdocs' performance; and (iii) you being employed by Amdocs for at least six months prior to payment of the bonus. • Payment of such annual bonus (if any) shall be in [January][November], and the amount thereof will be determined by Amdocs, in its sole discretion.
(g)	**Annual Vacation**	To be granted, accrued and used in accordance with Amdocs' policy and applicable law. You shall also be entitled to additional absence days and holidays, in accordance with Amdocs policy and applicable law.
(h)	**Annual Sick Leave**	To be granted, accrued and used in accordance with Amdocs' policy and applicable law.

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wipro

APPOINTMENT LETTER

June 2, 2021

Dear **LAKSHMI BHARATHI BATTINA,**

Welcome to Wipro Limited (Company/Wipro') and congratulations on your appointment as **Project Engineer.** The terms of your employment with the Company is listed below. Please be informed that the terms may be modified pursuant to changes in the Company policy updated from time to time.

1. Appointment Details:

a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.

b. You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.

c. The retirement age is 58 years.

d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company ,in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.

e. We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.

f. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.

g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining.

Registered Office:
Wipro Limited
Doddakannelli
Sarjapur Road
Bengaluru 560035
India
T : +91 (80) 2844 0011
F : +91 (80) 2844 0054
E : info@wipro.com
W : wipro.com
C : L32102KA1945PLC020800

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wipro

ANNEXURE III

SALARY OFFER SHEET

Name: LAKSHMI BHARATHI BATTINA

Career Group: TRB – II

Position : Project Engineer

You shall receive salary as detailed below.

COMPONENT	AMOUNT (INR)
Basic	11,670
HRA	5,835
Bonus	2,334
Wipro Benefits Plan (WBP)	4,849
Total Fixed Cash	**24,688**
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
Total Fixed Compensation	**27,108**
Other Compensation Benefits	
Health benefit (Medical)	600
Variable Pay	
Target Variable Pay	1,459
Target Cost to Company per month	**29,167**
Total Cost to Company per annum	**3,50,004**

*Notional sum indicating contribution of 5.31 % of your basic towards provision of Gratuity. Employees will be eligible for payment of gratuity as per the Wipro Policy for the same.

Registered Office:
Wipro Limited
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Sarjapur Road
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E : info@wipro.com
W : wipro.com
C : L32102KA1945PLC020800

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17481A0516

HEXAWARE

Letter of Intent

02 June 2021

Bezawada Mohana Sowmya
Gudlavalleru Engineering College
VINNAKOTA

Dear Bezawada Mohana Sowmya,

We are pleased to inform you that you have been provisionally short-listed for employment as **"Software Engineer Trainee".**

During the training period you will be entitled for a stipend of Rs.15000/-pm for the period of 6 months and on successful completion of your training you will be paid a salary of Rs.3.50 Lac per annum.

You are required to sign a service agreement for a period of 2 years before the start of training programme.

We will keep you posted with respect to the start of the training program at the Hexaware office in Siruseri, Chennai for your development as a Maverick. Prior to joining Hexaware and commencement of your training program, you are required to join the Early Intervention Program (EIP) to be conducted by Hexavarsity and complete it successfully.

You will receive a formal letter of appointment (on probation basis) with all the terms and conditions post joining the organisation.

As a token of your acceptance, that you have read and understood this Letter of Intent, please send in your confirmation to campusconnect@hexaware.com confirming your interest in joining Hexaware.

Yours faithfully,
For **HEXAWARE TECHNOLOGIES LIMITED**

Monica Mathur

Monica Mathur
Vice President, Recruitment-India & APAC

17-517

TECHWARE SOLUTION

Date: 17-09-2021.
To: Ms. BHAVANAM PREMAJYOTHI

OFFER OF EMPLOYMENT

Dear Ms. Bhavanam Premajyothi,

We are pleased to make an offer as "ASSISTANT SOFTWARE ENGINEER". You will receive a detailed appointment letter after you join & clear your certificate test.

It gives us immense pleasure in inviting you to join **TECHWARE SOLUTION** as one of its valuable member. We believe that corporate grows and flourishes fuelled by the enthusiam and energy of the people who are willing to invest in to the future. We therefore believe that all our employees are truly our ASSOCIATES. We are happy that you are one such associate joining us in our effort to create a truly global corporation. Your salary will be **Rs.2.00 Lakh** per annum.

On your joining will be required to undergo Process Training for a period of 15 days. Only on successful completion of this training you will be absorbed in the company.

On reporting, please bring seven recent passport size photographs, photocopy of all Educational Certificates, Aadhar Card copy, PAN Card copy, Address Proof copy, Last Employer's salary certificate and Relieving Letter(if applicable).

You will be governed by the rules, regulations and other Company policies including without limitation the Employee Handbook ("Company policy") of TECHWARE Solution as applicable, enforced, amended or altered from times to tome during the course of your employment.

Your date of joining will be 25-09-2021

We look forward to a mutually rewarding relationship.

Thanking you,

TECHWARE SOLUTION

HR MANAGER

#4-85/2,PMR Residency, Brundavan Nagar, Street No.8,Habsiguda, Hyderabad-500007
www.techwaresolution.in

17-518

L V GLOBAL SOLUTIONS

TO BE KNOWN AS 4I-INNOVATIONS

OFFER LETTER

Date: 12-10-2021

Place : Hyderabad

To,

Ms. Bheemavarapu Sai Jyothi,

It gives us immense pleasure in inviting you to join **L V GLOBAL SOLUTIONS** as one of its valuable member. We believe that corporate grows and flourishes fuelled by the enthusiam and energy of the people who are willing to invest in to the future. We therefore believe that all our employees are truly our ASSOCIATES. We are happy that you are one such associate joining us in our effort to create a truly global corporation.

You will be designed as **TECH SUPPORT EXECUTIVE** at our **HYDERABAD, Madhapur** Premises. You will be on probation for a period of six months from the date of joining and will be confirmed in the services based on your performance. Your association and employment will be governed by the various associate related policies and guidelines of the organization .

Your salary will be **Rs.2.50 Lakh** per annum.

While welcoming you to **L V GLOBAL SOLUTIONS** we are confident that you will contribute to the organization and its goals, add value through your roles and strengthen the company.

As per the policy of the Company, Based on the discussion you need to give 45days notice period to the company. Otherwise you need to pay 4 month salary as penalty. Your joining will be from **22th October 2021.**

WELCOME ON BOARD

LV GLOBAL SOLUTIONS

Authorized Signatory

Plot NO. 81, Beside Sri Chaitanya Techno School, Sri Swamy Ayyappa Society, Madhapur, Hyderabad-500081, Telangana, India. Contact: +91 040 64523424,
www.lvglobalsolutions.com

UNISOFT®
INNOVATION QUALITY SERVICE

1748/A0520

EMPLOYMENT OFFER

Date: 14 February 2022

Dear Ms. BODDU SMILY,

After your Interview, we are pleased to inform you that you have been selected for the post of **Software Engineer** at our organization with the following terms:

1. Your reporting date is **27th March 2021.** Your base location will be Hyderabad but you are required to travel anywhere as per the project requirements.
2. You will be under an employment contract of 3 years (36 Months).
3. You will submit all the original certificates of your graduation to the company.
4. Your compensation will be as follows:

Period	Title	Compensation
0-6 months	**Trainee S/W Engineer**	**60,000 per month**
7-18 months	**S/W Engineer- 1**	**67,000 per month**
19-30 months	**S/W Engineer- 2**	**80,000 per month**
From 31st month	**Technical Consultant**	**95,000 per month**

5. You will sign an agreement to serve the full period of the contract. You may exit from the company before the completion of 36 months by paying INR 5,00,000 towards the training expenses company would have incurred.
6. The working hours of the office are Monday to Saturday 8:30 AM to 5:30 PM. All public holidays will be declared at the beginning of the year.
7. Your will not take any leaves during the first 6 months of your employment.
8. The above terms are subject to your successful completion of each phase of your employment.

Please confirm your acceptance with a reply mail.

Yours faithfully,

Asha P R

Manager- Recruitment

Unisoft Global Services Pvt Ltd
#115/3, 2nd Floor, 11th Cross, Margosa Road, Malleshwaram, Bangalore-560003

17-521

TATA

Offer: Computer Consultancy
Ref: TCSL/DT20184482256/Hyderabad
Date: 31/10/2020

Ms. Sai Sushma Bolla
11-5aMallavolu,
Akumarlaku,
Vijayawada-521162,
Andhra Pradesh.
Tel# 91-9010543739

Dear Sai Sushma Bolla,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year.Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Deccanpark, No 1 Software Units Layout, Madhapur, Hyderabad 500 081 India
Tel: 91 40 6667 2000 Fax: 91 40 6667 2222 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

17-522

Date: 29th of April 2021
Name: BONTHU LALITHA PRIYANKA
Roll Number: 17481A0522

Sub: Letter of Intent

Dear BONTHU LALITHA PRIYANKA

We are pleased to offer you the position of **Customer Care Executive.** You shall report for a comprehensive training program on **May/June/Jul** at 10:00 AM.

Your Monthly CTC will be **Rs.12,200/- + Incentives & Tenure bonus**. The details of your salary break up are provided to you in the annexure.

The offer is subject to:

- You submitting the degree certificate and all your mark sheets at the time of joining.
- A satisfactory reference from the list of referees furnished by you at the time of joining.
- A satisfactory medical opinion, if required, from a registered medical practitioner (RMP) nominated by the company.
- Submission of satisfactory proofs regarding information declared by you, i.e. your age, educational qualification, previous work experience and relieving letter from your last employer etc.

You will be under training which will vary for a period from 2 to 8 weeks depending on the performance and the project that you would be assigned. Your continuity in the organization is subject to successful clearance of training evaluation.

You will be on probation for a period of 6 months and will be confirmed on rolls upon successful completion of the probation (The probation is inclusive of the training period).

We are looking forward to you building a successful career with ALLSEC.

Best Wishes,

For Allsec Technologies Limited,

Authorized Signatory
Human Resources Department

17481A0523

Gmail

boppa bhavya <boppabhavya2000@gmail.com>

Wipro Campus Update_LOI

1 message

Campus HR Team <wipro+email+1dcsb-58166150a4@talent.icims.com> 15 June 2021 at 09:46
Reply-To: Campus HR Team <wipro+email+1dcsb-58166150a4@talent.icims.com>
To: boppabhavya2000@gmail.com

June 15, 2021

Dear Bhavya Boppa ,
Resume Number - 20897019

Based on our discussions with you, we would like to inform you of our intent to offer you the role of **Project Engineer** which will be in Career Band **TRB-II** of the organization.

The salary stack for this role is detailed below. Do reach out to us should you have any clarifications.

COMPONENT	AMOUNT (INR)
Basic	11,670
HRA	5,835
Bonus	2,334
Wipro Benefits Plan (WBP)	4,849
Total Fixed Cash	**24,688**
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
Total Fixed Compensation	**27,108**
Other Compensation Benefits	
Health benefit (Medical)	600
Variable Pay	
Target Variable Pay	1,459
Target Cost to Company per month	**29,167**
Total Cost to Company per annum	**3,50,004**

Kindly note this letter of intent shall be followed by a letter of appointment from us.

Please confirm your interest to receive offer of appointment by clicking on this link Click to Complete and accepting the contents of this communication within 15 calendar days. Your confirmation of interest is a precondition to the issuance of offer of appointment.

Yours sincerely,

For Wipro Limited,

17-524

TECHWARE SOLUTION

Date: 17-09-2021.
To: Mr. BOYAPATI JASWANTH

OFFER OF EMPLOYMENT

Dear Mr. Boyapati Jaswanth,

We are pleased to make an offer as "ASSISTANT SOFTWARE ENGINEER". You will receive a detailed appointment letter after you join & clear your certificate test.

It gives us immense pleasure in inviting you to join **TECHWARE SOLUTION** as one of its valuable member. We believe that corporate grows and flourishes fuelled by the enthusiam and energy of the people who are willing to invest in to the future. We therefore believe that all our employees are truly our ASSOCIATES. We are happy that you are one such associate joining us in our effort to create a truly global corporation. Your salary will be **Rs.2.00 Lakh** per annum.

On your joining will be required to undergo Process Training for a period of 15 days. Only on successful completion of this training you will be absorbed in the company.

On reporting, please bring seven recent passport size photographs, photocopy of all Educational Certificates, Aadhar Card copy, PAN Card copy, Address Proof copy, Last Employer's salary certificate and Relieving Letter(if applicable).

You will be governed by the rules, regulations and other Company policies including without limitation the Employee Handbook ("Company policy") of TECHWARE Solution as applicable, enforced, amended or altered from times to tome during the course of your employment.

Your date of joining will be 25-09-2021

We look forward to a mutually rewarding relationship.

Thanking you,

TECHWARE SOLUTION

HR MANAGER

#4-85/2,PMR Residency, Brundavan Nagar, Street No.8,Habsiguda, Hyderabad-500007
www.techwaresolution.in

assessment in the first attempt along with completion of the online program module, a potential new joiner will be eligible for a learning incentive of INR 10,000.

- In case a potential new joiner fails in the first attempt they will not be eligible for any learning incentive.
- To clear assessments for the program, potential new joiners are required to score minimum 60% marks in each assessment test for the program. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 65% marks to clear the assessment for the program.
- Before each reattempt, reasonable guidance and appropriate refresher training sessions will be provided to new joiners to help them appear in the reassessment.

The potential new joiner's employment with Accenture is subject to successful completion of the assessment of the program, as mentioned above.

After a new joiner has cleared the Pre-Joiner Program; they will need to undergo further Accenture stream specific trainings. For clearing these trainings also, Accenture provides three attempts with success criteria similar to one for the pre-joiner program as mentioned above. If potential new joiners are unable to complete the Accenture specific training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits - INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter.

"This is an electronically generated document does not require signatures"

17481A0525

TATA

Offer: Computer Consultancy
Ref: TCSL/CT20182475838/Hyderabad
Date: 11/01/2021

Ms. Dasharna Chadalavada
10/2764th Line,
Rajendra Nagar,
Gudiwada-521301,
Andhra Pradesh.
Tel# 91-7842214276

Dear Dasharna Chadalavada,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

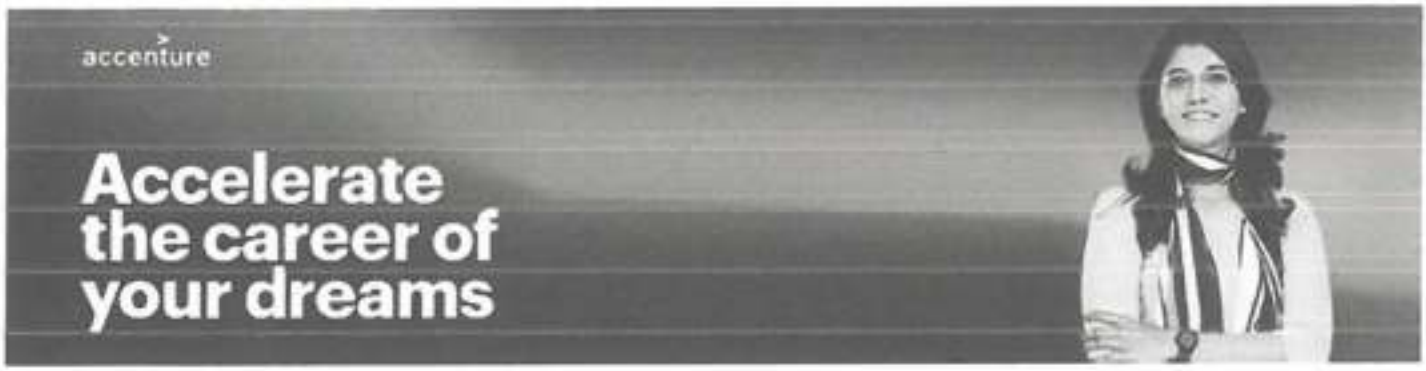
Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year.Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

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

174E1A0526



To,

Name : Challa Venkata Krishna

..e: Important information post your clearance of the interview process during the Campus Visit

Dear Challa Venkata Krishna,

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 7 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Pre-joiner-Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes a learning module - Technology Fundamentals Online Learning program (Hereinafter" program"). We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The training module of this program is typically made available to potential new joiners at least 45 days before onboarding to give them a reasonable time to learn at their pace and comfort. Details of which are as under:

    - Under the program, the learning modules hosted on a technology platform will prepare the potential new joiner to be code ready.

    - Post onboarding/joining Accenture, and after the Induction the potential new joiner will need to go through the Technology fundamental assessment (based on the pre on-boarding online learning program).

    - On successful completion of the program and clearance of the Technology fundamental

17481A0527

NALINSOFT

www.nalinsoft.com

APPOINTMENT ORDER

October 03, 2022

To

Mr. Chaparala Naga Akhil,

With reference to your interview dated, 1st October 2022, we are pleased to offer you position of

Assistant Software Engineer in our Organization, Your Employee ID: NS015875.

Your joining date is confirmed at 24th October 2022.

- You are entitled to a CTC of 600000 per year payable as per Annexure.
- You agree to comply with Terms and Conditions of Appointment.
- You agree to submit with us a signed copy of mark sheet, Pan Card, Aadhar Card as well as Passport Size Photograph and also bring the originals for verifications.

Please send us an acknowledgement of this offer confirming your joining

We look forward to a mutually rewarding professional relationship with you

For

Sincerely,

NALIN SOFT TECHNOLOGIES

6-3-347/175, 2nd Floor, Dwarakapuri Colony, Punjagutta, Hyderabad, Telangana, India- 500082

Email: hr@nalinsoft.com

17-529

Infosys

HRD/3T/21-22/1001596789

July 28, 2021

Ms. Jeevana Jyothi Chinta
Candidate ID: 1001596789
2-18

Narasaraopet - 522615
Andhra Pradesh
India
Ph: (91) 85007 20434

Dear Jeevana Jyothi,

SUB: LETTER OF INTENT TO HIRE

Congratulations! Further to your application for Employment with Infosys Limited ('Company') and the subsequent selection process, we are delighted to communicate to you our intent to make you an offer for the position of **Systems Engineer** in Job Level 3 with the company. Your DoJ is **August 30, 2021** and you will receive the Letter of Appointment with all the elaborates soon.

This letter of intent would be superseded by a formal employment contract. The employment contract will detail out the scope, terms and conditions of your employment with the company, break up of your salary, proposed location of posting, date of joining etc.

Please be advised that our offer to you will be conditional upon you having successfully completed your graduation / post-graduation qualification and having completed all course requirements and examinations required for the award of the educational qualification mentioned by you in your application for employment with the Company. You are required to submit all marks sheets and other relevant documents (if any), on the day you join the Company. Further, you should have been declared as passed by the relevant examination authority. Please note that the determination of the adequacy or authenticity of all or any of the proofs and any condoning delay in submission of the same will be at the Company's absolute and sole discretion.

Should you meet the conditions of employment, your **Total Gross Salary** includes a Performance Incentive and will be **INR 360000** per annum. The complete breakdown of the compensation and increment will be provided in the Letter of Appointment.

This is a letter of intent only. It is not intended to be, and shall not constitute in any way a binding or legal agreement, or impose any legal obligation or duty on either you or the Company. Should you have any questions regarding the above, please do not hesitate to write to us at offer_update@infosys.com.

Welcome to Infosys Ltd. We are confident you will be able to make a significant contribution to the success of Infosys Limited. We wish you a long, rewarding and fulfilling career and look forward to working with you.

Yours sincerely,

RICHARD LOBO
EVP and Head Human Resources – Infosys Limited

Cognizant

17481A0530

27-Apr-2021

Dear Mounika Chinta,
B.Tech/B.E., Computer Science & Engineering
Gudlavalleru Engineering College,Gudlavalleru

Candidate ID – 15017475

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**.You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500 /-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR Rs.**450,740/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for 3 months and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

17-531

Date: 29th of April 2021
Name: CHINTALAPUDI SAI MADHAVA
Roll Number: 17481A0531

Sub: Letter of Intent

Dear CHINTALAPUDI SAI MADHAVA

We are pleased to offer you the position of **Customer Care Executive.** You shall report for a comprehensive training program on **May/June/Jul** at 10:00 AM.

Your Monthly CTC will be **Rs.12,200/- + Incentives & Tenure bonus**. The details of your salary break up are provided to you in the annexure.

The offer is subject to:

- You submitting the degree certificate and all your mark sheets at the time of joining.
- A satisfactory reference from the list of referees furnished by you at the time of joining.
- A satisfactory medical opinion, if required, from a registered medical practitioner (RMP) nominated by the company.
- Submission of satisfactory proofs regarding information declared by you, i.e. your age, educational qualification, previous/work experience and relieving letter from your last employer etc.

You will be under training which will vary for a period from 2 to 8 weeks depending on the performance and the project that you would be assigned. Your continuity in the organization is subject to successful clearance of training evaluation.

You will be on probation for a period of 6 months and will be confirmed on rolls upon successful completion of the probation (The probation is inclusive of the training period).

We are looking forward to you building a successful career with ALLSEC.

Best Wishes,

For **Allsec Technologies Limited,**

Authorized Signatory
Human Resources Department

17-532

Date: 29th of April 2021
Name: CHUNDURU PRAVEEN
Roll Number: 17481A0532

Sub: Letter of Intent

Dear CHUNDURU PRAVEEN

We are pleased to offer you the position of **Customer Care Executive.** You shall report for a comprehensive training program on **May/June/Jul** at 10:00 AM.

Your Monthly CTC will be **Rs.12,200/- + Incentives & Tenure bonus**. The details of your salary break up are provided to you in the annexure.

The offer is subject to:

- You submitting the degree certificate and all your mark sheets at the time of joining.
- A satisfactory reference from the list of referees furnished by you at the time of joining.
- A satisfactory medical opinion, if required, from a registered medical practitioner (RMP) nominated by the company.
- Submission of satisfactory proofs regarding information declared by you, i.e. your age, educational qualification, previous work experience and relieving letter from your last employer etc.

You will be under training which will vary for a period from 2 to 8 weeks depending on the performance and the project that you would be assigned. Your continuity in the organization is subject to successful clearance of training evaluation.

You will be on probation for a period of 6 months and will be confirmed on rolls upon successful completion of the probation (The probation is inclusive of the training period).

We are looking forward to you building a successful career with ALLSEC.

Best Wishes,

For Allsec Technologies Limited,

Authorized Signatory
Human Resources Department

17481A0533

TATA

Offer: Computer Consultancy
Ref: TCSL/CT20182474860/Hyderabad
Date: 31/10/2020

Ms. Sandhya Daka
Gudlavalleru Engineering College,Girls HostelGudlavalleru Engineering College,
Gudlavalleru,
Gudivada-521356,
Andhra Pradesh.
Tel# 91-6281111035

Dear Sandhya Daka,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year.Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Deccanpark, No 1 Software Units Layout, Madhapur, Hyderabad 500 081 India
Tel: 91 40 6667 2000 Fax: 91 40 6667 2222 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

17-535

L V GLOBAL SOLUTIONS

TO BE KNOWN AS 4I-INNOVATIONS

OFFER LETTER

Date: 12-10-2021

Place : Hyderabad

To,

Ms. Dasi Kalyani,

It gives us immense pleasure in inviting you to join **L V GLOBAL SOLUTIONS** as one of its valuable member. We believe that corporate grows and flourishes fuelled by the enthusiam and energy of the people who are willing to invest in to the future. We therefore believe that all our employees are truly our ASSOCIATES. We are happy that you are one such associate joining us in our effort to create a truly global corporation.

You will be designed as **TECH SUPPORT EXECUTIVE** at our **HYDERABAD, Madhapur** Premises. You will be on probation for a period of six months from the date of joining and will be confirmed in the services based on your performance. Your association and employment will be governed by the various associate related policies and guidelines of the organization .

Your salary will be **Rs.2.50 Lakh** per annum.

While welcoming you to **L V GLOBAL SOLUTIONS** we are confident that you will contribute to the organization and its goals, add value through your roles and strengthen the company.

As per the policy of the Company, Based on the discussion you need to give 45days notice period to the company. Otherwise you need to pay 4 month salary as penalty. Your joining will be from **22th October 2021.**

WELCOME ON BOARD

LV GLOBAL SOLUTIONS

Authorized Signatory

Plot NO. 81, Beside Sri Chaitanya Techno School, Sri Swamy Ayyappa Society, Madhapur, Hyderabad-500081, Telangana, India. Contact: +91 040 64523424,
www.lvglobalsolutions.com

17-536

TECHWARE SOLUTION

Date: 12 Sep 2021.
To: Mr. DESABOINA SAI KIRAN

OFFER OF EMPLOYMENT

Dear Mr. Desaboina Sai Kiran,

We are pleased to make an offer as "ASSISTANT SOFTWARE ENGINEER". You will receive a detailed appointment letter after you join & clear your certificate test.

It gives us immense pleasure in inviting you to join **TECHWARE SOLUTION** as one of its valuable member. We believe that corporate grows and flourishes fuelled by the enthusiam and energy of the people who are willing to invest in to the future. We therefore believe that all our employees are truly our ASSOCIATES. We are happy that you are one such associate joining us in our effort to create a truly global corporation. Your salary will be **Rs.2.00 Lakh** per annum.

On your joining will be required to undergo Process Training for a period of 15 days. Only on successful completion of this training you will be absorbed in the company.

On reporting, please bring seven recent passport size photographs, photocopy of all Educational Certificates, Aadhar Card copy, PAN Card copy, Address Proof copy, Last Employer's salary certificate and Relieving Letter(if applicable).

You will be governed by the rules, regulations and other Company policies including without limitation the Employee Handbook ("Company policy") of TECHWARE Solution as applicable, enforced, amended or altered from times to tome during the course of your employment.

Your date of joining will be 17 Sep 2021.

We look forward to a mutually rewarding relationship.

Thanking you,

TECHWARE SOLUTION

HR MANAGER

#4-85/2,PMR Residency, Brundavan Nagar, Street No.8,Habsiguda, Hyderabad-500007
www.techwaresolution.in

17481A0537

OpenXtro
Virtual Services LLP

03/08/2021

Rama Sai Devanaboina

Dear Rama Sai,

With reference to the discussions we had with you, we are pleased to offer you the position of **Associate Developer** at OpenXtro Virtual Services LLP with the start date as **1st March,2021**. Your place of posting will be Hyderabad. We believe your skills and experience are an excellent match for our company.

Your **Annual Cost To Company** will be **Rs.3,60,000**. The break-up is presented in Annexure A.

Your Appointment will be governed by the Terms and Conditions presented in your employment Contract. At the time of formally resigning from services, you shall have to serve the notice period of 60 days. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

Your employment with OpenXtro Virtual Services LLP will be on Probation for a period of 3 months after which the status will be reviewed.

At the time of joining, please submit the following documents:

1. Photocopy of your certificates and marksheets in support of your Educational Qualifications.
2. Relieving letter from all your previous employers and last drawn payslip, if applicable.
3. Ten passport size color photographs.
4. Proof of Address(Adhar card or Voters ID)

Sincerely,

For **OpenXtro Virtual Services**

Kavya Linga

I accept the offer on the terms and conditions and shall report to work on.....

Signature: Date:

Plot No. 17-24, Flat 206, Reliance Cyber Ville Building, Madhapur, Hyderabad 500081 Telangana- India
Ph: 98495 69426

17-538

Date: 29th of April 2021
Name: DHULIPALLA UDAY GOPI
Roll Number: 17481A0538

Sub: Letter of Intent

Dear DHULIPALLA UDAY GOPI

We are pleased to offer you the position of **Customer Care Executive**. You shall report for a comprehensive training program on **May/June/Jul** at 10:00 AM.

Your Monthly CTC will be **Rs.12,200/- + Incentives & Tenure bonus**. The details of your salary break up are provided to you in the annexure.

The offer is subject to:

- You submitting the degree certificate and all your mark sheets at the time of joining.
- A satisfactory reference from the list of referees furnished by you at the time of joining.
- A satisfactory medical opinion, if required, from a registered medical practitioner (RMP) nominated by the company.
- Submission of satisfactory proofs regarding information declared by you, i.e. your age, educational qualification, previous work experience and relieving letter from your last employer etc.

You will be under training which will vary for a period from 2 to 8 weeks depending on the performance and the project that you would be assigned. Your continuity in the organization is subject to successful clearance of training evaluation.

You will be on probation for a period of 6 months and will be confirmed on rolls upon successful completion of the probation (The probation is inclusive of the training period).

We are looking forward to you building a successful career with ALLSEC.

Best Wishes,

For **Allsec Technologies Limited,**

Authorized Signatory
Human Resources Department

17481A0539

Innominds

July 01, 2021

Sravanthi Donepalli
sravanthidonepalli66@gmail.com
+ 91- 7659927974

Dear **Sravanthi Donepalli,**

Sub: Letter of Offer

With reference to your application and subsequent discussion you had with us, we are pleased to offer you a position of **'Trainee'** in our organization.

1. Your CTC (Cost to the Company) will be **Rs.2,40,000/-** (Rupees Two Lakh Forty Thousand) per annum inclusive of all allowances, refer to Annexure - I.

2. You are requested to join on **July 05, 2021.**

3. Your compensation will be revised after 6 Months, subject to completion of your training and performance.

3. You are required to commit a minimum duration of 18 months of service from the date of your joining with the organization.

4. A detailed appointment letter will be issued upon your joining with the company and upon furnishing the documents as per check list provided in the following page.

5. Your base location will be at Waverock Gachibowli, Hyderabad.

HR member will connect with you for virtual onboarding, please make yourself available on above said joining date.

HR SPOC: Sunil Vijay Kumar / Ajay Kulkarni
Innominds Software SEZ India Private Limited.
Building No. 2.1, 4th Floor, Waverock, Survey No.115,
TSIIC IT / ITES SEZ, Nanakramguda Village,
Serilingampally Mandal, Hyderabad – 500008

We are currently working from home and therefore will let you know if you need to attend office. Until then please access from home

We look forward for a long-term association!!!

Thanking you,
Pallavi Garimella
Director – Human Resources

Continued.....

17-540

TECHWARE SOLUTION

Date: 17-09-2021.
To: Mr. DONTHAMSETTI SAI PUSHPAK HRUDAY

OFFER OF EMPLOYMENT

Dear Mr. Donthamsetti Sai Pushpak Hruday,

We are pleased to make an offer as "ASSISTANT SOFTWARE ENGINEER". You will receive a detailed appointment letter after you join & clear your certificate test.

It gives us immense pleasure in inviting you to join **TECHWARE SOLUTION** as one of its valuable member. We believe that corporate grows and flourishes fuelled by the enthusiam and energy of the people who are willing to invest in to the future. We therefore believe that all our employees are truly our ASSOCIATES. We are happy that you are one such associate joining us in our effort to create a truly global corporation. Your salary will be **Rs.2.00 Lakh** per annum.

On your joining will be required to undergo Process Training for a period of 15 days. Only on successful completion of this training you will be absorbed in the company.

On reporting, please bring seven recent passport size photographs, photocopy of all Educational Certificates, Aadhar Card copy, PAN Card copy, Address Proof copy, Last Employer's salary certificate and Relieving Letter(if applicable).

You will be governed by the rules, regulations and other Company policies including without limitation the Employee Handbook ("Company policy") of TECHWARE Solution as applicable, enforced, amended or altered from times to tome during the course of your employment.

Your date of joining will be 25-09-2021

We look forward to a mutually rewarding relationship.

Thanking you,

TECHWARE SOLUTION

HR MANAGER

#4-85/2,PMR Residency, Brundavan Nagar, Street No.8,Habsiguda, Hyderabad-500007
www.techwaresolution.in

17481A0541

OpenXtro
Virtual Services LLP

21/10/2021

Venkata Sai Satya Prasad D

Dear Venkata,

With reference to the discussions we had with you, we are pleased to offer you the position of **Associate QA Engineer** at OpenXtro Virtual Services LLP with the start date as **25th Oct,2021**. Your place of posting will be Hyderabad. We believe your skills and experience are an excellent match for our company.

Your **Annual Cost To Company** will be **Rs.2,42,244**. The break-up is presented in Annexure A.

Your Appointment will be governed by the Terms and Conditions presented in your employment Contract. At the time of formally resigning from services, you shall have to serve the notice period of 60 days. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

Your employment with OpenXtro Virtual Services LLP will be on Probation for a period of 3 months after which the status will be reviewed.

At the time of joining, please submit the following documents:

1. Photocopy of your certificates and marksheets in support of your Educational Qualifications.
2. Relieving letter from all your previous employers and last drawn payslip, if applicable.
3. Ten passport size color photographs.
4. Proof of Address(Adhar card or Voters ID)

Sincerely,

For **OpenXtro Virtual Services**

Kavya Linga

I accept the offer on the terms and conditions and shall report to work on.....

Signature: Date:

Plot No. 17-24, Flat 206, Reliance Cyber Ville Building, Madhapur, Hyderabad 500081 Telangana- India
Ph: 98495 69426

17-542

Date: 29th of April 2021
Name: DOVA SIVA NAGA LAKSHMI
Roll Number: 17481A0542

Sub: Letter of Intent

Dear DOVA SIVA NAGA LAKSHMI

We are pleased to offer you the position of **Customer Care Executive.** You shall report for a comprehensive training program on **May/June/Jul** at 10:00 AM.

Your Monthly CTC will be **Rs.12,200/- + Incentives & Tenure bonus**. The details of your salary break up are provided to you in the annexure.

The offer is subject to:

- You submitting the degree certificate and all your mark sheets at the time of joining.
- A satisfactory reference from the list of referees furnished by you at the time of joining.
- A satisfactory medical opinion, if required, from a registered medical practitioner (RMP) nominated by the company.
- Submission of satisfactory proofs regarding information declared by you, i.e. your age, educational qualification, previous work experience and relieving letter from your last employer etc.

You will be under training which will vary for a period from 2 to 8 weeks depending on the performance and the project that you would be assigned. Your continuity in the organization is subject to successful clearance of training evaluation.

You will be on probation for a period of 6 months and will be confirmed on rolls upon successful completion of the probation (The probation is inclusive of the training period).

We are looking forward to you building a successful career with ALLSEC.

Best Wishes,

For Allsec Technologies Limited,

Authorized Signatory
Human Resources Department

12-543

Gmail

Suresh Edupuganti <sureshedupuganti30@gmail.com>

Wipro Campus Update_LOI

1 message

Campus HR Team <wipro+email+1tpti-5f6bfa3995@talent.icims.com> Wed, Aug 18, 2021 at 1:30 PM
Reply-To: Campus HR Team <wipro+email+1tpti-5f6bfa3995@talent.icims.com>
To: sureshedupuganti30@gmail.com

August 18, 2021

Dear Edpuganti Sai Mahija ,
Resume Number - 21028951

Based on our discussions with you, we would like to inform you of our intent to offer you the role of **Project Engineer** which will be in Career Band **TRB-II** of the organization.

The salary stack for this role is detailed below. Do reach out to us should you have any clarifications.

COMPONENT	AMOUNT (INR)
Basic	11,670
HRA	5,835
Bonus	2,334
Wipro Benefits Plan (WBP)	4,849
Total Fixed Cash	**24,688**
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
Total Fixed Compensation	**27,108**
Other Compensation Benefits	
Health benefit (Medical)	600
Variable Pay	
Target Variable Pay	1,459
Target Cost to Company per month	**29,167**
Total Cost to Company per annum	**3,50,004**

Kindly note this letter of intent shall be followed by a letter of appointment from us.

17-543

TATA

174 81AU544

Offer: Computer Consultancy
Ref: TCSL/CT20203251707/Hyderabad
Date: 11/01/2021

Mr. Hariharanath Elluru
4-33-7Ramalayam Street,
Ramalayam Street,
Tripuranthakam-523326,
Andhra Pradesh.
Tel# 91-9347803696

Dear Hariharanath Elluru,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year.Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

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

1748/A0545

TATA

Offer: Computer Consultancy
Ref: TCSL/DT20195755754/Hyderabad
Date: 10/01/2021

Ms. Fathima Zahera
1/543-A4Rajiv Nagar,
New Bypass Road,Opposite Muslim Shaadi Khana,
Gudivada-521301,
Andhra Pradesh.
Tel# 91-9866387499

Dear Fathima Zahera,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year.Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
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Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

1748IA0545

TATA

Ref: TCSL/DT20195755754/1435253/Hyderabad
Date: 14 July 2021

MS. FATHIMA ZAHERA
1/543-A4 Rajiv Nagar,
New Bypass Road,Opposite Muslim Shaadi Khana, Gudivada,
Andhra Pradesh-521301.
Tel# 919618617496

Sub: Joining Letter

Dear Ms. Fathima Zahera,

We would like to take this opportunity to extend a very warm welcome to TATA Consultancy Services Limited (TCSL) family.

We are pleased to inform you that your joining date at TCSL will be **29th July 2021** , your joining location is **Chennai** , work location is **Chennai** and your stream is **IT** . This has been provided considering your preference and business requirements.

Your wellbeing is our utmost priority in the current COVID-19 pandemic scenario across India. Keeping this in mind, and the regulations enforced by various states at this point, we have internally enabled a virtual onboarding process for our future TCSers. For the Virtual Onboarding Process, **you will not be required to physically report at the TCS offices on the date of your joining** .

TCS XP HR Team will reach out to you over email in the next few days to guide you further on the virtual onboarding process and steps to be taken to prepare yourself for onboarding.

Congratulations on completing the first phase of your learning through TCS Xplore Program. We appreciate your passion towards learning which has helped you to perform well. You are now set to experience learning through our coveted TCS Xperience Program.

TATA CONSULTANCY SERVICES
Tata Consultancy Services Ltd
Peepul Park, Techno park Campus, Kariavattom P.O., Thiruvananthapuram - 695 581, Kerala, India
Telephone : +91 471 6629400, Fax: +91 471 6629499, Website : www.tcs.com
Registered Office : Nirmal Building, 9th Floor, Nariman Point, Mumbai - 400 021
Corporate Identification Number (CIN): L22210MH1995PLC084781

TCS Xperience Program

Learning is a way of life at TCSL. The TCS Xperience Program will open a world of opportunities and help you to scale greater heights in your professional life.

The program is carefully designed to develop software engineering skills, nurture professionalism and inculcate a process mindset. This program provides the perfect platform to polish the skills you have gained through the TCS Xplore program, making you 'project ready'.

The duration of your TCS Xperience Program is based on your performance in TCS Xplore program and business requirements.

The program has regular assessments based on pre-defined learning objectives. You are expected to meet the required standards during the TCS Xperience Program. In case, the performance does not meet the expectations, the management reserves the right to either extend your program or take appropriate action.

As communicated through various forums during the recruitment process, your appointment is subject to completion of your final academic (UG/PG) course within the stipulated time as specified by your University/Institute and as per TCSL selection guidelines. You also have to fulfill all the TCS eligibility criteria as stated in the Offer letter.

Kindly confirm your acceptance of this program by clicking on the 'I Accept' button in Nextstep portal. We encourage you to join us on the specified date to enjoy the benefit of timely processing and avail better opportunities.

TATA CONSULTANCY SERVICES
Tata Consultancy Services Ltd
Peepul Park, Technopark Campus, Kariavattom P.O., Thiruvananthapuram - 695 581, Kerala, India
Telephone : +91 471 6029400, Fax: +91 471 6029499, Website : www.tcs.com
Registered Office : Nirmal Building, 9th Floor, Nariman Point, Mumbai - 400 021
Corporate Identification Number (CIN): L22210MH1995PLC084781

We look forward to you joining us on an enriching career with TCSL. Together, let us take this organization to greater heights!

Gear up to experience the future!!

Warm regards,

Janardhan S
Global Head - Talent Development

Click here or use a QR code scanner from your mobile to validate the joining letter

TATA CONSULTANCY SERVICES
Tata Consultancy Services Ltd
Peepul Park, Technopark Campus, Kariavattom P.O., Thiruvananthapuram - 695 581, Kerala, India
Telephone : +91 471 6629400, Fax: +91 471 6629499, Website : www.tcs.com
Registered Office : Nirmal Building, 9th Floor, Nariman Point, Mumbai - 400 021
Corporate Identification Number (CIN): L22210MH1995PLC084781

17481A0546

Cognizant

27-Apr-2021

Dear Gaddam Venkata Siva Reddy,
B.Tech/B.E., Computer Science & Engineering
Gudlavalleru Engineering College,Gudlavalleru

Candidate ID – 15017579

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**.You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500 /-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR Rs.**450,740/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for 3 months and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

17U81A0548

NALINSOFT

www.nalinsoft.com

APPOINTMENT ORDER

October 03, 2022.

To

Mr. Gantasala Siva Manga Raju,

With reference to your interview dated, 1st October 2022, we are pleased to offer you position of Assistant Software Engineer in our Organization, Your Employee ID: NS010746.

Your joining date is confirmed at 24th October 2022.

- You are entitled to a CTC of 600000 per year payable as per Annexure.
- You agree to comply with Terms and Conditions of Appointment.
- You agree to submit with us a signed copy of mark sheet, Pan Card, Aadhar Card as well as Passport Size Photograph and also bring the originals for verifications.

Please send us an acknowledgement of this offer confirming your joining

We look forward to a mutually rewarding professional relationship with you

For

Sincerely,

17-549

TATA

Offer: Computer Consultancy
Ref: TCSL/CT20182474536/Delhi
Date: 02/09/2021

Ms. Gayathri Goda
D.No 2-3Main Road,
Near Ramalayam,
Vamakuntla-521235,
Andhra Pradesh,
Tel# 91-8074770123

Dear Gayathri Goda,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore/ TCS Xperience (detailed under Terms & Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
5th Floor, PTI Building, 4, Parliament Street, New Delhi 110 001 India
Tel 91 11 6650 6555 Fax 91 11 2331 1735 Website www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email careers@tcs.com

G Gayathri

17481A0550

OpenXtro
Virtual Services LLP

25/02/2021

Gontla Koushik

Dear Koushik,

With reference to the discussions we had with you, we are pleased to offer you the position of **Associate Developer** at OpenXtro Virtual Services LLP with the start date as **1st March,2021**. Your place of posting will be Hyderabad. We believe your skills and experience are an excellent match for our company.

Your **Annual Cost To Company** will be **Rs.4,80,000**. The break-up is presented in Annexure A.

Your Appointment will be governed by the Terms and Conditions presented in your employment Contract. At the time of formally resigning from services, you shall have to serve the notice period of 60 days. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

Your employment with OpenXtro Virtual Services LLP will be on Probation for a period of 3 months after which the status will be reviewed.

At the time of joining, please submit the following documents:

1. Photocopy of your certificates and marksheets in support of your Educational Qualifications.
2. Relieving letter from all your previous employers and last drawn payslip, if applicable.
3. Ten passport size color photographs.
4. Proof of Address(Adhar card or Voters ID)

Sincerely,

For **OpenXtro Virtual Services**

Kavya Linga

I accept the offer on the terms and conditions and shall report to work on.....

Signature: Date:

Plot No. 17-24, Flat 206, Reliance Cyber Ville Building, Madhapur, Hyderabad 500081 Telangana- India
Ph: 98495 69426

19481A0552

Offer: Computer Consultancy
Ref: TCSL/CT20182475833/Hyderabad
Date: 11/01/2021

Mr. Sai Nitish Grandhi
3-11/1Mutyalamma Temple,
Mogaltur,
Mogaltur-534281,
Andhrapradesh.
Tel# 91-9182639233

Dear Sai Nitish Grandhi,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year.Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

TATA CONSULTANCY SERVICES
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Tel: 91 40 6667 2000 Fax: 91 40 6667 2222 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

17-554
17-554

EFFTRONICS SYSTEMS PVT. LTD.
40-15-9, Brundavan Colony, Vijayawada-520 010, AP, INDIA
✆ +91 (866) 246-6675, 249-3375, Fax: +91 (866) 247-4097
e-mail: info@efftronics.com Website: www.efftronics.com

To provide insight for enhancing wealth

EFF/HRD/21-22/OFF-RD/075 **31-MAR-21**

To

MS GUMPA GAYATHRI PRIYA,
D/O GUMPA VENKATA APPARAO,
H-NO: 8/72,
SREE RAM PURAM,
GUDIVADA,
KRISHNA DISTRICT-521301,
ANDHRA PRADESH.

Dear MS GUMPA GAYATHRI PRIYA,

Subject: Provisional Offer Letter as Trainee Engineer in Research & Development

Further to your application for employment with us, and the subsequent selection process, we are pleased to offer you the position of Trainee (Engineer - R&D) in Efftronics Systems Pvt Ltd.

Your Scheduled date of joining will be on first week of **July/August 2021(Tentatively).**

Herewith, we include the Terms & Conditions of your appointment. After reading the terms & conditions, you are required to return this Offer of Appointment duly signed by you and your parents.

We welcome you to Efftronics family, looking forward for a long and mutually benefited association.

With Regards,
For Efftronics Systems Pvt Ltd,

T.B. Sankar

(BHAVANI SANKAR T)
VICE-PRESIDENT

Micro Networking Data Loggers and LED Displays Developers: Embedded Systems, Software

The Terms and Conditions of this offer are:

1. Your Training period would be for a **Maximum of Six months** starting from **the schedule date of joining**, and you will be designated as **"Trainee"** till the completion of your Training period.
2. You are required to serve the company for a period of **2.5 Years** excluding the Training period.
3. You are required to submit all your **Original Academic Certificates on the date of Joining** and would be held with the company till the completion of your service agreement.
4. You are required to complete all the assignments given in the training period within the stipulated time period. In case of your inability to complete the given task; you will be dropped from the training.
5. If your training period extends on administration grounds, extension of training depends on the discretion of management.
6. You are eligible for a stipend of **Rs. 6,000 per month** during the training period and after the successful completion of Training, your CTC (Cost to Company) will be **Rs.3.98 Lakh** per annum with Gross salary **25K** per month.
7. **After successful completion of the training period your salary may increase depending upon your performance.**
8. **Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of Efftronics Systems Pvt. Ltd., as applicable to you and the changes therein from time to time.**
9. **As per the General Services Rules, you are entitled to one casual leave per month and other public holidays.**
10. **You should not resign during the agreement period.**

17U81A0555

OpenXtro
Virtual Services LLP

08/12/2021

Purna Durga Prasad Gunja

Dear Purna,

With reference to the discussions we had with you, we are pleased to offer you the position of **Associate QA Engineer** at OpenXtro Virtual Services LLP with the start date as **16th Aug,2021**. Your place of posting will be Hyderabad. We believe your skills and experience are an excellent match for our company.

Your **Annual Cost To Company** will be **Rs.2,42,244**. The break-up is presented in Annexure A.

Your Appointment will be governed by the Terms and Conditions presented in your employment Contract. At the time of formally resigning from services, you shall have to serve the notice period of 60 days. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

Your employment with OpenXtro Virtual Services LLP will be on Probation for a period of 3 months after which the status will be reviewed.

At the time of joining, please submit the following documents:

1. Photocopy of your certificates and marksheets in support of your Educational Qualifications.
2. Relieving letter from all your previous employers and last drawn payslip, if applicable.
3. Ten passport size color photographs.
4. Proof of Address(Adhar card or Voters ID)

Sincerely,

For **OpenXtro Virtual Services**

Kavya Linga

I accept the offer on the terms and conditions and shall report to work on.....

Signature: Date:

Plot No. 17-24, Flat 206, Reliance Cyber Ville Building, Madhapur, Hyderabad 500081 Telangana- India
Ph: 98495 69426

17-556

Gmail

Vamsi Krishna Gunji <vamsikrishnagunji9701@gmail.com>

Wipro Campus Update_LOI

1 message

Campus HR Team <wipro+email+1xh6n-bcf6bcdffc@talent.icims.com> Thu, Sep 2, 2021 at 9:44 AM
Reply-To: Campus HR Team <wipro+email+1xh6n-bcf6bcdffc@talent.icims.com>
To: vamsikrishnagunji9701@gmail.com

September 2, 2021

Dear GUNJI KRISHNA ,
Resume Number - 20895929

Based on our discussions with you, we would like to inform you of our intent to offer you the role of **Project Engineer** which will be in Career Band **TRB-II** of the organization.

The salary stack for this role is detailed below. Do reach out to us should you have any clarifications.

COMPONENT	AMOUNT (INR)
Basic	11,670
HRA	5,835
Bonus	2,334
Wipro Benefits Plan (WBP)	4,849
Total Fixed Cash	**24,688**
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
Total Fixed Compensation	**27,108**
Other Compensation Benefits	
Health benefit (Medical)	600
Variable Pay	
Target Variable Pay	1,459
Target Cost to Company per month	**29,167**
Total Cost to Company per annum	**3,50,004**

Kindly note this letter of intent shall be followed by a letter of appointment from us.

Please confirm your interest to receive offer of appointment by clicking on this link Click to Complete and accepting the contents of this communication within 15 calendar days. Your confirmation of interest is a precondition to the issuance of offer of appointment.

Yours sincerely,

For Wipro Limited,

17481A0557

G6 Technology Services India LLP

Regd Office:

LLP ID – AAT-7220

Plot No. 1, Door No. 2/1179, Subha Vilas
Jeeva Nagar, 2ND Street, Madipakkam
Chennai – 600091,
Ph:- +91 98414 46875

Geval6/HR/Sravya Guntakani

Dated – 10th June 2021.

Mr. Sravya Guntakani
10-146, Rajaka Street, Gudlavalleru
Vijayawada
Andhra Pradesh – 521356

Mr. Sravya Guntakani

Sub: Letter of offer: Software Engineer - Trainee

Further to the discussions had, we are pleased to offer you an engagement with our organization as detailed below –

1) Your designation shall be "**Software Engineer - Trainee**" and you are requested to join us on **1st July 2021.**

2) You will be on probation initially for a period of three months. During this period, this engagement can be mutually terminated on a week's notice. Once you are confirmed in our services, you are requested to serve two months' notice period, in case of getting relieved from the organization. The Company is entitled to give one month notice period, if otherwise

3) Your remuneration under this offer shall be an aggregate of **Rs. 15,000 (Rupees Fifteen thousand per month)** which will be your Fixed Pay. On your accepting this offer, the remuneration shall be structured to give you the best tax relief under the extent Income Tax rules and regulations. Salary structure is given in **Annexure I.**

4) You will be required to maintain utmost secrecy in respect of client details, positions handled, Project documents, commercial offer, design documents, Project cost & Estimation, Technology, Software packages license, company's polices, Company's patterns & Trademark and company's human assets profile. You Shall report to **Ms. Vidhya Hari – Practice Manager – Salesforce Solutions.**

5) You shall not divulge or disclose or make public any of our technical or other important information which might come into your possession during the continuance of your assignment or even thereafter.

6) You will not (except in the normal course of the Company's business) publish any article or statement, deliver any lecture, or broadcast or make any communication to the press, including magazine publication relating to the Company's products or to any matter with which the Company

G6

ANNEXURE I

SALARY COMPONENTS	
Basic Salary	Rs. 10,500 /-
HRA	Rs. 1,650 /-
Medical	Rs. 1,250 /-
Conveyance	Rs. 1,600 /-
Total CTC Per month	**Rs. 15,000 /-**

1) Any deduction shall be applicable as per government laws.
2) Income tax will be deducted at source at the prevailing rate under the Income Tax Act 1961.
3) PF and ESI will be provided as per Government regulations.

Yours faithfully,

(Subashini Sundaram)
Partner - G6 Technology Services India LLP

1748 | A0558

acuvate®

... where Acumen drives Innovation

OFFER LETTER

18th August, 2022

Dear Mr. Gunturu Gopi Krishna,

Welcome to Acuvate Innovations Private Limited (Company)

We are glad to offer you the appointment letter with the below terms and conditions;

You are hereby appointed as a Assistant Trainee Engineer with ID **AIPLC0578785** in our organization to be based in Hyderabad.

1. Reporting

You will be reporting to the Project Manager or to any other person assigned as per the hierarchical route.

2. Accountability

You will be principally accountable for all specific work responsibilities listed under your designation, to ensure proper, truthful and righteous achievement and development of our company objective.

3. Salary & Allowances

a. You are entitled to a CTC of 58550 per month payable as per Annexure. The break-up of your salary has been provided in the Compensation Details sheet in Annexure - I. Annexure 1 of the offer letter will be given upon joining of the company. For the purpose of security and convenience, your salary and allowances will be paid through a bank appointed by the company.

b. Basket of Allowances (BOA)

The Basket of Allowances will be paid to you as part of your salary every month. The components are as follows: House Rent Allowance, Leave Travel Allowance, Medical Allowance, Transport Allowance and Children's Education Allowance.

You have the flexibility of changing the amounts under each of the above-mentioned heads, within your BOA, according to your preferences and income tax plans.

4. Increment / bonus

Salary increment, annual bonus and incentives shall be at sole discretion of the company and will be largely dependent on your performance

You also agree that the Company would be investing in your growth and learning and incurring a great amount of expenditure towards the same. Therefore, it is important for us that you are a part of the Company for years to come.

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... where Acumen drives Innovation

5. Working hours / Leave Eligibility

Subject to Applicable Laws, we work Monday to Friday from 9:45 hrs to 19:00 hours

You are allowed 11 calendar holidays every year which will not carry over for the next year. You are eligible for 1 day leave per month which can be carry forwarded to the next month but not to the next year. Along with this you are eligible for 3 medical leaves.

6. Job Execution

a. By accepting this appointment letter you are expected to have complete knowledge / acquire knowledge about your Key result areas, their process and obtain supports to ensure all job responsibilities are carried out and completed on time as in each deserving case.

b. The employment requires you to adhere to the company's principles of systematic work practices and as such, you shall be expected to execute your responsibilities regularly, review them frequently, update your knowledge often and report to your superiors on the status.

c. The activities of your job will be monitored through the company's internal audit system and any lapses will attract action as per company policy.

Acknowledgement of this appointment letter will automatically confirm your acceptance to above terms.

If you are agreeable to the above terms and conditions, kindly confirm your acceptance of this offer by signing the copy of this letter or joining our offices immediately.

Wishing you the very best,

For Acuvate Innovations Private Limited,

CEO, Acuvate Innovations Private Limited

Acuvate Innovations Private Limited

"Ratna Paradise", Third Floor, 54, R.P Road, Secunderabad.

17-559

Date: 29th of April 2021
Name: HASEENA NOORI
Roll Number: 17481A0559

Sub: Letter of Intent

Dear HASEENA NOORI

We are pleased to offer you the position of **Customer Care Executive.** You shall report for a comprehensive training program on **May/June/Jul** at 10:00 AM.

Your Monthly CTC will be **Rs.12,200/- + Incentives & Tenure bonus**. The details of your salary break up are provided to you in the annexure.

The offer is subject to:

- You submitting the degree certificate and all your mark sheets at the time of joining.
- A satisfactory reference from the list of referees furnished by you at the time of joining.
- A satisfactory medical opinion, if required, from a registered medical practitioner (RMP) nominated by the company.
- Submission of satisfactory proofs regarding information declared by you, i.e. your age, educational qualification, previous work experience and relieving letter from your last employer etc.

You will be under training which will vary for a period from 2 to 8 weeks depending on the performance and the project that you would be assigned. Your continuity in the organization is subject to successful clearance of training evaluation.

You will be on probation for a period of 6 months and will be confirmed on rolls upon successful completion of the probation (The probation is inclusive of the training period).

We are looking forward to you building a successful career with ALLSEC.

Best Wishes,

For Allsec Technologies Limited,

Authorized Signatory
Human Resources Department

ALLSEC TECHNOLOGIES LTD.
Regd. Office : 46 C, Velachery Main Road, Velachery, Chennai - 600 042
Tel : +91 44 4299 7000 ; web : www.allsectech.com
Corporate Identity Number : L27300TN1998PLC041013 Email : [illegible]

17481AC561

TATA

Ref: TCSL/CT20182470362/1421410/Hyderabad
Date: 15 June 2021

MS. JYOTHSNA NAVYASRI JAGATHAPURAO
House No.5-33,Kosuru null,
Near Ganganamma Temple, Machilipatnam,
Andhra Pradesh-521150,
Tel# 919152739999

Sub: Joining Letter

Dear Ms. Jyothsna Navyasri Jagathapurao,

Ve would like to take this opportunity to extend a very warm welcome to TATA Consultancy Services Limited (TCSL) family.

We are pleased to inform you that your joining date at TCSL will be **22nd July 2021** , your joining location is **Hyderabad** , work location is **Hyderabad** and your stream is **IT** . This has been provided considering your preference and business requirements.

Your wellbeing is our utmost priority in the current COVID-19 pandemic scenario across India. Keeping this in mind, and the regulations enforced by various states at this point, we have internally enabled a virtual onboarding process for our future TCSers. For the Virtual Onboarding Process, **you will not be required to physically report at the TCS offices on the date of your joining** .

TCS XP HR Team will reach out to you over email in the next few days to guide you further on the virtual onboarding process and steps to be taken to prepare yourself for onboarding.

Congratulations on completing the first phase of your learning through TCS Xplore Program. We appreciate your passion towards learning which has helped you to perform well. You are now set to experience learning through our coveted TCS Xperience Program.

TATA CONSULTANCY SERVICES
Tata Consultancy Services Ltd
Peepul Park, Technopark Campus, Kariavattom P.O., Thiruvananthapuram - 695 581, Kerala, India
Telephone : +91 471 6629400, Fax: +91 471 6629499, Website : www.tcs.com
Registered Office : Nirmal Building, 9th Floor, Nariman Point, Mumbai - 400 021
Corporate Identification Number (CIN): L22210MH1995PLC084781

TCS Xperience Program

Learning is a way of life at TCSL. The TCS Xperience Program will open a world of opportunities and help you to scale greater heights in your professional life.

The program is carefully designed to develop software engineering skills, nurture professionalism and inculcate a process mindset. This program provides the perfect platform to polish the skills you have gained through the TCS Xplore program, making you 'project ready'.

The duration of your TCS Xperience Program is based on your performance in TCS Xplore program and business requirements.

Based on your performance and number of attempts to clear the TCS Xplore Program, you are eligible for both Readiness Incentive of **INR40000** and Competency Incentive of **INR20000** . Your incentive will be given along with your salary.

Note :

- If you do not join the organization on the specified date, you will be eligible only for Competency incentive and not for the Readiness incentive.

- Readiness incentive will not be given if a request for re-joining is initiated by you. :

- You need to serve minimum tenure (12 months from the date of joining) with the organization. If you do not serve the minimum tenure mentioned above, the incentives provided will be recovered.

The program has regular assessments based on pre-defined learning objectives. You are expected to meet the required standards during the TCS Xperience Program. In case, the performance does not meet the expectations, the management reserves the right to either extend your program or take appropriate action.

As communicated through various forums during the recruitment process, your appointment is subject to completion of your final academic (UG/PG) course within the stipulated time as specified by your University/Institute and as per TCSL selection guidelines. You also have to fulfill all the TCS eligibility criteria as stated in the Offer letter.

Kindly confirm your acceptance of this program by clicking on the 'I Accept' button in Nextstep portal. We encourage you to join us on the specified date to enjoy the benefit of timely processing and avail better opportunities.

TATA CONSULTANCY SERVICES
Tata Consultancy Services Ltd
Peepul Park, Technopark Campus, Kariavattom P.O., Thiruvananthapuram - 695 581, Kerala, India
Telephone : +91 471 6629400, Fax: +91 471 6629499, Website : www.tcs.com
Registered Office : Nirmal Building, 9th Floor, Nariman Point, Mumbai - 400 021
Corporate Identification Number (CIN): L22210MH1995PLC084781

17481A0562

Offer: Computer Consultancy
Ref: TCSL/DT20184436472/Hyderabad
Date: 11/01/2021

Ms. Setu Sai Sowmya Kumari Jalluri
1-23 ,Tallapalem PostGokavaram,
Gokavaram,
Machilipatnam-521002,
Andhra Pradesh,
Tel# 91-9640244686

Dear Setu Sai Sowmya Kumari Jalluri,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year.Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Deccanpark, No 1 Software Units Layout, Madhapur, Hyderabad 500 081 India
Tel: 91 40 6667 2000 Fax: 91 40 6667 2222 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Deck 5 Software Inc.

17481A0563

Dated: February 5, 2022

Dear Jonnalagadda Madhu Sudhana Rao,

With reference to your interview on January 29, 2022, we are happy to inform that you are selected for the profile of **Software Developer** in our company. You will get an annual CTC of **INR: 7,20,000 / annum.** This amount also includes all fixed and variable salary components. You are expected to join our company on February21, 2022, (*Reporting Time: 10:00 AM*) for further joining formalities. Therefore, you must bring below mentioned original copy (will be returned) of documents along with photocopies.

List of documents required at the time of joining

- 2 latest passport size photographs
- Government ID proof (Photocopy + Original for reference)
- Address Proof (Photocopy + Original for reference)
- 10th, 12th, Graduation and Post Graduation (if any) education certificates (Photocopy + Original for reference only)
- Additional qualification certificate photocopies (if available).
- Also bring previous work experience and relieving letters (Photocopy + Original for reference)

Joining Location

Deck5 Software Inc
B 99, Sector 63, Himayath Nagar
Hyderabad, Telangana, India

Authorized Signatory

C. Prathap

Signature

HackWithInfy 2020: Pre-placement Interview Results

Inbox x

HackWithInfy <HackWithInfy@infosys.com>
to me

Fri, Nov 13, 2020, 3:06 PM

17481A0564

#HackWithInfy
Code. Collaborate. Conquer.

Infosys

Dear Chandrasekharachari Jujuri,

Hope you and your loved ones are doing well.

Thank you for participating in the pre-placement interview that was offered to you for your remarkable performance in HackWithInfy 2020. The evaluation for the pre-placement interview round has been completed.

Congratulations! You have been shortlisted for the Systems Engineer role at Infosys after successfully clearing the pre-placement interview round.

In case you have any query, please write to us at HackWithInfy@infosys.com. Please note, HackWithInfy related mails to any other Infosys email address will not be responded to.

We will share the joining process with you in the due course of time. We look forward to welcome you into our Infosys family.

Stay safe. Stay strong.

Warm regards,

Team HackWithInfy
Infosys Ltd.

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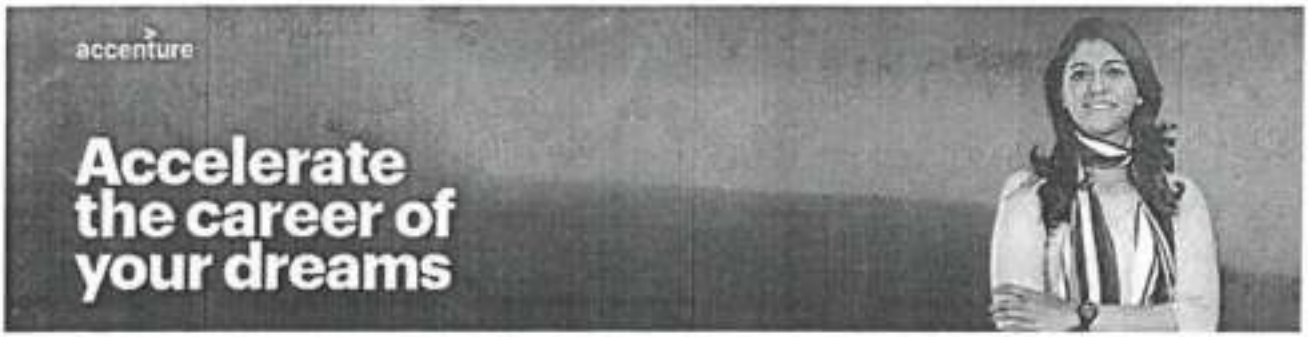
K. Mohith krishna sai
17481A0566



To,

Name : Mohith Krishna Sai Kakani

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Mohith Krishna Sai Kakani,

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 7 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Pre-joiner-Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes a learning module - Technology Fundamentals Online Learning program (Hereinafter" program"). We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The training module of this program is typically made available to potential new joiners at least 45 days before onboarding to give them a reasonable time to learn at their pace and comfort. Details of which are as under:

    - Under the program, the learning modules hosted on a technology platform will prepare the potential new joiner to be code ready.

    - Post onboarding/joining Accenture, and after the Induction the potential new joiner will need to go through the Technology fundamental assessment (based on the pre on-boarding online learning program).

    - On successful completion of the program and clearance of the Technology fundamental

assessment in the first attempt along with completion of the online program module, a potential new joiner will be eligible for a learning Incentive of INR 10,000.

- In case a potential new joiner fails in the first attempt they will not be eligible for any learning incentive.
- To clear assessments for the program, potential new joiners are required to score minimum 60% marks in each assessment test for the program. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 65% marks to clear the assessment for the program.
- Before each reattempt, reasonable guidance and appropriate refresher training sessions will be provided to new joiners to help them appear in the reassessment.

The potential new joiner's employment with Accenture is subject to successful completion of the assessment of the program, as mentioned above.

After a new joiner has cleared the Pre-Joiner Program; they will need to undergo further Accenture stream specific trainings. For clearing these trainings also, Accenture provides three attempts with success criteria similar to one for the pre-joiner program as mentioned above. If potential new joiners are unable to complete the Accenture specific training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits - INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter.

"This is an electronically generated document does not require signatures"

17481A0567

wipro

APPOINTMENT LETTER

June 2, 2021

Dear **Kakani Pragna**,

Welcome to Wipro Limited (Company/Wipro') and congratulations on your appointment as **Project Engineer.** The terms of your employment with the Company is listed below. Please be informed that the terms may be modified pursuant to changes in the Company policy updated from time to time.

1. Appointment Details:

a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.

b. You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.

c. The retirement age is 58 years.

d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company ,in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.

e. We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.

f. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.

g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining.

Registered Office:
Wipro Limited
Doddakannelli
Sarjapur Road
Bengaluru 560 035
India
T : +91 (80) 2844 0011
F : +91 (80) 2844 0054
E : info@wipro.com
W : wipro.com
C : L32102KA1945PLC020800

20689286

ANNEXURE III

SALARY OFFER SHEET

Name: Kakani Pragna

Career Group: TRB – II

Position : Project Engineer

You shall receive salary as detailed below.

COMPONENT	AMOUNT (INR)
Basic	11,670
HRA	5,835
Bonus	2,334
Wipro Benefits Plan (WBP)	4,849
Total Fixed Cash	**24,688**
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
Total Fixed Compensation	**27,108**
Other Compensation Benefits	
Health benefit (Medical)	600
Variable Pay	
Target Variable Pay	1,459
Target Cost to Company per month	**29,167**
Total Cost to Company per annum	**3,50,004**

*Notional sum indicating contribution of 5.31 % of your basic towards provision of Gratuity. Employees will be eligible for payment of gratuity as per the Wipro Policy for the same.

Registered Office:
Wipro Limited
Doddakannelli
Sarjapur Road
Bengaluru 560 035
India
T : +91 (80) 2844 0011
F : +91 (80) 2844 0054
E : info@wipro.com
W : wipro.com
C : L32102KA1945PLC020800

20689286

ol have access to some features. View permissions

17481A0567

Payslip *(Confidential)*

WIPRO LIMITED

MONTH/YEAR : MAY 2022
EMPCODE : 20270188
NAME : KAKANI PRAGNA
GENDER : FEMALE
DESIGNATION : Project Engineer
LOCATION : BANGALORE
MODE : BANK

ATTD : 31/31
PF NO. : PYBOM00113940001654115

UAN NO.: 101736638532
A/c No.: HDFC - xxxxxxxxx4382
NETPAY : 22346

EARNINGS	REGULAR	ARREARS	DEDUCTIONS	
BASIC	11670.00	0.00	MEDPREM	292.00
BONUS	2334.00	0.00	PF	1800.00
GRPALLW	4849.00	0.00	PT	200.00
HRA	5835.00	0.00	WCC	50.00
TOTAL:	24688.00	0.00	TOTAL	2342.00

Note:
** Please do not respond to this mail.
For any queries in tax deduction, please refer the IT projection link available in Mywipro Appstore => My Financials => Financial Reports.
For other queries, you may route your queries through myhelpline.
** WCC denotes your contribution towards WIPRO CARES
*MEDPREM - Monthly Medical Insurance Premium for Self and/or Family (Spouse)

17481A0568

TATA

Offer: Computer Consultancy
Ref: TCSL/CT20203259964/Hyderabad
Date: 10/01/2021

Ms. Sai Priya Kalakota
208,Lakshmi RecidencyGrace Hospital Road,
Grace Hospital Road,
Vuyyuru-521165,
Andhra Pradesh.
Tel# 91-9959201225

Dear Sai Priya Kalakota,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be assigned a role in the **Engineering & Industrial Services and Internet of Things (EIS & IOT)** Unit, which is subject to change as per the business requirements of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year.Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

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

C748/A0568

Ref: TCSL/CT20203259964/1425214/Hyderabad
Date: 14 June 2021

MS. SAI PRIYA KALAKOTA
5-23 Kunderu,
Near Ysr Idol, Vijayawada,
Andhra Pradesh-521245.
Tel# 917416710447

Sub: Joining Letter

Dear Ms. Sai Priya Kalakota,

We would like to take this opportunity to extend a very warm welcome to TATA Consultancy Services Limited (TCSL) family.

We are pleased to inform you that your joining date at TCSL will be **15th July 2021** , your joining location is **Bangalore** , work location is **Bangalore** and your stream is **EIS & IOT** . This has been provided considering your preference and business requirements.

Your wellbeing is our utmost priority in the current COVID-19 pandemic scenario across India. Keeping this in mind, and the regulations enforced by various states at this point, we have internally enabled a virtual onboarding process for our future TCSers. For the Virtual Onboarding Process, **you will not be required to physically report at the TCS offices on the date of your joining** .

TCS XP HR Team will reach out to you over email in the next few days to guide you further on the virtual onboarding process and steps to be taken to prepare yourself for onboarding.

Congratulations on completing the first phase of your learning through TCS Xplore Program. We appreciate your passion towards learning which has helped you to perform well. You are now set to experience learning through our coveted TCS Xperience Program.

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Tata Consultancy Services Ltd
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Corporate Identification Number (CIN): L22210MH1995PLC084781

TCS Xperience Program

Learning is a way of life at TCSL. The TCS Xperience Program will open a world of opportunities and help you to scale greater heights in your professional life.

The program is carefully designed to develop software engineering skills, nurture professionalism and inculcate a process mindset. This program provides the perfect platform to polish the skills you have gained through the TCS Xplore program, making you 'project ready'.

The duration of your TCS Xperience Program is based on your performance in TCS Xplore program and business requirements.

Based on your performance and the number of attempts taken to clear the TCS Xplore Program, you are eligible for the Readiness Incentive of **INR40000** . Your incentive will be given along with your salary, provided you:

- *Join the organization on the specified date.*

- *Serve Minimum tenure (12 months from the date of joining) with the organization.*

Note :

- *If you do not serve the minimum tenure mentioned above, the incentive provided will be recovered.*

- *Readiness incentive will not be given if a request for re-joining is initiated by you.*

The program has regular assessments based on pre-defined learning objectives. You are expected to meet the required standards during the TCS Xperience Program. In case, the performance does not meet the expectations, the management reserves the right to either extend your program or take appropriate action.

As communicated through various forums during the recruitment process, your appointment is subject to completion of your final academic (UG/PG) course within the stipulated time as specified by your University/Institute and as per TCSL selection guidelines. You also have to fulfill all the TCS eligibility criteria as stated in the Offer letter.

Kindly confirm your acceptance of this program by clicking on the 'I Accept' button in Nextstep portal. We encourage you to join us on the specified date to enjoy the benefit of timely processing and avail better opportunities.

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Registered Office : Nirmal Building, 9th Floor, Nariman Point, Mumbai - 400 021
Corporate Identification Number (CIN): L22210MH1995PLC084781

We look forward to you joining us on an enriching career with TCSL. Together, let us take this organization to greater heights!

Gear up to experience the future!!

Warm regards,

Janardhan S
Global Head - Talent Development

Click here or use a QR code scanner from your mobile to validate the joining letter

TATA CONSULTANCY SERVICES
Tata Consultancy Services Ltd
Peepul Park, Technopark Campus, Kariavattom P.O., Thiruvananthapuram - 695 581, Kerala, India
Telephone : +91 471 6629400, Fax: +91 471 6629499, Website : www.tcs.com
Registered Office : Nirmal Building, 9th Floor, Nariman Point, Mumbai - 400 021
Corporate Identification Number (CIN): L22210MH1995PLC084781

ROLLNO: 1748IA0569

Offer: Computer Consultancy
Ref: TCSL/CT20182470376/Hyderabad
Date: 11/01/2021

Ms. Suvarna Divya Sheela Kalathoti
6-14Ambedkhar Colony,
Opp.Csi Church,
Kavuluru-521228,
Andhra Pradesh.
Tel# 91-8500603799

Dear Suvarna Divya Sheela Kalathoti,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year.Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

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

ROLL NO: 1748140569

TATA

Ref: TCSL/CT20182470376/1422087/Hyderabad
Date: 15 June 2021

MS. SUVARNA DIVYA SHEELA KALATHOTI
6-14 Ambedkhar Colony,
Opp.Csi Church, Kavuluru,
Andhra Pradesh-521228.
Tel# 919398085411

Sub: Joining Letter

Dear Ms. Suvarna Divya Sheela Kalathoti,

We would like to take this opportunity to extend a very warm welcome to TATA Consultancy Services Limited (TCSL) family.

We are pleased to inform you that your joining date at TCSL will be **22nd July 2021** , your joining location is **Hyderabad** , work location is **Hyderabad** and your stream is **CSP** . This has been provided considering your preference and business requirements.

Your wellbeing is our utmost priority in the current COVID-19 pandemic scenario across India. Keeping this in mind, and the regulations enforced by various states at this point, we have internally enabled a virtual onboarding process for our future TCSers. For the Virtual Onboarding Process, **you will not be required to physically report at the TCS offices on the date of your joining** .

TCS XP HR Team will reach out to you over email in the next few days to guide you further on the virtual onboarding process and steps to be taken to prepare yourself for onboarding.

Congratulations on completing the first phase of your learning through TCS Xplore Program. We appreciate your passion towards learning which has helped you to perform well. You are now set to experience learning through our coveted TCS Xperience Program.

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Peepul Park, Technopark Campus, Kariavattom P.O., Thiruvananthapuram - 695 581, Kerala, India
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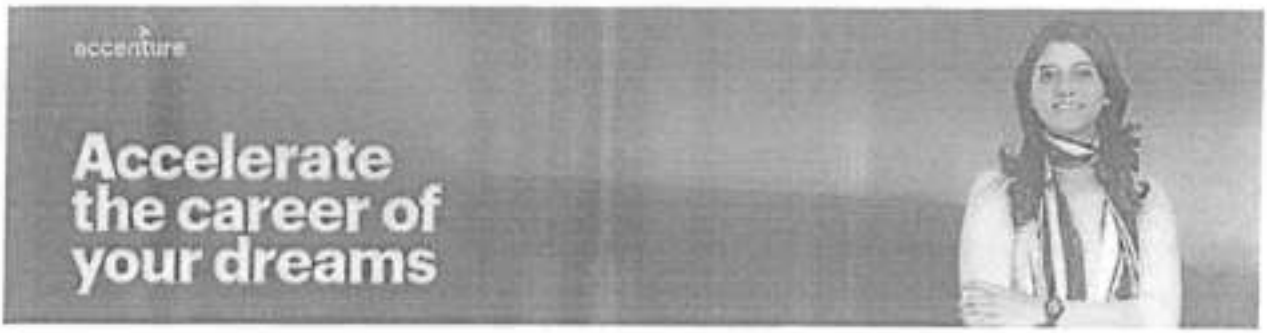
Registered Office : Nirmal Building, 9th Floor, Nariman Point, Mumbai - 400 021
Corporate Identification Number (CIN): L22210MH1995PLC084781

17-571



To,

Name : Thrinadh Kalva

Re: Important Information post your clearance of the interview process during the Campus Visit

Dear Thrinadh Kalva,

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 7 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Pre-joiner-Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes a learning module - Technology Fundamentals Online Learning program (Hereinafter" program"). We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The training module of this program is typically made available to potential new joiners at least 45 days before onboarding to give them a reasonable time to learn at their pace and comfort. Details of which are as under:

    - Under the program, the learning modules hosted on a technology platform will prepare the potential new joiner to be code ready.

    - Post onboarding/joining Accenture, and after the Induction the potential new joiner will need to go through the Technology fundamental assessment (based on the pre on-boarding online learning program).

    - On successful completion of the program and clearance of the Technology fundamental

assessment in the first attempt along with completion of the online program module, a potential new joiner will be eligible for a learning incentive of INR 10,000.

- In case a potential new joiner fails in the first attempt they will not be eligible for any learning incentive.
- To clear assessments for the program, potential new joiners are required to score minimum 60% marks in each assessment test for the program. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the assessment for the program.
- Before each reattempt, reasonable guidance and appropriate refresher training sessions will be provided to new joiners to help them appear in the reassessment.

The potential new joiner's employment with Accenture is subject to successful completion of the assessment of the program, as mentioned above.

After a new joiner has cleared the Pre-Joiner Program; they will need to undergo further Accenture stream specific trainings. For clearing these trainings also, Accenture provides three attempts with success criteria similar to one for the pre-joiner program as mentioned above. If potential new joiners are unable to complete the Accenture specific training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A.** Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits - INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter.

"This is an electronically generated document does not require signatures"

1-7481AD571

accenture

Accenture Solutions Pvt Ltd			
Payslip For OCTOBER 2022			
Employee ID	13370484	Name	Thrinadh Kalva
Bank	ICICI	Bank A/c No.	383001502756
DOJ	24/Dec/2021	LOP Days	0
PF No.	MH/BAN/45665/1455343	STD Days	31
Location	Hyderabad	Worked Days	31
Department	ATCI	Management Level	12
Facility	Hyderabad - HDC3B	Entity	ATCI
PF – UAN	101767863197		

Earnings	Amount in Rs.	Deductions	Amount in Rs.
BASIC	15,000.00	PROVIDENT FUND	1,800.00
HOUSE RENT ALLOWANCE	7,500.00	PROFESSIONAL TAX	200.00
ADHOC ALLOWANCE	4,283.00		
MISCELLANEOUS ALLOWANCE	3,333.00		
ONCALL / SHIFT ALLOWANCE	8,000.00		
GROSS EARNINGS	38,116.00	GROSS DEDUCTIONS	2,000.00
	NET PAY	36,116.00	

** This is a computer generated payslip and does not require signature and stamp.

174810572

wipro

APPOINTMENT LETTER

June 2, 2021

Dear **Kanaparthi Sujay,**

Welcome to Wipro Limited (Company/Wipro') and congratulations on your appointment as **Project Engineer.** The terms of your employment with the Company is listed below. Please be informed that the terms may be modified pursuant to changes in the Company policy updated from time to time.

1. Appointment Details:

a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.

b. You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.

c. The retirement age is 58 years.

d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company ,in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.

e. We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.

f. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.

g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining,

Registered Office:
Wipro Limited
Doddakannelli
Sarjapur Road
Bengaluru 560 035
India
T : +91 (80) 2844 0011
F : +91 (80) 2844 0054
E : info@wipro.com
W : wipro.com
C : L32102KA1945PLC020800

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ANNEXURE III

SALARY OFFER SHEET

Name: Kanaparthi Sujay

Career Group: TRB – II

Position : Project Engineer

You shall receive salary as detailed below.

COMPONENT	AMOUNT (INR)
Basic	11,670
HRA	5,835
Bonus	2,334
Wipro Benefits Plan (WBP)	4,849
Total Fixed Cash	**24,688**
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
Total Fixed Compensation	**27,108**
Other Compensation Benefits	
Health benefit (Medical)	600
Variable Pay	
Target Variable Pay	1,459
Target Cost to Company per month	**29,167**
Total Cost to Company per annum	**3,50,004**

*Notional sum indicating contribution of 5.31 % of your basic towards provision of Gratuity. Employees will be eligible for payment of gratuity as per the Wipro Policy for the same.

Registered Office:
Wipro Limited
Doddakannelli
Sarjapur Road
Bengaluru 560 035
India
T : +91 (80) 2844 0011
F : +91 (80) 2844 0054
E : info@wipro.com
W : wipro.com
C : L32102KA1945PLC020800

20689526

17481A0574

TATA

Offer: Computer Consultancy
Ref: TCSL/CT20213699286/Chennai
Date: 11/11/2021

Ms. Sravani Devi Kandula
5/84-11-13a,
New By-Pass Road,
Gudivada-521301,
Andhra Pradesh.
Tel# -

Dear Sravani Devi Kandula,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore/ TCS Xperience (detailed under Terms & Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
415/21-24, Rumanan Nagar, Sholinganallur, Old Mahabalipuram, Chennai 600 119 Tamil Nadu (India)
Tel: 91 44 6616 2222 Fax: 91 44 6616 2555 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

17481AD574

Payslip
JUL 2022

TATA
TATA CONSULTANCY SERVICES

MS. SRAVANI DEVI KANDULA

Employee Details				Payment & Leave Details							Location Details	
Emp No.	2171444			Bank Name	State Bank of India						Location	Madhapur-Hyderabad
Grade	Y	UAN	XXXXXXX0311	Acc No.	XXXXXXX8322						Base Br.	TCS - HYDERABAD
PAN	XXXXXXX025M			Days paid	31						Depute Br.	TCS - Hyderabad
				Leave Balance	EL	X	SL	X	CL	X	WON/ SWON	

Earnings	Arrears (INR)	Current (INR)	Deductions	Amount (INR)
Basic Salary		14,784.00	Provident Fund	1,774.00
House Rent Allowance		5,914.00	Professional Tax	200.00
Leave Travel Allowance		1,232.00	Health Insurance Scheme Premium	519.00
Miscellaneous		1,549.00		
City Allowance		200.00		
Performance Pay		1,700.00		
Total Earnings (Current + Arrears)		25,379.00	Total Deductions	2,493.00

Net Pay (INR)	22,886.00

Projected Annual Tax Information					
Annual Income*	2,59,754.00	Net Tax Income r/o	1,87,281.00		
Deductions under Sec 16	52,150.00	Total Tax Payable			
Chapter VIA relief	20,323.00	Tax Deducted till date			
		Balance Tax			

* Please Note, Annual Income is after considering the exemption - if any.

17481A0576
K. Hemanth

Gmail

KATTA HEMANTH <hemanthkatta1999@gmail.com>

Mphasis_Letter Of Intent!

Mphasis - Campus Hiring <campushires@mphasis.com>
To: "hemanthkatta1999@gmail.com" <hemanthkatta1999@gmail.com>

Mon, Jul 12, 2021 at 12:35 PM

Ref.No-**MPHTH_CC2021-0364**

Dear Hemanth Katta,

College Name: **Gudlavalleru Engineering College.**

Greetings from Mphasis!!

Please ignore the last email. Congratulations on clearing the preliminary interview. We would like to offer you a conditional position at Mphasis Ltd. The details of the offer of the conditional position are enumerated below:

- You will be offered the position of **'Associate Software Engineer'** in **Band 5**, **Level 2** with Mphasis. The gross compensation will be **INR 4,00,000(INR Four Lakhs only) per annum.**
- A training agreement for 24 months from your date of joining needs to be signed with Mphasis. In case of default, an amount of **INR 1,00,000** will be recovered from the employee.
- You are required to work in **any shift** as per business requirement.
- You are required to be flexible to relocate to any Mphasis location as per the business requirement. In case of any location constraints, we will not be able to take your candidature forward and will proceed with LOI Cancellation
- You are required to perform any role within Applications Tower of Mphasis – **Applications Development, Applications Testing, Application Production Support** etc. as per business requirement.

As you are currently in your final year of graduation and are gearing to start working, Mphasis can be the right place for you to build a long fruitful career. We believe we have a historic opportunity of building a world class company. We also believe Mphasis is very unique in several ways, some of which are:

- Equal strengths in APPs, ITO and BPO
- Being a flat, open and communicative organization
- Organization ethos that encourages, promotes and rewards empowerment
- Flawless execution and leadership

Please note that this serves as a good-faith Letter of Intent. It is contingent upon you:

1. Successfully completing your graduation (BE/ B Tech/ MCA) and scoring the aggregate percentage, as set by Mphasis, in the final academic examinations

2. Securing the required percentage in the evaluation at the end of your 3 months training program at Mphasis

3. Satisfactory completion of the background verification process that Mphasis will conduct at the time of your joining.

4. On successful verification of documents and certificates provided by you.

Your joining date will be communicated after you clear the above conditions.

Important Note: It is made clear that the above is not an offer for employment at Mphasis and is subject to the recipient fulfilling the conditions specified in this letter of intent. Mphasis reserves the right to cancel or recall this letter of intent at any time without assigning any reason.

Mphasis intends to onboard 2021 passing out candidates anytime between June 1, 2021 to April 30, 2022. In the event you fail to respond to Mphasis within 15 days of Mphasis's communicating the onboarding date, this Letter of Intent stands revoked and terminated.

Below list of documents are mandatory during the onboarding process:

a. PAN card
b. Aadhar card
c. Passport
d. All semester marks sheets and graduation certificate

We look forward to welcoming you to **The Mphasis Learning Academy**. Should you need any further information, write to **campushires@mphasis.com**.

Thanks and Regards

Mphasis – Campus Team

Information transmitted by this e-mail is proprietary to Mphasis, its associated companies and/ or its customers and is intended for use only by the individual or entity to which it is addressed, and may contain information that is privileged, confidential or exempt from disclosure under applicable law. If you are not the intended recipient or it appears that this mail has been forwarded to you without proper authority, you are notified that any use or dissemination of this information in any manner is strictly prohibited. In such cases, please notify us immediately at mailmaster@mphasis.com and delete this mail from your records.

1248IA0577

NALINSOFT

www.nalinsoft.com

APPOINTMENT ORDER

October 03, 2022.

To

Mr. Katta Naga Raju,

With reference to your interview dated, 1st October 2022, we are pleased to offer you position of Assistant Software Engineer in our Organization, Your Employee ID: NS010755.

Your joining date is confirmed at 24th October 2022.

- You are entitled to a CTC of 600000 per year payable as per Annexure.
- You agree to comply with Terms and Conditions of Appointment.
- You agree to submit with us a signed copy of mark sheet, Pan Card, Aadhar Card as well as Passport Size Photograph and also bring the originals for verifications.

Please send us an acknowledgement of this offer confirming your joining

We look forward to a mutually rewarding professional relationship with you

For

Sincerely,

17-578

TATA

Offer: Computer Consultancy
Ref: TCSL/CT20203069189/Hyderabad
Date: 11/01/2021

Ms. Jessy
5-29-221,
Nethaji Nagar,
Repalle-522265,
Andhra Pradesh.
Tel# 91-8790386235

Dear Jessy,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year.Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

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Deccanpark, No 1 Software Units Layout, Madhapur, Hyderabad 500 081 India
Tel: 91 40 6667 2000 Fax: 91 40 6667 2222 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

16-578

TATA

Ref: TCSL/CT20203069189/1423098/Hyderabad
Date: 15 June 2021

MS. JESSY
5-29-221 null,
Nethaji Nagar, Repalle,
Andhra Pradesh-522265.
Tel# 917981354119

Sub: Joining Letter

Dear Ms. Jessy,

We would like to take this opportunity to extend a very warm welcome to TATA Consultancy Services Limited (TCSL) family.

We are pleased to inform you that your joining date at TCSL will be **15th July 2021** , your joining location is **Hyderabad** , work location is **Hyderabad** and your stream is **IT** . This has been provided considering your preference and business requirements.

Your wellbeing is our utmost priority in the current COVID-19 pandemic scenario across India. Keeping this in mind, and the regulations enforced by various states at this point, we have internally enabled a virtual onboarding process for our future TCSers. For the Virtual Onboarding Process, **you will not be required to physically report at the TCS offices on the date of your joining** .

TCS XP HR Team will reach out to you over email in the next few days to guide you further on the virtual onboarding process and steps to be taken to prepare yourself for onboarding.

Congratulations on completing the first phase of your learning through TCS Xplore Program. We appreciate your passion towards learning which has helped you to perform well. You are now set to experience learning through our coveted TCS Xperience Program.

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Corporate Identification Number (CIN): L22210MH1995PLC084781

TCS Xperience Program

Learning is a way of life at TCSL. The TCS Xperience Program will open a world of opportunities and help you to scale greater heights in your professional life.

The program is carefully designed to develop software engineering skills, nurture professionalism and inculcate a process mindset. This program provides the perfect platform to polish the skills you have gained through the TCS Xplore program, making you 'project ready'.

The duration of your TCS Xperience Program is based on your performance in TCS Xplore program and business requirements.

The program has regular assessments based on pre-defined learning objectives. You are expected to meet the required standards during the TCS Xperience Program. In case, the performance does not meet the expectations, the management reserves the right to either extend your program or take appropriate action.

As communicated through various forums during the recruitment process, your appointment is subject to completion of your final academic (UG/PG) course within the stipulated time as specified by your University/Institute and as per TCSL selection guidelines. You also have to fulfill all the TCS eligibility criteria as stated in the Offer letter.

Kindly confirm your acceptance of this program by clicking on the 'I Accept' button in Nextstep portal. We encourage you to join us on the specified date to enjoy the benefit of timely processing and avail better opportunities.

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Registered Office : Nirmal Building, 9th Floor, Nariman Point, Mumbai - 400 021
Corporate Identification Number (CIN): L22210MH1995PLC084781

We look forward to you joining us on an enriching career with TCSL. Together, let us take this organization to greater heights!

Gear up to experience the future!!

Warm regards,

Janardhan S
Global Head - Talent Development

Click here or use a QR code scanner from your mobile to validate the joining letter

TATA CONSULTANCY SERVICES
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Corporate Identification Number (CIN): L22210MH1995PLC084781

Cognizant

17481A0579
KHATEEJA

23-Mar-2021

Dear Khateeja LNU,
B.Tech/B.E., Computer Science & Engineering
Gudlavalleru Engineering College,Gudlavalleru

Candidate ID – 15017444

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**.You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500 /-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR Rs.**450,740/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for 3 months and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

Compensation and Benefits

Name: Khateeja LNU **Designation:** Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7349	88,188
	Annual Gross Compensation		**359,988**
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		**382,488**
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		**401,988**

As an associate you are also entitled to the following additional benefits:

- Floating Medical Insurance Coverage
- Round the Clock Group Personal Accident Insurance coverage
- Group Term Life Insurance
- Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
- Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

Leave & Vacation:

- From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

Sl No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

- From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
- In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity leave by adhering to the conditions as specified in the Cognizant India Leave policy

Infosys
Navigate your next

HRD/3T/1002135662/21-22

July 22, 2021

17-580

Mr. Venkata Likhith Kodali
Flat No:101, First Residence, Dr.Padmanabham Street, Rajendra Nagar 2Nd Lane
Gudivada
Gudivada-521301
India

Ph: +91-7993931759

Dear Venkata Likhith,

Welcome to Infosys!

Today, the corporate landscape is dynamic and the world ahead is full of possibilities! None of the amazing things we do at Infosys would be possible without an equally amazing culture, the environment where ideas can flourish and where you are empowered to move forward as far as your ideas will take you.

At Infosys, we assure that your career will never stand still, we will inspire you to build what's next and we will navigate further, together. Our journey of learnability, values and trusted relationships with our clients continue to be the cornerstones of our organization and these values are upheld only because of our people.

We look forward to working with you and wish you success in your career with us.

Warm regards,

RICHARD LOBO
EVP and Head Human Resources - Infosys Limited

Signature Not Verified
Digitally signed by Richard Lobo
Date: 2021.07.22 18:14:22 IST
Reason: Digitally Signed
Location: Bangalore

INFOSYS LIMITED
CIN: L85110KA1981PLC013115
44, Infosys Avenue
Electronics City, Hosur Road
Bangalore 560 100, India
T 91 80 2852 0261
F 91 80 2852 0362
askus@infosys.com
www.infosys.com

Company Confidential - This communication is confidential between you and Infosys Limited

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DHUNIS IT INNOVATION For Your Ideas

STRICTLY PRIVATE & CONFIDENTIAL

Date :- 15-09-2021

To

Ms. KODALI VIJAYA BHARGAVI

APPOINTMENT LETTER

Dear **Ms. K V BHARGAVI,**

This has reference to your application and the subsequent discussions you had with us. **06-09-2021** on the following terms and conditions:

1. **Position:** You are being appointed as **"Module Lead"**.
2. You will initially be based at **Visakhapatnam.**
3. Your appointment is subject to your being medically fit at all times.
4. **Compensation and Benefits:** You will receive compensation of **6,80,000/-** per annum as outlined in the attached sheet. Income Tax or any other statutory deductions will be done at source. You will receive a performance based variable incentive that will be discretionary & based strictly on performance. You will be eligible for leave and other such benefits in accordance to your grade are subject to alteration and amendment, and you will be entitled to the same as per the rules of the company.
5. **Posting & Transfer:** Your place of work, in the first instant, is as indicated above. However, you can be transferred temporarily or permanently for duty anywhere in India.
6. We assure you of our support for your professional development and growth.

Dhunis Technologies Pvt.Ltd

Authorized Signatory

1/2C, HIG-241, Sri Sai Surya Complex, Visakhapatnam, A.P, India.

Probation and Confirmation

You will be on probation for a period of 12 months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

Leave

You are entitled to Earned Leave, right from your date of joining. You will be eligible for 15 working days of earned leave annually, during probation. On confirmation as a permanent employee you will be eligible for 20 working days of leave annually.

Leave is credited on a quarterly basis. The leave eligibility shall begin in the quarter of your joining the Company, on a pro-rata basis. Leave year is the calendar year and not the fiscal year.

An illustration with other relevant information have been given in the Information Sheet. The Company's Policies also provide for Maternity, Paternity and Bereavement Leave. Further details will be provided to you at the time of joining.

Agreement

Our offer to you as **Systems Engineer** is subject to the execution of the Service Agreement. The Service Agreement details the scope, terms and conditions of your employment, the necessary training and the contractual obligations towards Infosys from the date of your joining and up to a period of 12 months from the date of allocation to a Practice Unit. The date of allocation to a Practice Unit is generally the first day of the subsequent month post completion of training. You will be required to complete the formalities on the Service Agreement at the time of joining. Please note, non-execution of the notarized Service Agreement will result in denial of employment with the Company.

Compensation and Benefits

Salary

Your Total Gross Salary during training will be **INR 25,000 per month** and Total Gross Salary post allocation will be **INR 30,000 per month** . The break-up of your salary has been provided in the Compensation Details sheet in Annexure - I and Annexure - II.

Training Performance - linked Incentive

You will be eligible for a Training Performance-linked Incentive (TPI) upon allocation to a Practice Unit, to a maximum of 20% of your Fixed Gross Salary, based on your performance in the training. The details of this scheme will be communicated on your joining. Please refer to the Compensation Details sheet for more details.

17 - 582

Cognizant

03-Jun-2021

Dear Kode Sai Gayathri,
B.Tech/B.E., Computer Science & Engineering
Gudlavalleru Engineering College

Candidate ID – 14687498

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**.You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst**

You are entitled to an Annual Total Remuneration (ATR) of INR **540,992/-**. This includes an annual target incentive of INR **20,000/-**. This amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for 3 months and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program as detailed below:

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3.1 Cognizant Internship:

a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.

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Offer: Computer Consultancy
Ref: TCSL/DT20184436464/Hyderabad
Date: 11/01/2021

Ms. Monika Keerthana Kokkiligadda
2-3092 Ward,
Avanigadda,
Avanigadda-521121,
Andhra Pradesh.
Tel# 91-9392044059

Dear Monika Keerthana Kokkiligadda,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year.Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

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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wipro

APPOINTMENT LETTER

June 2, 2021

Dear **KOLLA VENKATESH**,

Welcome to Wipro Limited (Company/Wipro') and congratulations on your appointment as **Project Engineer**. The terms of your employment with the Company is listed below. Please be informed that the terms may be modified pursuant to changes in the Company policy updated from time to time.

1. Appointment Details:

a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.

b. You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.

c. The retirement age is 58 years.

d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company ,in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.

e. We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.

f. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.

g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining.

Registered Office:
Wipro Limited
Doddakannelli
Sarjapur Road
Bangalore 560 035
India
T : +91 (80) 2844 0011
F : +91 (80) 2844 0054
E : info@wipro.com
W : wipro.com
C : L32102KA1945PLC020800

20688750

ANNEXURE III

SALARY OFFER SHEET

Name: KOLLA VENKATESH

Career Group: TRB – II

Position : Project Engineer

You shall receive salary as detailed below.

COMPONENT	AMOUNT (INR)
Basic	11,670
HRA	5,835
Bonus	2,334
Wipro Benefits Plan (WBP)	4,849
Total Fixed Cash	**24,688**
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
Total Fixed Compensation	**27,108**
Other Compensation Benefits	
Health benefit (Medical)	600
Variable Pay	
Target Variable Pay	1,459
Target Cost to Company per month	**29,167**
Total Cost to Company per annum	**3,50,004**

*Notional sum indicating contribution of 5.31 % of your basic towards provision of Gratuity. Employees will be eligible for payment of gratuity as per the Wipro Policy for the same.

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Bengaluru 560 035
India
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E : info@wipro.com
W : wipro.com
C : L32102KA1945PLC020800

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17-585

BE YOURSELF,
MAKE A DIFFERENCE.

accenture

Strictly Private and Confidential

Date:08-Sep-2021

Dhyanesh Kollipara
C10083066

2-10, near vasavi matha temple Gudlavalleru

9493233241

Dear **Dhyanesh Kollipara,**

Based on our recent discussion with you, we are pleased to extend an offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Center, India as per the below terms and conditions:

Job Profile - Application Development Associate

Management Level - 12

Job Family Group- Software Engineering

Please refer to:

- Annexure I for the compensation and benefits details
- Annexure II for the documentation to be submitted by you
- Terms of Employment

Your employment with Accenture will be governed by the clauses mentioned in the attached "Terms of Employment". You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 65% and above or 6.5 CGPA and above in the current degree as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

Reference Id: 95775e33-8ab3-42b6-a152-37c298777745_1
Signed By: Mahesh Vasudeo Zurale

You agree and affirm that the information (personal or otherwise) shared by you at the time of registration is accurate, factually correct, and complete and no material information has been withheld by you. Accenture is providing this offer of employment basis preliminary information provided by you at the registration stage and a declaration concerning your agreement with the eligibility criteria. You understand and acknowledge that your employment with Accenture shall be subject to further verification of details and materials/ documents provided to Accenture as well as any further verification deemed necessary to finalize your candidature. You shall continue to meet the eligibility criteria up till and on the date of joining Accenture (if applicable) and agree that Accenture has the right to revoke the offer of employment, in case of failure of verification, or if you are not meeting the eligibility criteria or in case of any misrepresentation at your end.

Your onboarding date will be intimated to you over a separate e-mail by Accenture onboarding team few weeks prior to your actual onboarding date. You will receive an email from Onboarding.doc.ase@accenture.com. You are expected to confirm to the same by responding to our email and share your acceptance to join us on the stipulated date.

Pre-Onboard Learning Module: To provide our new joiners with a unique learning experience, Accenture has designed a special online learning module called - Technology Fundamentals Online Learning Program (Hereinafter referred to as "program"). This program further provide details about the training opportunities and terms of training/assessments that were shared with you in your Letter of Intent. To ensure that you have ample time to learn at your own pace, and prepare for the ensuing assessments, you will have complete access to the program for 45 days from the date you receive the training link.

Details of the program and assessment are as below:

- The program is hosted on a virtual platform that you can access from anywhere and it will provide you with all the information and trainings that you need to begin your career at Accenture.
- After going through all the learning modules, you will be required to go through Technology Fundamentals Assessments based on what you have learned in the program.
- On successfully completing the program within 45 days and clearing the program assessments in your first attempt, you will be eligible to receive a learning Incentive of INR 10,000.
- In case you fail to clear the assessments in your first attempt, or do not complete the program within 45 days from the receipt of the training link, you will not be eligible for any learning incentive.
- To clear the assessments, you will need to score a minimum of 60% marks in each assessment test. In case are not able to score the required 60% in your first attempt, you will get two additional attempts where you will need to score a minimum of 60% marks to successfully clear the assessments.
- During each re-attempt, reasonable help, guidance and appropriate refresher training sessions will be provided to you.

Your employment with Accenture is subject to you successfully completing the program assessments mentioned above. In case you are not able to clear the program assessments in three attempts, your offer will stand revoked.

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wipro

APPOINTMENT LETTER

June 2, 2021

Dear **Kolli para Jhansi Lakshmi**,

Welcome to Wipro Limited (Company/Wipro') and congratulations on your appointment as **Project Engineer**. The terms of your employment with the Company is listed below. Please be informed that the terms may be modified pursuant to changes in the Company policy updated from time to time.

1. Appointment Details:

a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.

b. You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.

c. The retirement age is 58 years.

d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company ,in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.

e. We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.

f. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.

g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining.

Registered Office:
Wipro Limited
Doddakannelli
Sarjapur Road
Bangaluru 560 035
India

T : +91 (80) 2844 0011
F : +91 (80) 2844 0054
E : info@wipro.com
W : wipro.com
C : L32102KA1945PLC020800

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ANNEXURE III

SALARY OFFER SHEET

Name: Kolli para Jhansi Lakshmi

Career Group: TRB – II

Position : Project Engineer

You shall receive salary as detailed below.

COMPONENT	AMOUNT (INR)
Basic	11,670
HRA	5,835
Bonus	2,334
Wipro Benefits Plan (WBP)	4,849
Total Fixed Cash	**24,688**
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
Total Fixed Compensation	**27,108**
Other Compensation Benefits	
Health benefit (Medical)	600
Variable Pay	
Target Variable Pay	1,459
Target Cost to Company per month	**29,167**
Total Cost to Company per annum	**3,50,004**

*Notional sum indicating contribution of 5.31 % of your basic towards provision of Gratuity. Employees will be eligible for payment of gratuity as per the Wipro Policy for the same.

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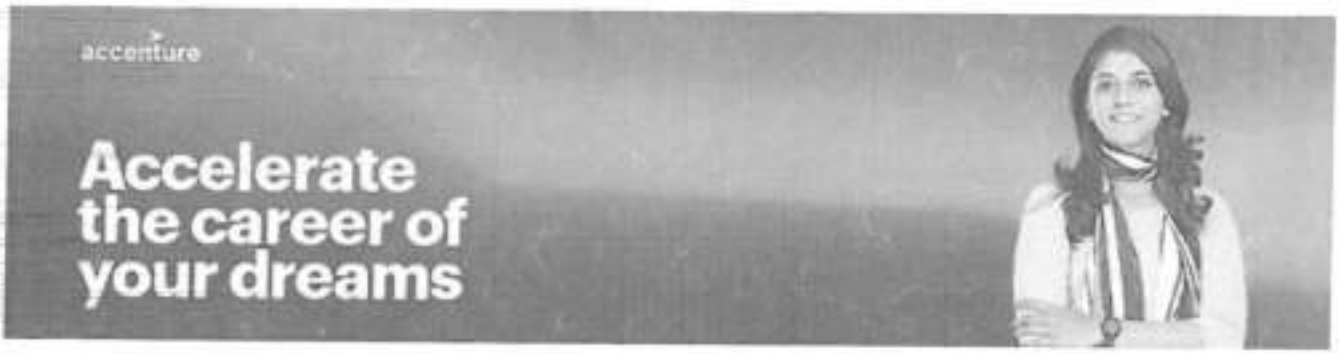

To,

Name : Kollu Kiranmayee

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Kollu Kiranmayee,

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 7 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Pre-joiner-Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes a learning module - Technology Fundamentals Online Learning program (Hereinafter" program"). We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The training module of this program is typically made available to potential new joiners at least 45 days before onboarding to give them a reasonable time to learn at their pace and comfort. Details of which are as under:

    - Under the program, the learning modules hosted on a technology platform will prepare the potential new joiner to be code ready.

    - Post onboarding/joining Accenture, and after the Induction the potential new joiner will need to go through the Technology fundamental assessment (based on the pre on-boarding online learning program).

    - On successful completion of the program and clearance of the Technology fundamental

assessment in the first attempt along with completion of the online program module, a potential new joiner will be eligible for a learning incentive of INR 10,000.

- In case a potential new joiner fails in the first attempt they will not be eligible for any learning incentive.
- To clear assessments for the program, potential new joiners are required to score minimum 60% marks in each assessment test for the program. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 65% marks to clear the assessment for the program.
- Before each reattempt, reasonable guidance and appropriate refresher training sessions will be provided to new joiners to help them appear in the reassessment.

The potential new joiner's employment with Accenture is subject to successful completion of the assessment of the program, as mentioned above.

After a new joiner has cleared the Pre-Joiner Program; they will need to undergo further Accenture stream specific trainings. For clearing these trainings also, Accenture provides three attempts with success criteria similar to one for the pre-joiner program as mentioned above. If potential new joiners are unable to complete the Accenture specific training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits - INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter.

"This is an electronically generated document does not require signatures"

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Mindtree
A Larsen & Toubro Group Company

Date:08-Jul-2021

To

Konakanchi Lakshmi Supraja
INDIA

Dear Konakanchi Lakshmi Supraja,

Sub: Offer of Training and Employment

1. This has reference to the selection process for employment opportunity at Mindtree in the campus of Kalinga.

2. We take pleasure in informing you that you have been selected for appointment in Mindtree as an ENGINEER in the Salary Grade C1 subject to the following terms and conditions.

2.1. a) You should complete the Degree which you are now pursuing without any backlog (subjects where you have not obtained the passing marks) at the time of joining

b) Secure 60% aggregate in the degree. Aggregate is calculated as follows:

$$\text{Aggregate} = \frac{\text{(Total of marks obtained in all the subjects from the first to last semester)}}{\text{(Total of maximum marks in all the subjects from first to last semester)}}$$

Aggregate % = Aggregate * 100

c) Provide a copy of the degree certificate or provisional degree certificate along with mark sheets of all semesters on your day of joining.

2.2. You shall initially undergo training at Mindtree, Kalinga, Bhubaneswar, Odisha and undergo Orchard Learning Programme conducted by Mindtree, Kalinga which helps you to transition to the Corporate world of technology solutions. The details of the programme and the training location will be provided separately closer towards the joining date. Mindtree reserves the right to change the training campus location based on business needs.

2.3. Your joining location would be Mindtree Kalinga, Bhubaneswar and joining date would be communicated in subsequent emails.

K. L. Supraja
K. Lakshmi Supraja (Jul 8, 2021 11:30 GMT+5.3)

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/80021425/21

Mindtree
A Larsen & Toubro Group Company

Annexure 2

Compensation stack effective from date of confirmation

Name : **Konakanchi Lakshmi Supraja**

Salary Grade : **C1**

Designation : **ENGINEER**

Detailed break up of your CTC components is given below (all figures are in INR and per annum)

Basic	180,000
HRA	89,916
Provident Fund	21,600
Gratuity	8,640
Insurance Benefits*	6,600
Allowance in Lieu of Reimbursement	45,252
Annual Gross	**352,008**
Bonus / Variable Compensation**	48,000
Annual Cost to Company	**400,008**

*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.

K. L. Supraja
K. Lakshmi Supraja | Jul 9, 2021 11:30 GMT+5.5

17-589

abjayon
Bring ITOn

Date: 21-Apr-21
Name: Sai Phani Kondapalli
Address: 1/394-1 A, Chintaguntapalem,
Machilipatnam, Krishna District, AP 521001

Dear Sai Phani,

Sub: Letter of Offer and Terms of Appointment

Thank you for exploring career opportunities with Abjayon Consultancy Pvt. Ltd. You have successfully completed our initial selection process and we are pleased to make you an offer as an **Intern.**

You will be on Internship for the first six (6) months, during which you will receive a stipend of **Rs.10,000/- per month**. The company will invest in providing you training during the internship period. After successful completion of internship period, based on the performance, your employment would be confirmed, and your compensation will be revised to **Rs.3,30,000 per annum**, which will be inclusive of 10% variable pay. You will be issued a fresh offer letter with the terms and conditions for permanent employment. Your employment would be subject to you obtaining your degree in the next three (3) months, unless there is a delay due to unavoidable circumstances.

Post confirmation, you will be required to serve the company for a period of at least one (1) year from the date of confirmation. If you decide to leave the company within the first-year post confirmation, you will be required to pay back Rs.50,000 incurred towards the training provided by the Company.

Your employment is subject to the following terms and conditions:

1. **Date of joining:**

   Your Date of Joining the services of our company is **Friday, 23rd April 2021**.

2. **Place of Posting:**

   Your initial place of posting will be **Hyderabad.** However, during your employment, your services will be transferable at the sole discretion of the management, to any branch or office location of our company in India.

3. **Compensation and Career Progression:**

   Any increase in your compensation in future and career progression shall depend entirely on your performance based on the Job Description (JD) and Key Performance Indicators (KPI's) assigned to you.

4. **Medical Check Up:**

   The Company, at its sole discretion may exercise its right to get you medically examined by a medical practitioner of its choice during the period of your service.

17-592

Gmail

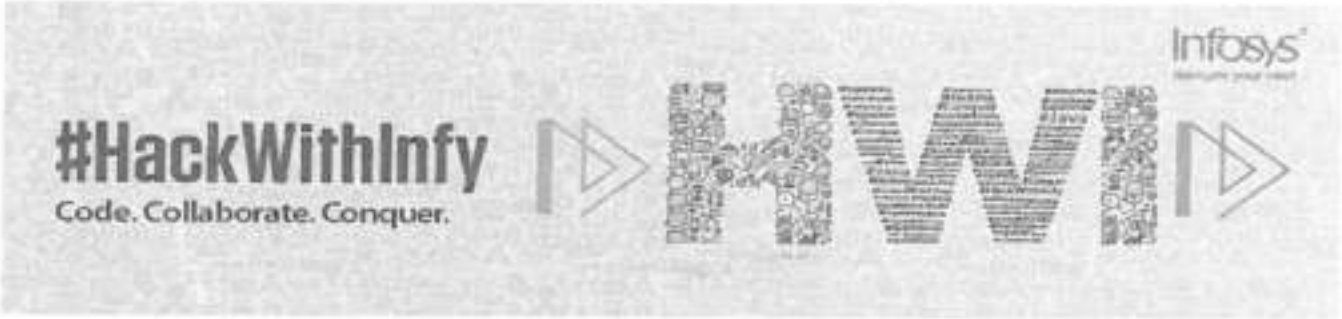
Teja Praveen Kumar <tejapraveenkumar@gmail.com>

HackWithInfy 2020: Pre-placement Interview Results

1 message

HackWithInfy <HackWithInfy@infosys.com>
To: "tejapraveenkumar@gmail.com" <tejapraveenkumar@gmail.com>

Fri, Nov 13, 2020 at 3:15 PM



Dear Teja Praveen,

Hope you and your loved ones are doing well.

Thank you for participating in the pre-placement interview that was offered to you for your remarkable performance in HackWithInfy 2020. The evaluation for the pre-placement interview round has been completed.

Congratulations! You have been shortlisted for the Systems Engineer-Specialist role at Infosys after successfully clearing the pre-placement interview round.

In case you have any query, please write to us at HackWithInfy@infosys.com. Please note, HackWithInfy related mails to any other Infosys email address will not be responded to.

We will share the joining process with you in the due course of time. We look forward to welcome you into our Infosys family.

Stay safe. Stay strong.

Warm regards,

Team HackWithInfy

Infosys Ltd.

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17-593

Date: 29th of April 2021
Name: KONDETI ALEKHYA
Roll Number: 17481A0593

Sub: Letter of Intent

Dear KONDETI ALEKHYA

We are pleased to offer you the position of **Customer Care Executive.** You shall report for a comprehensive training program on **May/June/Jul** at 10:00 AM.

Your Monthly CTC will be **Rs.12,200/- + Incentives & Tenure bonus**. The details of your salary break up are provided to you in the annexure.

The offer is subject to:

- You submitting the degree certificate and all your mark sheets at the time of joining.
- A satisfactory reference from the list of referees furnished by you at the time of joining.
- A satisfactory medical opinion, if required, from a registered medical practitioner (RMP) nominated by the company.
- Submission of satisfactory proofs regarding information declared by you, i.e. your age, educational qualification, previous work experience and relieving letter from your last employer etc.

You will be under training which will vary for a period from 2 to 8 weeks depending on the performance and the project that you would be assigned. Your continuity in the organization is subject to successful clearance of training evaluation.

You will be on probation for a period of 6 months and will be confirmed on rolls upon successful completion of the probation (The probation is inclusive of the training period).

We are looking forward to you building a successful career with ALLSEC.

Best Wishes,

For Allsec Technologies Limited,

Authorized Signatory
Human Resources Department

1748IA0594

acuvate

... where Acumen drives Innovation

OFFER LETTER

Dear Mr. Kondrathi Suresh,

18th August, 2022

Welcome to Acuvate Innovations Private Limited (Company)

We are glad to offer you the appointment letter with the below terms and conditions;

You are hereby appointed as a Assistant Trainee Engineer with ID **AIPLC0578657** in our organization to be based in Hyderabad.

1. Reporting

You will be reporting to the Project Manager or to any other person assigned as per the hierarchical route.

2. Accountability

You will be principally accountable for all specific work responsibilities listed under your designation, to ensure proper, truthful and righteous achievement and development of our company objective.

3. Salary & Allowances

a. You are entitled to a CTC of 58550 per month payable as per Annexure. The break-up of your salary has been provided in the Compensation Details sheet in Annexure - I. Annexure 1 of the offer letter will be given upon joining of the company. For the purpose of security and convenience, your salary and allowances will be paid through a bank appointed by the company.

b. Basket of Allowances (BOA)

The Basket of Allowances will be paid to you as part of your salary every month. The components are as follows: House Rent Allowance, Leave Travel Allowance, Medical Allowance, Transport Allowance and Children's Education Allowance.

You have the flexibility of changing the amounts under each of the above-mentioned heads, within your BOA, according to your preferences and income tax plans.

4. Increment / bonus

Salary increment, annual bonus and incentives shall be at sole discretion of the company and will be largely dependent on your performance

You also agree that the Company would be investing in your growth and learning and incurring a great amount of expenditure towards the same. Therefore, it is important for us that you are a part of the Company for years to come.

acuvate®
... where Acumen drives Innovation

5. Working hours / Leave Eligibility

Subject to Applicable Laws, we work Monday to Friday from 9:45 hrs to 19:00 hours

You are allowed 11 calendar holidays every year which will not carry over for the next year. You are eligible for 1 day leave per month which can be carry forwarded to the next month but not to the next year. Along with this you are eligible for 3 medical leaves.

6. Job Execution

a. By accepting this appointment letter you are expected to have complete knowledge / acquire knowledge about your Key result areas, their process and obtain supports to ensure all job responsibilities are carried out and completed on time as in each deserving case.

b. The employment requires you to adhere to the company's principles of systematic work practices and as such, you shall be expected to execute your responsibilities regularly, review them frequently, update your knowledge often and report to your superiors on the status.

c. The activities of your job will be monitored through the company's internal audit system and any lapses will attract action as per company policy.

Acknowledgement of this appointment letter will automatically confirm your acceptance to above terms.

If you are agreeable to the above terms and conditions, kindly confirm your acceptance of this offer by signing the copy of this letter or joining our offices immediately.

Wishing you the very best,

For Acuvate Innovations Private Limited,

CEO, Acuvate Innovations Private Limited

17-385

TATA

Offer: Computer Consultancy
Ref: TCSL/DT20184436479/Mumbai
Date: 20/08/2021

Ms. Rency Kota
D.No: 11/406-14b, NagavarappaduKollafaram Street,
Gudivada,
Gudivada-521301,
Andhra Pradesh.
Tel# 91-9963843637

Dear Rency Kota,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore/ TCS Xperience (detailed under Terms & Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
[illegible]
Tel: 91 22 6778 2000/2222 | Fax: 91 22 6778 2190 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Servicefree: 1800 209 3111 | Email: careersofcs.com

TATA

GROSS SALARY SHEET **Annexure 1**

Name	Rency Kota
Designation	Assistant System Engineer-Trainee
Institute Name	Gudlavalleru Engg. College, A P

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
TOTAL GROSS	27,415	3,36,877

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore / Xperience Program.

**The Performance Pay is applicable upon successful completion of the TCS Xplore / Xperience Program.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
GROSS BOUQUET OF BENEFITS	7,646	91,752

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
[illegible]
Tel: 91 22 6778 2009/2222 | Fax: 91 22 6778 2190 [illegible]
Registered Office Nirmal Building, [illegible] Floor, Nariman Point, Mumbai 400 021
TCS Careers Service Line: 1800 209 3111 | Email: careers@tcs.com

UNISOFT®
INNOVATION QUALITY SERVICE

17481A05A0

EMPLOYMENT OFFER

Date: 14 February 2022

Dear Ms. KUMPATI SRAVANI,

After your Interview, we are pleased to inform you that you have been selected for the post of **Software Engineer** at our organization with the following terms:

1. Your reporting date is **27th March 2021.** Your base location will be Hyderabad but you are required to travel anywhere as per the project requirements.
2. You will be under an employment contract of 3 years (36 Months).
3. You will submit all the original certificates of your graduation to the company.
4. Your compensation will be as follows:

Period	Title	Compensation
0-6 months	Trainee S/W Engineer	60,000 per month
7-18 months	S/W Engineer- 1	67,000 per month
19-30 months	S/W Engineer- 2	80,000 per month
From 31st month	Technical Consultant	95,000 per month

5. You will sign an agreement to serve the full period of the contract. You may exit from the company before the completion of 36 months by paying INR 5,00,000 towards the training expenses company would have incurred.
6. The working hours of the office are Monday to Saturday 8:30 AM to 5:30 PM. All public holidays will be declared at the beginning of the year.
7. Your will not take any leaves during the first 6 months of your employment.
8. The above terms are subject to your successful completion of each phase of your employment.

Please confirm your acceptance with a reply mail.

Yours faithfully,

Asha P R

Manager- Recruitment

Unisoft Global Services Pvt Ltd
#115/3, 2nd Floor, 11th Cross, Margosa Road, Malleshwaram, Bangalore-560003

Deck 5 Software Inc.

1748 1A05A1

Dated: February 5, 2022

Dear Maddala Vamsi Babu,

With reference to your interview on January 29, 2022, we are happy to inform that you are selected for the profile of **Software Developer** in our company. You will get an annual CTC of **INR: 7,20,000 / annum.** This amount also includes all fixed and variable salary components. You are expected to join our company on February21, 2022, (*Reporting Time: 10:00 AM*) for further joining formalities. Therefore, you must bring below mentioned original copy (will be returned) of documents along with photocopies.

List of documents required at the time of joining

- 2 latest passport size photographs
- Government ID proof (Photocopy + Original for reference)
- Address Proof (Photocopy + Original for reference)
- 10th, 12th, Graduation and Post Graduation (if any) education certificates (Photocopy + Original for reference only)
- Additional qualification certificate photocopies (if available).
- Also bring previous work experience and relieving letters (Photocopy + Original for reference)

Joining Location

Deck5 Software Inc

B 99, Sector 63, Himayath Nagar

Hyderabad, Telangana, India

Authorized Signatory

C. Prathap

Signature

M. Prathibha
1748 1A05 A2

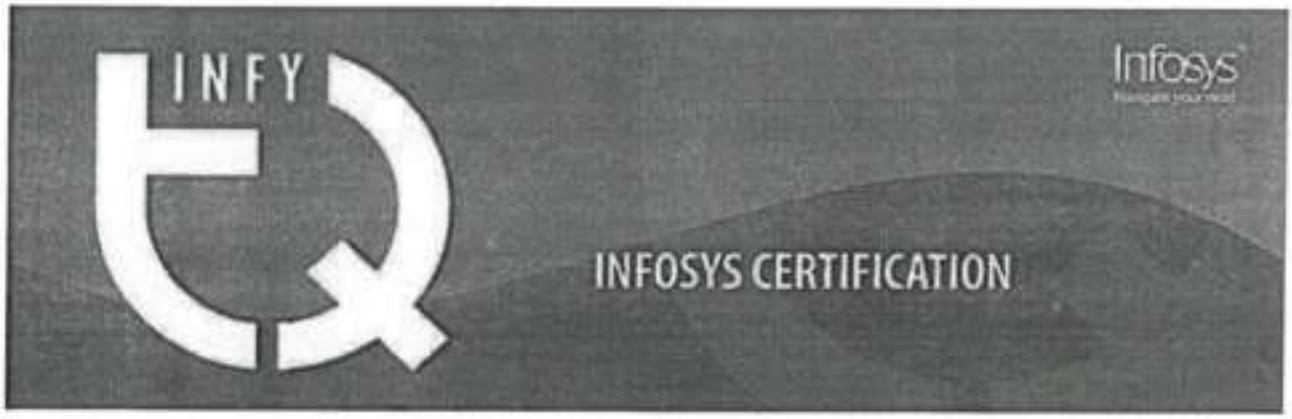
Gmail

Prathibha Maddu <madduprathibha@gmail.com>

Infosys Certification: Congratulations! You have been selected for the role of Systems Engineer

InfyTQ <InfyTQ@infosys.com>
To: "madduprathibha@gmail.com" <madduprathibha@gmail.com>

7 December 2020 at 16:35



Dear Prathibha Maddu,

Hope you are doing well.

We are delighted to inform that **you have been selected for the role of Systems Engineer at Infosys after successfully clearing the Infosys Certification and Interview process.**

Under our recruitment program, you will now get an exclusive opportunity to appear for the selection process of higher roles such as the Systems Engineer Specialist and the Power Programmer. If you do not qualify for the higher role through upgrade test, you will retain the job offer for the role of Systems Engineer at Infosys.

Please note, this is a conditional job offer subject to your background verification. If any falsification of data is found during your background verification process, Infosys will revoke the job offer made to you.

In case of any queries, please write to us at infytq@infosys.com or get in touch with your placement office. InfyTQ related emails sent to any other Infosys email ID will not be responded to.

We look forward to interacting with you again.

Best regards,

Infosys
Navigate your next

HRD/3T/1002027394/21-22

August 13, 2021

17481AD5A2

Ms. Prathibha Maddu
11/138-1
11th ward, GVR street, opposite Aswini hospital
Gudivada-521301
India

Ph: +91-9121687877

Dear Prathibha,

Welcome to Infosys!

Today, the corporate landscape is dynamic and the world ahead is full of possibilities! None of the amazing things we do at Infosys would be possible without an equally amazing culture, the environment where ideas can flourish and where you are empowered to move forward as far as your ideas will take you.

At Infosys, we assure that your career will never stand still, we will inspire you to build what's next and we will navigate further, together. Our journey of learnability, values and trusted relationships with our clients continue to be the cornerstones of our organization and these values are upheld only because of our people.

We look forward to working with you and wish you success in your career with us.

Warm regards,

RICHARD LOBO
EVP and Head Human Resources - Infosys Limited

Signature Not Verified
Digitally signed by Richard Lobo
Date: 2021.08.13 15:03:35 IST
Reason: Digitally Signed
Location: Bangalore

INFOSYS LIMITED
CIN: L85110KA1981PLC013115
44, Infosys Avenue
Electronics City, Hosur Road
Bangalore 560 100, India
T 91 80 2852 0261
F 91 80 2852 0362
askus@infosys.com
www.infosys.com

Company Confidential - This communication is confidential between you and Infosys Limited

17-5A3

Date: 25th June 2021

PRIYANKA MALLINENI,
H.N0: 6-134-1,
Guraja Road,
Mudinepalli, Mudinepalle,
Krishna District.
Andhra Pradesh.

OFFER OF APPOINTMENT

Dear Ms. Priyanka Mallineni,

This is with reference to your application dated 20th May 2021 and subsequent interviews with us, we hereby to inform you that you have been selected for the position of "Telecom Software Engineer" at our Hyderabad center on the following terms & conditions.

Your joining date has been finalized as 1st July 2021 and the offer stands withdrawn thereafter unless the date is extended by us and communicated to you in writing.

VERIFICATION AND SUBMISSION OF COPIES OF CERTIFICATES:

Verification & submission of copies of certificates as per the stipulation of Entry Level Trainee Program, this appointment is subject to your passing the final qualifying examination and securing a minimum of 60% marks in aggregate for all the years. In addition, you are required to produce all your certificates viz. Marks sheets, provisional certificates in support of your qualifications in original for our verification at the time of joining and submit one set of certified photocopies of the same for our records.

You will undergo a three month in-house/project-based training at TCLOUD IT Centre. Your performance will be closely monitored during the training period. At the end of this period in case your performance has been up to the mark, and you have been successful in tests assigned to you during training period, you will be accommodated in one of our LTE/5G projects at any of our Development Centers.

APPOINTMENT AND COMPENSATION:

After successful Confirmation, your "**Annual Cost to company**" will be RS 4,10,160/-. For details refer to **Annexure-A**.

Your future increments or promotion or any other salary increase shall be based on merit considering your periodic and consistent overall performance, business conditions and other parameters fixed from time to time at the discretion of the management and shall not be considered merely as a matter of right.

Annexure-A

Name: Priyanka Mallineni

Designation: Telecom Software Engineer

DOJ: 1st July 2021

Location: Hyderabad

Components	Salary Per Month in Rs	Salary Per Annum in Rs
Basic	14,500	1,74,000
HRA	7,000	84,000
Other Allowances	12,680	1,52,160
Total CTC	34,180	4,10,160

ACCEPTANCE

I have read and understood the terms and conditions of my fixed tenure appointment as contained in this letter which are acceptable to me.

Signature_____
Name: Priyanka Mallineni

17 SAA

Gmail

Hema Mandapati <hemamandapati123@gmail.com>

Congratulations! Selected for Cognizant's GenC - Developer

Superset <notifications@email.joinsuperset.com> Sat, Aug 21, 2021 at 10:55 PM
To: hemamandapati123@gmail.com

Dear Hema Mandapati,

Greetings from Cognizant!

Congratulations on clearing the Cognizant interview for GenC - Developer! We are happy to inform you that you've been selected for the role. Your journey with Cognizant will be full of learning experiences that help you grow as a professional. You will soon receive communication from Cognizant detailing the steps ahead in the process.

The online selection approach has necessitated a few additional verification process steps and we are in the final stage of completing the same before the offer rollout

We really look forward to you joining Cognizant and contributing to the growth of the company in the years to come.

Stay safe and healthy!

Best Regards
Human Resources- GenC Program
Cognizant

Cognizant

M. Tharun Kishore
1743/A05A5

28-Apr-2021

Dear Tharun Kishore Marni,
B.Tech/B.E., Computer Science & Engineering
Gudlavalleru Engineering College,Gudlavalleru

Candidate ID – 15017462

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**.You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500 /-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR Rs.**450,740/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for 3 months and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

1748IA05A4

Cognizant

28-Apr-2021

Dear Matlapudi Abhigna,
B.Tech/B.E., Computer Science & Engineering
Gudlavalleru Engineering College,Gudlavalleru

Candidate ID – 15017449

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**.You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500 /-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR Rs.**450,740/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for 3 months and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

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At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

17481A05A8

DHUNIS

IT INNOVATION For Your Ideas

STRICTLY PRIVATE & CONFIDENTIAL

Date :- 15-09-2021

To
Ms. MATTA PRATHYUSHA

APPOINTMENT LETTER

Dear **Ms. M PRATHYUSHA,**

This has reference to your application and the subsequent discussions you had with us. **06-09-2021** on the following terms and conditions:

1. **Position:** You are being appointed as **"Module Lead"**.
2. You will initially be based at **Visakhapatnam.**
3. Your appointment is subject to your being medically fit at all times.
4. **Compensation and Benefits:** You will receive compensation of **6,80,000/-** per annum as outlined in the attached sheet. Income Tax or any other statutory deductions will be done at source. You will receive a performance based variable incentive that will be discretionary & based strictly on performance. You will be eligible for leave and other such benefits in accordance to your grade are subject to alteration and amendment, and you will be entitled to the same as per the rules of the company.
5. **Posting & Transfer:** Your place of work, in the first instant, is as indicated above. However, you can be transferred temporarily or permanently for duty anywhere in India.
6. We assure you of our support for your professional development and growth.

Dhunis Technologies Pvt.Ltd

Authorized Signatory

1/2C, HIG-241, Sri Sai Surya Complex, Visakhapatnam, A.P, India.

1748IA05A9

Innominds

July 02, 2021

Leelavathi Maya
AravindLeela786@gmail.com
+ 91- 6281158727

Dear **Leelavathi Maya,**

Sub: Letter of Offer

With reference to your application and subsequent discussion you had with us, we are pleased to offer you a position of **'Trainee'** in our organization.

1. Your CTC (Cost to the Company) will be **Rs.2,40,000/-** (Rupees Two Lakh Forty Thousand) per annum inclusive of all allowances, refer to Annexure - I.

2. You are requested to join on **July 05, 2021.**

3. Your compensation will be revised after 6 Months, subject to completion of your training and performance.

3. You are required to commit a minimum duration of 18 months of service from the date of your joining with the organization.

4. A detailed appointment letter will be issued upon your joining with the company and upon furnishing the documents as per check list provided in the following page.

5. Your base location will be at Waverock Gachibowli, Hyderabad.

HR member will connect with you for virtual onboarding, please make yourself available on above said joining date.

HR SPOC: Sunil Vijay Kumar / Ajay Kulkarni
Innominds Software SEZ India Private Limited.
Building No. 2.1, 4th Floor, Waverock, Survey No.115,
TSIIC IT / ITES SEZ, Nanakramguda Village,
Serilingampally Mandal, Hyderabad – 500008

We are currently working from home and therefore will let you know if you need to attend office. Until then please access from home

We look forward for a long-term association!!!

Thanking you,
Pallavi Garimella
Director – Human Resources

Continued.....

Innominds

Annexure - I.

Leelavathi Maya
AravindLeela786@gmail.com
+ 91- 6281158727

SALARY STRUCTURE	Per Month	Per Annum	Pay period
Cost-to-Company (CTC)	**20,000**	**240,000**	
Monthly Earnings: -			
Basic Pay	8,000	96,000	Monthly
House Rent Allowance	3,200	38,400	Monthly
Leave Travel Allowance	1,000	12,000	Monthly
Provident Fund	1,800	21,600	PF Account
Employee State Insurance	560	6,720	ESI Contribution
Gratuity	385	4,620	Gratuity Account
Statutory Bonus	583	6,996	Monthly
Special Allowance	2,472	29,664	Monthly
Performance Linked Pay (Variable Pay): -		-	
Company Performance Linked Pay	1,000	12,000	Monthly
Individual Performance Linked Pay	1,000	12,000	Monthly
Total	**20,000**	**240,000**	

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.10 lacs

II. Employer Benefits

i) Group Personal Accident - Rs.10,00,000 pa for self

ii) Group Term Life – Rs.10,00,000 for self

III. Eligibility for bonus: Every eligible employee shall be entitled to be paid bonus in an accounting year, in accordance with the provisions of this Act, provided he/she has worked in the establishment for not less than thirty working days in that accounting year.

****

FISSION LABS

OFFER LETTER

174B1A05B0
M. Kamal Jostna

Date: 17th April, 2021

To
Ms. Kamal Jostna Medepalli,

We at Fission Computer Labs Private Limited ("Company"), are pleased to appoint you as "**Intern**" in our organization with effect from **3rd May, 2021**. This Appointment Letter is extended to formally welcome you to join the growing family of Fission Labs.

You are required to report at **Fission Computer Labs Private Limited, Plot No 703/ A, 3rd Floor, Road No 36, Jubilee Hills, Hyderabad- 500033**, on or before 3rd May, 2021; failing which this offer shall lapse automatically.

We, at Fission Labs, believe in the process of building an organization, where professionals can contribute to our sustained success and growth. We hope that your career here will be a gratifying one. Upon accepting this offer, you would be required to execute the Appointment Letter (attached herewith) and shall be bound by the terms thereof. Kindly return the duplicate copy of this Offer Letter, duly signed, as an acknowledgement of your acceptance of the Appointment Letter.

You are required to submit the following documents at the time of reporting for joining:

a. Certificates in proof of your educational qualifications;
b. Certificate in proof of your Date of Birth;
c. Relieving letter from your current employer;
d. Latest pay slip of your recent employment;
e. Three passport size photographs;
f. Copy of PAN Card; and
g. Copy of passport, if available

FISSION LABS

17th April, 2021

Ms. Kamal Jostna Medepalli,

Appointment Letter

Dear Kamal Jostna Medepalli

We, at Fission Computer Labs Private Limited ("Company"), are pleased to appoint you as **"Intern"** on a probationary basis (for a period of Six months) in our organization with effect from 3rd May, 2021. Your services shall be confirmed as **"Associate Software Engineer"** subject to successful completion of probation of Six (6) months with our Company, unless extended or reduced for such further period as the Company may specify ("Probation Period"). You will be placed at Hyderabad, Telangana. The terms and conditions of this position will be as follows:

1.0 Appointment

1.1 The Company hereby employs you and you hereby accept employment with the Company on a probationary basis, as its **Intern** pursuant to and in accordance with the terms and conditions set forth in this Appointment Letter.

1.2 You shall render services to the Company at such times and such other places as may be required by the Company in its sole discretion. In such an event, you will be governed by the terms and conditions of services as applicable at the new placement.

1.3 You represent that you are not a party to any agreement that restricts your right or ability to freely carry out the services hereunder.

1.4 The terms of employment relating to compensation, working hours, leaves and holidays, notice period, etc. apart from the terms mentioned below shall be as per the Company policies. These could be revised at regular intervals as per the compensation policy and will be communicated to you accordingly.

2.0 Remuneration

2.1 You will be paid a consolidated salary of 3,00,000/-(Three Lakhs Rupees Only) CTC per annum. The CTC is inclusive of PF contribution, professional tax and gratuity and the break-up will be shared with you.

2.2 The salary shall be paid in accordance with the Company's regular payroll practices, from time to time. Statutory deductions as required by law, such as Professional Tax, Provident Fund and TDS will apply for the bonus or variable pay component too, if applicable to you.

17-SBI

Gmail

medikonda ramya <medikondaramya50@gmail.com>

SBI

Congratulations! Selected for Cognizant's GenC - Developer

Superset <notifications@email.joinsuperset.com>
To: medikondaramya50@gmail.com

21 August 2021 at 22:58

Dear Medikonda Ramya,

Greetings from Cognizant!

Congratulations on clearing the Cognizant interview for GenC - Developer! We are happy to inform you that you've been selected for the role. Your journey with Cognizant will be full of learning experiences that help you grow as a professional. You will soon receive communication from Cognizant detailing the steps ahead in the process.

The online selection approach has necessitated a few additional verification process steps and we are in the final stage of completing the same before the offer rollout

We really look forward to you joining Cognizant and contributing to the growth of the company in the years to come.

Stay safe and healthy!

Best Regards
Human Resources- GenC Program
Cognizant

M. Anusha
17481A05B2
IV - CSE - B

Gmail

Anusha Menda <anushamenda742@gmail.com>

Infosys Certification: Congratulations! You have been selected for the role of Systems Engineer

InfyTQ <InfyTQ@infosys.com> Mon, Dec 7, 2020 at 4:38 PM
To: "anushamenda742@gmail.com" <anushamenda742@gmail.com>

Dear Anusha Menda,

Hope you are doing well.

We are delighted to inform that **you have been selected for the role of Systems Engineer at Infosys after successfully clearing the Infosys Certification and Interview process.**

Under our recruitment program, you will now get an exclusive opportunity to appear for the selection process of higher roles such as the Systems Engineer Specialist and the Power Programmer. If you do not qualify for the higher role through upgrade test, you will retain the job offer for the role of Systems Engineer at Infosys.

Please note, this is a conditional job offer subject to your background verification. If any falsification of data is found during your background verification process, Infosys will revoke the job offer made to you.

In case of any queries, please write to us at infytq@infosys.com or get in touch with your placement office. InfyTQ related emails sent to any other Infosys email ID will not be responded to.

We look forward to interacting with you again.

Best regards,

17-584

GECTPO Placementofficer <placementofficer@gecgudlavalleru.ac.in>

Fwd: Congratulations! You are selected for Training & Job Program with RPATech

2 messages

Dali Naga Sri Sai Methukumilli <dalinagasrisai99@gmail.com> Wed, Jun 9, 2021 at 6:00 PM
To: GECTPO Placementofficer <placementofficer@gecgudlavalleru.ac.in>

---------- Forwarded message ---------
From: **Smitha Srivastava** <smitha.srivastava@rpatech.in>
Date: Mon, 7 Jun 2021, 11:19 am
Subject: Congratulations! You are selected for Training & Job Program with RPATech
To: <dalinagasrisai99@gmail.com>
Cc: <hr@rpatech.in>, Sambidha Badhollya <sambidha.badhollya@rpatech.in>

Dear Dali,

Congratulations!
You have been selected for our Training & Job Program. Your joining date will be confirmed soon. Below are the details of the program.

This is a three- and half-year program in which we will train you for free on RPA & AI and then absorb you on a permanent position with assured three years of salary hikes.

Key Highlights of the Training Program

- Six months of free training on Intelligent Automation
- 1st year salary 3.25 LPA
- 2nd year salary 6 LPA
- 3rd year salary 12 LPA
- Training Program Start Date: 15th June, 2021
- Training Program End Date: 14th Dec, 2021
- Permanent job onboarding Date: 1st Jan, 2022 (tentative)

Must have a laptop/desktop with a good internet connection and 8 hours of daily commitment.

Please mail below-listed documents for joining formalities.

- Educational Certificates (10th, 12th, Graduation and Post-Graduation).
- Previous company Documents, if any (Appointment Letter, Experience letter, Relieving letter)
- Aadhar Card
- PAN Card
- Soft copy of Passport Size Photograph
- Current Address Proof
- 1 Cancel Cheque

IT-SB4

Fwd: Congratulations! You are selected for Training & Job Program with RPATech

External

Inbox

Dali Naga Sri Sai Methukumilli

Wed, Jun 9, 6:00 PM (17 hours ago)

to me

---------- Forwarded message ---------
From: **Smitha Srivastava** <smitha.srivastava@rpatech.in>
Date: Mon, 7 Jun 2021, 11:19 am
Subject: Congratulations! You are selected for Training & Job Program with RPATech
To: <dalinagasrisai99@gmail.com>
Cc: <hr@rpatech.in>, Sambidha Badholiya <sambidha.badholiya@rpatech.in>

Dear Dali,

Congratulations!
You have been selected for our Training & Job Program. Your joining date will be confirmed soon. Below are the details of the program.

This is a three- and half-year program in which we will train you for free on RPA & AI and then absorb you on a permanent position with assured three years of salary hikes.

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Please mail below-listed documents for joining formalities.

- Educational Certificates (10th, 12th, Graduation and Post-Graduation).
- Previous company Documents, if any (Appointment Letter, Experience letter, Relieving letter)
- Aadhar Card
- PAN Card
- Soft copy of Passport Size Photograph
- Current Address Proof
- 1 Cancel Cheque

Thanks,

Smitha Srivastava

Smitha Srivastava
Sr. Manager Marketing & HR
Spawn Ventures Services Pvt. Ltd.

+91 97110 01222 smitha.srivastava@rpatech.in

17481A0585.

NALINSOFT

www.nalinsoft.com

APPOINTMENT ORDER

October 03, 2022.

To

Mr. Mirza Sakhavath Ali,

With reference to your interview dated, 1st October 2022, we are pleased to offer you position of Assistant Software Engineer in our Organization, Your Employee ID: NS010724.

Your joining date is confirmed at 24th October 2022.

- You are entitled to a CTC of 600000 per year payable as per Annexure.
- You agree to comply with Terms and Conditions of Appointment.
- You agree to submit with us a signed copy of mark sheet, Pan Card, Aadhar Card as well as Passport Size Photograph and also bring the originals for verifications.

Please send us an acknowledgement of this offer confirming your joining

We look forward to a mutually rewarding professional relationship with you

For

Sincerely,

Mohammad Asha Hazra

Mindtree
A Larsen & Toubro Group Company

Date:08-Jul-2021

To

Mohammad Asha Hazra
INDIA

Dear Mohammad Asha Hazra,

Sub: Offer of Training and Employment

1. This has reference to the selection process for employment opportunity at Mindtree in the campus of Kalinga.

2. We take pleasure in informing you that you have been selected for appointment in Mindtree as an ENGINEER in the Salary Grade C1 subject to the following terms and conditions.

2.1. a) You should complete the Degree which you are now pursuing without any backlog (subjects where you have not obtained the passing marks) at the time of joining

b) Secure 60% aggregate in the degree. Aggregate is calculated as follows:

$$\text{Aggregate} = \frac{\text{(Total of marks obtained in all the subjects from the first to last semester)}}{\text{(Total of maximum marks in all the subjects from first to last semester)}}$$

Aggregate % = Aggregate * 100

c) Provide a copy of the degree certificate or provisional degree certificate along with mark sheets of all semesters on your day of joining.

2.2. You shall initially undergo training at Mindtree, Kalinga, Bhubaneswar, Odisha and undergo Orchard Learning Programme conducted by Mindtree, Kalinga which helps you to transition to the Corporate world of technology solutions. The details of the programme and the training location will be provided separately closer towards the joining date. Mindtree reserves the right to change the training campus location based on business needs.

2.3. Your joining location would be Mindtree Kalinga, Bhubaneswar and joining date would be communicated in subsequent emails.

Mohammad Asha Hazra Jul 12, 2021 11:19 GMT+5.5

Mindtree
A Larsen & Toubro Group Company

Annexure 2

Compensation stack effective from date of confirmation

Name : **Mohammad Asha Hazra**

Salary Grade : **C1**

Designation : **ENGINEER**

Detailed break up of your CTC components is given below (all figures are in INR and per annum)

Basic	180,000
HRA	89,916
Provident Fund	21,600
Gratuity	8,640
Insurance Benefits*	6,600
Allowance in Lieu of Reimbursement	45,252
Annual Gross	**352,008**
Bonus / Variable Compensation**	48,000
Annual Cost to Company	**400,008**

*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.

Mohammad Asha Hazra (Jul 11, 2021 11:16 GMT+8.0)

174810537

Infosys
Navigate your next

HRD/3T/1002130308/21-22

August 18, 2021

Mr. Imanulla Mohmmad
15/323-13
machavaram
Machilipatnam-521001
India

Ph: +91-9182138056

Dear Imanulla,

Welcome to Infosys!

Today, the corporate landscape is dynamic and the world ahead is full of possibilities! None of the amazing things we do at Infosys would be possible without an equally amazing culture, the environment where ideas can flourish and where you are empowered to move forward as far as your ideas will take you.

At Infosys, we assure that your career will never stand still, we will inspire you to build what's next and we will navigate further, together. Our journey of learnability, values and trusted relationships with our clients continue to be the cornerstones of our organization and these values are upheld only because of our people.

We look forward to working with you and wish you success in your career with us.

Warm regards,

RICHARD LOBO
EVP and Head Human Resources - Infosys Limited

Signature Not Verified
Digitally signed by Richard Lobo
Date: 2021.08.18 20:47:48 IST
Reason: Digitally Signed
Location: Bangalore

INFOSYS LIMITED
CIN: L85110KA1981PLC013115
44, Infosys Avenue
Electronics City, Hosur Road
Bangalore 560 100, India
T 91 80 2852 0261
F 91 80 2852 0362
askus@infosys.com
www.infosys.com

Company Confidential - This communication is confidential between you and Infosys Limited

TATA

17481A05B9

Offer: Computer Consultancy
Ref: TCSL/CT20182456339/Hyderabad
Date: 11/01/2021

Ms. Ardra Meghana Simon Muttath
1-117/3Prasanthi Nagar,
Near Viswasanthi,
Vuyyuru-521165,
Andhra Pradesh.
Tel# 91-9391631078

Dear Ardra Meghana Simon Muttath,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year.Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

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

17481A0589

Ref: TCSL/CT20182456339/1421428/Hyderabad
Date: 02 July 2021

MS. ARDRA MEGHANA SIMON MUTTATH
1-117/3 Prasanthi Nagar,
Near Viswasanthi, Vuyyuru,
Andhra Pradesh-521165.
Tel# 916304119376

Sub: Joining Letter

Dear Ms. Ardra Meghana Simon Muttath,

We would like to take this opportunity to extend a very warm welcome to TATA Consultancy Services Limited (TCSL) family.

We are pleased to inform you that your joining date at TCSL will be **05th August 2021** , your joining location is **Hyderabad** , work location is **Hyderabad** and your stream is **IT** . This has been provided considering your preference and business requirements.

Your wellbeing is our utmost priority in the current COVID-19 pandemic scenario across India. Keeping this in mind, and the regulations enforced by various states at this point, we have internally enabled a virtual onboarding process for our future TCSers. For the Virtual Onboarding Process, **you will not be required to physically report at the TCS offices on the date of your joining** .

TCS XP HR Team will reach out to you over email in the next few days to guide you further on the virtual onboarding process and steps to be taken to prepare yourself for onboarding.

Congratulations on completing the first phase of your learning through TCS Xplore Program. We appreciate your passion towards learning which has helped you to perform well. You are now set to experience learning through our coveted TCS Xperience Program.

TATA CONSULTANCY SERVICES
Tata Consultancy Services Ltd
Peepul Park, Technopark Campus, Kariavattom P.O., Thiruvananthapuram - 695 581, Kerala, India
Telephone : +91 471 6629400, Fax: +91 471 6629499, Website : www.tcs.com
Registered Office : Nirmal Building, 9th Floor, Nariman Point, Mumbai - 400 021
Corporate Identification Number (CIN): L22210MH1995PLC084781

We look forward to you joining us on an enriching career with TCSL. Together, let us take this organization to greater heights!

Gear up to experience the future!!

Warm regards,

Janardhan S
Global Head - Talent Development

Click here or use a QR code scanner from your mobile to validate the joining letter

TATA CONSULTANCY SERVICES
Tata Consultancy Services Ltd
Peepul Park, Technopark Campus, Kariavattom P.O., Thiruvananthapuram - 695 581, Kerala, India
Telephone : +91 471 6629400, Fax: +91 471 6629499, Website : www.tcs.com
Registered Office : Nirmal Building, 9th Floor, Nariman Point, Mumbai - 400 021
Corporate Identification Number (CIN): L22210MH1995PLC084781

17481A05C1

Mindtree
A Larsen & Toubro Group Company

Date:08-Jul-2021

To

Chandrika Nakka
INDIA

Dear Chandrika Nakka,

Sub: Offer of Training and Employment

1. This has reference to the selection process for employment opportunity at Mindtree in the campus of Kalinga.

2. We take pleasure in informing you that you have been selected for appointment in Mindtree as an ENGINEER in the Salary Grade C1 subject to the following terms and conditions.

2.1. a) You should complete the Degree which you are now pursuing without any backlog (subjects where you have not obtained the passing marks) at the time of joining

b) Secure 60% aggregate in the degree. Aggregate is calculated as follows:

$$\text{Aggregate} = \frac{\text{(Total of marks obtained in all the subjects from the first to last semester)}}{\text{(Total of maximum marks in all the subjects from first to last semester)}}$$

Aggregate % = Aggregate * 100

c) Provide a copy of the degree certificate or provisional degree certificate along with mark sheets of all semesters on your day of joining.

2.2. You shall initially undergo training at Mindtree, Kalinga, Bhubaneswar, Odisha and undergo Orchard Learning Programme conducted by Mindtree, Kalinga which helps you to transition to the Corporate world of technology solutions. The details of the programme and the training location will be provided separately closer towards the joining date. Mindtree reserves the right to change the training campus location based on business needs.

2.3. Your joining location would be Mindtree Kalinga, Bhubaneswar and joining date would be communicated in subsequent emails.

Mindtree
A Larsen & Toubro Group Company

Enclosed: Annexure to your Offer of Employment

Acceptance of the offer

I, Chandrika Nakka, agree to accept the employment on the terms and conditions mentioned in this Offer of Employment and the annexure.

Your Signature	
Your Name in Capital letters	CHANDRIKA NAKKA

Annexure 1

Compensation stack during the Orchard Learning Program **(from the date of joining till the date of confirmation)**

Name	**: Chandrika Nakka**
Salary Grade	**: C1**
Designation	**: ENGINEER**
Stipend	**: INR 26,000 per month.**

Payment will be after deduction of below amount from the monthly stipend:

- **INR 6000** per month covering for accommodation on twin share basis on a subsidized cost if your training location is Mindtree Kalinga (excluding food expenses)
- Food expenses will have to be borne by you.
- Premium for Insurance during your learning program will be **INR 550 per month.**
- Applicable taxes like Professional tax and Income tax, prevailing at the time of pay out.

You will be covered for Insurance benefits as prevailing at the time of joining and the coverage for 2021 - 2022 is as follows.

- Group Medical Coverage (GMC) for you and your family. The standard coverage under GMC is INR 500,000 per annum per family.Family means your spouse and children (up to 2 children). Parents/Parents-in-law or siblings or any other relationships are not covered.
- Group Term Life (GTL) coverage for you and is up to INR 2,000,000.
- Group Personal Accident (GPA) coverage for you and is up to INR 1,500,000.

More details will be provided at the time of joining.

17481A05C2.

TATA

Offer: Computer Consultancy
Ref: TCSL/CT20182456331/Hyderabad
Date: 11/01/2021

Mr. Kalyan Saradhi Nandam
2-187Bc Colony,
Main Road,
Vijayawada-521245,
Andhra Pradesh.
Tel# -

Dear Kalyan Saradhi Nandam,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year.Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

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

174B1A0543

BE YOURSELF,
MAKE A DIFFERENCE.

accenture

Strictly Private and Confidential

Date:09-Sep-2021

Naveen Kumar Ranjyoth Kothari
C10094864

10-74 Santosh Complex Eluru Main Road Gudivada Krishna District Andhra Pradesh

8247352485

Dear **Naveen Kumar Ranjyoth Kothari,**

Based on our recent discussion with you, we are pleased to extend an offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Center, India as per the below terms and conditions:

Job Profile - Application Development Associate

Management Level - 12

Job Family Group- Software Engineering

Please refer to:

- Annexure I for the compensation and benefits details
- Annexure II for the documentation to be submitted by you
- Terms of Employment

Your employment with Accenture will be governed by the clauses mentioned in the attached "Terms of Employment". You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 65% and above or 6.5 CGPA and above in the current degree as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

Reference Id: b07de422-3259-4acd-8246-76475174622d_1
Signed By: Mahesh Vasudeo Zurale

17481A05C3

accenture

Accenture Solutions Pvt Ltd

Payslip For JUNE 2022

Employee ID	13347661	**Name**	Naveen Kumar Ranjyoth Kothari
Bank	ICICI	**Bank A/c No.**	061101001039
DOJ	29/Nov/2021	**LOP Days**	0
PF No.	MH/BAN/45665/1451062	**STD Days**	30
Location	Bengaluru	**Worked Days**	30
Department	ATCI	**Management Level**	12
Facility	Bengaluru - BDC7C	**Entity**	ATCI
PF – UAN	101755697820		

Earnings	Amount in Rs.	Deductions	Amount in Rs.
BASIC	15,000.00	PROVIDENT FUND	1,800.00
HOUSE RENT ALLOWANCE	7,500.00	PROFESSIONAL TAX	200.00
ADHOC ALLOWANCE	4,283.00		
MISCELLANEOUS ALLOWANCE	3,333.00		
ONCALL / SHIFT ALLOWANCE	2,900.00		
GROSS EARNINGS	**33,016.00**	**GROSS DEDUCTIONS**	**2,000.00**
	NET PAY	**31,016.00**	

** This is a computer generated payslip and does not require signature and stamp.

17481A05C3

Gear up for Day 1 at Accenture - Bangalore (29-Nov-21)

1 message

Onboarding.Doc.RSE <Onboarding.Doc.RSE@accenture.com> Fri, Oct 29, 2021 at 3:24 PM

****** Do not Change the Subject Line When Replying to this mail ******

Dear Candidate,

We are pleased to extend to you the opportunity to join Accenture on **29th Nov, 2021.**

As you kick-start your career at Accenture, we will be your point of contact and will support you in your smooth transition. You will soon receive communications from us about your joining formalities.

To enable us to create a seamless joining experience for you, please provide the required information at https://ssautomation.accenture.com/topo/ by **31st Oct, 2021.**

Once done, visit **Countdown to Accenture** to complete the required forms and provide necessary documentation. These will be accessible a week prior to your first day and must be completed before joining. You would have received instructions to access Countdown to Accenture in a separate email. In case of any issues in accessing the site, check out these FAQs.

Important:

- Use the login credentials shared with you in the **Welcome e-mail** to log into **Countdown to Accenture**. Tip: To optimize your experience with our system, please use a browser other than Internet Explorer (IE).
- Please complete your online forms and upload documents on the **Action Items** page of Countdown to Accenture.
- Please ensure you meet the eligibility criteria communicated to you during the recruitment process.
- All your backlogs must be clear on the day of onboarding.
- You are required to upload a copy of your PAN and Aadhaar cards. If you do not have these, please apply immediately. You need to electronically sign some forms. For Aadhaar, visit your nearest enrollment center to apply.

Additionally, keep the following **mandatory** documents ready on the **day of joining**:

1. Hard copy of the signed e-offer letter.
2. Hard copy of the Terms of Employment document.
3. Six passport size photographs.

17481A05C4

Offer: Computer Consultancy
Ref: TCSL/CT20182463036/Hyderabad
Date: 11/01/2021

Ms. Sneha Priya Nemmaluru
D/No:10/47-AGowri Sankara Puram,
Eluru Road,
Gudivada-521301,
Andhra Pradesh.
Tel# 91-8897091354

Dear Sneha Priya Nemmaluru,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year.Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

TCS Confidential
TCSL/CT20182463036

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Deccanpark, No 1 Software Units Layout, Madhapur, Hyderabad 500 081 India
Tel: 91 40 6667 2000 Fax: 91 40 6667 2222 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

17-505

BE YOURSELF,
MAKE A DIFFERENCE.

accenture

Strictly Private and Confidential

Date:03-Aug-2021

Vinay Sreenadh Nukala
C9851091

D.NO: 4-1-30/19/1, Gopala Krishna street, Bhupayya Agraharam, Amalapuram, East Godavari District, Andhra Pradesh - 533201

8074026888

Dear **Vinay Sreenadh Nukala,**

Based on our recent discussion with you, we are pleased to extend an offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Center, India as per the below terms and conditions:

Job Profile - Application Development Associate

Management Level - 12

Job Family Group- Software Engineering

Please refer to:

- Annexure I for the compensation and benefits details
- Annexure II for the documentation to be submitted by you
- Terms of Employment

Your employment with Accenture will be governed by the clauses mentioned in the attached "Terms of Employment". You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 65% and above or 6.5 CGPA and above in the current degree as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

Reference Id: 67980a30-dd67-4cab-85b6-63f0f0a52f65_1
Signed By: Mahesh Vasudeo Zurale

17-SC6

Cognizant

27-Aug-2021

Dear Chaitanya Oblisetti,
B.Tech, Computer Science & Engineering
Gudlavalleru Engineering College, Gudlavalleru

Candidate ID – 15017169

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**.You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR Rs. **450,500/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

Please note:

1. This appointment is subject to satisfactory background verification including professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for 3 months and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized

Cognizant

Compensation and Benefits

Name: Chaitanya Obilisetti **Designation:** Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7349	88,188
	Annual Gross Compensation		359,988
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		**382,488**
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		**401,988**

As an associate you are also entitled to the following additional benefits:

- Floating Medical Insurance Coverage
- Round the Clock Group Personal Accident Insurance coverage
- Group Term Life Insurance
- Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
- Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

Leave & Vacation:

- From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

Sl No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

- From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
- In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity leave by adhering to the conditions as specified in the Cognizant India Leave policy

17-509

Congratulations! Selected for Cognizant's GenC - Developer

1 message

Superset <notifications@email.joinsuperset.com> Sat, 21 Aug, 2021 at 7:35 pm
To: palasalavignesh189@gmail.com

Dear Vignesh Palasala,

Greetings from Cognizant!

Congratulations on clearing the Cognizant interview for GenC - Developer! We are happy to inform you that you've been selected for the role. Your journey with Cognizant will be full of learning experiences that help you grow as a professional. You will soon receive communication from Cognizant detailing the steps ahead in the process.

The online selection approach has necessitated a few additional verification process steps and we are in the final stage of completing the same before the offer rollout

We really look forward to you joining Cognizant and contributing to the growth of the company in the years to come.

Stay safe and healthy!

Best Regards
Human Resources- GenC Program
Cognizant

17481A05D0

Offer: Computer Consultancy
Ref: TCSL/CT20182456348/Hyderabad
Date: 31/10/2020

Ms. Jahnavi Devi Pamarthi
14-450,
Edepalli,
Machilipatnam-521001,
Andhra Pradesh.
Tel# 91-9640188283

Dear Jahnavi Devi Pamarthi,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year.Annexure-1 provides the break-up of the compensation package.

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After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

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Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

17481AD5DD

TATA

Ref: TCSL/CT20182456348/1396643/Hyderabad
Date: 15 June 2021

MS. JAHNAVI DEVI PAMARTHI
14-450 null,
Edepalli, Machilipatnam,
Andhra Pradesh-521001.
Tel# 919398907665

Sub: Joining Letter

Dear Ms. Jahnavi Devi Pamarthi,

We would like to take this opportunity to extend a very warm welcome to TATA Consultancy Services Limited (TCSL) family.

We are pleased to inform you that your joining date at TCSL will be **22nd July 2021** , your joining location is **Hyderabad** , work location is **Hyderabad** and your stream is **IT** . This has been provided considering your preference and business requirements.

Your wellbeing is our utmost priority in the current COVID-19 pandemic scenario across India. Keeping this in mind, and the regulations enforced by various states at this point, we have internally enabled a virtual onboarding process for our future TCSers. For the Virtual Onboarding Process, **you will not be required to physically report at the TCS offices on the date of your joining** .

TCS XP HR Team will reach out to you over email in the next few days to guide you further on the virtual onboarding process and steps to be taken to prepare yourself for onboarding.

Congratulations on completing the first phase of your learning through TCS Xplore Program. We appreciate your passion towards learning which has helped you to perform well. You are now set to experience learning through our coveted TCS Xperience Program.

TATA CONSULTANCY SERVICES
Tata Consultancy Services Ltd
Peepul Park, Technopark Campus, Kariavattom P.O., Thiruvananthapuram - 695 581, Kerala, India
Telephone : +91 471 6629400, Fax: +91 471 6629499, Website : www.tcs.com
Registered Office : Nirmal Building, 9th Floor, Nariman Point, Mumbai - 400 021
Corporate Identification Number (CIN): L22210MH1995PLC084781

TCS Xperience Program

Learning is a way of life at TCSL. The TCS Xperience Program will open a world of opportunities and help you to scale greater heights in your professional life.

The program is carefully designed to develop software engineering skills, nurture professionalism and inculcate a process mindset. This program provides the perfect platform to polish the skills you have gained through the TCS Xplore program, making you 'project ready'.

The duration of your TCS Xperience Program is based on your performance in TCS Xplore program and business requirements.

Based on your performance and the number of attempts taken to clear the TCS Xplore Program, you are eligible for the Readiness Incentive of **INR40000** . Your incentive will be given along with your salary, provided you:

- *Join the organization on the specified date.*

- *Serve Minimum tenure (12 months from the date of joining) with the organization.*

Note :

- *If you do not serve the minimum tenure mentioned above, the incentive provided will be recovered.*

- *Readiness incentive will not be given if a request for re-joining is initiated by you.*

The program has regular assessments based on pre-defined learning objectives. You are expected to meet the required standards during the TCS Xperience Program. In case, the performance does not meet the expectations, the management reserves the right to either extend your program or take appropriate action.

As communicated through various forums during the recruitment process, your appointment is subject to completion of your final academic (UG/PG) course within the stipulated time as specified by your University/Institute and as per TCSL selection guidelines. You also have to fulfill all the TCS eligibility criteria as stated in the Offer letter.

Kindly confirm your acceptance of this program by clicking on the 'I Accept' button in Nextstep portal. We encourage you to join us on the specified date to enjoy the benefit of timely processing and avail better opportunities.

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Corporate Identification Number (CIN): L22210MH1995PLC084781

We look forward to you joining us on an enriching career with TCSL. Together, let us take this organization to greater heights!

Gear up to experience the future!!

Warm regards,

Janardhan S
Global Head - Talent Development

Click here or use a QR code scanner from your mobile to validate the joining letter

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Corporate Identification Number (CIN): L22210MH1995PLC084781

17-5D2

Gmail

Parasa Venkatamounika <parasamounika82@gmail.com>

Wipro Campus Update_LOI

1 message

Campus HR Team <wipro+email+1wxtd-2aae7a14c7@talent.icims.com> Tue, Aug 31, 2021 at 2:13 PM
Reply-To: Campus HR Team <wipro+email+1wxtd-2aae7a14c7@talent.icims.com>
To: parasamounika82@gmail.com

August 31, 2021

Dear PARASA MOUNIKA ,
Resume Number - 21042324

Based on our discussions with you, we would like to inform you of our intent to offer you the role of **Project Engineer** which will be in Career Band **TRB-II** of the organization.

The salary stack for this role is detailed below. Do reach out to us should you have any clarifications.

COMPONENT	AMOUNT (INR)
Basic	11,670
HRA	5,835
Bonus	2,334
Wipro Benefits Plan (WBP)	4,849
Total Fixed Cash	**24,688**
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
Total Fixed Compensation	**27,108**
Other Compensation Benefits	
Health benefit (Medical)	600
Variable Pay	
Target Variable Pay	1,459
Target Cost to Company per month	**29,167**
Total Cost to Company per annum	**3,50,004**

Kindly note this letter of intent shall be followed by a letter of appointment from us.

Please confirm your interest to receive offer of appointment by clicking on this link Click to Complete and accepting the contents of this communication within 15 calendar days. Your confirmation of interest is a precondition to the issuance of offer of appointment.

Yours sincerely,

For Wipro Limited,

174B1A05D3

Gmail

Nivas parasarla <parasarlanivas@gmail.com>

Fwd: Infosys Certification: Congratulations! You have been selected for the role of Systems Engineer

1 message

Nivas parasarla <parasarlanivas@gmail.com>
To: naveennetandxerox@gmail.com

Tue, Dec 22, 2020 at 6:42 PM

---------- Forwarded message ---------
From: **InfyTQ** <InfyTQ@infosys.com>
Date: Mon, 7 Dec 2020, 4:36 pm
Subject: Infosys Certification: Congratulations! You have been selected for the role of Systems Engineer
To: parasarlanivas@gmail.com <parasarlanivas@gmail.com>

Dear Nivas Parasarla,

Hope you are doing well.

We are delighted to inform that **you have been selected for the role of Systems Engineer at Infosys after successfully clearing the Infosys Certification and Interview process.**

Under our recruitment program, you will now get an exclusive opportunity to appear for the selection process of higher roles such as the Systems Engineer Specialist and the Power Programmer. If you do not qualify for the higher role through upgrade test, you will retain the job offer for the role of Systems Engineer at Infosys.

Please note, this is a conditional job offer subject to your background verification. If any falsification of data is found during your background verification process, Infosys will revoke the job offer made to you.

In case of any queries, please write to us at infytq@infosys.com or get in touch with your placement office. InfyTQ related emails sent to any other Infosys email ID will not be responded to.

We look forward to interacting with you again.

Best regards,

Team InfyTQ

Infosys Limited

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2 attachments

image001.jpg
11K

image001.jpg
11K

17481A05D4

Infosys Certification: Congratulations! You have been selected for the role of Systems Engineer

1 message

InfyTQ <InfyTQ@infosys.com>
To: pavanparchuri1710@gmail.com <pavanparchuri1710@gmail.com>

Mon 7 Dec, 2020 at 4:37 PM

INFY TQ

Infosys

INFOSYS CERTIFICATION

Dear Parchuri Pavan Sai Krishna,

Hope you are doing well

We are delighted to inform that **you have been selected for the role of Systems Engineer at Infosys after successfully clearing the Infosys Certification and Interview process.**

Under our recruitment program, you will now get an exclusive opportunity to appear for the selection process of higher roles such as the Systems Engineer Specialist and the Power Programmer. If you do not qualify for the higher role through upgrade test, you will retain the job offer for the role of Systems Engineer at Infosys.

Please note, this is a conditional job offer subject to your background verification. If any falsification of data is found during your background verification process, Infosys will revoke the job offer made to you.

In case of any queries, please write to us at infytq@infosys.com or get in touch with your placement office. InfyTQ related emails sent to any other Infosys email ID will not be responded to.

We look forward to interacting with you again.

Best regards,

Team InfyTQ

Infosys Limited

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1748A0509

TATA

Offer: Computer Consultancy
Ref: TCSL/CT20182456299/Hyderabad
Date: 11/01/2021

Mr. Venkata Sai Patnala
5/171Opposite Chinnapuram Hospital Lane,
Javvarpet,
Machilipatnam-521001,
Andhra Pradesh.
Tel# 91-9290617074

Dear Venkata Sai Patnala,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year.Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

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Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

17-5D8

Gmail

praveen paturi <praveenpaturi25@gmail.com>

Infosys Limited | Virtual Onboarding Survey

1 message

Infosys Limited <offers@infosys.com> Tue, Jun 29, 2021 at 11:37 AM
To: "praveenpaturi25@gmail.com" <praveenpaturi25@gmail.com>

Dear Candidate,

Greetings! We hope you and your family are safe and well.

As we are initiating our virtual onboarding process for Freshers, we request you to provide us with some vital system information.

Kindly click here to update your details at the earliest.

Please note, it is essential for you to update details on the link shared above for us to accelerate your virtual onboarding process.

If you have any queries, please write to us at offer_update@infosys.com.

We look forward to welcoming you at Infosys.

Regards,

Talent Acquisition

Infosys Limited

17481A05D9

wipro

APPOINTMENT LETTER

June 2, 2021

Dear **Pavuluri Hema Sujatha**,

Welcome to Wipro Limited (Company/Wipro') and congratulations on your appointment as **Project Engineer**. The terms of your employment with the Company is listed below. Please be informed that the terms may be modified pursuant to changes in the Company policy updated from time to time.

1. Appointment Details:

a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.

b. You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.

c. The retirement age is 58 years.

d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company ,in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.

e. We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.

f. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.

g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining.

Registered Office:
Wipro Limited
Doddakannelli
Sarjapur Road
Bengaluru 560035
India

T : +91 (80) 2844 0011
F : +91 (80) 2844 0054
E : info@wipro.com
W : wipro.com
C : L32102KA1945PLC020800

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1748/405EO

TATA

Offer: Computer Consultancy
Ref: TCSL/CT20182456315/Hyderabad
Date: 11/01/2021

Mr. Vinay Varshith Pechetti
4-96Vv Meraka,Gandhinagar,Weavers Coloy,
Near Jana Bhagavan Function Hall,
Malikipuram-533253,
Andhra Pradesh.
Tel# 91-8555943067

Dear Vinay Varshith Pechetti,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

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TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

17481A05E1.

TATA

Offer: Computer Consultancy
Ref: TCSL/CT20182456312/Hyderabad
Date: 11/01/2021

Ms. Vaishnavi Sindhu Pilli
26-4-42bGnanolive Street,
Gandhinagar,Vijayawada.,
Vijayawada-520003,
Andhra Pradesh.
Tel# 91-7382211555

Dear Vaishnavi Sindhu Pilli,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year.Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Deccanpark, No 1 Software Units Layout, Madhapur, Hyderabad 500 081 India
Tel: 91 40 6667 2000 Fax: 91 40 6667 2222 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

17-5E3

Congrats! Offer From Accenture Inbox

campus.offerletter... Aug 10
to me

10-Aug-2021

Poojitha Ponnaganti
CANDIDATE ID:C9879333
UNIQUE REFERENCE NUMBER/UNIQUE ID:1356ad16-771d-4b29-8322-7c27014b0e68_1

Dear **Poojitha Ponnaganti**,

This is with respect to your application and the subsequent rounds of discussions you had with us. We are pleased to extend an offer to join Accenture in India.

Kindly note you will receive a separate email to reset your password.

Please follow below steps to access / view your Offer Letter
- Click on this link https://india.jobs.accenture.com/default.aspx and Login/Sign-in as a candidate using your registered credentials (email & password)
- You will be directed to your profile page
- Click on "Offer Letter - Click here to view the details" and enter your Unique Reference ID (mentioned at the top of this email), Candidate ID & registered mobile number. Click on Authenticate Offer Letter.
- An OTP is sent to your registered mobile number. Enter the OTP and click submit.
- The Offer letter and Terms of Employment will be listed along with other relevant documents.
- You may download/print the required documents and review them.

17481A05E4

TATA

Offer: Computer Consultancy
Ref: TCSL/DT20184427756/Hyderabad
Date: 11/01/2021

Ms. Kavya Ponnapati
7-687-68, Lingamguntla Colony,,
Lingamguntla Colony,
Narasaraopet-522601,
Andhra Pradesh.
Tel# 91-9703104252

Dear Kavya Ponnapati,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year.Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

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TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

17481A05E5

acuvate

... where Acumen drives Innovation

OFFER LETTER

18th August, 2022

Dear Ms. Pothineni Pravallika,

Welcome to Acuvate Innovations Private Limited (Company)

We are glad to offer you the appointment letter with the below terms and conditions;

You are hereby appointed as a Assistant Trainee Engineer with ID **AIPLC0578938** in our organization to be based in Hyderabad.

1. Reporting

You will be reporting to the Project Manager or to any other person assigned as per the hierarchical route.

2. Accountability

You will be principally accountable for all specific work responsibilities listed under your designation, to ensure proper, truthful and righteous achievement and development of our company objective.

3. Salary & Allowances

a. You are entitled to a CTC of 58550 per month payable as per Annexure. The break-up of your salary has been provided in the Compensation Details sheet in Annexure - I. Annexure 1 of the offer letter will be given upon joining of the company. For the purpose of security and convenience, your salary and allowances will be paid through a bank appointed by the company.

b. Basket of Allowances (BOA)

The Basket of Allowances will be paid to you as part of your salary every month. The components are as follows: House Rent Allowance, Leave Travel Allowance, Medical Allowance, Transport Allowance and Children's Education Allowance.

You have the flexibility of changing the amounts under each of the above-mentioned heads, within your BOA, according to your preferences and income tax plans.

4. Increment / bonus

Salary increment, annual bonus and incentives shall be at sole discretion of the company and will be largely dependent on your performance

You also agree that the Company would be investing in your growth and learning and incurring a great amount of expenditure towards the same. Therefore, it is important for us that you are a part of the Company for years to come.

acuvate

... where Acumen drives Innovation

5. Working hours / Leave Eligibility

Subject to Applicable Laws, we work Monday to Friday from 9:45 hrs to 19:00 hours

You are allowed 11 calendar holidays every year which will not carry over for the next year. You are eligible for 1 day leave per month which can be carry forwarded to the next month but not to the next year. Along with this you are eligible for 3 medical leaves.

6. Job Execution

a. By accepting this appointment letter you are expected to have complete knowledge / acquire knowledge about your Key result areas, their process and obtain supports to ensure all job responsibilities are carried out and completed on time as in each deserving case.

b. The employment requires you to adhere to the company's principles of systematic work practices and as such, you shall be expected to execute your responsibilities regularly, review them frequently, update your knowledge often and report to your superiors on the status.

c. The activities of your job will be monitored through the company's internal audit system and any lapses will attract action as per company policy.

Acknowledgement of this appointment letter will automatically confirm your acceptance to above terms.

If you are agreeable to the above terms and conditions, kindly confirm your acceptance of this offer by signing the copy of this letter or joining our offices immediately.

Wishing you the very best,

For Acuvate Innovations Private Limited,

CEO, Acuvate Innovations Private Limited

Roll number: 1748 1A05E6

Pothukuchi. Aparna.

wipro

APPOINTMENT LETTER

June 2, 2021

Dear **POTHUKUCHI APARNA**,

Welcome to Wipro Limited (Company/Wipro) and congratulations on your appointment as **Project Engineer**. The terms of your employment with the Company is listed below. Please be informed that the terms may be modified pursuant to changes in the Company policy updated from time to time.

1. Appointment Details:

a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.

b. You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.

c. The retirement age is 58 years.

d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company, in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.

e. We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.

f. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.

g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining.

Registered Office
Wipro Limited
Doddakannelli
Sarjapur Road
Bengaluru-560 035
India
T : +91 (80) 2844 0011
F : +91 (80) 2844 0054
E : info@wipro.com
W : www.wipro.com
C : L32102KA1945PLC020800

20688665

wipro

ANNEXURE II

PERSONAL INFORMATION AS REQUIRED UNDER INFORMATION TECHNOLOGY ACT, 2000

I ....., confirm that I am voluntarily sharing my Personal Information including documents with Wipro Limited ('Wipro') for the following purposes:

a validating my Curriculum Vitae and retaining records on the same for any future reference/verification;

a processing my job application including background verification checks;

b employment-related actions including record keeping, processing compensation and benefits and any action required in the context of my employment with Wipro.

In this context, I also agree to the retention of such Personal Information including documents by Wipro for any future reference/verification and authorize Wipro to transfer the same to a third party.
I understand that 'Personal Information' means any information including documents, relating to me that is available with Wipro and is capable of identifying me.

Name:

Date: __/__/____

Signature.....

Registered Office:
Wipro Limited
Doddakannelli
Sarjapur Road
Bangalore 560 035
India
T
F
E

20688665

17-5E7

IBM

July 14, 2021

IBM India Private Limited
Manyata Embassy Business Park,
G2 Block, Nagwara Outer Ring Road,
Bangalore - 560045, India.
Tel : 91-80-49139999
http://www-07.ibm.com/in/careers/

Dear Pothuri Bhavishya

At IBM you can innovate breakthroughs and help make life changing impact. We are experts in nearly every technical, scientific and business field. As IBMers, we are proud to apply our expertise in countries we are citizens of; all united by a single purpose: to be essential.

We invite you to join us as a Associate System Engineer, in band 06G and experience an inclusive, collaborative and learning culture with the support of technical & business experts, mentors, leaders and colleagues worldwide. You will thrive in an environment that cultivates creativity and individuality; and; be part of projects that help make the world work better.

Talent development is strategic to IBM; and you will have access to a unique learning platform powered by IBM's Watson, IBM Cloud and IBM Bluemix to help you learn quicker, learn smarter, and help the company stay agile and top-notch.

Your letter of employment is attached, for your review and acceptance. Please do not hesitate to reach out to us in case of queries or concerns. We look forward to hearing from you soon and welcome you to be a part of our team.

17481A05E8.

TATA

Offer: Computer Consultancy
Ref: TCSL/CT20182456321/Hyderabad
Date: 11/01/2021

Mr. Pranay Dath Potluri
Plot No - 27Vijayanagar Colony,
Near The Don Bosco School,
Vijayawada-520010,
Andhra Pradesh.
Tel# 91-7032153393

Dear Pranay Dath Potluri,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year.Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

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Deccanpark, No 1 Software Units Layout, Madhapur, Hyderabad 500 081 India
Tel: 91 40 6667 2000 Fax: 91 40 6667 2222 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Gmail

P.L.N Sowjanya
17481A05E9

Sowjanya Prabhala <sowjanyaprabhala2000@gmail.com>

Infosys Certification: Congratulations! You have been selected for the role of Systems Engineer

InfyTQ <InfyTQ@infosys.com> Mon, Dec 7, 2020 at 4:32 PM
To: "sowjanyaprabhala2000@gmail.com" <sowjanyaprabhala2000@gmail.com>

Dear Lakshmi Naga Sowjanya Prabhala,

Hope you are doing well.

We are delighted to inform that **you have been selected for the role of Systems Engineer at Infosys after successfully clearing the Infosys Certification and Interview process.**

Under our recruitment program, you will now get an exclusive opportunity to appear for the selection process of higher roles such as the Systems Engineer Specialist and the Power Programmer. If you do not qualify for the higher role through upgrade test, you will retain the job offer for the role of Systems Engineer at Infosys.

Please note, this is a conditional job offer subject to your background verification. If any falsification of data is found during your background verification process, Infosys will revoke the job offer made to you.

In case of any queries, please write to us at infytq@infosys.com or get in touch with your placement office. InfyTQ related emails sent to any other Infosys email ID will not be responded to.

We look forward to interacting with you again.

Best regards,

Team InfyTQ

Infosys Limited

UNISOFT®
INNOVATION QUALITY SERVICE

17481A 05F0

EMPLOYMENT OFFER

Date: 14 February 2022

Dear Mr. PRATURI SESHA SAI SATABD ABHISHEK ,

After your Interview, we are pleased to inform you that you have been selected for the post of **Software Engineer** at our organization with the following terms:

1. Your reporting date is **27th March 2021.** Your base location will be Hyderabad but you are required to travel anywhere as per the project requirements.
2. You will be under an employment contract of 3 years (36 Months).
3. You will submit all the original certificates of your graduation to the company.
4. Your compensation will be as follows:

Period	Title	Compensation
0-6 months	Trainee S/W Engineer	60,000 per month
7-18 months	S/W Engineer- 1	67,000 per month
19-30 months	S/W Engineer- 2	80,000 per month
From 31st month	Technical Consultant	95,000 per month

5. You will sign an agreement to serve the full period of the contract. You may exit from the company before the completion of 36 months by paying INR 5,00,000 towards the training expenses company would have incurred.
6. The working hours of the office are Monday to Saturday 8:30 AM to 5:30 PM. All public holidays will be declared at the beginning of the year.
7. Your will not take any leaves during the first 6 months of your employment.
8. The above terms are subject to your successful completion of each phase of your employment.

Please confirm your acceptance with a reply mail.

Yours faithfully,

Asha P R

Manager- Recruitment

Unisoft Global Services Pvt Ltd
#115/3, 2nd Floor, 11th Cross, Margosa Road, Malleshwaram, Bangalore-560003

12-5F2

VistexAsia-PacificPvt.Ltd.

(Formerly Vistex (India) Pvt Ltd.)

Now it all adds up™

HYDERABAD 3rd Floor, DSR Corporate Center, 1-90/8/C/4/A, Patrika Nagar, Plot No. 1 & 2, Madhapur, Hyderabad 500081
Telephone: 040-23114412/13 www.vistex.com

HYDSDCH2021038
July 5, 2021

Mr. Puppala Lakshman Kumar,
Hyderabad

Offer cum Appointment Letter

Dear **Mr. Puppala Lakshman Kumar,**

Congratulations!

This letter is to confirm your appointment as **Associate Functional Consultant** with Vistex Asia-Pacific Private Ltd. You will be based out of our Hyderabad, India office.

Your reporting date at Vistex Asia-Pacific Pvt, Ltd. Hyderabad will be **September 1, 2021.**

Your annual Compensation will be **Rs. 402,000/- (Rupees Four Lakhs and Two Thousand Only)** as outlined in Annexure – A. This is subject to usual statutory and / or other taxes, which may be imposed from time to time by the Government, or any public body authorized to do so. Your individual remuneration is strictly between yourself and the Company. It has been determined based on numerous factors such as your job, skills-specific background, and professional merit. This information and any changes made therein should be treated as personal and confidential.

You are expected to serve us for a minimum period of three years and have to sign a contract for the same at the time of joining.

You shall be on probation for a period of Six months from the date of joining. The period of probation can be extended or reduced at the discretion of the Company. Based on your performance, you could be confirmed, terminated or probation extended for a further period. On successful completion of your probation period, you shall be given a letter confirming you as a regular employee of the Company.

Your employment with us will be governed by the **Terms & Conditions as detailed in the Annexure -B.** These are subject to change from time to time. You will be expected to carefully read, and keep yourself abreast of, the policies of the Firm as announced or amended from time to time. These amendments would be binding on you, immediately on its publication.

Your offer has been made based on information furnished by you. However, if there is a discrepancy in the copies of documents or certificates given by you as a proof of above, we retain the right to review our offer of employment.

Initial_____

17-5F3

Mindtree
A Larsen & Toubro Group Company

Date:19-Jun-2021

To

Venkata Bhavani Prasad Puvvada
INDIA

Dear Venkata Bhavani Prasad Puvvada,

Sub: Offer of Training and Employment

1. This has reference to the selection process for employment opportunity at Mindtree in the campus of Kalinga.

2. We take pleasure in informing you that you have been selected for appointment in Mindtree as an ENGINEER in the Salary Grade C1 subject to the following terms and conditions.

2.1. a) You should complete the Degree which you are now pursuing without any backlog (subjects where you have not obtained the passing marks) at the time of joining

b) Secure 60% aggregate in the degree. Aggregate is calculated as follows:

$$\text{Aggregate} = \frac{\text{(Total of marks obtained in all the subjects from the first to last semester)}}{\text{(Total of maximum marks in all the subjects from first to last semester)}}$$

Aggregate % = Aggregate * 100

c) Provide a copy of the degree certificate or provisional degree certificate along with mark sheets of all semesters on your day of joining.

2.2. You shall initially undergo training at Mindtree, Kalinga, Bhubaneswar, Odisha and undergo Orchard Learning Programme conducted by Mindtree, Kalinga which helps you to transition to the Corporate world of technology solutions. The details of the programme and the training location will be provided separately closer towards the joining date. Mindtree reserves the right to change the training campus location based on business needs.

2.3. Your joining location would be Mindtree Kalinga, Bhubaneswar and joining date would be communicated in subsequent emails.

P.V Bhavani Prasad

17-5F9

BE YOURSELF,
MAKE A DIFFERENCE.

accenture

Strictly Private and Confidential

Date:09-Sep-2021

Naga Veera Venkata Sai Raghu Eswar Sannidhi
C10094851

22-16-27/1 Vanamaraju complex,Tatavarthy Vari Street,Sunday Market,Bhimavaram,West Godavari Andhra Pradesh - 534201

9959567517

Dear **Naga Veera Venkata Sai Raghu Eswar Sannidhi,**

Based on our recent discussion with you, we are pleased to extend an offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Center, India as per the below terms and conditions:

Job Profile - Application Development Associate

Management Level - 12

Job Family Group- Software Engineering

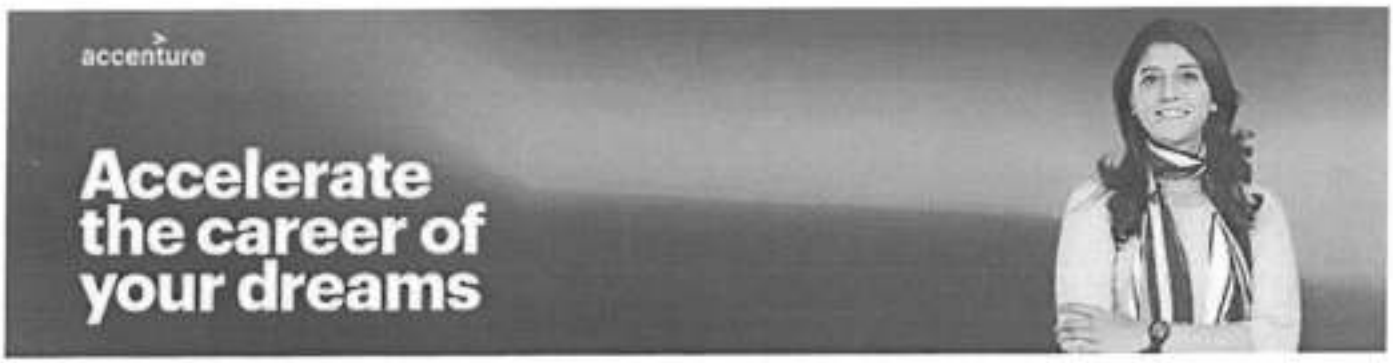
Please refer to:

- Annexure I for the compensation and benefits details
- Annexure II for the documentation to be submitted by you
- Terms of Employment

Your employment with Accenture will be governed by the clauses mentioned in the attached "Terms of Employment". You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 65% and above or 6.5 CGPA and above in the current degree as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

Reference Id: dca54252-fc49-48ea-862d-53b99204e003_1
Signed By: Mahesh Vasudeo Zurale

17-5F9



To,

Name : Sannidhi Naga Veera Venkata Sai Raghu Eswar

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Sannidhi Naga Veera Venkata Sai Raghu Eswar,

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 7 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Pre-joiner-Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes a learning module - Technology Fundamentals Online Learning program (Hereinafter" program"). We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The training module of this program is typically made available to potential new joiners at least 45 days before onboarding to give them a reasonable time to learn at their pace and comfort. Details of which are as under:

    - Under the program, the learning modules hosted on a technology platform will prepare the potential new joiner to be code ready.

    - Post onboarding/joining Accenture, and after the Induction the potential new joiner will need to go through the Technology fundamental assessment (based on the pre on-boarding online learning program).

    - On successful completion of the program and clearance of the Technology fundamental

17-8/A0E

12-5G0

NALINSOFT

www.nalinsoft.com

APPOINTMENT ORDER

October 03, 2022.

To

Mr. Sarihaddu Dhanunjay Kumar,

With reference to your interview dated, 1st October 2022, we are pleased to offer you position of Assistant Software Engineer in our Organization, Your Employee ID: NS010738.

Your joining date is confirmed at 24th October 2022.

- You are entitled to a CTC of 600000 per year payable as per Annexure.
- You agree to comply with Terms and Conditions of Appointment.
- You agree to submit with us a signed copy of mark sheet, Pan Card, Aadhar Card as well as Passport Size Photograph and also bring the originals for verifications.

Please send us an acknowledgement of this offer confirming your joining

We look forward to a mutually rewarding professional relationship with you

For

Sincerely,

174 81A0561

M

Infosys Certification: Congratulations! You have been selected for the role of Systems Engineer

1 message

InfyTQ <InfyTQ@infosys.com>
To: setlemsushmasree@gmail.com <setlemsushmasree@gmail.com>

Mon, 7 Dec 2020 at 16:39

Dear Setlem Sushma Sree,

Hope you are doing well.

We are delighted to inform that **you have been selected for the role of Systems Engineer at Infosys after successfully clearing the Infosys Certification and Interview process.**

Under our recruitment program, you will now get an exclusive opportunity to appear for the selection process of higher roles such as the Systems Engineer Specialist and the Power Programmer. If you do not qualify for the higher role through upgrade test, you will retain the job offer for the role of Systems Engineer at Infosys.

Please note, this is a conditional job offer subject to your background verification. If any falsification of data is found during your background verification process, Infosys will revoke the job offer made to you.

In case of any queries, please write to us at infytq@infosys.com or get in touch with your placement office. InfyTQ related emails sent to any other Infosys email ID will not be responded to.

We look forward to interacting with you again.

Best regards,

Team InfyTQ

17-562

Fwd: Infosys Limited | Virtual Onboarding Survey

1 message

Sha Ruk <sharuk9446@gmail.com>
To: mohmmad imanulla0506 <imanullamohmmad@gmail.com>

Sat, Jul 17, 2021 at 14:33

Sent from my iPhone

Begin forwarded message:

From: Infosys Limited <offers@infosys.com>
Date: 9 July 2021 at 6:39:32 PM IST
To: sharuk9446@gmail.com
Subject: Infosys Limited | Virtual Onboarding Survey

Dear Candidate,

Greetings! We hope you and your family are safe and well.

As we are initiating our virtual onboarding process for Freshers, we request you to provide us with some vital system information.

Kindly click here to update your details at the earliest.

Please note, it is essential for you to update details on the link shared above for us to accelerate your virtual onboarding process.

If you have any queries, please write to us at offer_update@infosys.com.

We look forward to welcoming you at Infosys.

Regards,

Talent Acquisition

Infosys Limited

17-593

Gmail

Shaik Mubina <shaikmubina1137@gmail.com>

Offer Acceptance : Thanks for your response

1 message

India.Recruiting@accenture.com <india.Recruiting@accenture.com> 13 August 2021 at 09:47
To: shaikmubina1137@gmail.com
Cc: notavailable@accenture.com

13-Aug-2021

Mubina Shaik
Candidate Id: C9896291
Unique Reference Number/Unique Id: 607e1d7f-c397-4ac1-b28e-73a551c7c57c_1

Dear Mubina Shaik,

We have received your acceptance of the offer extended to you by Accenture Solutions Private Limited. Thank you for your response.

We will inform you of your date of joining and job location soon.

In case you have any feedback/ suggestion or have any query, feel free to write an e-mail by logging into http://indiacampus.accenture.com/candidate.

Regards,
Campus Recruitment Team
Accenture in India.

Accenture is committed to protecting your personal information. Your information will be collected, used and may be shared by Accenture with third party service providers to serve lawful purposes, for Accenture recruitment process, including processing of data by third party when required. Your information shall be held only as long as necessary to achieve the purpose for which it is collected. The use and transfer of your information will be strictly in accordance with the applicable data privacy law and in line with our privacy policy available at https://www.accenture.com/privacy-policy. Further, you agree and acknowledge that you have read Accenture's privacy policy and fully understand your rights to access, correct or withdraw your information anytime.

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www.accenture.com

17481A0565

Offer: Computer Consultancy
Ref: TCSL/CT20182456332/Hyderabad
Date: 11/01/2021

Ms. Tara Vijaya Lakshmi Sidarala
17-43Kotireddy Pet,
Pamarru,
Pamarru-521157,
Andhra Pradesh.
Tel# 91-9493663269

Dear Tara Vijaya Lakshmi Sidarala,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year.Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Deccanpark, No 1 Software Units Layout, Madhapur, Hyderabad 500 081 India
Tel: 91 40 6667 2000 Fax: 91 40 6667 2222 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

17-565

TATA

Ref: TCSL/CT20182456332/1421290/Hyderabad
Date: 15 June 2021

MS. TARA VIJAYA LAKSHMI SIDARALA
17-43 Kotireddy Pet,
Pamarru, Pamarru,
Andhra Pradesh-521157.
Tel# 918555845160

Sub: Joining Letter

Dear Ms. Tara Vijaya Lakshmi Sidarala,

I would like to take this opportunity to extend a very warm welcome to TATA Consultancy Services Limited (TCSL) family.

We are pleased to inform you that your joining date at TCSL will be **22nd July 2021** , your joining location is **Hyderabad** , work location is **Hyderabad** and your stream is **CSP** . This has been provided considering your preference and business requirements.

Your wellbeing is our utmost priority in the current COVID-19 pandemic scenario across India. Keeping this in mind, and the regulations enforced by various states at this point, we have internally enabled a virtual onboarding process for our future TCSers. For the Virtual Onboarding Process, **you will not be required to physically report at the TCS offices on the date of your joining** .

TCS XP HR Team will reach out to you over email in the next few days to guide you further on the virtual onboarding process and steps to be taken to prepare yourself for onboarding.

Congratulations on completing the first phase of your learning through TCS Xplore Program. We appreciate your passion towards learning which has helped you to perform well. You are now set to experience learning through our coveted TCS Xperience Program.

TATA CONSULTANCY SERVICES
Tata Consultancy Services Ltd
Peepul Park, Technopark Campus, Kariavattom P.O., Thiruvananthapuram - 695 581, Kerala, India
Telephone : +91 471 6629400, Fax: +91 471 6629499, Website : www.tcs.com
Registered Office : Nirmal Building, 9th Floor, Nariman Point, Mumbai - 400 021
Corporate Identification Number (CIN): L22210MH1995PLC084781

TCS Xperience Program

Learning is a way of life at TCSL. The TCS Xperience Program will open a world of opportunities and help you to scale greater heights in your professional life.

The program is carefully designed to develop software engineering skills, nurture professionalism and inculcate a process mindset. This program provides the perfect platform to polish the skills you have gained through the TCS Xplore program, making you 'project ready'.

The duration of your TCS Xperience Program is based on your performance in TCS Xplore program and business requirements.

Based on your performance and number of attempts to clear the TCS Xplore Program, you are eligible for both Readiness Incentive of **INR40000** and Competency Incentive of **INR20000** . Your incentive will be given along with your salary.

Note :

- If you do not join the organization on the specified date, you will be eligible only for Competency incentive and not for the Readiness incentive.

- Readiness incentive will not be given if a request for re-joining is initiated by you. :

- You need to serve minimum tenure (12 months from the date of joining) with the organization. If you do not serve the minimum tenure mentioned above, the incentives provided will be recovered.

The program has regular assessments based on pre-defined learning objectives. You are expected to meet the required standards during the TCS Xperience Program. In case, the performance does not meet the expectations, the management reserves the right to either extend your program or take appropriate action.

As communicated through various forums during the recruitment process, your appointment is subject to completion of your final academic (UG/PG) course within the stipulated time as specified by your University/Institute and as per TCSL selection guidelines. You also have to fulfill all the TCS eligibility criteria as stated in the Offer letter.

Kindly confirm your acceptance of this program by clicking on the 'I Accept' button in Nextstep portal. We encourage you to join us on the specified date to enjoy the benefit of timely processing and avail better opportunities.

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We look forward to you joining us on an enriching career with TCSL. Together, let us take this organization to greater heights!

Gear up to experience the future!!

Warm regards,

Janardhan S
Global Head - Talent Development

Click here or use a QR code scanner from your mobile to validate the joining letter

TATA CONSULTANCY SERVICES
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Telephone : +91 471 6629400, Fax: +91 471 6629499, Website : www.tcs.com
Registered Office : Nirmal Building, 9th Floor, Nariman Point, Mumbai - 400 021
Corporate Identification Number (CIN): L22210MH1995PLC084781

17-5G8

Date: 29th of April 2021
Name: SUDABATTULA CHANDU SWAMY
Roll Number: 17481A05G8

Sub: Letter of Intent

Dear SUDABATTULA CHANDU SWAMY

We are pleased to offer you the position of **Customer Care Executive**. You shall report for a comprehensive training program on **May/June/Jul** at 10:00 AM.

Your Monthly CTC will be **Rs.12,200/- + Incentives & Tenure bonus**. The details of your salary break up are provided to you in the annexure.

The offer is subject to:

- You submitting the degree certificate and all your mark sheets at the time of joining.
- A satisfactory reference from the list of referees furnished by you at the time of joining.
- A satisfactory medical opinion, if required, from a registered medical practitioner (RMP) nominated by the company.
- Submission of satisfactory proofs regarding information declared by you, i.e. your age, educational qualification, previous work experience and relieving letter from your last employer etc.

You will be under training which will vary for a period from 2 to 8 weeks depending on the performance and the project that you would be assigned. Your continuity in the organization is subject to successful clearance of training evaluation.

You will be on probation for a period of 6 months and will be confirmed on rolls upon successful completion of the probation (The probation is inclusive of the training period).

We are looking forward to you building a successful career with ALLSEC.

Best Wishes,

For Allsec Technologies Limited,

Authorized Signatory
Human Resources Department

ALLSEC TECHNOLOGIES LTD.
Regd. Office : 46-C, Velachery Main Road, Velachery, Chennai - 600 042
Tel : +91.44.4250 7070 Web : www.allsectech.com
Corporate Identity Number : [illegible] Email : [illegible]

17-5G9

Gmail

Akhila Sri <akhilaramya104@gmail.com>

Infosys Limited | Virtual Onboarding Survey

1 message

Infosys Limited <offers@infosys.com>
To: "akhilaramya104@gmail.com" <akhilaramya104@gmail.com>

29 June 2021 at 11:11

Dear Candidate,

Greetings! We hope you and your family are safe and well.

As we are initiating our virtual onboarding process for Freshers, we request you to provide us with some vital system information.

Kindly click here to update your details at the earliest.

Please note, it is essential for you to update details on the link shared above for us to accelerate your virtual onboarding process.

If you have any queries, please write to us at offer_update@infosys.com.

We look forward to welcoming you at Infosys.

Regards,

Talent Acquisition

Infosys Limited

17481A05H0

DHUNIS

INNOVATION
For Your Ideas

STRICTLY PRIVATE & CONFIDENTIAL

Date :- 15-09-2021

To
Ms. SUNKARA VYSHNAVI JESU

APPOINTMENT LETTER

Dear **Ms. S J VYSHNAVI,**

This has reference to your application and the subsequent discussions you had with us. **06-09-2021** on the following terms and conditions:

1. **Position:** You are being appointed as **"Module Lead"**.
2. You will initially be based at **Visakhapatnam.**
3. Your appointment is subject to your being medically fit at all times.
4. **Compensation and Benefits:** You will receive compensation of **6,80,000/-** per annum as outlined in the attached sheet. Income Tax or any other statutory deductions will be done at source. You will receive a performance based variable incentive that will be discretionary & based strictly on performance. You will be eligible for leave and other such benefits in accordance to your grade are subject to alteration and amendment, and you will be entitled to the same as per the rules of the company.
5. **Posting & Transfer:** Your place of work, in the first instant, is as indicated above. However, you can be transferred temporarily or permanently for duty anywhere in India.
6. We assure you of our support for your professional development and growth.

Dhunis Technologies Pvt.Ltd

Authorized Signatory

1/2C, HIG-241, Sri Sai Surya Complex, Visakhapatnam, A.P, India.

17481A05H1

TechIndya
Delivering True Value-added Services

Name : SURAGAM MOUNIKA
Employee Id : TISE5001756

10 APRIL 2022

Dear Ms. Mounika ,

Congratulations on being selected in our recruitment drive for the post of "Assistant Software Engineer". We will be happy to have you in our team and look forward to a long and mutually beneficial relationship.

You will be in training for 6 months and confirmed there upon. During training you are paid an annual remuneration (CTC) of Rs 8,20,000 (Rupees Eight lakh twenty thousand only). This amount is subject to deductions' for taxes and other withholdings as required by law or the policies of the company. Further salary increments will solely depend on your performance in your duties.

We trust you will do everything in your capability to fulfill the above requirement and join our team. Contact the undersigned if you have any questions.

Sincerely,

Director
Tech Indya IT Services Pvt. Ltd.

Deck 5

Software Inc.

17481A05H2

Dated: February 5, 2022

Dear Tammana Amani,

With reference to your interview on January 29, 2022, we are happy to inform that you are selected for the profile of **Software Developer** in our company. You will get an annual CTC of **INR: 7,20,000 / annum.** This amount also includes all fixed and variable salary components. You are expected to join our company on February21, 2022, (*Reporting Time: 10:00 AM*) for further joining formalities. Therefore, you must bring below mentioned original copy (will be returned) of documents along with photocopies.

List of documents required at the time of joining

- 2 latest passport size photographs
- Government ID proof (Photocopy + Original for reference)
- Address Proof (Photocopy + Original for reference)
- 10th, 12th, Graduation and Post Graduation (if any) education certificates (Photocopy + Original for reference only)
- Additional qualification certificate photocopies (if available).
- Also bring previous work experience and relieving letters (Photocopy + Original for reference)

Joining Location

Deck5 Software Inc
B 99, Sector 63, Himayath Nagar
Hyderabad, Telangana, India

Authorized Signatory

C. Prathap

Signature

17-5H4

APPOINTMENT LETTER

July 3, 2021

Dear TEJA KRISHNA MURALI CHELAMALASETTY,

Welcome to Wipro Limited (Company/Wipro) and congratulations on your appointment as **Project Engineer**. The terms of your employment with the Company is listed below. Please be informed that the terms may be modified pursuant to changes in the Company policy updated from time to time.

1. Appointment Details:

a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.

b. You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.

c. The retirement age is 58 years.

d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company ,in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.

e. We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.

f. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.

g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining.

2. Compensation:

You will be eligible for:

a. Compensation and benefits in accordance with Annexure III - Salary Offer Sheet.

b. Variable Pay - The details of this component are listed in Annexure V. The Variable Pay program may be changed or modified in part or full thereof from time to time, at the sole discretion of the Company.

c. Other compensation and benefits in accordance with Company policy as modified and intimated to you from time to time.

d. Your salary will be reviewed periodically as per Company policy.

e. Changes in your compensation are at the Company's discretion and will be subject to and on the basis of your effective performance and the performance results of the Company during your period of employment and other relevant criteria.

receipts.

Wipro Benefit Plan (WBP):

Wipro Benefits Plan (WBP) is basket of various allowances/ expenses considered for Income Tax exemption. Under WBP, you will be granted Leave Travel Allowance and Education Allowance. Benefits regarding the use of Telephone/Mobile phone, Non-transferable Meal card can also be availed under the Plan. The actual expenses incurred towards these components are eligible for exemption as per the prescribed Income Tax rules applicable. Thus, you will be subjected to tax for the portion of the allowances that is not exempt. The Income Tax exemption for benefits availed are subject to submission of proofs or other conditions as may be prescribed in this policy. Wipro will grant a Group Allowance, which will be computed after reducing the aggregate cost of allowances/benefits availed under WBP and related recovery of Perquisite Tax and associated charges. Following are your WBP Entitlements:

1. **Leave Travel Allowance:**

   New employees are eligible for LTA provided leave is taken as per the rules of Wipro. For details on Income Tax exemption please refer to myWipro on joining. The maximum LTA that can be considered for IT exemption is Rs 50,000.

2. **Telephone/Mobile Phone Allowances:**

   The amounts paid by you towards telephone rentals (both landline and mobile) rentals are also towards broadband/ modem hub/ routers/ GPRS etc. for internet usage plans are eligible for IT exception up to Rs. 19,800 per annum under WBP as per prescribed limit in the policy. No expenses in respect of rentals or other charges for pre-paid connections will be eligible under this head.

3. **Non-transferable Meal card:**

   An amount of Rs. 1100 / 2,750 per month towards purchase of Non-Transferable Meal card is eligible for IT exemption under WBP.

4. **Education Allowance:**

   An amount of Rs.100 (additional 300 in case of child in hostel) per child per month up to a maximum of 2 children is eligible for IT exemption under WBP.

5. **New Pension System:**

   You can contribute between 5% up to 10% of your Basic towards NPS and declare it under WBP. This will be over and above Sec 80C investments.

Retirement Benefits:

It consists of:

a. **Provident fund-** Where basic is higher than INR 15,000- 12% of your Basic towards Provident Fund. In cases where basic is lower than INR 15,000- Minimum of 12% of (Basic + WBP + Additional (Where applicable) or INR 1800 pm

b. Notional sum indicating contribution of 5.31 % of your basic towards provision for gratuity.

Employees will be eligible for payment of gratuity as per the Wipro policy on the same.

Travel, Accommodation, Food & Other Miscellaneous Expenses

Travel

a. You would be entitled for Rs. 1500 from the date of appointment as a lump sum amount that will be credited with your first month salary. You may utilize this amount towards Travel and you would not need to submit bills towards usage of this amount.

b. There is no provision for reimbursement/allowance towards any expenses incurred in lieu of attending training or classes at different locations in the same city.

3. Individual and Personal Responsibility: As per the Code, Company can take appropriate actions like wage freeze, suspension, termination of employment on employees involved in Insider Trading. Insider trading also attracts severe civil and criminal penalties not only on the Insider but also on the Company in certain circumstances. The penalties levied on the employee will not be borne by the Company and the employee individually is responsible.

4. Disclosure requirements: Every employee of the Company and their Immediate Relatives shall disclose to the Company the number of securities acquired or disposed of within two trading days of the transaction if the value of the securities traded, whether in one transaction or a series of transactions over any calendar quarter, aggregates to a traded value in excess of ten lakh rupees. For more details on procedures and guidelines, employees are requested to refer the Company's Code of Conduct to Regulate, Monitor and Report Trading by Insiders. Or write to policyclearinghouse@wipro.com.

ANNEXURE II

PERSONAL INFORMATION AS REQUIRED UNDER INFORMATION TECHNOLOGY ACT, 2000

I TEJA KRISHNA MURALI CHELAMALASETTY, confirm that I am voluntarily sharing my Personal Information including documents with Wipro Limited ('Wipro') for the following purposes:

a. validating my Curriculum Vitae and retaining records on the same for any future reference/verification;

b. processing my job application including background verification checks;

c. employment-related actions including record keeping, processing compensation and benefits and any action required in the context of my employment with Wipro.

In this context, I also agree to the retention of such Personal Information including documents by Wipro for any future reference/verification and authorize Wipro to transfer the same to a third party.

I understand that 'Personal Information' means any information including documents, relating to me that is available with Wipro and is capable of identifying me."

ANNEXURE III

SALARY OFFER SHEET

Name: TEJA KRISHNA MURALI CHELAMALASETTY

Position: Project Engineer **Career Group: TRB - II**

You shall receive salary as detailed below.

COMPONENT	AMOUNT (INR)
Basic	11,670
HRA	5,835
Bonus	2,334
Wipro Benefits Plan (WBP)	4,849
Total Fixed Cash	**24,688**
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
Total Fixed Compensation	**27,108**
Other Compensation Benefits	
Health benefit (Medical)	600
Variable Pay	
Target Variable Pay	1,459

specific predefined pension Accrual rate.

Loans:

Interest Free Loan: An interest free loan of Rs. 20,000 as per policy is available to facilitate your settling down. The amount is primarily intended to cover housing deposit/assistance towards purchase of two wheeler. This is recovered in 10 equal installments.

Contingency Loan: An Interest free contingency loan of Rs. 50,000 or two months monthly gross whichever is lower as per policy can be availed in case of contingency. This would be recovered in 20 equal installments. Any loan taken above Rs. 20,000 will be liable to tax on the notional interest cost as per CBDT rules.

** These benefits are subject to the terms and conditions of the company policy and cannot be converted to fixed cash.

1. Your Life and Accident Cover :

a. Group Personal Accident Insurance (GPAI) Program: Rs. 12,00,000 Through GPAI you are covered by way of round-the-clock risk coverage against any accidents occurring while at work or outside of work resulting in partial or total disablement or casualty. Employees can also get an extra coverage for a nominal and highly negotiated premium.

b. Group Term Life Insurance: Rs. 14, 00,000 in the unfortunate event of death on account of either accidents or natural causes, your surviving family members would be eligible for an insurance cover under this policy. This sum insured is inclusive of cover as per EDLI (Employee Deposit Linked Insurance). Employees can also get an extra coverage for a nominal and highly negotiated premium.

Please note: More details on the above mentioned policies are available on My Policies Section in My Wipro accessible on joining. Access through My Wipro -> My Policies ->India > My Financials -> Group Life Insurance/ Personal Accident

The policies mentioned here are policies of the Company as on date, this is subject to change in future as per policies of the Company from time to time.

2. Voluntary Superannuation Policy (VSS)

Wipro Voluntary Superannuation Plan offers an easy and convenient way to help you lead a happy and tension free life by planning your retirement. Starting contribution to pension plan at an early age gives you enough time to contribute towards building your retirement corpus and leverage the compounding interest earned by the corpus year on year. You simply have to choose the scheme that suits your investment horizon and risk tolerance.

A voluntary defined contribution Plan wherein you will have an option to enroll and choose your Pension Service Provider (PSP) within 30 days from the date of joining the company.

We currently have tie-ups with two leading PSPs to manage the superannuation funds. LIC & ICICI offer a superannuation scheme which offers interest on accumulated balance every year. ICICI Prudential also has an Unit Linked Superannuation scheme which offers you a market linked return, range of fund options to suit your risk appetite & transparent fund management.

The enrollment option can be exercised only once in the service with the organization and cannot be reversed once made. VSS enrollment window period will, also, be available once every financial year. The Company, on behalf of the member employee, shall contribute 15% of basic salary, towards the scheme selected by the member. In case 15% of basic exceeds Rs.1,50,000 per annum, member employee will have an option to restrict the contribution to Rs.1,50,000 per annum to avoid perquisite tax (perquisite tax is applicable on contributions exceeding Rs.1,50,000 every year).

Annual pension contribution amount is re-adjusted from fixed cash component and will reflect under 'Pension' component in the salary stack of the enrolled member. The accumulated contribution amount and the interest earned (or the corpus) can be utilized to avail the retirement benefits.

For further clarity, please refer the Policy on My Wipro -> My Information Sources > India -> My Financials-> Deferred Benefits-> Voluntary Superannuation Scheme. After reviewing the related documents if you wish to enroll into VSS, please log onto My Wipro-> My data->My Financials-> Pension, and exercise the option within 30 days of joining the Company. In case you miss enrolling into VSS in this window period, you can do the same in the window period that

17-5H6

Infosys®
Navigate your next

HRD/3T/1002133705/21-22

July 22, 2021

Mr. Vamsi Thippabattula
3-18/A,Gandhi Street
Brahman Bazar
Guntur-522612
India

Ph: +91-9398433927

Dear Vamsi,

Welcome to Infosys!

Today, the corporate landscape is dynamic and the world ahead is full of possibilities! None of the amazing things we do at Infosys would be possible without an equally amazing culture, the environment where ideas can flourish and where you are empowered to move forward as far as your ideas will take you.

At Infosys, we assure that your career will never stand still, we will inspire you to build what's next and we will navigate further, together. Our journey of learnability, values and trusted relationships with our clients continue to be the cornerstones of our organization and these values are upheld only because of our people.

We look forward to working with you and wish you success in your career with us.

Warm regards,

RICHARD LOBO
EVP and Head Human Resources - Infosys Limited

Signature Not Verified
Digitally signed by Richard Lobo
Date: 2021.07.22 20:43:15 IST
Reason: Digitally Signed
Location: Bangalore

INFOSYS LIMITED
CIN: L85110KA1981PLC013115
44, Infosys Avenue
Electronics City, Hosur Road
Bangalore 560 100, India
T 91 80 2852 0261
F 91 80 2852 0362
askus@infosys.com
www.infosys.com

Company Confidential - This communication is confidential between you and Infosys Limited

Infosys
Navigate your next

HRD/1002133705/21-22

July 22, 2021

Mr. Vamsi Thippabattula
3-18/A,Gandhi Street
Brahman Bazar
Guntur-522612
India

Ph: +91-9398433927

Dear Vamsi,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer** .

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **30-Aug-2021.**

Location

Your location of training is **MYSORE, India** . The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location."

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise."*

Training

The training program will consist of classroom/virtual training and on-the-job training. The duration of the classroom/virtual training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and successful completion of the training.

17-547.

L V GLOBAL SOLUTIONS

TO BE KNOWN AS 4I-INNOVATIONS

OFFER LETTER

Date: 07-10-2021

Place : Hyderabad

To,

Mr. Thota Sai Venkata Krishna Rao,

It gives us immense pleasure in inviting you to join **L V GLOBAL SOLUTIONS** as one of its valuable member. We believe that corporate grows and flourishes fuelled by the enthusiam and energy of the people who are willing to invest in to the future. We therefore believe that all our employees are truly our ASSOCIATES. We are happy that you are one such associate joining us in our effort to create a truly global corporation.

You will be designed as **TECH SUPPORT EXECUTIVE** at our **HYDERABAD, Madhapur** Premises. You will be on probation for a period of six months from the date of joining and will be confirmed in the services based on your performance. Your association and employment will be governed by the various associate related policies and guidelines of the organization .

Your salary will be **Rs.2.50 Lakh** per annum.

While welcoming you to **L V GLOBAL SOLUTIONS** we are confident that you will contribute to the organization and its goals, add value through your roles and strengthen the company.

As per the policy of the Company, Based on the discussion you need to give 45days notice period to the company. Otherwise you need to pay 4 month salary as penalty. Your joining will be from **12th October 2021**.

WELCOME ON BOARD

LV GLOBAL SOLUTIONS

Authorized Signatory

Plot NO. 81, Beside Sri Chaitanya Techno School, Sri Swamy Ayyappa Society, Madhapur, Hyderabad-500081, Telangana, India. Contact: +91 040 64523424,
www.lvglobalsolutions.com

17-5H9

Gmail

thanvi net xerox <thanvinetandxerox@gmail.com>

Fwd: Tech Mahindra Off Campus Drive- Educational Dcouments Required

Sravani tiriveedula <sravanitiriveedula2000@gmail.com> Sat, Sep 4, 2021 at 11:18 AM
To: thanvinetandxerox@gmail.com

---------- Forwarded message ---------
From: **Sravani tiriveedula** <sravanitiriveedula2000@gmail.com>
Date: Fri, 3 Sep 2021, 9:14 pm
Subject: Fwd: Tech Mahindra Off Campus Drive- Educational Dcouments Required
To: <pjkodali1205@gmail.com>

---------- Forwarded message ---------
From: **Campus Joining** <campusjoining@techmahindra.com>
Date: Fri, 3 Sep 2021, 6:59 pm
Subject: Tech Mahindra Off Campus Drive- Educational Dcouments Required
To: sravanitiriveedula2000@gmail.com <sravanitiriveedula2000@gmail.com>

Dear TIRIVEEDULA

This is with reference to your registration for the Tech Mahindra Off Campus Registration.

Glad to inform that you've cleared round 2 test and have become eligible for further process.

To complete the further formalities of issuing Offer letter, we **would need the below mentioned Documents (in 1 single PDF attachment only)**.

- 10th Marksheet
- 12th or Diploma Certificate & Consolidated Marksheet
- Graduation Degree Certificate (PDC, **if** Degree not issued) & Consolidated Marksheet.
- Govt. ID Proof (Aadhaar / PAN / Voter ID / Passport / etc.) (Any 1).

Kindly register on BOAT / NATS & get Registration ID which needs to be provided at the time of joining.

Please note that joining will be Contingent upon **Mandatory Registration** required on NATS Portal (National Apprenticeship Training Scheme (NATS) before you join us. So, please go to the NATS portal using the link below and complete Mandatory Registration (National Apprenticeship Training Scheme (NATS).

https://ind01.safelinks.protection.outlook.com/?url=http%3A%2F%2Fwww.mhrdnats.gov.
in&data=02%7C01%7CSatpal.Talwar%40TechMahindra.com%7C9140509417a24fba0cf908d74615c5f6%

17-5ID

TECHWARE SOLUTION

Date: 12 Sep 2021.
To: Mr.TIRUKKOVALLURI LOKESH JIYYAR

OFFER OF EMPLOYMENT

Dear Mr. Tirukkovalluri Lokesh Jiyyar,

We are pleased to make an offer as "ASSISTANT SOFTWARE ENGINEER". You will receive a detailed appointment letter after you join & clear your certificate test.

It gives us immense pleasure in inviting you to join **TECHWARE SOLUTION** as one of its valuable member. We believe that corporate grows and flourishes fuelled by the enthusiam and energy of the people who are willing to invest in to the future. We therefore believe that all our employees are truly our ASSOCIATES. We are happy that you are one such associate joining us in our effort to create a truly global corporation. Your salary will be **Rs.2.00 Lakh** per annum.

On your joining will be required to undergo Process Training for a period of 15 days. Only on successful completion of this training you will be absorbed in the company.

On reporting, please bring seven recent passport size photographs, photocopy of all Educational Certificates, Aadhar Card copy, PAN Card copy, Address Proof copy, Last Employer's salary certificate and Relieving Letter(if applicable).

You will be governed by the rules, regulations and other Company policies including without limitation the Employee Handbook ("Company policy") of TECHWARE Solution as applicable, enforced, amended or altered from times to tome during the course of your employment.

Your date of joining will be 17 Sep 2021.

We look forward to a mutually rewarding relationship.

Thanking you,

TECHWARE SOLUTION

HR MANAGER

#4-85/2,PMR Residency, Brundavan Nagar, Street No.8,Habsiguda, Hyderabad-500007
www.techwaresolution.in

Cognizant

Roll No: 17481A05I1

22-Mar-2021

Dear Tummala Priya Roshini,
B.Tech/B.E., Computer Science & Engineering
Gudlavalleru Engineering College,Gudlavalleru

Candidate ID – 15017524

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**.You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500 /-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR Rs.**450,740/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for 3 months and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

Cognizant

1748IA05I2

22-Mar-2021

Dear Tummala Eekshitha,
B.Tech/B.E., Computer Science & Engineering
Gudlavalleru Engineering College,Gudlavalleru

Candidate ID – 15017441

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**.You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500 /-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR Rs.**450,740/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for 3 months and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

17U81A0513

TATA

Offer: Computer Consultancy
Ref: TCSL/CT20182460278/Hyderabad
Date: 11/01/2021

Ms. Manasa Udathu
D.No:5/312Javvarpet,
Bsa Bakery,
Machilipatnam-521001,
Andhra Pradesh.
Tel# -

Dear Manasa Udathu,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year.Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Deccanpark, No 1 Software Units Layout, Madhapur, Hyderabad 500 081 India
Tel: 91 40 6667 2000 Fax: 91 40 6667 2222 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

17-515

Infosys®
Navigate your next

July 4, 2021

HRD/1002128422/21-22

Ms. Lekhasree Uddanti
9-98, NEAR VINAYAKA TEMPLE, MAIN ROAD
KATURU P O VUYYURU MANDAL KRISHNA DISTRICT
Vijayawada-521164
India

Ph: +91-9182739619

Dear Lekhasree,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer** .

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **19-Jul-2021.**

Location

Your location of training is **MYSORE, India** . The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location."

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise."*

Training

The training program will consist of classroom/virtual training and on-the-job training. The duration of the classroom/virtual training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and successful completion of the training.

Name :- Undrakonda Akhila
Roll No :- 17481A0516

Innominds

July 02, 2021

Akhila Undrakonda
akhilaundrakonda@gmail.com

+ 91- 6300787747

Dear Akhila Undrakonda,

Sub: Letter of Offer

With reference to your application and subsequent discussion you had with us, we are pleased to offer you a position of **'Trainee'** in our organization.

1. Your CTC (Cost to the Company) will be **Rs.2,40,000/-** (Rupees Two Lakh Forty Thousand) per annum inclusive of all allowances, refer to Annexure - I.

2. You are requested to join on **July 15, 2021.**

3. Your compensation will be revised after 6 Months, subject to completion of your training and performance.

3. You are required to commit a minimum duration of 18 months of service from the date of your joining with the organization.

4. A detailed appointment letter will be issued upon your joining with the company and upon furnishing the documents as per check list provided in the following page.

5. Your base location will be at Waverock Garhibowli, Hyderabad.

HR member will connect with you for virtual onboarding, please make yourself available on above said joining date.

HR SPOC: Sunil Vijay Kumar / Ajay Kulkarni
Innominds Software SEZ India Private Limited.
Building No. 2.1, 4th Floor, Waverock, Survey No.115,
TSIIC IT / ITES SEZ, Nanakramguda Village,
Serilingampally Mandal, Hyderabad - 500008

We are currently working from home and therefore will let you know if you need to attend office. Until then please access from home

We look forward for a long-term association!!!

Thanking you,
Pallavi Garimella
Director – Human Resources

Innominds

Annexure - I.

Akhila Undrakonda
akhilaundrakonda@gmail.com

+ 91-6300787747

SALARY STRUCTURE	Per Month	Per Annum	Pay period
Cost-to-Company (CTC)	20,000	240,000	
Monthly Earnings: -			
Basic Pay	8,000	96,000	Monthly
House Rent Allowance	3,200	38,400	Monthly
Leave Travel Allowance	1,000	12,000	Monthly
Provident Fund	1,800	21,600	PF Account
Employee State Insurance	560	6,720	ESI Contribution
Gratuity	385	4,620	Gratuity Account
Statutory Bonus	583	6,996	Monthly
Special Allowance	2,472	29,664	Monthly
Performance Linked Pay (Variable Pay): -		-	
Company Performance Linked Pay	1,000	12,000	Monthly
Individual Performance Linked Pay	1,000	12,000	Monthly
Total	20,000	240,000	

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.10 lacs

II. Employer Benefits

i) Group Personal Accident - Rs.10,00,000 pa for self

ii) Group Term Life – Rs.10,00,000 for self

III. Eligibility for bonus: Every eligible employee shall be entitled to be paid bonus in an accounting year, in accordance with the provisions of this Act, provided he/she has worked in the establishment for not less than thirty working days in that accounting year.

****

17-572

Infosys®
Navigate your next

HRD/1002133785/21-22

July 4, 2021

Ms. Vannam Divya
Ramalayam Street/1-13B,
Nuthipadu Village
Krishna district-521227
India

Ph: +91-7013502572

Dear Vannam,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer** .

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **19-Jul-2021.**

Location

Your location of training is **MYSORE, India** . The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location."

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise."*

Training

The training program will consist of classroom/virtual training and on-the-job training. The duration of the classroom/virtual training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and successful completion of the training.

3.1 Cognizant Internship:

a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.

b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program.

3.2 Continuous Skill Development (CSD) Program:

a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrollment into the program.

b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

3.3 GenC Training Post joining:

a) Cognizant continues to invest in skill building of the entry-level talent and GenC training is a formal on-the-job training offered to trainees based on the business specific skilling needs. The terms and conditions of this training will be governed by Cognizant GenC program guidelines.

b) The Cognizant Internship or the Continuous Skill Development (CSD) completion qualify as the entry criteria to the GenC training and is used as basis towards your allocation to projects/roles.

We look forward to you joining us. Should you have any further questions or clarifications, please log into https://campus2Cognizant.cognizant.com

Yours sincerely,
For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President – Human Resources

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature: **Date:**

17481A05J4

DHUNIS IT INNOVATION For Your Ideas

STRICTLY PRIVATE & CONFIDENTIAL

Date :- 15-09-2021

To
Mr. VEMULA RAVITEJA

APPOINTMENT LETTER

Dear **Mr. V RAVITEJA,**

This has reference to your application and the subsequent discussions you had with us. **06-09-2021** on the following terms and conditions:

1. **Position:** You are being appointed as **"Module Lead"**.
2. You will initially be based at **Visakhapatnam.**
3. Your appointment is subject to your being medically fit at all times.
4. **Compensation and Benefits:** You will receive compensation of **6,80,000/-** per annum as outlined in the attached sheet. Income Tax or any other statutory deductions will be done at source. You will receive a performance based variable incentive that will be discretionary & based strictly on performance. You will be eligible for leave and other such benefits in accordance to your grade are subject to alteration and amendment, and you will be entitled to the same as per the rules of the company.
5. **Posting & Transfer:** Your place of work, in the first instant, is as indicated above. However, you can be transferred temporarily or permanently for duty anywhere in India.
6. We assure you of our support for your professional development and growth.

Dhunis Technologies Pvt.Ltd

Authorized Signatory

1/2C, HIG-241, Sri Sai Surya Complex, Visakhapatnam, A.P, India.

Cognizant

17-585

22-Mar-2021

Dear Ventrapragada Priyanka,
B.Tech/B.E., Computer Science & Engineering
Gudlavalleru Engineering College,Gudlavalleru

Candidate ID – 15017648

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**. You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500 /-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR Rs450,740/-. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for 3 months and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

17-556

Infosys

HRD/3T/21-22/1002131703

July 28, 2021

Ms. Gokula Sai Sarvani Vulavalapudi
Candidate ID: 1002131703
D.No 2-153

Repalle - 522257
Andhra Pradesh
India
Ph: (91) 83284 21036

Dear Gokula Sai Sarvani,

SUB: LETTER OF INTENT TO HIRE

Congratulations! Further to your application for Employment with Infosys Limited ('Company') and the subsequent selection process, we are delighted to communicate to you our intent to make you an offer for the position of **Systems Engineer** in Job Level 3 with the company. Your DoJ is **September 6, 2021** and you will receive the Letter of Appointment with all the elaborates soon.

This letter of intent would be superseded by a formal employment contract. The employment contract will detail out the scope, terms and conditions of your employment with the company, break up of your salary, proposed location of posting, date of joining etc.

Please be advised that our offer to you will be conditional upon you having successfully completed your graduation / post-graduation qualification and having completed all course requirements and examinations required for the award of the educational qualification mentioned by you in your application for employment with the Company. You are required to submit all marks sheets and other relevant documents (if any), on the day you join the Company. Further, you should have been declared as passed by the relevant examination authority. Please note that the determination of the adequacy or authenticity of all or any of the proofs and any condoning delay in submission of the same will be at the Company's absolute and sole discretion.

Should you meet the conditions of employment, your **Total Gross Salary** includes a Performance Incentive and will be **INR 360000** per annum. The complete breakdown of the compensation and increment will be provided in the Letter of Appointment.

This is a letter of intent only. It is not intended to be, and shall not constitute in any way a binding or legal agreement, or impose any legal obligation or duty on either you or the Company. Should you have any questions regarding the above, please do not hesitate to write to us at offer_update@infosys.com.

Welcome to Infosys Ltd. We are confident you will be able to make a significant contribution to the success of Infosys Limited. We wish you a long, rewarding and fulfilling career and look forward to working with you.

Yours sincerely,

RICHARD LOBO
EVP and Head Human Resources – Infosys Limited

17U81A05J7

TATA

Offer: Computer Consultancy
Ref: TCSL/CT20182460090/Hyderabad
Date: 11/01/2021

Mr. Karthik Reddy Vuyyuru
1-54/CRangapuram,
Indira Gandhi Center,
Krishna-521215,
Andhrapradesh.
Tel# 91-9550797466

Dear Karthik Reddy Vuyyuru,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year.Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

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

17481A05J8

NALINSOFT

www.nalinsoft.com

APPOINTMENT ORDER

October 03, 2022.

To

Ms. Yarlagadda Phani Sri,

With reference to your interview dated, 1st October 2022, we are pleased to offer you position of Assistant Software Engineer in our Organization, Your Employee ID: NS010729.

Your joining date is confirmed at 24th October 2022.

- You are entitled to a CTC of 600000 per year payable as per Annexure.
- You agree to comply with Terms and Conditions of Appointment.
- You agree to submit with us a signed copy of mark sheet, Pan Card, Aadhar Card as well as Passport Size Photograph and also bring the originals for verifications.

Please send us an acknowledgement of this offer confirming your joining

We look forward to a mutually rewarding professional relationship with you

For

Sincerely,

17-5N4

HEXAWARE

Letter of Intent (LOI)

2 November 2020

Yasasvi Kammili
Gudlavalleru Engineering College
Vijaywada

Dear Yasasvi Kammili,

We are pleased to inform you that you have successfully cleared the Campus pre-selection process and have been provisionally shortlisted for employment as **"Graduate Engineer Trainee"** subject to the conditions below.

As the next step, you will undergo and successfully clear our industry readiness program covering a foundation course on Soft skills and technical skills and one of the Centers of Excellence training programs on Digital, Fullstack, Automation, AI , ML, Analytics, PEGA and Cloud.

You agree to join Hexaware after successful completion of the program as per specified company guidelines and not participate in any other selection process of another company.

Upon Joining Hexaware, in the training period you will be entitled to the remunerations indicated below as per the role:

1. **Graduate Engineer Trainee** - Your will receive a Stipend of Rs.15000/-pm for a period of 6 months and on successful completion you will be paid a salary of Rs.3.50 Lac per annum

You are required to sign a service agreement for a period of 2 years upon joining Hexaware. You will receive a formal letter of appointment (on probation basis) with all the terms and conditions post joining the organization.

You will, at all times, will observe secrecy and confidentiality in respect of any technical, trade or business data or any other information that might come to your knowledge or possession and which, according to the company, are necessarily confidential and form valuable property of the company and not made available to the trade. Further, you will not disclose such data or information without written consent from the company to anyone other than the company's officials who are

authorized to receive the same. Even after you have ceased to be in the training, the confidentiality obligations shall be perpetual and binding on you and you shall not disclose them to anyone.

HEXAWARE

As a token of your acceptance that you have read and understood this Letter of Intent, please send in your confirmation to campusconnect@hexaware.com confirming your acceptance to joining Hexaware. You shall sign the "Non- Disclosure Agreement" (NDA) and you shall abide by the terms and conditions mentioned therein.

Yours faithfully,
For **HEXAWARE TECHNOLOGIES LIMITED**

Monica Mathur

Monica Mathur
Vice President, Recruitment-India & APAC

ROLL NO: 17481A05K0

TATA

Offer: Computer Consultancy
Ref: TCSL/DT20184424876/Hyderabad
Date: 11/01/2021

Mr. Sanjeeva Reddy Yenumula
2-121Main Road,
Naidupalem,
Addanki-523265,
Andhra Pradesh.
Tel# 91-9182163176

Dear Sanjeeva Reddy Yenumula,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year.Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

TATA CONSULTANCY SERVICES
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TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

174B1AD5KO

TATA

Ref: TCSL/DT20184424876/1432299/Hyderabad
Date: 14 July 2021

MR. SANJEEVA REDDY YENUMULA
2-121 Main Road,
Naidupalem, Addanki,
Andhra Pradesh-523265.
Tel# 918374854060

Sub: Joining Letter

Dear Mr. Sanjeeva Reddy Yenumula,

We would like to take this opportunity to extend a very warm welcome to TATA Consultancy Services Limited (TCSL) family.

We are pleased to inform you that your joining date at TCSL will be **29th July 2021** , your joining location is **Bangalore** , work location is **Bangalore** and your stream is **IT** . This has been provided considering your preference and business requirements.

Your wellbeing is our utmost priority in the current COVID-19 pandemic scenario across India. Keeping this in mind, and the regulations enforced by various states at this point, we have internally enabled a virtual onboarding process for our future TCSers. For the Virtual Onboarding Process, **you will not be required to physically report at the TCS offices on the date of your joining** .

TCS XP HR Team will reach out to you over email in the next few days to guide you further on the virtual onboarding process and steps to be taken to prepare yourself for onboarding.

Congratulations on completing the first phase of your learning through TCS Xplore Program. We appreciate your passion towards learning which has helped you to perform well. You are now set to experience learning through our coveted TCS Xperience Program.

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Registered Office : Nirmal Building, 9th Floor, Nariman Point, Mumbai - 400 021
Corporate Identification Number (CIN): L22210MH1995PLC084781

We look forward to you joining us on an enriching career with TCSL. Together, let us take this organization to greater heights!

Gear up to experience the future!!

Warm regards,

Janardhan S
obal Head - Talent Development

Click here or use a QR code scanner from your mobile to validate the joining letter

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UNISOFT®
INNOVATION QUALITY SERVICE

17481A05K1

EMPLOYMENT OFFER

Date: 14 February 2022

Dear Ms. YERRAMSETTY SAI PRIYA,

After your Interview, we are pleased to inform you that you have been selected for the post of **Software Engineer** at our organization with the following terms:

1. Your reporting date is **27th March 2021.** Your base location will be Hyderabad but you are required to travel anywhere as per the project requirements.
2. You will be under an employment contract of 3 years (36 Months).
3. You will submit all the original certificates of your graduation to the company.
4. Your compensation will be as follows:

Period	Title	Compensation
0-6 months	Trainee S/W Engineer	60,000 per month
7-18 months	S/W Engineer- 1	67,000 per month
19-30 months	S/W Engineer- 2	80,000 per month
From 31st month	Technical Consultant	95,000 per month

5. You will sign an agreement to serve the full period of the contract. You may exit from the company before the completion of 36 months by paying INR 5,00,000 towards the training expenses company would have incurred.
6. The working hours of the office are Monday to Saturday 8:30 AM to 5:30 PM. All public holidays will be declared at the beginning of the year.
7. Your will not take any leaves during the first 6 months of your employment.
8. The above terms are subject to your successful completion of each phase of your employment.

Please confirm your acceptance with a reply mail.

Yours faithfully,

Asha P R

Manager- Recruitment

Unisoft Global Services Pvt Ltd
#115/3, 2nd Floor, 11th Cross, Margosa Road, Malleshwaram, Bangalore-560003

17481A05K2

TATA

Ref: TCSL/DT20184424950/1433721/Hyderabad
Date: 06 July 2021

MS. ZAVERIA KHULSOOM
Door No:74-31-17/1 Vijayawada ,Papul Mill Masjid Street,
Raghu Gardens, Farooq Nagar, Vijayawada,
Andhra Pradesh-520007.
Tel# 919985028063

Sub: Joining Letter

Dear Ms. Zaveria Khulsoom,

We would like to take this opportunity to extend a very warm welcome to TATA Consultancy Services Limited (TCSL) family.

We are pleased to inform you that your joining date at TCSL will be **12th August 2021** , your joining location is **Hyderabad** , work location is **Hyderabad** and your stream is **IT** . This has been provided considering your preference and business requirements.

Your wellbeing is our utmost priority in the current COVID-19 pandemic scenario across India. Keeping this in mind, and the regulations enforced by various states at this point, we have internally enabled a virtual onboarding process for our future TCSers. For the Virtual Onboarding Process, **you will not be required to physically report at the TCS offices on the date of your joining** .

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TCS Xperience Program

Learning is a way of life at TCSL. The TCS Xperience Program will open a world of opportunities and help you to scale greater heights in your professional life.

The program is carefully designed to develop software engineering skills, nurture professionalism and inculcate a process mindset. This program provides the perfect platform to polish the skills you have gained through the TCS Xplore program, making you 'project ready'.

The duration of your TCS Xperience Program is based on your performance in TCS Xplore program and business requirements.

Based on your performance and the number of attempts taken to clear the TCS Xplore Program, you are eligible for the Readiness Incentive of **INR20000** . Your incentive will be given along with your salary, provided you:

- *Join the organization on the specified date.*

- *Serve Minimum tenure (12 months from the date of joining) with the organization.*

Note :

- *If you do not serve the minimum tenure mentioned above, the incentive provided will be recovered.*

- *Readiness incentive will not be given if a request for re-joining is initiated by you.*

The program has regular assessments based on pre-defined learning objectives. You are expected to meet the required standards during the TCS Xperience Program. In case, the performance does not meet the expectations, the management reserves the right to either extend your program or take appropriate action.

As communicated through various forums during the recruitment process, your appointment is subject to completion of your final academic (UG/PG) course within the stipulated time as specified by your University/Institute and as per TCSL selection guidelines. You also have to fulfill all the TCS eligibility criteria as stated in the Offer letter.

Kindly confirm your acceptance of this program by clicking on the 'I Accept' button in Nextstep portal. We encourage you to join us on the specified date to enjoy the benefit of timely processing and avail better opportunities.

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Gear up to experience the future!!

Warm regards,

Janardhan S
Global Head - Talent Development

Click here or use a QR code scanner from your mobile to validate the joining letter

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17481A05KG

Offer: Computer Consultancy
Ref: TCSL/DT20184438031/Hyderabad
Date: 11/01/2021

Ms. Divya Sri Merugumala
D.No : 11/406-1,
Nagavarapadu,
Gudivada-521301,
Andhra Pradesh.
Tel# 91-7337512722

Dear Divya Sri Merugumala,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year.Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

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TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

17-5K7

Date: 29th of April 2021
Name: NUNNA VANDANA
Roll Number: 17481A05K7

Sub: Letter of Intent

Dear NUNNA VANDANA

We are pleased to offer you the position of **Customer Care Executive.** You shall report for a comprehensive training program on **May/June/Jul** at 10:00 AM.

Your Monthly CTC will be **Rs.12,200/- + Incentives & Tenure bonus**. The details of your salary break up are provided to you in the annexure.

The offer is subject to:

- You submitting the degree certificate and all your mark sheets at the time of joining.
- A satisfactory reference from the list of referees furnished by you at the time of joining.
- A satisfactory medical opinion, if required, from a registered medical practitioner (RMP) nominated by the company.
- Submission of satisfactory proofs regarding information declared by you, i.e. your age, educational qualification, previous work experience and relieving letter from your last employer etc.

You will be under training which will vary for a period from 2 to 8 weeks depending on the performance and the project that you would be assigned. Your continuity in the organization is subject to successful clearance of training evaluation.

You will be on probation for a period of 6 months and will be confirmed on rolls upon successful completion of the probation (The probation is inclusive of the training period).

We are looking forward to you building a successful career with ALLSEC.

Best Wishes,

For Allsec Technologies Limited,

Authorized Signatory
Human Resources Department

Innominds

July 01, 2021

17481A05K8

Nunna Naga Pratap
nagapratap5@gmail.com
+ 91- 9493887196

Dear **Nunna Naga Pratap,**

Sub: Letter of Offer

With reference to your application and subsequent discussion you had with us, we are pleased to offer you a position of 'Trainee' in our organization.

1. Your CTC (Cost to the Company) will be **Rs.2,40,000/-** (Rupees Two Lakh Forty Thousand) per annum inclusive of all allowances, refer to Annexure - I.

2. You are requested to join on **July 05, 2021.**

3. Your compensation will be revised after 6 Months, subject to completion of your training and performance.

3. You are required to commit a minimum duration of 18 months of service from the date of your joining with the organization.

4. A detailed appointment letter will be issued upon your joining with the company and upon furnishing the documents as per check list provided in the following page.

5. Your base location will be at Waverock Gachibowli, Hyderabad.

HR member will connect with you for virtual onboarding, please make yourself available on above said joining date.

HR SPOC: Sunil Vijay Kumar / Ajay Kulkarni
Innominds Software SEZ India Private Limited.
Building No. 2.1, 4th Floor, Waverock, Survey No.115,
TSIIC IT / ITES SEZ, Nanakramguda Village,
Serilingampally Mandal, Hyderabad – 500008

We are currently working from home and therefore will let you know if you need to attend office. Until then please access from home

We look forward for a long-term association!!!

Thanking you,
Pallavi Garimella
Director – Human Resources

Continued.....

Innominds

Annexure - I.

Nunna Naga Pratap
nagapratap5@gmail.com
+ 91- 9493887196

SALARY STRUCTURE	Per Month	Per Annum	Pay period
Cost-to-Company (CTC)	**20,000**	**240,000**	
Monthly Earnings: -			
Basic Pay	8,000	96,000	Monthly
House Rent Allowance	3,200	38,400	Monthly
Leave Travel Allowance	1,000	12,000	Monthly
Provident Fund	1,800	21,600	PF Account
Employee State Insurance	560	6,720	ESI Contribution
Gratuity	385	4,620	Gratuity Account
Statutory Bonus	583	6,996	Monthly
Special Allowance	2,472	29,664	Monthly
Performance Linked Pay (Variable Pay): -		-	
Company Performance Linked Pay	1,000	12,000	Monthly
Individual Performance Linked Pay	1,000	12,000	Monthly
Total	**20,000**	**240,000**	

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.10 lacs

II. Employer Benefits
i) Group Personal Accident - Rs.10,00,000 pa for self
ii) Group Term Life – Rs.10,00,000 for self

III. Eligibility for bonus: Every eligible employee shall be entitled to be paid bonus in an accounting year, in accordance with the provisions of this Act, provided he/she has worked in the establishment for not less than thirty working days in that accounting year.

****

17-5K9

TATA

Offer: Computer Consultancy
Ref: TCSL/CT20182460126/Hyderabad
Date: 11/01/2021

Mr. Kaleem Abdul
74-16-6/A7th Building, Oppo Commercial Tax Office,
Masjid,
Vijayawada-520007,
Andhra Pradesh.
Tel# 91-9985310081

Dear Kaleem Abdul,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year.Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

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174816058K9

TATA

Ref: TCSL/CT20182460126/1420842/Hyderabad
Date: 08 June 2021

MR. KALEEM ABDUL
74-17-6/A Oppo Cto Office,
Cto Office, Autonagar Terminal, VIJAYAWADA,
Andhra Pradesh-520007.
Tel# 917285987653

Sub: Joining Letter

Dear Mr. Kaleem Abdul,

We would like to take this opportunity to extend a very warm welcome to TATA Consultancy Services Limited (TCSL) family.

We are pleased to inform you that your joining date at TCSL will be **01st July 2021** , your joining location is **Hyderabad** , work location is **Hyderabad** and your stream is **IT** . This has been provided considering your preference and business requirements.

Your wellbeing is our utmost priority in the current COVID-19 pandemic scenario across India. Keeping this in mind, and the regulations enforced by various states at this point, we have internally enabled a virtual onboarding process for our future TCSers. For the Virtual Onboarding Process, **you will not be required to physically report at the TCS offices on the date of your joining** .

TCS XP HR Team will reach out to you over email in the next few days to guide you further on the virtual onboarding process and steps to be taken to prepare yourself for onboarding.

Congratulations on completing the first phase of your learning through TCS Xplore Program. We appreciate your passion towards learning which has helped you to perform well. You are now set to experience learning through our coveted TCS Xperience Program.

A. Kaleem

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TATA

TCS Xperience Program

Learning is a way of life at TCSL. The TCS Xperience Program will open a world of opportunities and help you to scale greater heights in your professional life.

The program is carefully designed to develop software engineering skills, nurture professionalism and inculcate a process mindset. This program provides the perfect platform to polish the skills you have gained through the TCS Xplore program, making you 'project ready'.

The duration of your TCS Xperience Program is based on your performance in TCS Xplore program and business requirements.

Based on your performance and number of attempts to clear the TCS Xplore Program, you are eligible for both Readiness Incentive of **INR40000** and Competency Incentive of **INR20000** . Your incentive will be given along with your salary.

Note :

- If you do not join the organization on the specified date, you will be eligible only for Competency incentive and not for the Readiness incentive.

- Readiness incentive will not be given if a request for re-joining is initiated by you. :

- You need to serve minimum tenure (12 months from the date of joining) with the organization. If you do not serve the minimum tenure mentioned above, the incentives provided will be recovered.

The program has regular assessments based on pre-defined learning objectives. You are expected to meet the required standards during the TCS Xperience Program. In case, the performance does not meet the expectations, the management reserves the right to either extend your program or take appropriate action.

As communicated through various forums during the recruitment process, your appointment is subject to completion of your final academic (UG/PG) course within the stipulated time as specified by your University/Institute and as per TCSL selection guidelines. You also have to fulfill all the TCS eligibility criteria as stated in the Offer letter.

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We look forward to you joining us on an enriching career with TCSL. Together, let us take this organization to greater heights!

Gear up to experience the future!!

Warm regards,

Janardhan S
Global Head - Talent Development

Click here or use a QR code scanner from your mobile to validate the joining letter

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19481A05K9

TATA

Ref: TCSL/CT20182460126/1420842/Hyderabad
Date: 08 June 2021

MR. KALEEM ABDUL
74-17-6/A Oppo Cto Office,
Cto Office, Autonagar Terminal, VIJAYAWADA,
Andhra Pradesh-520007.
Tel# 917285987653

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A. Kaleem

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Corporate Identification Number (CIN): L22210MH1995PLC084781

17481A05L0

Offer: Computer Consultancy
Ref: TCSL/CT20182460232/Hyderabad
Date: 31/10/2020

Ms. Venkata Ruchitha Korrapati
2-40aWest Bazar,
Ntr Statue,
Ongole-523270,
Andhrapradesh.
Tel# 91-7036751588

Dear Venkata Ruchitha Korrapati,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year.Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

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Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

TECHNOVERT

17-5L3

08-12-2020

Hyderabad

Internship letter

Korlepara Ramu

Dear Korlepara,

It was pleasure interacting with you during our interview process. We believe Technovert will give you a great start for your career journey and groom you into a professional soon.

We are pleased to share this offer of internship at **Technovert Solutions Pvt. Ltd.** to play the role of **Intern**.

- You are required to join us on **09-12-2020** and the offer stands withdrawn thereafter, unless the date is extended by us and communicated to you in writing.
- You will be based at our company office located in **Hyderabad.** You will serve the company or any of its subsidiaries or associated companies in any location within or outside of India. You will be governed automatically by the rules and regulations and terms and conditions applicable to the new assignment.
- During internship of **9 months** you will be entitled to receive a stipend of **INR 15,020 per month** (INR 180240 Per anum) calculated as Cost to Company. During this period you would go through a continuous training and assessment. You are required to maintain standards of performance & uphold company's values at all times.
- On successful completion of the **Internship and probation**, you will be eligible for **Fulltime employment.** After your **performance evaluation**, CTC offered will range in between **Rs 4,00,000/- to Rs 5,00,000/-** per annum along with other benefits as per the company policy.
- You will be entitled to leaves and holidays as per the company policy.
- Please confirm your acceptance to this internship letter within two days from the date of receipt of this email.

We welcome you to Technovert and look forward to a long and mutually beneficial association

Monalisa Mohapatra

Technovert Solutions Pvt Ltd.

17-524

BE YOURSELF,
MAKE A DIFFERENCE.

accenture

Strictly Private and Confidential

Date:30-Jul-2021

Yeshwanth Polukonda
C9838882

17-439,Englishpalem,Machilipatnam

9492271419

Dear **Yeshwanth Polukonda,**

Based on our recent discussion with you, we are pleased to extend an offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Center, India as per the below terms and conditions:

Job Profile - Application Development Associate

Management Level - 12

Job Family Group- Software Engineering

Please refer to:

- Annexure I for the compensation and benefits details
- Annexure II for the documentation to be submitted by you
- Terms of Employment

Your employment with Accenture will be governed by the clauses mentioned in the attached "Terms of Employment". You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 65% and above or 6.5 CGPA and above in the current degree as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

Reference Id: 8e858c3f-ffbd-4a8a-bd5a-9d6319d52e4b_1
Signed By: Mahesh Vasudeo Zurale

17481A0525

Ref: TCSL/CT20203076807/1422969/Hyderabad
Date: 06 July 2021

MS. SARVANI KALLURI
9-125 Ramakrishnapuram,
Near Boddurayi, Chirala,
Andhra Pradesh-523155.
Tel# 916303583546

Sub: Joining Letter

Dear Ms. Sarvani Kalluri,

We would like to take this opportunity to extend a very warm welcome to TATA Consultancy Services Limited (TCSL) family.

We are pleased to inform you that your joining date at TCSL will be **12th August 2021** , your joining location is **Chennai** , work location is **Chennai** and your stream is **CBO** . This has been provided considering your preference and business requirements.

Your wellbeing is our utmost priority in the current COVID-19 pandemic scenario across India. Keeping this in mind, and the regulations enforced by various states at this point, we have internally enabled a virtual onboarding process for our future TCSers. For the Virtual Onboarding Process, **you will not be required to physically report at the TCS offices on the date of your joining** .

TCS XP HR Team will reach out to you over email in the next few days to guide you further on the virtual onboarding process and steps to be taken to prepare yourself for onboarding.

Congratulations on completing the first phase of your learning through TCS Xplore Program. We appreciate your passion towards learning which has helped you to perform well. You are now set to experience learning through our coveted TCS Xperience Program.

TATA CONSULTANCY SERVICES
Tata Consultancy Services Ltd
Peepul Park, Technopark Campus, Kariavattom P.O., Thiruvananthapuram - 695 581, Kerala, India
Telephone : +91 471 6629400, Fax: +91 471 6629499, Website : www.tcs.com
Registered Office : Nirmal Building, 9th Floor, Nariman Point, Mumbai - 400 021
Corporate Identification Number (CIN): L22210MH1995PLC084781

TCS Xperience Program

Learning is a way of life at TCSL. The TCS Xperience Program will open a world of opportunities and help you to scale greater heights in your professional life.

The program is carefully designed to develop software engineering skills, nurture professionalism and inculcate a process mindset. This program provides the perfect platform to polish the skills you have gained through the TCS Xplore program, making you 'project ready'.

The duration of your TCS Xperience Program is based on your performance in TCS Xplore program and business requirements.

The program has regular assessments based on pre-defined learning objectives. You are expected to meet the required standards during the TCS Xperience Program. In case, the performance does not meet the expectations, the management reserves the right to either extend your program or take appropriate action.

As communicated through various forums during the recruitment process, your appointment is subject to completion of your final academic (UG/PG) course within the stipulated time as specified by your University/Institute and as per TCSL selection guidelines. You also have to fulfill all the TCS eligibility criteria as stated in the Offer letter.

Kindly confirm your acceptance of this program by clicking on the 'I Accept' button in Nextstep portal. We encourage you to join us on the specified date to enjoy the benefit of timely processing and avail better opportunities.

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We look forward to you joining us on an enriching career with TCSL. Together, let us take this organization to greater heights!

Gear up to experience the future!!

Warm regards,

Janardhan S
Global Head - Talent Development

Click here or use a QR code scanner from your mobile to validate the joining letter

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17481A05L8

TATA

Offer: Computer Consultancy
Ref: TCSL/DT20184438051/Hyderabad
Date: 11/01/2021

Ms. Sravani Mamidisetty
2-122Gudapalli Pallipalem,
Malikipuram,
Razole-533244,
Andhra Pradesh.
Tel# 91-8074485975

Dear Sravani Mamidisetty,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year.Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

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1748/A05L8

M

TCS Ninja Interview Result

1 message

Campushiring Hyd <campushiring.hyd@tcs.com> Sat, Dec 26, 2020 at 2:02 PM
Cc: ILP Support <ILP.Support@tcs.com>

Dear Student,

Greetings from TCS !

Trust you are doing good.

We are happy to inform you that basis your TCS Ninja Interview performance you have been shortlisted for a Ninja offer with TCS.

Looking forward to welcoming you into TCS family!

However we would like to make an earnest request to you. If you are planning not to take up an employment with TCS, please inform us about your 'non-acceptance' as a response to this email so that a deserving candidate can get an opportunity. In case of non-acceptance, please revert to this email (marking a copy to ilp.support@tcs.com) with your CT/DT number to us by 30th December 2020, Wednesday.

If you have any further queries, please feel free to write to us at - ilp.support@tcs.com / call @ 1800-209-3111.

NOTE: Please DO NOT reply to this email if you are going to accept the offer.

Thanks & Regards
TCS Campus Recruitment Team - Andhra Pradesh & Telangana Region

Tata Consultancy Services
Plot No 1, Survey No. 64/2, Software Units Layout
Serilingampally Mandal, Madhapur
Hyderabad - 500034,Telangana
India
Mailto: campushiring.hyd@tcs.com
Website: http://www.tcs.com

Experience certainty. IT Services
Business Solutions
Consulting

=====-----=====-----=====
Notice: The information contained in this e-mail message and/or attachments to it may contain confidential or privileged information. If you are not the intended recipient, any dissemination, use,

review, distribution, printing or copying of the information contained in this e-mail message and/or attachments to it are strictly prohibited. If you have received this communication in error, please notify us by reply e-mail or telephone and immediately and permanently delete the message and any attachments. Thank you

1748A05L9

TATA

Offer: Computer Consultancy
Ref: TCSL/CT20182460138/Hyderabad
Date: 11/01/2021

Ms. Vandana Ganta
6-166bGangalamma Street,
Opposite Geetha Mandiram,Pothavaram,
Nallajerla-534176,
Andhra Pradesh.
Tel# 91-9177390231

Dear Vandana Ganta,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year.Annexure-1 provides the break-up of the compensation package.

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1748 IA05M0

DHUNIS IT INNOVATION For Your Ideas

STRICTLY PRIVATE & CONFIDENTIAL

Date :- 15-09-2021

To
Mr. PULICHERLA ANJANEYULU

APPOINTMENT LETTER

Dear **Mr. P ANJANEYULU,**

This has reference to your application and the subsequent discussions you had with us. **06-09-2021** on the following terms and conditions:

1. **Position:** You are being appointed as **"Module Lead"**.
2. You will initially be based at **Visakhapatnam.**
3. Your appointment is subject to your being medically fit at all times.
4. **Compensation and Benefits:** You will receive compensation of **6,80,000/-** per annum as outlined in the attached sheet. Income Tax or any other statutory deductions will be done at source. You will receive a performance based variable incentive that will be discretionary & based strictly on performance. You will be eligible for leave and other such benefits in accordance to your grade are subject to alteration and amendment, and you will be entitled to the same as per the rules of the company.
5. **Posting & Transfer:** Your place of work, in the first instant, is as indicated above. However, you can be transferred temporarily or permanently for duty anywhere in India.
6. We assure you of our support for your professional development and growth.

Dhunis Technologies Pvt.Ltd

Authorized Signatory

17481A05M2

Deck 5 Software Inc.

Dated: February 5, 2022

Dear Chigurupati Abhilash,

With reference to your interview on January 29, 2022, we are happy to inform that you are selected for the profile of **Software Developer** in our company. You will get an annual CTC of **INR: 7,20,000 / annum.** This amount also includes all fixed and variable salary components. You are expected to join our company on February21, 2022, (*Reporting Time: 10:00 AM*) for further joining formalities. Therefore, you must bring below mentioned original copy (will be returned) of documents along with photocopies.

List of documents required at the time of joining

- 2 latest passport size photographs
- Government ID proof (Photocopy + Original for reference)
- Address Proof (Photocopy + Original for reference)
- 10th, 12th, Graduation and Post Graduation (if any) education certificates (Photocopy + Original for reference only)
- Additional qualification certificate photocopies (if available).
- Also bring previous work experience and relieving letters (Photocopy + Original for reference)

Joining Location

Deck5 Software Inc

B 99, Sector 63, Himayath Nagar

Hyderabad, Telangana, India

Authorized Signatory

C. Prathap

Signature

Deck 5

Software Inc.

18485A0503

Dated: February 5, 2022

Dear Guggulothu Kavya,

With reference to your interview on January 29, 2022, we are happy to inform that you are selected for the profile of **Software Developer** in our company. You will get an annual CTC of **INR: 7,20,000 / annum.** This amount also includes all fixed and variable salary components. You are expected to join our company on February21, 2022, (*Reporting Time: 10:00 AM*) for further joining formalities. Therefore, you must bring below mentioned original copy (will be returned) of documents along with photocopies.

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- 10th, 12th, Graduation and Post Graduation (if any) education certificates (Photocopy + Original for reference only)
- Additional qualification certificate photocopies (if available).
- Also bring previous work experience and relieving letters (Photocopy + Original for reference)

Joining Location

Deck5 Software Inc
B 99, Sector 63, Himayath Nagar
Hyderabad, Telangana, India

Authorized Signatory

C. Prathap.

Signature

1948/A05M3

Offer: Computer Consultancy
Ref: TCSL/CT20192770815/Hyderabad
Date: 31/10/2020

Ms. Sri Niharika Manyam
5-184Opp.Nandi Water Plant,
Gudlavalleru,
Gudlavalleru-521356,
Andhra Pradesh.
Tel# 91-8790401084

Dear Sri Niharika Manyam,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year.Annexure-1 provides the break-up of the compensation package.

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After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

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17-5M6

Date: 29th of April 2021
Name: VANAMADI ANUSHA
Roll Number: 17481A05M6

Sub: Letter of Intent

Dear VANAMADI ANUSHA

We are pleased to offer you the position of **Customer Care Executive.** You shall report for a comprehensive training program on **May/June/Jul** at 10:00 AM.

Your Monthly CTC will be **Rs.12,200/- + Incentives & Tenure bonus**. The details of your salary break up are provided to you in the annexure.

The offer is subject to:

- You submitting the degree certificate and all your mark sheets at the time of joining.
- A satisfactory reference from the list of referees furnished by you at the time of joining.
- A satisfactory medical opinion, if required, from a registered medical practitioner (RMP) nominated by the company.
- Submission of satisfactory proofs regarding information declared by you, i.e. your age, educational qualification, previous work experience and relieving letter from your last employer etc.

You will be under training which will vary for a period from 2 to 8 weeks depending on the performance and the project that you would be assigned. Your continuity in the organization is subject to successful clearance of training evaluation.

You will be on probation for a period of 6 months and will be confirmed on rolls upon successful completion of the probation (The probation is inclusive of the training period).

We are looking forward to you building a successful career with ALLSEC.

Best Wishes,

For Allsec Technologies Limited,

Authorized Signatory
Human Resources Department

17-5M7

Date: 29th of April 2021
Name: LAKKIREDDY MAHESHREDDY
Roll Number: 17481A05M7

Sub: Letter of Intent

Dear LAKKIREDDY MAHESHREDDY

We are pleased to offer you the position of **Customer Care Executive.** You shall report for a comprehensive training program on **May/June/Jul** at 10:00 AM.

Your Monthly CTC will be **Rs.12,200/- + Incentives & Tenure bonus**. The details of your salary break up are provided to you in the annexure.

The offer is subject to:

- You submitting the degree certificate and all your mark sheets at the time of joining.
- A satisfactory reference from the list of referees furnished by you at the time of joining.
- A satisfactory medical opinion, if required, from a registered medical practitioner (RMP) nominated by the company.
- Submission of satisfactory proofs regarding information declared by you, i.e. your age, educational qualification, previous work experience and relieving letter from your last employer etc.

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You will be on probation for a period of 6 months and will be confirmed on rolls upon successful completion of the probation (The probation is inclusive of the training period).

We are looking forward to you building a successful career with ALLSEC.

Best Wishes,

For **Allsec Technologies Limited,**

Authorized Signatory
Human Resources Department

ALLSEC TECHNOLOGIES LTD.
Regd. Office : 46 C, Velachery Main Road, Velachery, Chennai - 600 042
Tel : +91 44 4290 2020 www.allsectech.com
Corporate Identity Number : [illegible]

17481A0JM8
G.N.V. Prudhvi

TATA

Offer: Computer Consultancy
Ref: TCSL/CT20182460164/Hyderabad
Date: 12/01/2021

Mr. Naga Venkata Prudhvi Garapati
20/89-A29Dhaniyalapeta,
Anjaneyaswami Temple,
Gudivada-521301,
Andhra Pradesh.
Tel# 91-6305332357

Dear Naga Venkata Prudhvi Garapati,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer of employment.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Systems Engineer** in Grade **C1**. You will be assigned a role in the **TCS Digital (TCS Digital)** Unit, which is subject to change as per the business requirements of TCSL.

Your gross salary including all benefits will be **₹7,00,022/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year.Annexure-1 provides the break-up of the compensation package.

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TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

17481A05M8

TATA

Ref: TCSL/CT20182460164/1396682/Hyderabad
Date: 15 June 2021

MR. NAGA VENKATA PRUDHVI GARAPATI
20/89-A29 Dhaniyalapeta,
Anjaneyaswami Temple, Gudivada,
Andhra Pradesh-521301,
Tel# 917989010088

Sub: Joining Letter

Dear Mr. Naga Venkata Prudhvi Garapati,

We would like to take this opportunity to extend a very warm welcome to TATA Consultancy Services Limited (TCSL) family.

We are pleased to inform you that your joining date at TCSL will be **22nd July 2021** , your joining location is **Hyderabad** , work location is **Hyderabad** and your stream is **IT** . This has been provided considering your preference and business requirements.

Your wellbeing is our utmost priority in the current COVID-19 pandemic scenario across India. Keeping this in mind, and the regulations enforced by various states at this point, we have internally enabled a virtual onboarding process for our future TCSers. For the Virtual Onboarding Process, **you will not be required to physically report at the TCS offices on the date of your joining** .

TCS XP HR Team will reach out to you over email in the next few days to guide you further on the virtual onboarding process and steps to be taken to prepare yourself for onboarding.

Congratulations on completing the first phase of your learning through TCS Xplore Program. We appreciate your passion towards learning which has helped you to perform well. You are now set to experience learning through our coveted TCS Xperience Program.

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Corporate Identification Number (CIN): L22210MH1995PLC084781

1748A05M9

NALINSOFT

www.nalinsoft.com

APPOINTMENT ORDER

October 03, 2022.

To

Ms. Gajula Sai Teja,

With reference to your interview dated, 1st October 2022, we are pleased to offer you position of Assistant Software Engineer in our Organization, Your Employee ID: NS010751.

Your joining date is confirmed at 24th October 2022.

- You are entitled to a CTC of 600000 per year payable as per Annexure.
- You agree to comply with Terms and Conditions of Appointment.
- You agree to submit with us a signed copy of mark sheet, Pan Card, Aadhar Card as well as Passport Size Photograph and also bring the originals for verifications.

Please send us an acknowledgement of this offer confirming your joining

We look forward to a mutually rewarding professional relationship with you

For

Sincerely,

UNISOFT®
INNOVATION QUALITY SERVICE

17481A5N0

EMPLOYMENT OFFER

Date: 14 February 2022

Dear Mr. ALLAMNENI JAYANTH,

After your Interview, we are pleased to inform you that you have been selected for the post of **Software Engineer** at our organization with the following terms:

1. Your reporting date is **27th March 2021.** Your base location will be Hyderabad but you are required to travel anywhere as per the project requirements.
2. You will be under an employment contract of 3 years (36 Months).
3. You will submit all the original certificates of your graduation to the company.
4. Your compensation will be as follows:

Period	Title	Compensation
0-6 months	Trainee S/W Engineer	60,000 per month
7-18 months	S/W Engineer- 1	67,000 per month
19-30 months	S/W Engineer- 2	80,000 per month
From 31st month	Technical Consultant	95,000 per month

5. You will sign an agreement to serve the full period of the contract. You may exit from the company before the completion of 36 months by paying INR 5,00,000 towards the training expenses company would have incurred.
6. The working hours of the office are Monday to Saturday 8:30 AM to 5:30 PM. All public holidays will be declared at the beginning of the year.
7. Your will not take any leaves during the first 6 months of your employment.
8. The above terms are subject to your successful completion of each phase of your employment.

Please confirm your acceptance with a reply mail.

Yours faithfully,

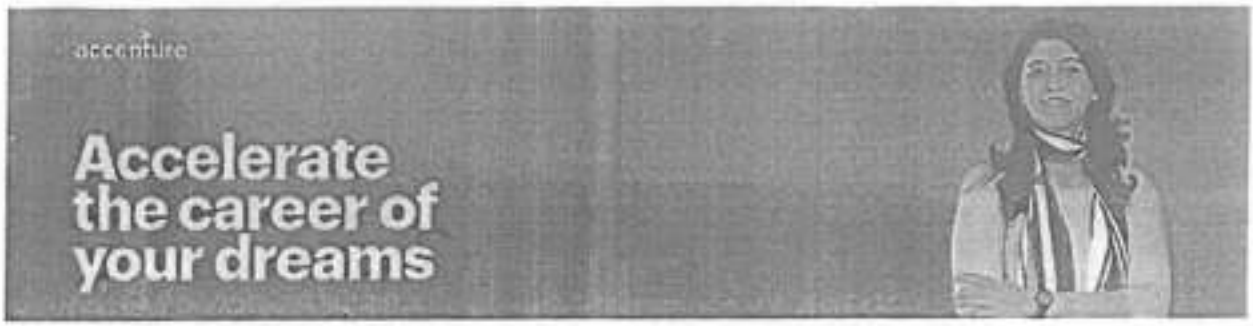
Asha P R

Manager- Recruitment

Unisoft Global Services Pvt Ltd
#115/3, 2nd Floor, 11th Cross, Margosa Road, Malleshwaram, Bangalore-560003

k sushma

19U81A05N1



To,

Name : Koduri Sushma

Re: Important Information post your clearance of the Interview process during the Campus Visit

Dear Koduri Sushma,

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks -** Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 7 Days from the day you receive the Offer Letter.

  At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Pre-joiner-Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes a learning module - Technology Fundamentals Online Learning program (Hereinafter" program"). We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

  - The training module of this program is typically made available to potential new joiners at least 45 days before onboarding to give them a reasonable time to learn at their pace and comfort. Details of which are as under:

    - Under the program, the learning modules hosted on a technology platform will prepare the potential new joiner to be code ready.

    - Post onboarding/joining Accenture, and after the Induction the potential new joiner will need to go through the Technology fundamental assessment (based on the pre on-boarding online learning program).

    - On successful completion of the program and clearance of the Technology fundamental

assessment in the first attempt along with completion of the online program module, a potential new joiner will be eligible for a learning incentive of INR 10,000.

- In case a potential new joiner fails in the first attempt they will not be eligible for any learning incentive.
- To clear assessments for the program, potential new joiners are required to score minimum 60% marks in each assessment test for the program. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 65% marks to clear the assessment for the program.
- Before each reattempt, reasonable guidance and appropriate refresher training sessions will be provided to new joiners to help them appear in the reassessment.

The potential new joiner's employment with Accenture is subject to successful completion of the assessment of the program, as mentioned above.

After a new joiner has cleared the Pre-Joiner Program; they will need to undergo further Accenture stream specific trainings. For clearing these trainings also, Accenture provides three attempts with success criteria similar to one for the pre-joiner program as mentioned above. If potential new joiners are unable to complete the Accenture specific training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits - INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter.

"This is an electronically generated document does not require signatures"

18485A0502

FIS

October 14, 2021

Gudavalli Naga Venkata Hemanth

Bangalore

hemanthgudavalli3@gmail.com

Offer Letter

Dear Gudavalli Naga Venkata Hemanth,

We are pleased to make you an offer of employment with us and this letter sets forth the terms of appointment.

1.	Designation	**IT Trainee / Global Title – InP - IT Trainee**
2.	Company	**Fidelity Information Services India Private Ltd**
3.	Place of Posting:	2nd & 3rd Floor, Tower 3, Block Warp, SJR I Park, EPIP Zone Whitefield Road, Bangalore – 560066
4.	Date of Joining	**25th October 2021**
5.	Compensation & Benefits	Annual Fixed Pay : **Rs. 465116/-** Performance Pay : **Rs. 34884/-** **Total Compensation (TC): Rs. 500000/-** Break up of above Compensation details are provided in Annexure I
6.	**Background Checks**:	Your appointment is subject to the background check clearance in all aspects, any discrepancies in the background check will lead to withdrawal of the offer.
7.	**Confidentiality**:	You are requested to maintain confidentiality on all aspects of the letter of offer at all times. You shall not divulge, communicate or pass on any information, regarding the company, its business, customers, work practices and security practices to any outsider or any external vendor or contractor employed by the Company.
8.	**Notice Period**:	Notwithstanding anything stated herein, your services are liable to be terminated by the Company without assigning any reason, by giving you **75 days** Notice or salary in lieu of such Notice. Likewise, you may resign from the services of the Company by giving **75 days** Notice or salary in lieu of Notice. Salary for this purpose will be computed on Monthly Base pay excluding Employer PF contribution.
9.	**Probation Period**:	You will be on probation initially for a period of **6 [six]** months during which time your progress will be monitored. At the end of this period, your employment will be deemed confirmed, provided you achieve performance standard. In the event of unsatisfactory progress, appropriate procedures will be implemented which may either result in extension of your probationary period or termination of your employment either during or at the end of probation.

FIS

ANNEXURE I

Compensation and Benefits

Name:	Gudavalli Naga Venkata Hemanth	w.e.f.	25-Oct-21

FIXED PAY

Particulars	Amount (PM)	Amount (PA)
Basic Salary	19,380	232,560
House Rent Allowance	9,690	116,280
Flexi Benefit Plan^	7,364	88,364
Employer's contribution to Provident Fund	2,326	27,912
BASE PAY (FIXED PAY)	**38,760**	**465,116**
Performance Bonus*		34,884
TOTAL COMPENSATION (TC)		**500,000**

ANNUAL BENEFITS

Benefit Particulars	Amount (PA)
Gratuity (As per payment of Gratuity Act)	11,187
Premium paid by the employer for Group Health Medical Insurance**	24,145
COST TO COMPANY (CTC)	**535,332**

* Your Performance Bonus represents the target amount (at 100% payout). Actual payouts can vary depending on performance and subject to the terms and conditions of the Incentive plan policy. Plan details are at the sole discretion of the company and subject to change.

Taxes and other statutory deductions/payments as per applicable law.

** To know your eligibilities for Group Health Medical Insurance, please refer to the policy

**You will also be covered as part of Group Term Life Insurance & Group Personal Accident policy. To know your eligibility please refer to the respective policy.

^ Please refer to FBP Policy for details

Your compensation can be restructured at any time protecting Total Compensation (TC)

All salary components are governed by the company policies and statutory guidelines

This salary sheet is strictly confidential and must not be discussed with anyone other than your Reporting Manager

18485A0505

Date: 29th of April 2021
Name: NANDAM PRATHYUSHA
Roll Number: 18485A0505

Sub: Letter of Intent

Dear NANDAM PRATHYUSHA

We are pleased to offer you the position of **Customer Care Executive.** You shall report for a comprehensive training program on **May/June/Jul** at 10:00 AM.

Your Monthly CTC will be **Rs.12,200/- + Incentives & Tenure bonus**. The details of your salary break up are provided to you in the annexure.

The offer is subject to:

- You submitting the degree certificate and all your mark sheets at the time of joining.
- A satisfactory reference from the list of referees furnished by you at the time of joining.
- A satisfactory medical opinion, if required, from a registered medical practitioner (RMP) nominated by the company.
- Submission of satisfactory proofs regarding information declared by you, i.e. your age, educational qualification, previous work experience and relieving letter from your last employer etc.

You will be under training which will vary for a period from 2 to 8 weeks depending on the performance and the project that you would be assigned. Your continuity in the organization is subject to successful clearance of training evaluation.

You will be on probation for a period of 6 months and will be confirmed on rolls upon successful completion of the probation (The probation is inclusive of the training period).

We are looking forward to you building a successful career with ALLSEC.

Best Wishes,

For **Allsec Technologies Limited,**

Authorized Signatory
Human Resources Department

Infosys
Navigate your next

HRD/3T/1002381763/21-22

September 5, 2021

184085A0507

Ms. Hasitha Surapaneni
Door No:1-10,Komaravolu Village,
Pamarru Mandal
Gudivada-521322
India

Ph: +91-9640861255

Dear Hasitha,

Welcome to Infosys!

Today, the corporate landscape is dynamic and the world ahead is full of possibilities! None of the amazing things we do at Infosys would be possible without an equally amazing culture, the environment where ideas can flourish and where you are empowered to move forward as far as your ideas will take you.

At Infosys, we assure that your career will never stand still, we will inspire you to build what's next and we will navigate further, together. Our journey of learnability, values and trusted relationships with our clients continue to be the cornerstones of our organization and these values are upheld only because of our people.

We look forward to working with you and wish you success in your career with us.

Warm regards,

RICHARD LOBO
EVP and Head Human Resources - Infosys Limited

Signature Not Verified
Digitally signed by Richard Lobo
Date: 2021.09.05 12:52:08 IST
Reason: Digitally Signed
Location: Bangalore

INFOSYS LIMITED
CIN: L85110KA1981PLC013115
44, Infosys Avenue
Electronics City, Hosur Road
Bangalore 560 100, India
T 91 80 2852 0261
F 91 80 2852 0362
askus@infosys.com
www.infosys.com

Company Confidential - This communication is confidential between you and Infosys Limited

Infosys
Navigate your next

HRD/1002381763/21-22

September 5, 2021

Ms. Hasitha Surapaneni
Door No:1-10,Komaravolu Village,
Pamarru Mandal
Gudivada-521322
India

Ph: +91-9640861255

Dear Hasitha,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer** .

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **13-Sep-2021.**

Location

Your location of training is **MYSORE, India** . The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location."

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise."*

Training

The training program will consist of classroom/virtual training and on-the-job training. The duration of the classroom/virtual training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and successful completion of the training.

18485A0508

wipro

APPOINTMENT LETTER

June 8, 2021

Dear Tedla Eswar Sumanth,

Welcome to Wipro Limited (Company/Wipro) and congratulations on your appointment as **Project Engineer**. The terms of your employment with the Company is listed below. Please be informed that the terms may be modified pursuant to changes in the Company policy updated from time to time.

1. Appointment Details:

a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.

b. You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.

c. The retirement age is 58 years.

d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company ,in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.

e. We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.

f. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.

g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining.

2. Compensation:

You will be eligible for:

a. Compensation and benefits in accordance with Annexure III - Salary Offer Sheet.

b. Variable Pay - The details of this component are listed in Annexure V. The Variable Pay program may be changed or modified in part or full thereof from time to time, at the sole discretion of the Company.

c. Other compensation and benefits in accordance with Company policy as modified and intimated to you from time to time.

d. Your salary will be reviewed periodically as per Company policy.

e. Changes in your compensation are at the Company's discretion and will be subject to and on the basis of your effective performance and the performance results of the Company during your period of employment and other relevant criteria.

3. Other Benefits:

You will also be eligible for:

I Tedla Eswar Sumanth, confirm that I am voluntarily sharing my Personal Information including documents with Wipro Limited ('Wipro') for the following purposes:

a. validating my Curriculum Vitae and retaining records on the same for any future reference/verification;

b. processing my job application including background verification checks;

c. employment-related actions including record keeping, processing compensation and benefits and any action required in the context of my employment with Wipro.

In this context, I also agree to the retention of such Personal Information including documents by Wipro for any future reference/verification and authorize Wipro to transfer the same to a third party.

I understand that 'Personal Information' means any information including documents, relating to me that is available with Wipro and is capable of identifying me."

ANNEXURE III

SALARY OFFER SHEET

Name: Tedla Eswar Sumanth

Position: Project Engineer **Career Group: TRB - II**

You shall receive salary as detailed below.

COMPONENT	AMOUNT (INR)
Basic	11,670
HRA	5,835
Bonus	2,334
Wipro Benefits Plan (WBP)	4,849
Total Fixed Cash	**24,688**
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
Total Fixed Compensation	**27,108**
Other Compensation Benefits	
Health benefit (Medical)	600
Variable Pay	
Target Variable Pay	1,459
Target Cost to Company per month	**29,167**
Total Cost to Company per annum	**3,50,004**

*Notional sum indicating contribution of 5.31 % of your basic towards provision of Gratuity. Employees will be eligible for payment of gratuity as per the Wipro Policy for the same.

Apart from the standard salary components, **Project Engineers** are also entitled to the following unique **Company Benefits** to help you manage during exigency.

a. Onetime Interest free loan of Rs. 20,000/- towards housing deposits or towards purchase of a two wheeler
b. Onetime Interest free contingency loan of lesser of Rs. 50,000/- and 2 months gross towards housing deposits or illness, death in immediate family or self-marriage
c. Medical assistance of Rs.15,000 per annum for employees who are not covered under the ESI scheme.
d. Medical Insurance Coverage up to Rs 2lac per annum.

ANNEXURE – IV

1848SA0509

DHUNIS IT INNOVATION For Your Ideas

STRICTLY PRIVATE & CONFIDENTIAL

Date :- 15-09-2021

To
Mr. THANUKULA SAI SAILESH

APPOINTMENT LETTER

Dear **Mr. THANUKULA SAI SAILESH,**

This has reference to your application and the subsequent discussions you had with us. **06-09-2021** on the following terms and conditions:

1. **Position:** You are being appointed as **"Module Lead"**.
2. You will initially be based at **Visakhapatnam.**
3. Your appointment is subject to your being medically fit at all times.
4. **Compensation and Benefits:** You will receive compensation of **6,80,000/-** per annum as outlined in the attached sheet. Income Tax or any other statutory deductions will be done at source. You will receive a performance based variable incentive that will be discretionary & based strictly on performance. You will be eligible for leave and other such benefits in accordance to your grade are subject to alteration and amendment, and you will be entitled to the same as per the rules of the company.
5. **Posting & Transfer:** Your place of work, in the first instant, is as indicated above. However, you can be transferred temporarily or permanently for duty anywhere in India.
6. We assure you of our support for your professional development and growth.

Dhunis Technologies Pvt.Ltd

Authorized Signatory

1/2C, HIG-241, Sri Sai Surya Complex, Visakhapatnam, A.P, India.

18485A0511

NALINSOFT

www.nalinsoft.com

APPOINTMENT ORDER

October 03, 2022.

To

Ms. Chandana Naveenteja,

With reference to your interview dated, 1st October 2022, we are pleased to offer you position of Assistant Software Engineer in our Organization, Your Employee ID: NS010747.

Your joining date is confirmed at 24th October 2022.

- You are entitled to a CTC of 600000 per year payable as per Annexure.
- You agree to comply with Terms and Conditions of Appointment.
- You agree to submit with us a signed copy of mark sheet, Pan Card, Aadhar Card as well as Passport Size Photograph and also bring the originals for verifications.

Please send us an acknowledgement of this offer confirming your joining

We look forward to a mutually rewarding professional relationship with you

For

Sincerely,

18485A0515

TechIndya
Delivering True Value-added Services

Name : PALLI LAKSHMANA DURGA RAO
Employee Id : TISE5001735

10 APRIL 2022

Dear Mr. Durga Rao,

Congratulations on being selected in our recruitment drive for the post of "Assistant Software Engineer". We will be happy to have you in our team and look forward to a long and mutually beneficial relationship.

You will be in training for 6 months and confirmed there upon. During training you are paid an annual remuneration (CTC) of Rs 8,20,000 (Rupees Eight lakh twenty thousand only). This amount is subject to deductions' for taxes and other withholdings as required by law or the policies of the company. Further salary increments will solely depend on your performance in your duties.

We trust you will do everything in your capability to fulfill the above requirement and join our team. Contact the undersigned if you have any questions.

Sincerely,

Director
Tech Indya IT Services Pvt. Ltd.

18485A0524

DHUNIS IT INNOVATION For Your Ideas

STRICTLY PRIVATE & CONFIDENTIAL

Date :- 15-09-2021

To
Ms. SURESH SONTI

APPOINTMENT LETTER

Dear **Ms. S SURESH,**

This has reference to your application and the subsequent discussions you had with us. **06-09-2021** on the following terms and conditions:

1. **Position:** You are being appointed as **"Module Lead"**.
2. You will initially be based at **Visakhapatnam.**
3. Your appointment is subject to your being medically fit at all times.
4. **Compensation and Benefits:** You will receive compensation of **6,80,000/-** per annum as outlined in the attached sheet. Income Tax or any other statutory deductions will be done at source. You will receive a performance based variable incentive that will be discretionary & based strictly on performance. You will be eligible for leave and other such benefits in accordance to your grade are subject to alteration and amendment, and you will be entitled to the same as per the rules of the company.
5. **Posting & Transfer:** Your place of work, in the first instant, is as indicated above. However, you can be transferred temporarily or permanently for duty anywhere in India.
6. We assure you of our support for your professional development and growth.

Dhunis Technologies Pvt.Ltd

Authorized Signatory

18485A0525

TATA

Offer: Computer Consultancy
Ref: TCSL/CT20203065277/Hyderabad
Date: 11/01/2021

Ms. Santhi Priya Tata
10-114Kaza,
Kaza,
Machilipatnam-521150,
Andhra Pradesh.
Tel# 91-7893868297

Dear Santhi Priya Tata,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year.Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

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

18485A0526

NALINSOFT

www.nalinsoft.com

APPOINTMENT ORDER

October 03, 2022.

To

Mr. Vallabhapurapu Naga Venkata Kumar,

With reference to your interview dated, 1st October 2022, we are pleased to offer you position of Assistant Software Engineer in our Organization, Your Employee ID: NS010731.

Your joining date is confirmed at 24th October 2022.

- You are entitled to a CTC of 600000 per year payable as per Annexure.
- You agree to comply with Terms and Conditions of Appointment.
- You agree to submit with us a signed copy of mark sheet, Pan Card, Aadhar Card as well as Passport Size Photograph and also bring the originals for verifications.

Please send us an acknowledgement of this offer confirming your joining

We look forward to a mutually rewarding professional relationship with you

For

Sincerely,

SESHADRI RAO GUDLAVALLERU ENGINEERING COLLEGE

(An Autonomous Institute with Permanent Affiliation to JNTUK, Kakinada)
Seshadri Rao Knowledge Villege, Gudlavalleru-521356, Krishna District(AP)

DEPARTMENT OF INFORMATION TECHNOLOGY

Placement Details 2017-2021 BATCH

Year	Name of the Student	Branch	Selected For	Package
2021	ACHANTA HARIKA SWETA	IT	TCS	3.36 LPA
2021	ALURI DEEPTHI	IT	TCS	3.36 LPA
2021	ARAJA NAGA DIVYA	IT	Wipro	3.5LPA
2021	AREPALLI DEVIKA GOUD	IT	accenture	4.5LPA
2021	ARETI SAIKRISHNA	IT	Qualitykiosk technoligies	3LPA
2021	BANDAY TEJASWINI	IT	TCS	3.36LPA
2021	BANDI SUSHMA	IT	TCS	3.36LPA
2021	BATTULA PREMANVITHA	IT	TCS	3.36LPA
2021	BOBBA JASHWANTH	IT	Keerraan Techo Analysis Pvt ltd	1.8LPA
2021	BOLEM HIMA VARSHINI	IT	Infosys	3LPA
2021	CHEBROLU CHANDU	IT	Infosys	3LPA
2021	CH D LAKSHMI VENKATA SAI SNEHA	IT	Wipro	3.5LPA
2021	CHUNDI SAI KRISHNA	IT	Ivy technologies	7 LPA
2021	D S S PRATHYUSHA JALLIPALLI	IT	Infosys	3LPA
2021	D V LAKSHMI KAVYA HARINI	IT	Infosys	3LPA
2021	DEVANABOINA USHA RANI	IT	TCS	3.36LPA
2021	GOLLAPUDI SATYAVARSHINI	IT	Cognizant	4LPA
2021	GUTTI RUSHITHA	IT	Infosys	3LPA
2021	JANNU KRUPA	IT	TCS	3.36LPA
2021	JASWANTH SAI YERRABOYINA	IT	Infosys	3LPA
2021	JONNALA CHANDANA	IT	TCS	3.36LPA
2021	KAGITHA SUDARSHAN	IT	Infosys	3LPA
2021	KAKUMANU PRAVEENA	IT	Mindtree	4LPA
2021	K VENKATA NAGA SAI MANOJ KUMAR	IT	Infosys	3LPA
2021	K SAIRAMA PRASANNALAKSHMI	IT	Wipro	3.5LPA
2021	KUNAPAREDDY NIHARIKA	IT	accenture	4.5LPA
2021	KUNDURU PAVANKUMAR REDDY	IT	Infosys	3LPA
2021	LUKKA JYOTHIRMAI	IT	Infosys	3LPA
2021	MENDADALA MONIKA RANI	IT	TCS	3.36LPA
2021	MYNENI SRIMANTH	IT	Mindtree	4LPA
2021	NADIGADDA SHAFIYABI	IT	TCS	3.36LPA
2021	NOWLURI GEETHA NAGA GOWRI	IT	virtusa	4LPA
2021	OLETI CHARANKUMAR	IT	Infosys	3LPA
2021	PANIDAPU NARAYANA SWAMI	IT	Wipro	3.5LPA
2021	PATHALAPALLI KARUNA	IT	MiMomentous	4LPA

Year	Name of the Student	Branch	Selected For	Package
2021	PERAM SAI MANJU	IT	accenture	4.5LPA
2021	PONIPIREDDY VANDANA	IT	Cognizant	4LPA
2021	P BALA VAMSI SRI CHARAN	IT	Infosys	3.0 LPA
2021	POTHURAJU SANTHOSHI RUPADEVI	IT	apps associates	
2021	POTNURI DAKSHAYANI	IT	Infosys	3LPA
2021	PRATHIBHA GADIREDDY	IT	DXC Technology	3.6LPA
2021	PULIGADDA VYSHNAVI	IT	Cognizant	4LPA
2021	PULLELA JAGADEESH	IT	ALTIMETRIK	4.25LPA
2021	R ARAVINDA MANIKANTA	IT	KPIT	3.6LPA
2021	RAVI DHATRI	IT	MiMomentous	5LPA
2021	RAVURI MAHESH	IT	Infosys	3.0 LPA
2021	SANDADI LAKSHMI NARAYANA	IT	Wipro	3.5LPA
2021	TADISETTY NAVYA	IT	Cognizant	4LPA
2021	T J NAGA VENKATA PRANEETHA	IT	MiMomentous	5LPA
2021	VALLEPALLI SATISH	IT	FIS	5.35LPA
2021	VEMURI LIKHITHA	IT	TCS	3.36LPA
2021	VURA T N V KRISHNA PRIYA	IT	TCS	3.36LPA
2021	YAKKATI SUPRAJA	IT	TCS	3.36LPA
2021	ALLEMSETTY PREETHIEKA	IT	TIGER ANALTYTICS	6.5 LPA
2021	KUMKAPALLA CHINMAI DEVI	IT	accenture	4.5LPA
2021	VELEGAPUDI SAILAKSHMI JAHNAVI,	IT	KPIT	3.6 LPA
2021	SANGOJU HARIPREETHAM	IT	Infosys	3LPA
2021	D A SRI VEERA VENKATA KRISHNA	IT	TIGER ANALTYTICS	6.5LPA
2021	PARIMI SUBBA RAO	IT	TCS	3.36LPA
2021	DHULIPALLA TEJASWINI	IT	TCS	3.36LPA
2021	DASARI GAYATRI DEVI	IT	Cognizant	4LPA
2021	PULLEPU SRAVYA HARINI	IT	Cognizant	4LPA
2021	PAMARTHI MANOGNA REKHA	IT	Infosys	3LPA
2021	MAREDDY RAJARAJESWARI	IT	Mindtree	4LPA
2021	ALAPARTHI MANEESHA	IT	Cognizant	4LPA
2021	INDELA CHANDRASEKHAR REDDY	IT	Pactera Edge	2.8LPA
2021	DUSANAPUDI NAGAMALLIKA	IT	WILEYMHTREE	11LPA

HOD, IT

Head of the Department
Information Technology
Seshadri Rao
Gudlavalleru Engineering College
Seshadri Rao Knowledge Village
Gudlavalleru - 521 356, Krishna District, A.P.

Offer: Computer Consultancy
Ref: TCSL/CT20182477517/Hyderabad
Date: 11/01/2021

Ms. Harika Swetha Achanta
4-118Water Tank Street,
Oc Area,
Pallantla-534313,
Andhra Pradesh.
Tel# 91-7993687683

Dear Harika Swetha Achanta,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year.Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

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Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of ₹**14,784**/**-** per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

1. **House Rent Allowance (HRA)**
   Your HRA will be ₹**5,914**/**-** per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. **Leave Travel Allowance**
   You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

3. **Food Card**
   You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias.As per the Pre-Defined structure you will be eligible for a Food Card with an amount of ₹**500**/**-** being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.

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PERFORMANCE PAY

Monthly Performance Pay
You will receive a monthly performance pay of ₹**1,700**/**-**. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

Quarterly Variable Allowance
Your variable allowance will be ₹**600**/**-** per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

Quarterly Variable Allowance is subject to review on your first anniversary and may undergo a change based on the actual performance of the Company, your business unit and your own ongoing individual performance. The payment is subject to your being active on the company rolls on the date of announcement of Quarterly Variable Allowance.

This Pay/Allowance shall be treated as productivity bonus in lieu of statutory profit bonus.

Performance Pay will be effective upon successful completion of the TCS Xplore Programme.

CITY ALLOWANCE

You will be eligible for a City Allowance of ₹**200**/**-** per month. This is specific to India and is linked to your base branch. In the event of a change in your base branch this amount may undergo a change. It will stand to be discontinued while on international assignments. This allowance is fully taxable and subject to review.

XPLORE/ LEARNING INCENTIVES

You will be eligible for Readiness Incentive AND/ OR Competency Incentive, basis your performance in TCS Xplore Program. The incentives gives you an additional earning potential of upto Rs.60,000 over and above your CTC during the first year.

OTHER BENEFITS

Health Insurance Scheme
TCSL brings the benefit of health insurance cover to you and your dependants under the company's Health Insurance Scheme(HIS).

HIS offers the following benefits:

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1. **Basic Cover**

   i. Entitlement - Includes domiciliary expenses up to ₹6,000/- per insured person per annum and basic hospitalization expenses up to ₹2,00,000/- per insured person per annum.

   ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

2. **Higher Hospitalisation**

   Coverage under Higher Hospitalisation is mandatory. Under this scheme, you and your enrolled dependents will be automatically covered under Higher Hospitalisation benefits.

   i. Entitlement - You and your enrolled dependants will be entitled for ₹12, 00,000/- as a family floater coverage towards hospitalisation expenses, over and above the individual basic coverage.

   ii. Premium - For Higher Hospitalisation, a part of the premium will be recovered from your salary and the differential premium will be borne by TCSL.

Maternity Leave

Women employees are eligible to avail maternity leave of twenty six weeks. Adopting or commissioning mother,may avail maternity leave for twelve weeks. For more details on the benefits and eligibility, once you join, please refer TCS India Policy - Maternity Leave.

Tata Sons and Consultancy Services Employees' Welfare Trust (TWT)

You will become a member of the TWT, on completion of continuous association of one year from the date of joining TCSL. A nominal annual membership fee of ₹250/- will be recovered from you for the same. The Trust provides financial assistance by way of grants/ loans in accordance with the rules framed by the Trust from time to time for medical and educational purposes and in case of death of members while in service.

Loans

You will be eligible for loans, as per TCSL's loan policy.

Professional Memberships

You will be eligible for reimbursement of expenses towards professional membership as per TCSL's policy.

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RETIRALS

Provident Fund
You will be a member of the Provident Fund as per the provisions of "The Employees Provident Fund and Miscellaneous Provisions Act, 1952", and TCSL will contribute 12% of your basic salary every month as per the provisions of the said Act.

Gratuity
You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

TERMS AND CONDITIONS

1. **Aggregate Percentage Requirements**
   Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above (or equivalent CGPA as per the conversion formula prescribed by the Board / University) in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and highest qualification (Graduation/ Post Graduation as applicable) which includes successful completion of your final semester/year without any pending arrears/backlogs. As per the TCSL eligibility criteria, marks/CGPA obtained during the normal duration of the course only will be considered to decide on the eligibility.

   As communicated to you through various forums during the recruitment process, your appointment is subject to completion of your course within the stipulated time as specified by your University/Institute and as per TCSL selection guidelines.

   It is mandatory to declare the gaps/arrears/backlogs, if any, during your academics and work experience. The management reserves the right to withdraw/revoke the offer/appointment at any time at its sole discretion in case any discrepancy or false information is found in the details submitted by you.

2. **Pre requisites for Joining**
   To enable your readiness to work on assignments upon joining, we have put together a comprehensive learning program named TCS Xplore which is made available to you digitally. This foundation program will include Online learning content, Webinars, practice sessions & proctored assessments. Further to accepting this Offer letter, you are required to enroll for the TCS Xplore Program and start your learning journey with TCSL. TCSL will make Xplore program available for you upon your offer acceptance. Please note that your joining is subject to successful completion of your TCS Xplore program including the proctored assessment. We encourage you to complete your pre-learning, through TCS Xplore, well before your expected date of joining to avoid delays in onboarding.

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3. **Training Period**
You will be required to undergo class room and on the job training in the first twelve months (including the TCS Xperience Programme as set out herein below), during which period you will be appraised for satisfactory performance during/after which TCSL would normally confirm you.

This confirmation will be communicated to you in writing. If your performance is found unsatisfactory during the training period, the company may afford you opportunities to assist you and enable you to improve your performance. If your performance is still found unsatisfactory, TCSL may terminate your traineeship forthwith.

However, TCSL may even otherwise at its sole discretion terminate the traineeship any time if your performance is not found satisfactory. The terms and conditions of the training will be governed by TCSL's training policy. TCSL reserves the right to modify or amend the training policy.

If you remain unauthorizedly absent for a consecutive period of 3 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of TCS Xperience trainees without any further intimation/separate communication to you.

4. **Working Hours**
Your working hours are governed by applicable law. You may be required to work in shifts and/or over time depending upon the business exigencies as permitted by law.

5. **Mobility**
TCSL reserves the right to transfer you at any of its offices, work sites, or associated or affiliated companies in India or outside India, on the terms and conditions as applicable to you at the time of transfer.

6. **Compensation Structure / Salary components**
The compensation structure/salary components are subject to change as per TCSL's compensation policy from time to time at its sole discretion.

7. **Increments and Promotions**
Your performance and contribution to TCSL will be an important consideration for salary increments and promotions. Salary increments and promotions will be based on TCSL's Compensation and Promotion policy.

8. **Alternative Occupation / Employment**
Either during the period of your traineeship or during the period of your employment as a

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confirmed employee of TCSL, you are not permitted to undertake any other employment, business, assume any public or private office, honorary or remunerative, without the prior written permission of TCSL.

9. Confidentiality Agreement

As part of your acceptance of this appointment as an employee with TCS you are required to maintain strict confidentiality of the intellectual property rights protected information and other business information of TCS and its clients which may be revealed to you by TCS or which may in the course of your engagement with TCS come your possession or knowledge unless specifically authorized to do so in writing by TCS. This Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

10. Service Agreement

As TCSL will be incurring considerable expenditure on your training, you will be required to execute an agreement, to serve TCSL for a minimum period of 1 year after joining, failing which, you (and your surety) will be liable to pay TCSL ₹50,000/-towards the training expenditure. Service agreement duration of one year refers to continuous service of 12 months from date of joining TCSL and excludes the duration of Leave without pay (LWP) and/or unauthorized absence, if any.

11. Overseas International Assignment Agreement

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related documents pertaining to the international assignment for which you are being placed In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period clause mentioned below.

This is to ensure that the knowledge and information gained by you during your assignment is shared and available to TCSL and its associates.This transfer of knowledge and information is essential for TCSL to continue to serve its clients and customers better.If you are deputed internationally for training,you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of training.

12. Terms and Conditions

The above terms and conditions are specific to India and there can be changes to the said terms and conditions in case of deputation on international assignments.

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13. TATA Code of Conduct

You are required to sign the TATA Code of Conduct and follow the same in your day-to-day conduct as an associate of TCSL.

14. Notice Period

During your tenure with TCSL, either you or TCSL may terminate your traineeship / employment under this Agreement by providing 90 days written notice. The company reserves the right, to ask you to complete the notice period or adjust the earned vacation in lieu of entire or partial notice period. If your services, behaviour and/ or performance are not found satisfactory, TCSL may terminate your services by giving notice as mentioned herein above. No notice or payment in lieu thereof shall be applicable if your services are discontinued/terminated on account of any misconduct either during your traineeship period or upon completion of the traineeship period.

You will be liable to pay TCSL ₹50,000/- in case you fail to serve TCSL for a minimum period of 1 year after joining in accordance with the Service Agreement clause.

If you are covered under International Assignment Agreement, either you or TCSL can terminate the traineeship/appointment by giving 90 calendar days written notice as set out in the Separation Policy of TCSL. TCSL reserves the right if it is in the interest of the business and current assignment, to ask you to complete your notice period.

15. Retirement

You will retire from the services of TCSL on reaching your 60th birthday as per the proof of age submitted by you at the time of joining.

16. Pre-employment Medical Certificate

You are required to submit a Medical Certificate of Fitness (in the format prescribed by TCSL) which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS to the Induction Coordinator.

17. Employment of Non Indian Citizens

In case, you are not a citizen of India, this offer is subject to your obtaining a work permit and / or any other permissions and / or documentation as prescribed by the Government of India.

18. Background Check

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining.If the background check reveals unfavourable results, you will be liable to disciplinary action

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including termination of traineeship/service without notice.

19. Submission of Documents

Please note that you should initiate and complete the upload of mandatory documents on the nextstep portal as soon as the offer letter is accepted (subject to availability of the documents)

Please carry the below listed **Original** Documents for verification on your joining day.

- Permanent Account Number (PAN) Card - You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary
- Aadhaar Card
- Standard X and XII/Diploma mark sheets & Certificate
- Degree certificate/Provisional Degree Certificate and mark sheets for all semesters of Graduation
- Degree certificate and mark sheets for all semesters of your Post Graduation(if you are a Postgraduate)
- Overseas Citizenship of India (applicable if you are not an Indian Nationality). For Srilankan Refugee, a Refugee Identity card along with Work Permit is required
- Birth Affidavit on Rs100 stamp paper, if Birth Certificate not in English
- Any other affidavits on Rs100 stamp paper if applicable (name affidavit for multiple names, signature affidavits, address affidavits etc.)
- Passport / Acknowledgement letter of passport application
- Gap/Break in career affidavit on Rs100 stamp paper, if gap is more than 6 months
- 4 passport sized photographs
- Medical Certificate (Should be made on the format provided by TCS along with the Joining letter)
- An affidavit/notarized undertaking (Non-Criminal Affidavit, should be made on the format provided by TCSL) stating :
  *There is no criminal offence registered/pending against you
  *There is no disciplinary case pending against you in the university

- If you were employed, a formal Relieving letter & Experience letter from your previous employer

The original documents will be returned to you after verification.

In addition to the above original documents, Please carry Xerox copies of the below documents

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*PAN Card (Permanent Account Number)
*Aadhaar Card (Not applicable for Nepal & Bhutan Citizenship)
*Passport
*NSR E-Card

20. TCS Xperience Program

On joining TCSL, you will be given the benefit of formal training (TCS Xperience Program) at our offices, as identified, for such period as TCSL may decide.

The said training forms a critical part of your employment with TCSL and is an ongoing process. TCSL continues to make investment on training and continuing education of its professionals. This will be of immense value to you as a professional and a large part of the ownership and commitment has to come from you.

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training. If you are requested to join TCSL inspite of you not completing the Xplore proctored assessment, you will be provided Xplore training on premise and the above said evaluation process will stand good. The evaluation criteria which will be very transparent will be used as a basis for allocating people to projects/roles. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.

21. Letter of Appointment

You will be issued a letter of appointment at the time of your joining and after completing joining formalities as per TCSL policy.

22. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from time to time.The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

23. Compliance to all clauses

You should fulfill all the terms and conditions mentioned in this letter of offer. Failure to fulfill one or more of the terms and conditions and/or failure to clear one or more tests successfully would entitle TCSL to withdraw this offer letter anytime at its sole discretion.

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24. Data Privacy Clause:

(a) Your personal data collected and developed during recruitment process will be processed in accordance with the TCS Data Privacy Policy. The personal data referred therein are details related to contact, family, education, personal identifiers issued by government, social profile, background references, previous employment and experience, medical history, skillset, proficiency and certifications, job profile and your career aspirations.

(b) It will be processed for various organizational purposes such as recruitment, onboarding, background check, project assignment, performance management, job rotation, career development including at leadership level, diversity and inclusion initiatives, global mobility, wellness program, statutory and legal requirements and specific organizational initiatives in force during your tenure in TCS.

(c) After you join TCS, there would be more sets of Personal Information (PI) attributes processed for various legitimate purposes. All of it will be processed with compliance to applicable laws and the TCS Data Privacy Policy. In some scenarios of your PI processing, you will be provided with appropriate notice and/or explicit consent might be obtained from time to time.

(d) For the purposes mentioned above, your required PI may be shared with specific vendor organizations who provide services to TCS, e.g. background check, health insurance, counselling, travel, transport and visa, payroll services, associate engagement activities, and financial and taxation services.

(e) As TCS is a global company, your PI may be shared with entities outside India, limited for the purposes mentioned above and/or in this offer letter.

(f) In case of oversees deputation, available privacy rights would be governed as per regulatory provisions and / or TCS policies/notice provided applicable at your overseas location.

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Withdrawal of Offer
If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

K Ganesan
Global Head Talent Acquisition & AIP

Click here or use a QR code scanner from your mobile to validate the offer letter

Encl: Annexure 1: Benefits and Gross Salary
Annexure 2: List of TCS Xplore Centres
Annexure 3: Confidentiality and IP Terms

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GROSS SALARY SHEET **Annexure 1**

Name	**Harika Swetha Achanta**
Designation	**Assistant System Engineer-Trainee**
Institute Name	**Gudlavalleru Engg. College, A P**

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
Retention Incentive	NA	0
TOTAL GROSS	27,415	3,36,877
Xplore/ Learning Incentive****		Upto 60,000

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore Program.

**The Performance Pay is applicable upon successful completion of the TCS Xplore Program.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

**** Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
GROSS BOUQUET OF BENEFITS	7,646	91,752

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Annexure 2

Ahmedabad TCS XP HR Lead Tata Consultancy Services, Garima Park,IT/ITES SEZ,Plot # 41, Gandhinagar - 382007	**Bangalore** TCS XP HR Lead Tata Consultancy Services, Gate 1, No 42, Think campus, Electronic City phase II, Bangalore - 560100,Karnataka
BUBANESHWAR TCS XP HR Lead Tata Consultancy Services, Training Lab Venue:-Barabati, IRC Block, Ground Floor, Tata Consultancy Services Limited, (UNIT-II) - BARBATI SEZ, IT/ITES SPECIAL ECONOMIC ZONE (SEZ),PLOT NO. 35, CHANDAKA INDUSTRIAL ESTATE, PATIA, Bhubaneswar - 751024	**Chennai** TCS XP HR Lead Tata Consultancy Services, 415/21-24, Kumaran Nagar, Old Mahabalipuram Rd, TNHB, Sholinganallur, Chennai, Tamil Nadu 600119
DELHI – Gurgoan TCS XP HR Lead Tata Consultancy Services, Block C, Kings Canyon, ASF Insignia, Gurgaon - Faridabad Road, Gawal Pahari, Gurgaon - 122003, Haryana	**DELHI – Noida** TCS XP HR Lead Tata Consultancy Services, Plot No. A-44 & A-45,Ground, 1st to 5th Floor & 10th floor, Glaxy Business Park, Block - C & D, Sector - 62, Noida - 201 309,UP
Guwahati TCS XP HR Lead Tata Consultancy Services, 5th Floor, NEDFi House,G.S. Road, Dispur,Guwahati - 781006,Assam	**Hyderabad** TCS XP HR Lead Tata Consultancy Services, Q City, Nanakramguda, Hyderabad
INDORE TCS XP HR Lead Tata Consultancy Services, IT/ITES SEZ, Scheme No. 151 & 169-B, Super Corridor, Village Tigariya Badshah & Bada Bangarda, Tehsil Hatod, Indore - 452018, Madhya Pradesh	**KOLKATA** TCS XP HR Lead Tata Consultancy Services Limited, Ecospace 1B building, 2nd Floor, Plot - IIF/12 ,New Town, Rajarhat, Kolkata - 700160,West Bengal OR Auditorium,2nd Floor, Wanderers Building,Delta Park - Lords
KOCHI TCS XP HR Lead Tata Consultancy Services, TCS centre, Infopark Road Infopark Campus, Infopark , Kakkanad, Kerala 682042	**MUMBAI** TCS XP HR Lead Tata Consultancy Services, Yantra Park, Pokharan Road Number 2, TCS Approach Rd, Thane, West, Thane, Maharashtra 400606
NAGPUR TCS XP HR Lead Tata Consultancy Services Limited, Mihan-Sez, Nagpur, Telhara, Maharashtra 441108,	**PUNE** TCS XP HR Lead Tata Consultancy Services, Plot No. 2 & 3, MIDC-SEZ, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, Pune - 411057,Maharashtra
Trivandrum TCS XP HR Lead Tata Consultancy Serives, Peepul Park, Technopark Campus ,Kariyavattom P.O. Trivandrum - 695581, India	

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Deccanpark, No 1 Software Units Layout, Madhapur, Hyderabad 500 081 India
Tel: 91 40 6667 2000 Fax: 91 40 6667 2222 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Annexure 3

Confidentiality and IP Terms and Conditions

Confidentiality and IP Terms and Conditions - Annexure 3:

1. **Confidential Information**
   "Confidential Information" shall mean all Inventions and Know-how, information and material of TCS (including for avoidance of doubt any Confidential Information of its Clients) that comes into the possession or know of the Associate and shall include the following:

   (a) Any and all information processing programs, software, properties, items, information, data, material or any nature whatsoever or any parts thereof, additions thereto and materials related thereto, produced or created at any time by TCS or the Associate in the course of or in connection with or arising out of the Associate's association with TCS. Program/Software shall mean source code and/or machine instructions wherever resident and on whatever media and all related documentation and software,

   (b) All other information and material of TCS relating to design, method of construction, manufacture, operation, specifications, use and services of the TCS equipment and components, including, but not limited to, engineering and laboratory notebooks, reports, process data, test data, performance data, inventions, trade secrets, systems, software, object codes, source codes, copyrighted matters, methods, drawings, computations, calculations, computer programs, narrations, flow charts and all documentation therefore and all copies thereof (including for avoidance of doubt any such material belonging to the Clients of TCS).

   (c) Corporate strategies and other confidential and proprietary material and information, which could cause competitive harm to TCS if disclosed,

   (d) Customer and prospective customer lists, and

   (e) All other information and material, which may be created, developed, conceived, gathered or collected or obtained by the Associate in the course of or arising out of the association with TCS or while in or in connection with or for the purposes of his/her association with TCS or any of the operations and entrusted by TCS to the Associate.

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2. **Associate's Obligations**
Associate agrees to treat the Confidential Information as strictly confidential and a trade secret of TCS. Associate agrees not to use, or cause to be used, or disclose or divulge or part with either directly or indirectly the Confidential Information for the benefit of or to any third parties except for or on behalf of or as directed or authorized by TCS or to a person having a valid contract with or need under TCS, any Confidential Information. Upon termination of employment, the Associate agrees to surrender to TCS all Confidential Information that he or she may then possess or have under his or her control.

3. **Intellectual Property Rights**
Associate agrees and confirms that all intellectual property rights in the Confidential Information shall at all times vest in and remain with or belong to TCS and Associate shall have no right title or claim of any nature whatsoever in the Confidential Information. Associate shall promptly disclose to an authorized officer of TCS all inventions, ideas, innovations, discoveries, improvements, suggestions, or reports and enhancements made, created, developed, conceived or devised by him or her arising out of his or her engagement with TCS, including in the course of provision of services to the Clients of TCS and Associate hereby agrees and confirms that all such intellectual property rights shall at all times vest in and remain vested in TCS and agrees to transfer and assign to TCS any interests Associate may have in such intellectual property rights including any interest in and to any domestic or foreign patent rights, trademarks, trade names copyrights and trade secret rights therein and any renewals thereof. On request of TCS, Associate shall execute from time to time, during or after the termination of his or her employment, such further instruments, including without limitations, applications for letters of patent, trademarks, trade names and copyrights or assignments thereof, as may be deemed necessary or desirable by TCS to perfect the title of TCS in the intellectual property rights and to effectuate the provisions hereof. All expenses of filling or prosecuting any application for patents, trademarks, trade names, or copyrights shall be borne solely by TCS, but Associate shall co-ordinate in filing and / or prosecuting any such applications. Associate hereby expressly waives any "artist's rights" or "moral rights", which Associate might otherwise have in such intellectual property rights.

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4. **Prior knowledge**
Associate acknowledges that prior to his or her appointment by TCS, he or she had no knowledge of the Confidential Information of TCS and that such Confidential Information is of a confidential and secret character and is vital to the continued success of TCS's business. Associate further acknowledges that he or she is associated with TCS in a capacity in which he or she will become acquainted with all or part of such Confidential Information. In order to safeguard the legitimate interests of TCS in such Confidential Information, it is necessary for TCS to protect such Confidential Information by holding it secret and confidential.

5. **Use of third party material**
Associate expressly agrees that it shall not in the course of his or her association with TCS and while working on the premises or facilities of TCS or its Clients or in connection with the development of any intellectual property rights or work for or on behalf of TCS, use any third party material or intellectual property rights except those intellectual property rights provided by TCS or expressly authorised by TCS or without having proper authorisation or license or approval of the respective owner of such intellectual property rights.

6. **Security policies and Guidelines.**
Associate agrees to abide by and be bound by any and all policies, documents, guidelines and processes including IP, Security and Confidentiality of TCS in force from time to time whether expressly endorsed or not.

7. **Restriction on Associate's Rights**
Associate agrees that he or she shall not make, have made, replicate, reproduce, use, sell, incorporate or otherwise exploit, for his or her own use or for any other purpose, any of the Confidential Information including intellectual properties of TCS that is or may be revealed to him or her by TCS or which may in the course of his or her employment with TCS come into his or her possession or knowledge unless specifically authorized to do so in writing by TCS.

8. **No License**
TCS and Associate agree that no license under any patent or copyright now existing or hereafter obtained by TCS is granted, agreed to be granted, or implied by the terms of this Agreement, or by the disclosure to Associate of the Confidential Information.

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9. Equitable Rights

Associate acknowledges that any Confidential Information that comes into the possession and / or knowledge of Associate is of a unique, highly confidential and proprietary nature. It is further acknowledged by Associate that the disclosure, distribution, dissemination and / or release by Associate of the Confidential Information without the prior written consent of TCS or any breach of this Agreement by Associate will cause TCS to suffer severe, immediate and irreparable damage and that upon any such breach or any threat thereof, TCS shall without prejudice to any other remedies available to it, be entitled to appropriate equitable relief including the relief of specific performance and injunctive relief, in addition to whatever remedies it might have at law.

10. General

(a) The provisions hereof shall be interpreted, determined and enforced in accordance with the laws of India.

(b) In the event of any dispute or disagreement over the interpretation of any of the terms herein contained or may claim or liability of any party including that of surety, the same shall be referred to a person to be nominated by TCS, whose decision shall be final and binding upon the parties hereto. Subject to the above, the arbitration shall be governed by the Arbitration and Conciliation Act, 1999 or any modifications or re-enactment thereof. Associate confirms that the fact that the arbitrator shall be a nominee of TCS shall not be a ground for objecting to such arbitration or challenging the decision of the arbitrator. The venue of arbitration shall be Mumbai. Subject to the above arbitration clause, the Parties agreed to the binding jurisdiction of the Courts at Mumbai under the laws of India.

(c) If any provision hereof shall be found by a judicial tribunal to be contrary to governing law, it shall be deemed null and void without annulling or rendering invalid the remainder of the Agreement and if the invalid portion is such that the remainder cannot be sustained without it, the Parties herein shall find a suitable replacement to the invalid portion that shall be legally valid.

(d) This Confidentiality clause along with other documents executed by Associate or referenced in any such documents constitutes the entire understanding between the parties and supersedes all prior agreements and understandings pertaining to the subject matter thereof. No delay of omission of either Party in exercising or enforcing any of their rights or remedies hereunder shall constitute a waiver thereof.

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(e) This Confidentiality clause may not be amended except in writing signed by authorized representatives of both parties.

(f) The obligations of Associate in terms of this Confidentiality clause shall continue during the term of or in the course of the employment of the Associate with TCS and shall continue thereafter in perpetuity.

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Date: 29th of April 2021
Name: ALURI DEEPTHI
Roll Number: 17481A1204

Sub: Letter of intent

Dear ALURI DEEPTHI

We are pleased to offer you the position of **Customer Care Executive.** You shall report for a comprehensive training program on **May/June/Jul** at 10:00 AM.

Your Monthly CTC will be **Rs.12,200/- + Incentives & Tenure bonus.** The details of your salary break up are provided to you in the annexure.

The offer is subject to:

- You submitting the degree certificate and all your mark sheets at the time of joining.
- A satisfactory reference from the list of referees furnished by you at the time of joining.
- A satisfactory medical opinion, if required, from a registered medical practitioner (RMP) nominated by the company.
- Submission of satisfactory proofs regarding information declared by you, i.e. your age, educational qualification, previous work experience and relieving letter from your last employer etc.

You will be under training which will vary for a period from 2 to 8 weeks depending on the performance and the project that you would be assigned. Your continuity in the organization is subject to successful clearance of training evaluation.

You will be on probation for a period of 6 months and will be confirmed on rolls upon successful completion of the probation (The probation is inclusive of the training period).

We are looking forward to you building a successful career with ALLSEC.

Best Wishes,

For Allsec Technologies Limited,

Authorized Signatory
Human Resources Department

APPOINTMENT LETTER

June 2, 2021

Dear **ARAJA NAGA DIVYA**,

Welcome to Wipro Limited (Company/Wipro') and congratulations on your appointment as **Project Engineer.** The terms of your employment with the Company is listed below. Please be informed that the terms may be modified pursuant to changes in the Company policy updated from time to time.

1. Appointment Details:

a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.

b. You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.

c. The retirement age is 58 years.

d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company ,in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.

e. We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.

f. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.

g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining,

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W : wipro.com
C : L32102KA1945PLC020800

20688671

2. Compensation:

You will be eligible for:

a. Compensation and benefits in accordance with Annexure III - Salary Offer Sheet.

b. Variable Pay - The details of this component are listed in Annexure V. The Variable Pay program may be changed or modified in part or full thereof from time to time, at the sole discretion of the Company.

c. Other compensation and benefits in accordance with Company policy as modified and intimated to you from time to time.

d. Your salary will be reviewed periodically as per Company policy.

e. Changes in your compensation are at the Company's discretion and will be subject to and on the basis of your effective performance and the performance results of the Company during your period of employment and other relevant criteria.

3. Other Benefits:

You will also be eligible for:

a. Leave, holidays and working hours as applicable to your stream and location of posting.

b. Perquisites, if any, as applicable to your band and stream and / or based on functional requirements as determined by the Company.

c. Participation in the Company's Provident Fund Scheme (PF) as per the policies applicable to your band and stream.

d. Leave Travel Assistance (LTA) as per the Company's policy.

e. Wipro Medical Assistance Scheme (MAS) provided you are not covered under the purview of the ESI Act.

f. Employee Benefits Program sponsored and administered by the Company for management employees, comprising of pension plan or gratuity plan, survivor benefit plan and industrial injury benefits.

g. Please refer to the detailed policies in the Company's intranet portal i.e. **mywipro.wipro.com**

4. Responsibilities:

a. In view of your position and office, you would be expected to perform all responsibilities effectively, diligently and to the best of your ability and ensure results. There may be times when you will be expected to work extra hours to achieve the above when the job so requires. At all times, you are required not to engage in activities that have or will have an adverse impact on the reputation / image and business of the Company, whether directly or indirectly.

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b. You may be required to undertake travel for business purposes for which you will be eligible for reimbursement of travel expenses as per the Company policy applicable to you.

c. We are committed to ensure 'Integrity' in all aspects of the Company's functioning. You are expected to comply with all the applicable policies of the Company including the Code of Business Conduct and Ethics ('Policies') as they form an integral part of the terms of your employment with Wipro. Consequently, you are required to understand the scope and intent behind these policies and to comply with the same. These Policies are updated / modified on a periodic basis and new policies may be introduced and notified to employees from time to time and you will be required to comply with the same.

d. Consistent with (c) above, any matter or situation or incident that may arise that could potentially result, or has resulted, in any violation of the Policies or the terms of your employment, shall immediately be brought to the notice of your Business Unit Head and appropriate disciplinary action will be initiated.

5. Conflict of Interest:

a. You are required to engage yourself exclusively in the work assigned by Wipro and you shall not take up any independent or individual assignments (whether part time or full time, in an advisory capacity or otherwise) directly or indirectly without the express written consent of your Business Unit Head.

b. You shall ensure that you shall not, directly or indirectly, engage in any activity or have any interest in, or perform any services for any person who is involved in activities, which are or shall be in conflict with the interests of Wipro.

c. The Conflict of Interest Policy also refers to the need on your part, during your employment and for a period of one year from the cessation of your employment with the Company (irrespective of the circumstances of, or the reasons for, the cessation) not to solicit, induce or encourage:

   i. Any employee of the Company to terminate their employment with the Company or to accept employment with any competitor, supplier or any customer with whom you have a connection pursuant to your employment with the Company.

   ii. Any customer or vendor of the Company to move his existing business with the Company to a third party or to terminate his business relationship with the Company.

   iii. Any existing employee to become associated with, or perform services of any type for any third party.

d. In case of any conflict or doubt, please discuss the matter with your Business Unit Head, to understand the Company's position on this and resolve the conflict.

6. Confidentiality:

a. In consideration of the opportunities, training and access to new techniques and know-how that will be made available to you, you will be required to comply with the Confidentiality Policy of the Company. Therefore, please maintain all Confidential Information as defined from time to time in the Confidentiality Policy of the Company, as secret and confidential and do not use or disclose any such Confidential Information except as may be required under obligation of law or as may be required by the Company and in the course of your employment. This covenant shall endure during your employment and beyond the cessation of your employment with the Company (irrespective of the circumstances of, or the reasons for, the cessation).

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b. In your work for Wipro, you will be expected not to use or disclose any confidential information, including trade secrets, of any former employer or other person with whom you have an obligation of confidentiality and by signing below you affirm that you have no conflicting obligations or non-compete agreements that would prevent you from working without limitation for the Company.

7. Assignment of Intellectual Property

In connection with your employment and during the term of your employment, upon conception or creation, you shall disclose and assign to Wipro as its exclusive property, all inventions, ideas, concepts, discoveries, techniques, and improvements (including, without limitation, legal documents, training materials, computer software and associated materials) developed or conceived by you solely or jointly with others (whether or not during business hours), and shall comply with the Policies of Wipro in relation to Intellectual Property.

8. Non-Compete

In the course of your employment with the Company you will be providing services to customers or clients of the Company during which process you will be handling sensitive information including but not limited to key customers of the Company, competitor information, customer sensitive information ('Confidential Information'). You acknowledge and recognize that Confidential Information available to you, if leaked, would cause irreparable harm to the Company and its protection is of utmost importance to the Company. You confirm that for a period of six (6) months after separation of your employment from the Company (irrespective of the circumstances of or the reason for the separation), you will not accept any offer of employment from a customer or client with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of separation.

9. General:

This offer of appointment is subject to the precondition that you have not provided us with any false declaration and/or documentation or willfully suppressed any material information. If at any point of time, it is brought to our notice that you have submitted fabricated documentation or made false representation or willfully suppressed material information, you shall be liable to be removed from service with immediate effect and the Company reserves its right to initiate appropriate action as per applicable policy and /or enforce remedies available to us under law.

Please note that you are required to inform us if there are any agreements, oral or written, which you have entered into and which may relate to or affect your commitments under this employment contract.

a. You acknowledge that you have understood the terms of this employment contract and that you are aware that the specific performance of the terms of this employment contract may be enforced legally, if required. In this connection, if any of the provisions of this letter of appointment are declared or found to be void or unenforceable due to any reason whatsoever, the remaining provisions of this letter shall continue in full force and effect.

b. These employment terms supersede and replace any existing agreement or understanding, if any, between the Company and you on the same subject matter.

c. You warrant that you are not prevented by any court or by any other administrative or judicial authority or order from providing the services required under this employment contract. In the event that you are not a citizen of the country of posting, you should have a valid work permit to work in the country of posting.

d. Your appointment shall be treated as withdrawn in case:

i. You have not scored minimum aggregate marks of 60% in your 10th Standard or equivalent education.
ii. You have not scored minimum aggregate marks of 60% in your 12th Standard or equivalent education.
iii. For Graduates: You have not scored minimum aggregate marks of 60% in your graduation.
iv. For Post Graduates: You have not scored minimum aggregate marks of 60% in your graduation and 60% in post-graduation.
v. You have any pending backlogs/ arrears on the date of appointment.

Please note that at any stage, whether during your online test and/or interview process or upon joining the Company, if it is brought to our notice that you have indulged in malpractices or used illegal means to clear your online assessment, the Company shall withdraw or revoke the offer with immediate effect and we reserve our rights to take suitable action against you as we may deem fit.

10. Training Agreement:

As part of your smooth transition from campus to corporate, the Company shall be providing you extensive training through learning interventions from the time of your selection to on-boarding. You shall be provided an opportunity to learn in Pre-Joining programs, Self-directed learning modules, MOOCs, in-classroom learning, on-the-job training, Top Gear modules, and / or customer specific tools and technology learning. Through this extensive training the Company makes significant investment for your project readiness and successful journey in the projects. In consideration of the Company reposing confidence in you and providing you with the opportunity to undergo the training as detailed above and in consideration of the company bearing all the costs in connection with the training besides paying you normal salary and benefits, you solemnly agree to complete the training and continue your employment with the company for a period of **atleast** 12 months commencing from the date of your joining. In case you choose to leave the Company before the expiration of the said period or if your services are terminated before the expiration of the said period, for any reason whatsoever, you shall **be liable** to pay to the Company liquidated damages of up to Rs. 75,000/-(Rupees Seventy Five Thousand only) in the manner defined in the training agreement, signed by you with the Company.

11. Notice Period & Termination:

Your employment with the Company shall be terminable, without reasons, by either party giving one-month notice during probationary period and three months' notice on confirmation. The Company reserves the right to pay or recover salary in lieu of notice period. Further, the Company may at its discretion relieve you from such date as it may deem fit even prior to the expiry of the notice period. However, if the Company desires you to continue the employment during the notice period you shall do so. Notice period and termination of employment contract shall be governed by the applicable internal policies of the Company as updated from time to time.

On acceptance of separation notice, you will immediately hand over to the Company before you are relieved, all correspondence, specifications, formulae, books, documents, cost data, market data, literature, drawings, effects and comply with all the relieving formalities required by the Company. Further, you shall not make or retain any copies of these items.

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12. Pre Joining Program (PJP):

During the time period between your offer and onboarding, the Company will provide you an online, self-directed learning opportunity through a Pre Joining Program(PJP). You will be given a specific technology track to learn and we urge you to utilize this opportunity to gain hands-on experience so as to enable you to obtain a suitable project.
Please confirm that the above terms and conditions are acceptable to you and that you accept the appointment by submitting a signed copy of this letter of appointment with your original signature on the date of joining.

Yours sincerely,
For **Wipro Limited,**

Aparna Shailen
General Manager - Human Resources

I have read, understood and agree to accept the employment on the terms and conditions herein.

I shall be reporting for duty on __ /__ /____

Name: _____

Signature: _____ Date: __ /__ /____

Place: _____

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ANNEXURE I

DECLARATION ON CONFLICT OF INTEREST

Wipro Limited has adopted a conflict of interest policy in respect of its employees. This policy is intended to avoid conflict between the personal interest of an employee and the interest of the company in dealings with suppliers, customers and all other organizations or individuals doing or seeking to do business with the company.

Noted below are a few examples of conflict of interest:

a. For an employee or any dependent member of his family to have an interest in any organization, which has business dealings with the company where there is an opportunity for preferential treatment to be given or received, except where such an interest comprises of securities in widely held corporations which are quoted and sold in the open market or the interest is not material.

b. For an employee or any dependent member of his family to buy, sell or lease any kind of property, facilities or equipment from or to the company or any affiliate or to any company, firm or individual who is or is seeking to become a contractor, supplier or customer, except with the knowledge and consent of top management.

c. For an employee to serve as an officer, director or in any other management capacity or as a consultant of another company or organization doing or seeking to do business with the company or an affiliate except with the knowledge and consent of top management.

d. For an employee to use or release to a third party any data on decisions, plans, competitive bids or any other information concerning the company, which might be prejudicial to the interest of the company.

e. For an employee or any dependent member of his family to accept commission, a share in profits or other payments, loans (other than with established banking or financial institutions), services excessive entertainment and travel or gifts of more than nominal value from any individual or organization doing or seeking to do business with the company.

I have read the above mentioned 'Conflict of Interest' policy and I declare that there is no 'Conflict of Interest' in my employment. If in future any conflict arises, I will immediately inform my supervisor and notify the top management.

Name:

Date: __/___/_____ **Signature:.....……**

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Compliance to Company's Code of Conduct to Regulate, Monitor and Report Trading (Code) by Insiders

Insider Trading is prohibited by both Law as well as by Wipro Limited's (hereinafter to as the "Company") internal policy. Insider trading generally involves the act of subscribing/buying/ selling or dealing in the Company's Securities, while in possession of any Unpublished Price Sensitive Information (hereinafter referred to as "UPSI") about the Company. It also involves disclosing or procuring any UPSI about the Company to/from others who could subscribe or buy or sell or deal in the Company's Securities.
As an employee of the Company you are considered as an Insider and accordingly advised as below:

1. Trading when in possession of UPSI: Employees are strictly prohibited from trading in the Securities of the Company when in possession of UPSI concerning the Company. Trading in securities of the Company is also prohibited for certain designated employees when the trading window is closed. For details please contact: policyclearinghouse@wipro.com.

2. Communication or procurement of Unpublished Price Sensitive Information (UPSI): Employee shall seek, communicate, provide or allow access to "UPSI of the Company to others only for legitimate purposes, performance of duties and discharge of legal obligations and strictly on a need-to-know basis. Employees are strictly prohibited from the following:

a) Counseling or disclosing or communicating UPSI to any other person including spouse and/or relatives, except on a need to know basis.

b) Counseling as well as expressing opinions or making any recommendations to any person on the Securities of the Company when in possession of any UPSI.

c) Unauthorized disclosure or communication of UPSI.

d) Procuring any UPSI from others

3. Individual and Personal Responsibility: As per the Code, Company can take appropriate actions like wage freeze, suspension, termination of employment on employees involved in Insider Trading. Insider trading also attracts severe civil and criminal penalties not only on the Insider but also on the Company in certain circumstances. The penalties levied on the employee will not be borne by the Company and the employee individually is responsible.

4. Disclosure requirements: Every employee of the Company and their Immediate Relatives shall disclose to the Company the number of securities acquired or disposed of within two trading days of the transaction if the value of the securities traded, whether in one transaction or a series of transactions over any calendar quarter, aggregates to a traded value in excess of ten lakh rupees. For more details on procedures and guidelines, employees are requested to refer the Company's Code of Conduct to Regulate, Monitor and Report Trading by Insiders. Or write to policyclearinghouse@wipro.com

ANNEXURE II

PERSONAL INFORMATION AS REQUIRED UNDER INFORMATION TECHNOLOGY ACT, 2000

I ----------, confirm that I am voluntarily sharing my Personal Information including documents with Wipro Limited ('Wipro') for the following purposes:

a. validating my Curriculum Vitae and retaining records on the same for any future reference/verification;

a. processing my job application including background verification checks;

b. employment-related actions including record keeping, processing compensation and benefits and any action required in the context of my employment with Wipro.

In this context, I also agree to the retention of such Personal Information including documents by Wipro for any future reference/verification and authorize Wipro to transfer the same to a third party.
I understand that 'Personal Information' means any information including documents, relating to me that is available with Wipro and is capable of identifying me."

Name:

Date: __/__/____

Signature.....

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ANNEXURE III

SALARY OFFER SHEET

Name: ARAJA NAGA DIVYA

Career Group: TRB – II

Position : Project Engineer

You shall receive salary as detailed below.

COMPONENT	AMOUNT (INR)
Basic	11,670
HRA	5,835
Bonus	2,334
Wipro Benefits Plan (WBP)	4,849
Total Fixed Cash	**24,688**
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
Total Fixed Compensation	**27,108**
Other Compensation Benefits	
Health benefit (Medical)	600
Variable Pay	
Target Variable Pay	1,459
Target Cost to Company per month	**29,167**
Total Cost to Company per annum	**3,50,004**

*Notional sum indicating contribution of 5.31 % of your basic towards provision of Gratuity. Employees will be eligible for payment of gratuity as per the Wipro Policy for the same.

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Apart from the standard salary components, **Project Engineers** are also entitled to the following unique **Company Benefits** to help you manage during exigency.

- **a.** Onetime Interest free loan of Rs. 20,000/- towards housing deposits or towards purchase of a two wheeler
- **b.** Onetime Interest free contingency loan of lesser of Rs. 50,000/- and 2 months gross towards housing deposits or illness, death in immediate family or self-marriage
- **c.** Medical assistance of Rs.15,000 per annum for employees who are not covered under the ESI scheme.
- **d.** Medical Insurance Coverage up to Rs 2lac per annum.

Date: __/___/_____ **Signature:.....…….**

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ANNEXURE – IV

I hereby confirm that I shall submit the required academic certificates including but not limited to mark sheet and Provisional or Convocation Degree Certificate within 3 months from my date of joining. I understand that my employment is subject to my aggregate meeting the Company's eligibility criteria and submission of the above mentioned documents.

I hereby declare that all the particulars mentioned above are true to the best of my knowledge. In the event of my failure to submit the above mentioned documents or in case of any discrepancy, I shall be liable for immediate termination of my employment with the Company.

Name:

Date: __/___/_____ **Signature:.....……**

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ANNEXURE – V

Variable Pay - A BRIEF OVERVIEW

Variable Pay Policy Summary & Computation:

Variable Pay is a variable component in your salary stack which would be paid out on a quarterly basis. It would be linked to the following parameters:

For employees joining in billable roles, variable pay will be linked to Individual billability, i.e. the number of days employee is billed in a quarter. This factor is applicable only for employees joining in billable roles in Bands Team Rainbow, A1, A2, A3, B1, B2 and B3 and who have variable pay as part of their salary stack.

For employees joining in above Bands in Support roles and central functions, and who have variable pay as part of their salary stack, variable pay will be linked to company's financial parameters. Financial metrics is linked based on specific role for each employee in each quarter, as per the respective financial year policy.

The Variable Pay program may be changed / altered or modified in part or full thereof from time to time, at the sole discretion of the management. It is mandatory for you to complete the quarter for which the Variable Pay applies i.e. you should be on the rolls of the Company on the last working day of the quarter to be eligible for payout under the program.

The detailed policy will be made available on myWipro->myPolicies->Common Policies Across Countries->my Financials->Variable Pay Policy FY 2021-22.

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SOME ADDITIONAL INFORMATION ON THE SALARY OFFER

Basic, Additional Allowance and Bonus:

This are fixed monthly components of your salary and are taxable. They do not vary every month, and are fixed for a particular period.

House Rental Allowance:

HRA is given to the extent of 50% of your Basic. HRA exemption is applicable as per IT rules on submission of rent receipts.

Wipro Benefit Plan (WBP):

Wipro Benefits Plan (WBP) is basket of various allowances/ expenses considered for Income Tax exemption. Under WBP, you will be granted Leave Travel Allowance and Education Allowance. Benefits regarding the use of Telephone/Mobile phone, Non-transferable Meal card can also be availed under the Plan. The actual expenses incurred towards these components are eligible for exemption as per the prescribed Income Tax rules applicable. Thus, you will be subjected to tax for the portion of the allowances that is not exempt. The Income Tax exemption for benefits availed are subject to submission of proofs or other conditions as may be prescribed in this policy. Wipro will grant a Group Allowance, which will be computed after reducing the aggregate cost of allowances/benefits availed under WBP and related recovery of Perquisite Tax and associated charges. Following are your WBP Entitlements:

1. **Leave Travel Allowance:**

   New employees are eligible for LTA provided leave is taken as per the rules of Wipro. For details on Income Tax exemption please refer to myWipro on joining. The maximum LTA that can be considered for IT exemption is Rs 50,000.

2. **Telephone/Mobile Phone Allowances:**

   The amounts paid by you towards telephone rentals (both landline and mobile) rentals are also towards broadband/ modem hub/ routers/ GPRS etc. for internet usage plans are eligible for IT exception up to Rs. 19,800 per annum under WBP as per prescribed limit in the policy. No expenses in respect of rentals or other charges for pre-paid connections will be eligible under this head.

3. **Non-transferable Meal card:**

   An amount of Rs. 1100 / 2,750 per month towards purchase of Non-Transferable Meal card is eligible for IT exemption under WBP.

4. **Education Allowance:**

   An amount of Rs.100 (additional 300 in case of child in hostel) per child per month up to a maximum of 2 children is eligible for IT exemption under WBP.

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5. **New Pension System:**

You can contribute between 5% up to 10% of your Basic towards NPS and declare it under WBP. This will be over and above Sec 80C investments.

Retirement Benefits:

It consists of:

a. **Provident fund-** Where basic is higher than INR 15,000- 12% of your Basic towards Provident Fund. In cases where basic is lower than INR 15,000- Minimum of 12% of (Basic + WBP + Additional (Where applicable) or INR 1800 pm

a. Notional sum indicating contribution of 5.31 % of your basic towards provision for gratuity.

Employees will be eligible for payment of gratuity as per the Wipro policy on the same.

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Travel, Accommodation, Food & Other Miscellaneous Expenses

Travel

a. You would be entitled for Rs. 1500 from the date of appointment as a lump sum amount that will be credited with your first month salary. You may utilize this amount towards Travel and you would not need to submit bills towards usage of this amount.

a. There is no provision for reimbursement/allowance towards any expenses incurred in lieu of attending training or classes at different locations in the same city.

Accommodation, Food & other Miscellaneous Expenses

a. You would be entitled for Rs.1000 per day for 8 days (total amount of Rs.8,000) from the date of joining. You may utilize this amount towards accommodation, food & other miscellaneous expenses. This would be paid as a lump sum amount that will be credited with your first month salary and you would not need to submit bills towards usage of this amount.

b. If your posting location (the location where you would be based out of after training) is different from the training location (location where you undergo initial training), you would be entitled for the following:

    i. Settlement and Miscellaneous Expenses: Rs.1200 per day for 7 days (total amount of Rs. 8,400) from the date of reporting to the posting location. You may utilize this amount towards boarding, lodging, conveyance & other miscellaneous expenses.

b. Any location change after reporting to posting location will be treated as relocation/transfer and will be covered under the Transfer policy for Team Rainbow. For details you can refer the policy at myWipro-> My Policies -> India->My Travel>Transfer Policy-Team Rainbow.

c. Campus joiners would not be eligible for accommodation at the Wipro guest houses.

Please note in the event that the employee leaves the organization within 6 months from the date of joining, all payments processed under Joining & Relocation Entitlements shall be recovered from the employee at the time of exit.

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SUMMARY - SOCIAL SECURITY & OTHER BENEFITS*

Medical

1. Medical Assistance Program (MAS)**: This is a medical scheme covering you, your spouse and your children to the extent of Rs.15000 per annum. **This scheme is not applicable for employees covered under the Employee State Insurance Act (ESI).** This limit will be prorated based on your joining and exiting months in a financial year. The amount mentioned as Medical allowance in your salary stack is a notional figure and it indicates average outflow per month and per employee towards MAS. Medical is a reimbursable amount, i.e., it will be paid at actuals on making a claim.

2. Mediclaim: You are eligible for a floater coverage of Rs 2,00,000 per annum for family (self, spouse & children) towards hospitalization. There will be a deduction from your monthly payroll depending on your marital/family status towards the base sum insured premium,10% of the claim amount has to be borne by you.
   If you wish to enhance the coverage, Top up cover options are also available for a highly negotiated premium. More details on the policy are available on My Policies Section in myWipro which is accessible on joining.

   Base Medical insurance is to be availed by the employee as default. It is accounted for in deductions as a nominal monthly charge. Top-Up cover is voluntary and charged as applicable during renewal timelines.

3. Annual Health check: Company paid Annual health check-up program is available for employees above 40 years of age.

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Gratuity Benefit**: Up to Rs. 20,00,000

This provides you a lump sum benefit up to a maximum of INR 20 LPA to be calculated and payable as per applicable laws.

Survivor Benefit Pension Program**:

The Survivor Benefit Plan's objective is to provide a monthly income to the surviving spouse and children of an employee, in the unfortunate event of death while in service. The pension payable is based on last drawn basic salary at the time of death, number of years till retirement, number and age of surviving members.
E.g. If an employee is in Grade B3 with basic of Rs. 15,000 per month and the remaining period before retirement at time of his death is 20 years and he has a surviving spouse and two eligible children, the supplementary Pension payable per month would be as follows: Basic * No of years to Retirement * Grade Factor * % based on number and age of surviving members.
I.e. 15,000 x 20 x 2.7%* x 80% = Rs. 6,480 per month as supplementary pension payable. *Grade Factor is a band specific pre-defined pension Accrual rate.

Loans:

Interest Free Loan: An interest free loan of Rs. 20,000 as per policy is available to facilitate your settling down. The amount is primarily intended to cover housing deposit/assistance towards purchase of two wheeler. This is recovered in 10 equal installments.

Contingency Loan: An Interest free contingency loan of Rs. 50,000 or two months monthly gross whichever is lower as per policy can be availed in case of contingency. This would be recovered in 20 equal installments. Any loan taken above Rs. 20,000 will be liable to tax on the notional interest cost as per CBDT rules.

** These benefits are subject to the terms and conditions of the company policy and cannot be converted to fixed cash.

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1. **Your Life and Accident Cover**:

a. Group Personal Accident Insurance (GPAI) Program: Rs. 12,00,000 Through GPAI you are covered by way of round-the-clock risk coverage against any accidents occurring while at work or outside of work resulting in partial or total disablement or casualty. Employees can also get an extra coverage for a nominal and highly negotiated premium.

b. Group Term Life Insurance: Rs. 14, 00,000 in the unfortunate event of death on account of either accidents or natural causes, your surviving family members would be eligible for an insurance cover under this policy. This sum insured is inclusive of cover as per EDLI (Employee Deposit Linked Insurance). Employees can also get an extra coverage for a nominal and highly negotiated premium.

Please note: More details on the above mentioned policies are available on My Policies Section in My Wipro accessible on joining. Access through My Wipro -> My Policies ->India > My Financials -> Group Life Insurance/ Personal Accident
The policies mentioned here are policies of the Company as on date, this is subject to change in future as per policies of the Company from time to time.

1. **Voluntary Superannuation Policy (VSS)**

Wipro Voluntary Superannuation Plan offers an easy and convenient way to help you lead a happy and tension free life by planning your retirement. Starting contribution to pension plan at an early age gives you enough time to contribute towards building your retirement corpus and leverage the compounding interest earned by the corpus year on year. You simply have to choose the scheme that suits your investment horizon and risk tolerance.

A voluntary defined contribution Plan wherein you will have an option to enroll and choose your Pension Service Provider (PSP) within 30 days from the date of joining the company.
We currently have tie-ups with two leading PSPs to manage the superannuation funds. LIC & ICICI offer a superannuation scheme which offers interest on accumulated balance every year. ICICI Prudential also has an Unit Linked Superannuation scheme which offers you a market linked return, range of fund options to suit your risk appetite & transparent fund management.

The enrollment option can be exercised only once in the service with the organization and cannot be reversed once made. VSS enrollment window period will, also, be available once every financial year. The Company, on behalf of the member employee, shall contribute 15% of basic salary, towards the scheme selected by the member. In case 15% of basic exceeds Rs.1,50,000 per annum, member employee will have an option to restrict the contribution to Rs.1,50,000 per annum to avoid perquisite tax (perquisite tax is applicable on contributions exceeding Rs.1,50,000 every year).

Annual pension contribution amount is re-adjusted from fixed cash component and will reflect under 'Pension' component in the salary stack of the enrolled member. The accumulated contribution amount and the interest earned (or the corpus) can be utilized to avail the retirement benefits.
For further clarity, please refer the Policy on My Wipro -> My Information Sources > India -> My Financials-> Deferred Benefits-> Voluntary Superannuation Scheme. After reviewing the related documents if you wish to enroll into VSS, please log onto My Wipro-> My data->My Financials-> Pension, and exercise the option within 30 days of joining the Company. In case you miss enrolling into VSS in this window period, you can do the same in the window period that is available for all employees once every financial year.

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Strictly Private and Confidential

Date:10-Sep-2021

Arepalli Devika Goud
C10098742

34-179, Bapuji Pet, Pamarru

9182144459

Dear **Arepalli Devika Goud,**

Based on our recent discussion with you, we are pleased to extend an offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Center, India as per the below terms and conditions:

Job Profile - Application Development Associate

Management Level - 12

Job Family Group- Software Engineering

Please refer to:

- Annexure I for the compensation and benefits details
- Annexure II for the documentation to be submitted by you
- Terms of Employment

Your employment with Accenture will be governed by the clauses mentioned in the attached "Terms of Employment". You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 65% and above or 6.5 CGPA and above in the current degree as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

Reference Id: 246020df-2771-420f-ae38-e18fd434bf17_1
Signed By: Mahesh Vasudeo Zurale

You agree and affirm that the information (personal or otherwise) shared by you at the time of registration is accurate, factually correct, and complete and no material information has been withheld by you. Accenture is providing this offer of employment basis preliminary information provided by you at the registration stage and a declaration concerning your agreement with the eligibility criteria. You understand and acknowledge that your employment with Accenture shall be subject to further verification of details and materials/ documents provided to Accenture as well as any further verification deemed necessary to finalize your candidature. You shall continue to meet the eligibility criteria up till and on the date of joining Accenture (if applicable) and agree that Accenture has the right to revoke the offer of employment, in case of failure of verification, or if you are not meeting the eligibility criteria or in case of any misrepresentation at your end.

Your onboarding date will be intimated to you over a separate e-mail by Accenture onboarding team few weeks prior to your actual onboarding date. You will receive an email from Onboarding.doc.ase@accenture.com. You are expected to confirm to the same by responding to our email and share your acceptance to join us on the stipulated date.

Pre-Onboard Learning Module: To provide our new joiners with a unique learning experience, Accenture has designed a special online learning module called - Technology Fundamentals Online Learning Program (Hereinafter referred to as "program"). This program further provide details about the training opportunities and terms of training/assessments that were shared with you in your Letter of Intent. To ensure that you have ample time to learn at your own pace, and prepare for the ensuing assessments, you will have complete access to the program for 45 days from the date you receive the training link.

Details of the program and assessment are as below:

- The program is hosted on a virtual platform that you can access from anywhere and it will provide you with all the information and trainings that you need to begin your career at Accenture.
- After going through all the learning modules, you will be required to go through Technology Fundamentals Assessments based on what you have learned in the program.
- On successfully completing the program within 45 days and clearing the program assessments in your first attempt, you will be eligible to receive a learning Incentive of INR 10,000.
- In case you fail to clear the assessments in your first attempt, or do not complete the program within 45 days from the receipt of the training link, you will not be eligible for any learning incentive.
- To clear the assessments, you will need to score a minimum of 60% marks in each assessment test. In case are not able to score the required 60% in your first attempt, you will get two additional attempts where you will need to score a minimum of 60% marks to successfully clear the assessments.
- During each re-attempt, reasonable help, guidance and appropriate refresher training sessions will be provided to you.

Your employment with Accenture is subject to you successfully completing the program assessments mentioned above. In case you are not able to clear the program assessments in three attempts, your offer will stand revoked.

After successful completion of the aforementioned assessments, and after joining the Company, you will need to undergo further training program(s), with specified timeframes, for the specific skill-set assigned to you. Periodic tests will be conducted throughout this training program and you are expected to clear all of them. You will need to score a minimum of 60% marks in each of these tests to clear the Accenture-specific training program. If you are unable to score 60% in your first attempt, you will get two more opportunities to take the test and score the required passing percentage. Your employment with Accenture is subject to you successfully completing the Accenture-specific training program. If you are unable to clear the Accenture-specific training program tests in three attempts, your services with the Company shall be terminated as per Clause 10 outlined in the Terms of Employment.

After acceptance of the offer of employment or any time during the course of your employment with the Company you may be required to undergo drug/alcohol/substance test based on the project you are deployed. This offer and your employment with Accenture are contingent upon you completing particular tests as per the requirements of the Company and in the instance of failing these tests namely the drug/alcohol/substance test, Accenture may, in its sole discretion, elect to terminate or suspend your employment immediately.

In the event a government body/authority exercising its jurisdiction and statutory power/authority seeks information pertaining to any aspect of your employment, the Company shall provide such information to the government body/authority without any notification to you. The foregoing shall be applicable to information pertaining to your employment being shared in pursuance of statutory requirements/compliance. You may belong to this category and your details will be disclosed to these authorities.

To indicate your acceptance of this offer and Terms of Employment with Accenture, please confirm your acceptance/rejection by logging on to Accenture Recruitment Portal (https://india.jobs.accenture.com/default.aspx) using your unique reference number, candidate identification (CID) and mobile number within 7 days (Seven days) from the date of this letter post which the link will be disabled for you. If we do not receive your response before the expiration of 7 days (Seven days) from the date of this letter, the terms of this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. Further, at the time of joining you are required to provide all documentation identified in Annexure (II) along with the singed copy of this offer letter and Terms of Employment.

After accepting this offer,we encourage you visit Countdown to the Company (http://careers.accenture.com/Microsites/countdown/Pages/welcome-india.aspx). This on-line, interactive welcome site will help you successfully navigate the first days, weeks and months of your career at Accenture. It will also provide an interesting overview of Company history - as well as tips on how to develop yourself (and your career) in the future.

In case you have any feedback/ suggestion or have any query, feel free to write an e-mail to: https://indiacampus.accenture.com/candidate

We look forward to hearing from you regarding your decision to join the Company. I wish you a successful career ahead of you and look forward to your joining us.

Yours sincerely,

Mahesh Vasudeo Zurale
Senior Managing Director
Lead, Advanced Technology Center, India

ACKNOWLEDGED AND AGREED:

[*Insert full legal name*]

ANNEXURE 1

COMPENSATION & BENEFITS

Annual Total Cash compensation structure as per the Company guidelines is:

Total Cash Compensation Elements	
	Annual (INR)
(A) Annual Fixed Compensation	383000
(B) Local Variable Bonus (LVB) earning potential (at maximum 8.5%)	32500
Maximum Annual Total earning potential (A+B)	415500
Joining Bonus (Refer to the Section C)	25,000
(D) Additional Benefits	
Gratuity as per law#	9500
Insurance Premium(notional value)	
Total Cash Compensation + Total Additional Benefits (A+B+C+D)	450000

(A) Annual Fixed Compensation

• Your annual fixed compensation is INR 383000. This includes allowances structured in accordance with the Company compensation guidelines and applicable statutory norms. Please note the annual fixed compensation includes employer's contribution to Provident Fund, as applicable.

TDS is deducted as applicable from your income.

(B) Local Variable Bonus (LVB)

•As part of your annual total cash compensation, you will be eligible to participate in the FY22 Local Variable Bonus programme (LVB). Your indicative pay-out can range from 0% to 8.5% of the prorated fixed pay in the Fiscal year, subject to the overall terms and conditions of the LVB, including but not limited to your individual performance achievements and the Company's performance. In addition to these two components, your LVB is also linked to your Individual Utilization. The Company may, at any time and in its sole and absolute discretion, amend, suspend, withdraw vary and/or modify any of the terms and conditions of the LVB programme guidelines The LVB will be paid out subject to you being on the roles of the Company on the date of disbursement of these pay outs and will be prorated based on your tenure in Accenture India and considering the period of leave without pay during the said fiscal year.

(C) Joining Bonus

You are also eligible for a joining bonus and an additional bonus as per the terms mentioned below.

• Joining Bonus: of INR 25,000 payable upon joining the organization and will be paid out along with salary of the month of joining or succeeding pay month. In case you leave, or your services are separated from the Company (except for ramp down or redundancies by the Company) before completion of 1 year from the date of joining, then this whole amount shall be recovered from you.

Note: For International Worker Only*

• As per Indian Provident Fund (PF) regulations, membership to the Provident Fund is mandatory for all International Workers. Exemptions if any, shall be as per the existing law. Please note that since your cost to the Company (CTC) includes employee's as well as employer's contribution to Provident Fund, appropriate adjustment in your monthly salary will be made for Provident Fund contributions as per applicable laws/regulation in existence (or amendments from time to time). Withdrawal (if any) from Provident Fund is regulated by the government of India and is subject to government approvals and prevailing laws (amended from time to time). Any person desirous of such withdrawal need to comply with applicable law and procedures laid down by the authorities.

* As defined by applicable law from time to time.

Benefits applicable for current Company financial year:

In addition to your annual total cash compensation, you will be eligible for following benefits, which will be governed by Company policy:

1. Effective your date of joining, Medical Insurance for self, spouse and 2 dependent children up to INR 300,000 per annum. Premium for this will be paid by the Company.
    a. You have the option of availing Accenture negotiated rates to cover your parents, parent's in-law & any additional child under a separate Insurance plan up to INR 500,000 per annum. The entire premium for this will have to be borne by you. This plan allows for coverage of pre-existing ailments.
    b. For Permissible claims under the Medical Insurance plans detailed above, you will be required to contribute a defined percentage of each claim, as under:
        • 10% of such claims for self, spouse and 2 dependent children
        • 20% of such claims for parents, parent"s in-law and additional children under the separate Insurance plan
2. Personal Accident coverage for self, up to three times your gross annual fixed compensation
3. Life Insurance coverage equivalent to one time of your annual fixed compensation with minimum cover of INR 5,00,000

In addition to the above, you will also be eligible for the following benefits:

1. Gratuity amount is an approximation of your eligibility and the final payout of any gratuity amount will be determined in accordance with the applicable provisions of the Payment of Gratuity Act, 1972, as per the Company policy.
2. One time relocation allowance subject to a maximum of INR 2,500 on submission of actual supporting as per policy.
3. Transport facility, as per Company guidelines, can be availed at no cost.

Details pertaining to relocation allowance will be provided to you at the time of joining the Company. In the unlikely event you choose to leave the Company, or your services are terminated, before the completion of 1 year of employment with the Company, the relocation assistance will be construed as debt due and payable by you and should be repaid on termination of your employment. Any dues payable by you on termination will be recovered from your final settlement to the extent possible.

The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the Medical Insurance, Personal Accident Insurance and Life Insurance and Relocation Assistance program guidelines.

From the date of your joining, the compensation and benefits mentioned in this annexure will be applicable to you until any further communication from the Company.

Following the implementation to the GST regulations with effect from July 1st 2017, please note the treatment to any continuing obligations that you have, pursuant to any signing/joining/relocation/retention bonus as per the terms of your employment, will be as under:

Any signing, joining, relocation or retention bonus received by you will be paid along with salary of the relevant or succeeding pay month. This amount is recoverable as per your employment terms, if your service commitment with Accenture change. Any such recovery or adjustment shall be made from your salary pertaining to the service month before your last working day in the Company. Any shortfalls will be adjusted against any further amounts due and payable to you.

ANNEXURE II

Mandatory documentation at the time of onboarding:

1. Two copies of your recent passport size photographs.
2. Original marksheet of all semester (PG/UG).
3. Original provisional degree certificate or convocation degree certificate.
4. Copy of X, XII and all semester mark sheets of PG & UG Degrees.
5. Copy of Degree/PG/Diploma (as applicable) certificates.
6. Passport copy, if available (if not please apply immediately).
7. Pan Card
8. Copy of Aadhaar Card- We request you to provide for meeting the UAN generation requirement and any other compliance required by governing regulating authorities like EPFO, ESIC, labour welfare fund and others.
   Please note that by voluntarily sharing your Aadhaar details, you are also authorizing us to share it with third parties under contract with the company and which are bound by confidentiality provisions to meet any regulatory requirements and internal procedures of the company including but not limited to making verifications. Do note that the provision of Aadhaar details and seeding Aadhaar with UAN as well as completing KYC requirements of EPFO is necessary and if you are unable to do so this may delay submission of your PF contributions to the regulators.

Date: 29th of April 2021
Name: ARETI SAIKRISHNA
Roll Number: 17481A1207

Sub: Letter of Intent

Dear ARETI SAIKRISHNA

We are pleased to offer you the position of **Customer Care Executive**. You shall report for a comprehensive training program on **May/June/Jul** at 10:00 AM.

Your Monthly CTC will be **Rs.12,200/- + Incentives & Tenure bonus**. The details of your salary break up are provided to you in the annexure.

The offer is subject to:

- You submitting the degree certificate and all your mark sheets at the time of joining.
- A satisfactory reference from the list of referees furnished by you at the time of joining.
- A satisfactory medical opinion, if required, from a registered medical practitioner (RMP) nominated by the company.
- Submission of satisfactory proofs regarding information declared by you, i.e. your age, educational qualification, previous work experience and relieving letter from your last employer etc.

You will be under training which will vary for a period from 2 to 8 weeks depending on the performance and the project that you would be assigned. Your continuity in the organization is subject to successful clearance of training evaluation.

You will be on probation for a period of 6 months and will be confirmed on rolls upon successful completion of the probation (The probation is inclusive of the training period).

We are looking forward to you building a successful career with ALLSEC.

Best Wishes,

For Allsec **Technologies Limited,**

Authorized Signatory
Human Resources Department

1748IA1207

Offer Letter- Trainee Cloud Engineer

1 message

Shilpi Jha <shilpi.jha@minfytech.com>
To: krishnaaret6@gmail.com
Cc: Neelima vaka <neelima.vaka@minfytech.com>, Rahul Kumar Gowlikar <rahul.gowlikar@minfytech.com>, GNVS Jyothi <jyothi@minfytech.com>

Fri, Apr 30, 2021 at 7:16 P

Dear Sai Krishna,

Minfy Technologies Private Limited would like to congratulate you on your selection for the position of **"Trainee Cloud Engineer"** subject to your Compliance of our Policies, terms and conditions of employment, which are available with the Company.

Your training period of 3 months from the date of your joining with the Company is a continuous evaluating phase, and your **confirmation into employment is subject to the satisfaction of the management during this phase**.

Your date of joining is May 06th 2021. You need to report to our Hyderabad office on this date at 10:00 AM.

From May 6th – Jul 31st 2021 you will undergo our Training plan in Hyderabad and you will be compensated with a stipend of 12 K per month during this duration. You are expected to complete your training sincerely in the prescribed time and complete at least one Cloud Technical Certification, preferably AWS in this 3 months' duration.

You will be compensated with Annual CTC of INR. 3,54,200/- (Three Lakhs Fifty Four Thousand and Two Hundred Only); which is paid monthly less applicable deductions, taxes and any other amounts required by law, from the time of start of your full-time employment with us, i.e. effective Aug 1st, 2021. This date might be preponed or postponed, depending on your exam dates.

Your fixed yearly CTC will be 2,75,000/- (Two lacs and Seventy Five Thousand Only) and Project allowances will be 79,200/- (Seventy Nine Thousand and Two Hundred Only).

(Project allowance / other earnings pay-out is based on the project you are assigned on a specific month & the actual pay-out will vary every month.)

As we are going to invest in your training & learning for you to be able to do this job, the Trainee is required to sign a Service Agreement of Two years (2 years) failing which the Trainee will not be eligible for any Experience Letter from the Employer under this clause. The terms & conditions of this Service agreement will be shared to you separately. Your employment with Minfy Technologies will be considered subject to verification of all your documents and Reference Checks and also based on Company policies, procedures and other rules currently applicable in India and are subject to amendments and adjustments from time to time.

- During the training period, you will be entitled to one-day sick leave only in a month
- You will be granted leave for attending your final year examinations with prior consent with your Supervisor.
- On your first day, please report to the office at 10.00 a.m.
- The following documents shall be submitted at the time of joining -
  - Original of your academic certificates
  - One set of certified copies of your academic certificates
  - Proof of Date of birth
  - Two coloured passport size copies of your recent photograph
  - Employment references, if any
  - Address proof like Aadhar Card

Minfy Technologies, at any time during the employment period can withdraw the offer with written notice in case of -

1. Failure of submission of above mentioned documents
2. Falsifying/tampered testimonials
3. Under Performance
4. Not completion of Graduation within the set period

We look forward to have you as an extended member of Minfy. A detailed Employment letter will be given at the time of joining. On the acceptance of the above terms, please sign the copy of this letter as a token of acceptance.

We wish you a rewarding and exciting career with us.

Thanks.

Regards,

minfy™

Shilpi Jha

Sr. HR Business Partner

Minfy Technologies Pvt Ltd

Visit us - https://www.minfytech.com/

Connect via LinkedIn - www.linkedin.com/in/shilpijha

Offer: Computer Consultancy
Ref: TCSL/CT20182514213/Pune
Date: 08/05/2021

Ms. Tejaswini Banday 1748101209
1-69/Opp Honda Showroom,KankipaduKappagantula Vari Street,
Opp Honda Showroom,
Vijayawada-521151,
Andhara Pradesh,
Tel# 91-7095779455

Dear Tejaswini Banday,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y.** You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year.Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Nyati Tiara, Ground Floor, S.No 103/A/1/1B, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India
Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

Offer: Computer Consultancy
Ref: TCSL/DT20184444472/Pune
Date: 08/05/2021

Ms. Shafiyabi Nadigadda 1748IA1254
41-1/13-16Satyamgari Doddi,
Krishna Lanka,
Vijayawada-520013,
Andhra Pradesh.
Tel# 91-6305168637

Dear Shafiyabi Nadigadda,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year.Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Niyati Tiara, Ground Floor, S.No 103/A/1/12, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India
Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

17-1210

Offer: Computer Consultancy
Ref: TCSL/DT20184480132/Hyderabad
Date: 12/08/2021

Ms. Sushma Bandi
58-5-29Patamata,Danayya Street,
Vijayawada,
Vijayawada-520010,
Andhra Pradesh.
Tel# 91-9491698118

Dear Sushma Bandi,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee in Grade Y**. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore/ TCS Xperience (detailed under Terms & Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Deccanpark, No 1 Software Units Layout, Madhapur, Hyderabad 500 081 India
Tel: 91 40 6667 2000 Fax: 91 40 6667 2222 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

TATA

GROSS SALARY SHEET

Annexure 1

Name	Sushma Bandi
Designation	Assistant System Engineer-Trainee
Institute Name	Gudlavalleru Engg. College, A P

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
TOTAL GROSS	27,415	3,38,577

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore / Xperience Program.

**The Performance Pay is applicable upon successful completion of the TCS Xplore / Xperience Program.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
GROSS BOUQUET OF BENEFITS	7,646	91,752

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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 8111 Email: careers@tcs.com

Date: 29th of April 2021
Name: **BOLEM HIMA VARSHINI**
Roll Number: 17481A1213

Sub: Letter of Intent

Dear BOLEM HIMA VARSHINI

We are pleased to offer you the position of **Customer Care Executive.** You shall report for a comprehensive training program on **May/June/Jul** at 10:00 AM.

Your Monthly CTC will be **Rs.12,200/- + Incentives & Tenure bonus.** The details of your salary break up are provided to you in the annexure.

The offer is subject to:

- You submitting the degree certificate and all your mark sheets at the time of joining.
- A satisfactory reference from the list of referees furnished by you at the time of joining.
- A satisfactory medical opinion, if required, from a registered medical practitioner (RMP) nominated by the company.
- Submission of satisfactory proofs regarding information declared by you, i.e. your age, educational qualification, previous work experience and relieving letter from your last employer etc.

You will be under training which will vary for a period from 2 to 8 weeks depending on the performance and the project that you would be assigned. Your continuity in the organization is subject to successful clearance of training evaluation.

You will be on probation for a period of 6 months and will be confirmed on rolls upon successful completion of the probation (The probation is inclusive of the training period).

We are looking forward to you building a successful career with ALLSEC.

Best Wishes,

For Allsec Technologies Limited,

Authorized Signatory
Human Resources Department

Gmail

IT PLACEMENTS <itplacementsinfo@gmail.com>

Fwd: Infosys Limited | Virtual Onboarding Survey

1 message

chandu chebrolu <chanduitware@gmail.com> Fri, Jul 16, 2021 at 10:46 AM
To: "itplacementsinfo@gmail.com" <itplacementsinfo@gmail.com>

17481A1214

---------- Forwarded message ---------
From: **Infosys Limited** <offers@infosys.com>
Date: Fri 9 Jul, 2021, 5:22 PM
Subject: Infosys Limited | Virtual Onboarding Survey
To: chanduitware@gmail.com <chanduitware@gmail.com>

Dear Candidate,

Greetings! We hope you and your family are safe and well.

As we are initiating our virtual onboarding process for Freshers, we request you to provide us with some vital system information.

Kindly click here to update your details at the earliest.

Please note, it is essential for you to update details on the link shared above for us to accelerate your virtual onboarding process.

If you have any queries, please write to us at offer_update@infosys.com.

We look forward to welcoming you at Infosys.

Regards,

Talent Acquisition

Infosys Limited

17-1215

Aptroid Consulting (India) PVT. LTD.

Contingency Offer Letter

December 11, 2020

Durga Lakshmi Venkata Sai Sneha Chebrolu,
H. No : 1-3/28-14/2, Yaddanapudivari Street, Vidhyadharpuram, Vijayawada,
Andhra Pradesh - 520012.

Dear **Chebrolu,**

Congratulations! We are impressed with your performance in interview with us and the information provided by you in your employment application and during selection process. We are pleased to offer you employment with us as **Software Trainee**. Your commencing remuneration will be INR. **300000** CTC (Cost-To-Company) per annum.

You are entitled for an annual bonus of INR. **100000** at company's discretion.

This offer is valid for 2 days and stands nullified, if you do not confirm the acceptance of our offer letter with in this validity period. If you accept our offer, please sign second copy of this letter as confirmation of your willingness to join, and provide us the date of joining within the validity period. Aptroid Consulting (India) Pvt Ltd. may revoke this contingency offer letter, at any time with or without written notice for any lawful reason. When you join us, you have to submit the required documents as per the annexure and sign the employment agreement. Your appointment is subject to verification of references, submission of all documents, and veracity of information provided by you.

Prior to your acceptance, HR Partner will provide you copies of employment agreement, salary structure and appointment terms. HR Partner and Delivery Head will also orient you about organization, its expectations about your deliverables and provide clarifications for any queries you might have. This offer will become valid only after your certify that you have been provided with all information about the employment you might be required / want to know.

We look forward to welcoming you to Aptroid Consulting.

Sincerely,

Lalitha. V

Lalitha V Chowdary

Sr.Manager - HR & Operations

Date of Joining:

Durga Lakshmi Venkata Sai Sneha Chebrolu
Date:

Encl: Required Documents List

*** This is a digitally signed document

APPOINTMENT LETTER

June 2, 2021

Dear **CHEBROLU DURGA LAKSHMI VENKATA SAI SNEHA**,

Welcome to Wipro Limited (Company/Wipro') and congratulations on your appointment as **Project Engineer.** The terms of your employment with the Company is listed below. Please be informed that the terms may be modified pursuant to changes in the Company policy updated from time to time.

1. Appointment Details:

a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.

b. You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.

c. The retirement age is 58 years.

d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company ,in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.

e. We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.

f. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.

g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining,

Registered Office:
Wipro Limited
Doddakannelli
Sarjapur Road
Bengaluru 560 035
India
T : +91 (80) 2844 0011
F : +91 (80) 2844 0054
E : info@wipro.com
W : wipro.com
C : L32102KA1945PLC020800

2. Compensation:

You will be eligible for:

a. Compensation and benefits in accordance with Annexure III - Salary Offer Sheet.

b. Variable Pay - The details of this component are listed in Annexure V. The Variable Pay program may be changed or modified in part or full thereof from time to time, at the sole discretion of the Company.

c. Other compensation and benefits in accordance with Company policy as modified and intimated to you from time to time.

d. Your salary will be reviewed periodically as per Company policy.

e. Changes in your compensation are at the Company's discretion and will be subject to and on the basis of your effective performance and the performance results of the Company during your period of employment and other relevant criteria.

3. Other Benefits:

You will also be eligible for:

a. Leave, holidays and working hours as applicable to your stream and location of posting.

b. Perquisites, if any, as applicable to your band and stream and / or based on functional requirements as determined by the Company.

c. Participation in the Company's Provident Fund Scheme (PF) as per the policies applicable to your band and stream.

d. Leave Travel Assistance (LTA) as per the Company's policy.

e. Wipro Medical Assistance Scheme (MAS) provided you are not covered under the purview of the ESI Act.

f. Employee Benefits Program sponsored and administered by the Company for management employees, comprising of pension plan or gratuity plan, survivor benefit plan and industrial injury benefits.

g. Please refer to the detailed policies in the Company's intranet portal i.e. **mywipro.wipro.com**

4. Responsibilities:

a. In view of your position and office, you would be expected to perform all responsibilities effectively, diligently and to the best of your ability and ensure results. There may be times when you will be expected to work extra hours to achieve the above when the job so requires. At all times, you are required not to engage in activities that have or will have an adverse impact on the reputation / image and business of the Company, whether directly or indirectly.

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W : wipro.com
C : L32102KA1945PLC020800

b. You may be required to undertake travel for business purposes for which you will be eligible for reimbursement of travel expenses as per the Company policy applicable to you.

c. We are committed to ensure 'Integrity' in all aspects of the Company's functioning. You are expected to comply with all the applicable policies of the Company including the Code of Business Conduct and Ethics ('Policies') as they form an integral part of the terms of your employment with Wipro. Consequently, you are required to understand the scope and intent behind these policies and to comply with the same. These Policies are updated / modified on a periodic basis and new policies may be introduced and notified to employees from time to time and you will be required to comply with the same.

d. Consistent with (c) above, any matter or situation or incident that may arise that could potentially result, or has resulted, in any violation of the Policies or the terms of your employment, shall immediately be brought to the notice of your Business Unit Head and appropriate disciplinary action will be initiated.

5. Conflict of Interest:

a. You are required to engage yourself exclusively in the work assigned by Wipro and you shall not take up any independent or individual assignments (whether part time or full time, in an advisory capacity or otherwise) directly or indirectly without the express written consent of your Business Unit Head.

b. You shall ensure that you shall not, directly or indirectly, engage in any activity or have any interest in, or perform any services for any person who is involved in activities, which are or shall be in conflict with the interests of Wipro.

c. The Conflict of Interest Policy also refers to the need on your part, during your employment and for a period of one year from the cessation of your employment with the Company (irrespective of the circumstances of, or the reasons for, the cessation) not to solicit, induce or encourage:

   i. Any employee of the Company to terminate their employment with the Company or to accept employment with any competitor, supplier or any customer with whom you have a connection pursuant to your employment with the Company.

   ii. Any customer or vendor of the Company to move his existing business with the Company to a third party or to terminate his business relationship with the Company.

   iii. Any existing employee to become associated with, or perform services of any type for any third party.

d. In case of any conflict or doubt, please discuss the matter with your Business Unit Head, to understand the Company's position on this and resolve the conflict.

6. Confidentiality:

a. In consideration of the opportunities, training and access to new techniques and know-how that will be made available to you, you will be required to comply with the Confidentiality Policy of the Company. Therefore, please maintain all Confidential Information as defined from time to time in the Confidentiality Policy of the Company, as secret and confidential and do not use or disclose any such Confidential Information except as may be required under obligation of law or as may be required by the Company and in the course of your employment. This covenant shall endure during your employment and beyond the cessation of your employment with the Company (irrespective of the circumstances of, or the reasons for, the cessation).

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W : wipro.com
C : L32102KA1945PLC020800

b. In your work for Wipro, you will be expected not to use or disclose any confidential information, including trade secrets, of any former employer or other person with whom you have an obligation of confidentiality and by signing below you affirm that you have no conflicting obligations or non-compete agreements that would prevent you from working without limitation for the Company.

7. Assignment of Intellectual Property

In connection with your employment and during the term of your employment, upon conception or creation, you shall disclose and assign to Wipro as its exclusive property, all inventions, ideas, concepts, discoveries, techniques, and improvements (including, without limitation, legal documents, training materials, computer software and associated materials) developed or conceived by you solely or jointly with others (whether or not during business hours), and shall comply with the Policies of Wipro in relation to Intellectual Property.

8. Non-Compete

In the course of your employment with the Company you will be providing services to customers or clients of the Company during which process you will be handling sensitive information including but not limited to key customers of the Company, competitor information, customer sensitive information ('Confidential Information'). You acknowledge and recognize that Confidential Information available to you, if leaked, would cause irreparable harm to the Company and its protection is of utmost importance to the Company. You confirm that for a period of six (6) months after separation of your employment from the Company (irrespective of the circumstances of or the reason for the separation), you will not accept any offer of employment from a customer or client with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of separation.

9. General:

This offer of appointment is subject to the precondition that you have not provided us with any false declaration and/or documentation or willfully suppressed any material information. If at any point of time, it is brought to our notice that you have submitted fabricated documentation or made false representation or willfully suppressed material information, you shall be liable to be removed from service with immediate effect and the Company reserves its right to initiate appropriate action as per applicable policy and /or enforce remedies available to us under law.

Please note that you are required to inform us if there are any agreements, oral or written, which you have entered into and which may relate to or affect your commitments under this employment contract.

a. You acknowledge that you have understood the terms of this employment contract and that you are aware that the specific performance of the terms of this employment contract may be enforced legally, if required. In this connection, if any of the provisions of this letter of appointment are declared or found to be void or unenforceable due to any reason whatsoever, the remaining provisions of this letter shall continue in full force and effect.

b. These employment terms supersede and replace any existing agreement or understanding, if any, between the Company and you on the same subject matter.

c. You warrant that you are not prevented by any court or by any other administrative or judicial authority or order from providing the services required under this employment contract. In the event that you are not a citizen of the country of posting, you should have a valid work permit to work in the country of posting.

Registered Office:
Wipro Limited
Doddakannelli
Sarjapur Road
Bengaluru 560 035
India
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d. Your appointment shall be treated as withdrawn in case:

i. You have not scored minimum aggregate marks of 60% in your 10th Standard or equivalent education.
ii. You have not scored minimum aggregate marks of 60% in your 12th Standard or equivalent education.
iii. For Graduates: You have not scored minimum aggregate marks of 60% in your graduation.
iv. For Post Graduates: You have not scored minimum aggregate marks of 60% in your graduation and 60% in post-graduation.
v. You have any pending backlogs/ arrears on the date of appointment.

Please note that at any stage, whether during your online test and/or interview process or upon joining the Company, if it is brought to our notice that you have indulged in malpractices or used illegal means to clear your online assessment, the Company shall withdraw or revoke the offer with immediate effect and we reserve our rights to take suitable action against you as we may deem fit.

10. Training Agreement:

As part of your smooth transition from campus to corporate, the Company shall be providing you extensive training through learning interventions from the time of your selection to on-boarding. You shall be provided an opportunity to learn in Pre-Joining programs, Self-directed learning modules, MOOCs, in-classroom learning, on-the-job training, Top Gear modules, and / or customer specific tools and technology learning. Through this extensive training the Company makes significant investment for your project readiness and successful journey in the projects. In consideration of the Company reposing confidence in you and providing you with the opportunity to undergo the training as detailed above and in consideration of the company bearing all the costs in connection with the training besides paying you normal salary and benefits, you solemnly agree to complete the training and continue your employment with the company for a period of **atleast** 12 months commencing from the date of your joining. In case you choose to leave the Company before the expiration of the said period or if your services are terminated before the expiration of the said period, for any reason whatsoever, you shall **be liable** to pay to the Company liquidated damages of up to Rs. 75,000/-(Rupees Seventy Five Thousand only) in the manner defined in the training agreement, signed by you with the Company.

11. Notice Period & Termination:

Your employment with the Company shall be terminable, without reasons, by either party giving one-month notice during probationary period and three months' notice on confirmation. The Company reserves the right to pay or recover salary in lieu of notice period. Further, the Company may at its discretion relieve you from such date as it may deem fit even prior to the expiry of the notice period. However, if the Company desires you to continue the employment during the notice period you shall do so. Notice period and termination of employment contract shall be governed by the applicable internal policies of the Company as updated from time to time.

On acceptance of separation notice, you will immediately hand over to the Company before you are relieved, all correspondence, specifications, formulae, books, documents, cost data, market data, literature, drawings, effects and comply with all the relieving formalities required by the Company. Further, you shall not make or retain any copies of these items.

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12. Pre Joining Program (PJP):

During the time period between your offer and onboarding, the Company will provide you an online, self-directed learning opportunity through a Pre Joining Program(PJP). You will be given a specific technology track to learn and we urge you to utilize this opportunity to gain hands-on experience so as to enable you to obtain a suitable project.
Please confirm that the above terms and conditions are acceptable to you and that you accept the appointment by submitting a signed copy of this letter of appointment with your original signature on the date of joining.

Yours sincerely,
For **Wipro Limited,**

Aparna Shailen
General Manager - Human Resources

I have read, understood and agree to accept the employment on the terms and conditions herein.

I shall be reporting for duty on __ /__ /____

Name: _____

Signature: _____ Date: __ /__ /____

Place: _____

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ANNEXURE I

DECLARATION ON CONFLICT OF INTEREST

Wipro Limited has adopted a conflict of interest policy in respect of its employees. This policy is intended to avoid conflict between the personal interest of an employee and the interest of the company in dealings with suppliers, customers and all other organizations or individuals doing or seeking to do business with the company.

Noted below are a few examples of conflict of interest:

a. For an employee or any dependent member of his family to have an interest in any organization, which has business dealings with the company where there is an opportunity for preferential treatment to be given or received, except where such an interest comprises of securities in widely held corporations which are quoted and sold in the open market or the interest is not material.

b. For an employee or any dependent member of his family to buy, sell or lease any kind of property, facilities or equipment from or to the company or any affiliate or to any company, firm or individual who is or is seeking to become a contractor, supplier or customer, except with the knowledge and consent of top management.

c. For an employee to serve as an officer, director or in any other management capacity or as a consultant of another company or organization doing or seeking to do business with the company or an affiliate except with the knowledge and consent of top management.

d. For an employee to use or release to a third party any data on decisions, plans, competitive bids or any other information concerning the company, which might be prejudicial to the interest of the company.

e. For an employee or any dependent member of his family to accept commission, a share in profits or other payments, loans (other than with established banking or financial institutions), services excessive entertainment and travel or gifts of more than nominal value from any individual or organization doing or seeking to do business with the company.

I have read the above mentioned 'Conflict of Interest' policy and I declare that there is no 'Conflict of Interest' in my employment. If in future any conflict arises, I will immediately inform my supervisor and notify the top management.

Name:

Date: __/___/_____ **Signature:.....……**

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Compliance to Company's Code of Conduct to Regulate, Monitor and Report Trading (Code) by Insiders

Insider Trading is prohibited by both Law as well as by Wipro Limited's (hereinafter to as the "Company") internal policy. Insider trading generally involves the act of subscribing/buying/ selling or dealing in the Company's Securities, while in possession of any Unpublished Price Sensitive Information (hereinafter referred to as "UPSI") about the Company. It also involves disclosing or procuring any UPSI about the Company to/from others who could subscribe or buy or sell or deal in the Company's Securities.
As an employee of the Company you are considered as an Insider and accordingly advised as below:

1. Trading when in possession of UPSI: Employees are strictly prohibited from trading in the Securities of the Company when in possession of UPSI concerning the Company. Trading in securities of the Company is also prohibited for certain designated employees when the trading window is closed. For details please contact: policyclearinghouse@wipro.com.

2. Communication or procurement of Unpublished Price Sensitive Information (UPSI): Employee shall seek, communicate, provide or allow access to "UPSI of the Company to others only for legitimate purposes, performance of duties and discharge of legal obligations and strictly on a need-to-know basis. Employees are strictly prohibited from the following:

a) Counseling or disclosing or communicating UPSI to any other person including spouse and/or relatives, except on a need to know basis.

b) Counseling as well as expressing opinions or making any recommendations to any person on the Securities of the Company when in possession of any UPSI.

c) Unauthorized disclosure or communication of UPSI.

d) Procuring any UPSI from others

3. Individual and Personal Responsibility: As per the Code, Company can take appropriate actions like wage freeze, suspension, termination of employment on employees involved in Insider Trading. Insider trading also attracts severe civil and criminal penalties not only on the Insider but also on the Company in certain circumstances. The penalties levied on the employee will not be borne by the Company and the employee individually is responsible.

4. Disclosure requirements: Every employee of the Company and their Immediate Relatives shall disclose to the Company the number of securities acquired or disposed of within two trading days of the transaction if the value of the securities traded, whether in one transaction or a series of transactions over any calendar quarter, aggregates to a traded value in excess of ten lakh rupees. For more details on procedures and guidelines, employees are requested to refer the Company's Code of Conduct to Regulate, Monitor and Report Trading by Insiders. Or write to policyclearinghouse@wipro.com

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ANNEXURE II

PERSONAL INFORMATION AS REQUIRED UNDER INFORMATION TECHNOLOGY ACT, 2000

I ----------, confirm that I am voluntarily sharing my Personal Information including documents with Wipro Limited ('Wipro') for the following purposes:

a. validating my Curriculum Vitae and retaining records on the same for any future reference/verification;

a. processing my job application including background verification checks;

b. employment-related actions including record keeping, processing compensation and benefits and any action required in the context of my employment with Wipro.

In this context, I also agree to the retention of such Personal Information including documents by Wipro for any future reference/verification and authorize Wipro to transfer the same to a third party.
I understand that 'Personal Information' means any information including documents, relating to me that is available with Wipro and is capable of identifying me."

Name:

Date: __/__/____

Signature.....

ANNEXURE III

SALARY OFFER SHEET

Name: CHEBROLU DURGA LAKSHMI VENKATA SAI SNEHA

Career Group: TRB – II

Position : Project Engineer

You shall receive salary as detailed below.

COMPONENT	AMOUNT (INR)
Basic	11,670
HRA	5,835
Bonus	2,334
Wipro Benefits Plan (WBP)	4,849
Total Fixed Cash	**24,688**
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
Total Fixed Compensation	**27,108**
Other Compensation Benefits	
Health benefit (Medical)	600
Variable Pay	
Target Variable Pay	1,459
Target Cost to Company per month	**29,167**
Total Cost to Company per annum	**3,50,004**

*Notional sum indicating contribution of 5.31 % of your basic towards provision of Gratuity. Employees will be eligible for payment of gratuity as per the Wipro Policy for the same.

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Apart from the standard salary components, **Project Engineers** are also entitled to the following unique **Company Benefits** to help you manage during exigency.

- **a.** Onetime Interest free loan of Rs. 20,000/- towards housing deposits or towards purchase of a two wheeler
- **b.** Onetime Interest free contingency loan of lesser of Rs. 50,000/- and 2 months gross towards housing deposits or illness, death in immediate family or self-marriage
- **c.** Medical assistance of Rs.15,000 per annum for employees who are not covered under the ESI scheme.
- **d.** Medical Insurance Coverage up to Rs 2lac per annum.

Date: __/___/_____ **Signature:.....……**

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ANNEXURE – IV

I hereby confirm that I shall submit the required academic certificates including but not limited to mark sheet and Provisional or Convocation Degree Certificate within 3 months from my date of joining. I understand that my employment is subject to my aggregate meeting the Company's eligibility criteria and submission of the above mentioned documents.

I hereby declare that all the particulars mentioned above are true to the best of my knowledge. In the event of my failure to submit the above mentioned documents or in case of any discrepancy, I shall be liable for immediate termination of my employment with the Company.

Name:

Date: __/___/_____ **Signature:.....……**

ANNEXURE – V

Variable Pay - A BRIEF OVERVIEW

Variable Pay Policy Summary & Computation:

Variable Pay is a variable component in your salary stack which would be paid out on a quarterly basis. It would be linked to the following parameters:

For employees joining in billable roles, variable pay will be linked to Individual billability, i.e. the number of days employee is billed in a quarter. This factor is applicable only for employees joining in billable roles in Bands Team Rainbow, A1, A2, A3, B1, B2 and B3 and who have variable pay as part of their salary stack.

For employees joining in above Bands in Support roles and central functions, and who have variable pay as part of their salary stack, variable pay will be linked to company's financial parameters. Financial metrics is linked based on specific role for each employee in each quarter, as per the respective financial year policy.

The Variable Pay program may be changed / altered or modified in part or full thereof from time to time, at the sole discretion of the management. It is mandatory for you to complete the quarter for which the Variable Pay applies i.e. you should be on the rolls of the Company on the last working day of the quarter to be eligible for payout under the program.

The detailed policy will be made available on myWipro->myPolicies->Common Policies Across Countries->my Financials->Variable Pay Policy FY 2021-22.

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SOME ADDITIONAL INFORMATION ON THE SALARY OFFER

Basic, Additional Allowance and Bonus:

This are fixed monthly components of your salary and are taxable. They do not vary every month, and are fixed for a particular period.

House Rental Allowance:

HRA is given to the extent of 50% of your Basic. HRA exemption is applicable as per IT rules on submission of rent receipts.

Wipro Benefit Plan (WBP):

Wipro Benefits Plan (WBP) is basket of various allowances/ expenses considered for Income Tax exemption. Under WBP, you will be granted Leave Travel Allowance and Education Allowance. Benefits regarding the use of Telephone/Mobile phone, Non-transferable Meal card can also be availed under the Plan. The actual expenses incurred towards these components are eligible for exemption as per the prescribed Income Tax rules applicable. Thus, you will be subjected to tax for the portion of the allowances that is not exempt. The Income Tax exemption for benefits availed are subject to submission of proofs or other conditions as may be prescribed in this policy. Wipro will grant a Group Allowance, which will be computed after reducing the aggregate cost of allowances/benefits availed under WBP and related recovery of Perquisite Tax and associated charges. Following are your WBP Entitlements:

1. **Leave Travel Allowance:**

   New employees are eligible for LTA provided leave is taken as per the rules of Wipro. For details on Income Tax exemption please refer to myWipro on joining. The maximum LTA that can be considered for IT exemption is Rs 50,000.

2. **Telephone/Mobile Phone Allowances:**

   The amounts paid by you towards telephone rentals (both landline and mobile) rentals are also towards broadband/ modem hub/ routers/ GPRS etc. for internet usage plans are eligible for IT exception up to Rs. 19,800 per annum under WBP as per prescribed limit in the policy. No expenses in respect of rentals or other charges for pre-paid connections will be eligible under this head.

3. **Non-transferable Meal card:**

   An amount of Rs. 1100 / 2,750 per month towards purchase of Non-Transferable Meal card is eligible for IT exemption under WBP.

4. **Education Allowance:**

   An amount of Rs.100 (additional 300 in case of child in hostel) per child per month up to a maximum of 2 children is eligible for IT exemption under WBP.

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5. **New Pension System:**

You can contribute between 5% up to 10% of your Basic towards NPS and declare it under WBP. This will be over and above Sec 80C investments.

Retirement Benefits:

It consists of:

a. **Provident fund-** Where basic is higher than INR 15,000- 12% of your Basic towards Provident Fund. In cases where basic is lower than INR 15,000- Minimum of 12% of (Basic + WBP + Additional (Where applicable) or INR 1800 pm

a. Notional sum indicating contribution of 5.31 % of your basic towards provision for gratuity.

Employees will be eligible for payment of gratuity as per the Wipro policy on the same.

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Travel, Accommodation, Food & Other Miscellaneous Expenses

Travel

a. You would be entitled for Rs. 1500 from the date of appointment as a lump sum amount that will be credited with your first month salary. You may utilize this amount towards Travel and you would not need to submit bills towards usage of this amount.

a. There is no provision for reimbursement/allowance towards any expenses incurred in lieu of attending training or classes at different locations in the same city.

Accommodation, Food & other Miscellaneous Expenses

a. You would be entitled for Rs.1000 per day for 8 days (total amount of Rs.8,000) from the date of joining. You may utilize this amount towards accommodation, food & other miscellaneous expenses. This would be paid as a lump sum amount that will be credited with your first month salary and you would not need to submit bills towards usage of this amount.

b. If your posting location (the location where you would be based out of after training) is different from the training location (location where you undergo initial training), you would be entitled for the following:

    i. Settlement and Miscellaneous Expenses: Rs.1200 per day for 7 days (total amount of Rs. 8,400) from the date of reporting to the posting location. You may utilize this amount towards boarding, lodging, conveyance & other miscellaneous expenses.

b. Any location change after reporting to posting location will be treated as relocation/transfer and will be covered under the Transfer policy for Team Rainbow. For details you can refer the policy at myWipro-> My Policies -> India->My Travel>Transfer Policy-Team Rainbow.

c. Campus joiners would not be eligible for accommodation at the Wipro guest houses.

Please note in the event that the employee leaves the organization within 6 months from the date of joining, all payments processed under Joining & Relocation Entitlements shall be recovered from the employee at the time of exit.

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SUMMARY - SOCIAL SECURITY & OTHER BENEFITS*

Medical

1. Medical Assistance Program (MAS)**: This is a medical scheme covering you, your spouse and your children to the extent of Rs.15000 per annum. **This scheme is not applicable for employees covered under the Employee State Insurance Act (ESI).** This limit will be prorated based on your joining and exiting months in a financial year. The amount mentioned as Medical allowance in your salary stack is a notional figure and it indicates average outflow per month and per employee towards MAS. Medical is a reimbursable amount, i.e., it will be paid at actuals on making a claim.

2. Mediclaim: You are eligible for a floater coverage of Rs 2,00,000 per annum for family (self, spouse & children) towards hospitalization. There will be a deduction from your monthly payroll depending on your marital/family status towards the base sum insured premium,10% of the claim amount has to be borne by you.
   If you wish to enhance the coverage, Top up cover options are also available for a highly negotiated premium. More details on the policy are available on My Policies Section in myWipro which is accessible on joining.

   Base Medical insurance is to be availed by the employee as default. It is accounted for in deductions as a nominal monthly charge. Top-Up cover is voluntary and charged as applicable during renewal timelines.

3. Annual Health check: Company paid Annual health check-up program is available for employees above 40 years of age.

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Gratuity Benefit**: Up to Rs. 20,00,000

This provides you a lump sum benefit up to a maximum of INR 20 LPA to be calculated and payable as per applicable laws.

Survivor Benefit Pension Program**:

The Survivor Benefit Plan's objective is to provide a monthly income to the surviving spouse and children of an employee, in the unfortunate event of death while in service. The pension payable is based on last drawn basic salary at the time of death, number of years till retirement, number and age of surviving members.
E.g. If an employee is in Grade B3 with basic of Rs. 15,000 per month and the remaining period before retirement at time of his death is 20 years and he has a surviving spouse and two eligible children, the supplementary Pension payable per month would be as follows: Basic * No of years to Retirement * Grade Factor * % based on number and age of surviving members.
I.e. 15,000 x 20 x 2.7%* x 80% = Rs. 6,480 per month as supplementary pension payable. *Grade Factor is a band specific pre-defined pension Accrual rate.

Loans:

Interest Free Loan: An interest free loan of Rs. 20,000 as per policy is available to facilitate your settling down. The amount is primarily intended to cover housing deposit/assistance towards purchase of two wheeler. This is recovered in 10 equal installments.

Contingency Loan: An Interest free contingency loan of Rs. 50,000 or two months monthly gross whichever is lower as per policy can be availed in case of contingency. This would be recovered in 20 equal installments. Any loan taken above Rs. 20,000 will be liable to tax on the notional interest cost as per CBDT rules.

** These benefits are subject to the terms and conditions of the company policy and cannot be converted to fixed cash.

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1. **Your Life and Accident Cover**:

a. Group Personal Accident Insurance (GPAI) Program: Rs. 12,00,000 Through GPAI you are covered by way of round-the-clock risk coverage against any accidents occurring while at work or outside of work resulting in partial or total disablement or casualty. Employees can also get an extra coverage for a nominal and highly negotiated premium.

b. Group Term Life Insurance: Rs. 14, 00,000 in the unfortunate event of death on account of either accidents or natural causes, your surviving family members would be eligible for an insurance cover under this policy. This sum insured is inclusive of cover as per EDLI (Employee Deposit Linked Insurance). Employees can also get an extra coverage for a nominal and highly negotiated premium.

Please note: More details on the above mentioned policies are available on My Policies Section in My Wipro accessible on joining. Access through My Wipro -> My Policies ->India > My Financials -> Group Life Insurance/ Personal Accident
The policies mentioned here are policies of the Company as on date, this is subject to change in future as per policies of the Company from time to time.

1. **Voluntary Superannuation Policy (VSS)**

Wipro Voluntary Superannuation Plan offers an easy and convenient way to help you lead a happy and tension free life by planning your retirement. Starting contribution to pension plan at an early age gives you enough time to contribute towards building your retirement corpus and leverage the compounding interest earned by the corpus year on year. You simply have to choose the scheme that suits your investment horizon and risk tolerance.

A voluntary defined contribution Plan wherein you will have an option to enroll and choose your Pension Service Provider (PSP) within 30 days from the date of joining the company.
We currently have tie-ups with two leading PSPs to manage the superannuation funds. LIC & ICICI offer a superannuation scheme which offers interest on accumulated balance every year. ICICI Prudential also has an Unit Linked Superannuation scheme which offers you a market linked return, range of fund options to suit your risk appetite & transparent fund management.

The enrollment option can be exercised only once in the service with the organization and cannot be reversed once made. VSS enrollment window period will, also, be available once every financial year. The Company, on behalf of the member employee, shall contribute 15% of basic salary, towards the scheme selected by the member. In case 15% of basic exceeds Rs.1,50,000 per annum, member employee will have an option to restrict the contribution to Rs.1,50,000 per annum to avoid perquisite tax (perquisite tax is applicable on contributions exceeding Rs.1,50,000 every year).

Annual pension contribution amount is re-adjusted from fixed cash component and will reflect under 'Pension' component in the salary stack of the enrolled member. The accumulated contribution amount and the interest earned (or the corpus) can be utilized to avail the retirement benefits.
For further clarity, please refer the Policy on My Wipro -> My Information Sources > India -> My Financials-> Deferred Benefits-> Voluntary Superannuation Scheme. After reviewing the related documents if you wish to enroll into VSS, please log onto My Wipro-> My data->My Financials-> Pension, and exercise the option within 30 days of joining the Company. In case you miss enrolling into VSS in this window period, you can do the same in the window period that is available for all employees once every financial year.

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Date: 29th of April 2021
Name: CHILUKURI TEJA SREE SAI
Roll Number: 17481A1216

Sub: Letter of Intent

Dear CHILUKURI TEJA SREE SAI

We are pleased to offer you the position of **Customer Care Executive**. You shall report for a comprehensive training program on **May/June/Jul** at 10:00 AM.

Your Monthly CTC will be **Rs.12,200/- + Incentives & Tenure bonus**. The details of your salary break up are provided to you in the annexure.

The offer is **subject to:**

- You submitting the degree certificate and all your mark sheets at the time of joining.
- A satisfactory reference from the list of referees furnished by you at the time of joining.
- A satisfactory medical opinion, if required, from a registered medical practitioner (RMP) nominated by the company.
- Submission of satisfactory proofs regarding information declared by you, i.e. your age, educational qualification, previous work experience and relieving letter from your last employer etc.

You will be under training which will vary for a period from 2 to 8 weeks depending on the performance and the project that you would be assigned. Your continuity in the organization is subject to successful clearance of training evaluation.

You will be on probation for a period of 6 months and will be confirmed on rolls upon successful completion of the probation (The probation is inclusive of the training period).

We are looking forward to you building a successful career with ALLSEC.

Best Wishes,

For **Allsec Technologies Limited,**

Authorized Signatory
Human Resources Department

Cognizant

22-Mar-2021

Dear Sai Krishna Chundi,
B.Tech/B.E., Information Technology
Gudlavalleru Engineering College,Gudlavalleru

Candidate ID – 15016842

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**.You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-.** This includes an annual target incentive of INR **22,500 /-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR Rs.**450,740/-.** This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for 3 months and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

3.1 Cognizant Internship:

a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.

b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program.

3.2 Continuous Skill Development (CSD) Program:

a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrollment into the program.

b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

3.3 GenC Training Post joining:

a) Cognizant continues to invest in skill building of the entry-level talent and GenC training is a formal on-the-job training offered to trainees based on the business specific skilling needs. The terms and conditions of this training will be governed by Cognizant GenC program guidelines.

b) The Cognizant Internship or the Continuous Skill Development (CSD) completion qualify as the entry criteria to the GenC training and is used as basis towards your allocation to projects/roles.

We look forward to you joining us. Should you have any further questions or clarifications, please log into https://campus2Cognizant.cognizant.com

Yours sincerely,
For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President – Human Resources

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature: **Date:**

Cognizant

Compensation and Benefits

Name:	Sai Krishna Chundi	**Designation:**	Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7349	88,188
	Annual Gross Compensation		**359,988**
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		**382,488**
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		**401,988**

As an associate you are also entitled to the following additional benefits:

• Floating Medical Insurance Coverage
• Round the Clock Group Personal Accident Insurance coverage
• Group Term Life Insurance
• Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
• Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

Leave & Vacation:

• From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

SI No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

• From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
• In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity leave by adhering to the conditions as specified in the Cognizant India Leave policy

Provident Fund Wages:

• For the purpose of computing PF Wages to Provident Fund, Pension Fund & EDLI Scheme, PF Wages shall be Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout".
• Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser

Employees State Insurance:

• Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter.
• Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month.
• ESI shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period.

* **Flexible Benefit Plan:** Your compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to
1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** **Incentive Indication:** Incentive amount may be higher, lower, or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is prorated to the duration spent with Cognizant India for the calendar year and will be paid to you only if you are active on Cognizant's payroll on the day of incentive payout.

*** **Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same. Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

Offer: Computer Consultancy
Ref: TCSL/CT20203070868/Hyderabad
Date: 11/01/2021

Mr. Sai Krishna Chundi
8-257/Gudlavalleru8th Ward,
Ntr Statue,
Gudivada-521356,
Andhra Pradesh.
Tel# 91-9704360480

Dear Sai Krishna Chundi,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year.Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

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Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of ₹**14,784**/**-** per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

1. **House Rent Allowance (HRA)**
   Your HRA will be ₹**5,914**/**-** per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. **Leave Travel Allowance**
   You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

3. **Food Card**
   You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias.As per the Pre-Defined structure you will be eligible for a Food Card with an amount of ₹**500**/**-** being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.

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PERFORMANCE PAY

Monthly Performance Pay
You will receive a monthly performance pay of ₹**1,700**/**-**. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

Quarterly Variable Allowance
Your variable allowance will be ₹**600**/**-** per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

Quarterly Variable Allowance is subject to review on your first anniversary and may undergo a change based on the actual performance of the Company, your business unit and your own ongoing individual performance. The payment is subject to your being active on the company rolls on the date of announcement of Quarterly Variable Allowance.

This Pay/Allowance shall be treated as productivity bonus in lieu of statutory profit bonus.

Performance Pay will be effective upon successful completion of the TCS Xplore Programme.

CITY ALLOWANCE

You will be eligible for a City Allowance of ₹**200**/**-** per month. This is specific to India and is linked to your base branch. In the event of a change in your base branch this amount may undergo a change. It will stand to be discontinued while on international assignments. This allowance is fully taxable and subject to review.

XPLORE/ LEARNING INCENTIVES

You will be eligible for Readiness Incentive AND/ OR Competency Incentive, basis your performance in TCS Xplore Program. The incentives gives you an additional earning potential of upto Rs.60,000 over and above your CTC during the first year.

OTHER BENEFITS

Health Insurance Scheme
TCSL brings the benefit of health insurance cover to you and your dependants under the company's Health Insurance Scheme(HIS).

HIS offers the following benefits:

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1. **Basic Cover**

   i. Entitlement - Includes domiciliary expenses up to ₹6,000/- per insured person per annum and basic hospitalization expenses up to ₹2,00,000/- per insured person per annum.

   ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

2. **Higher Hospitalisation**

   Coverage under Higher Hospitalisation is mandatory. Under this scheme, you and your enrolled dependents will be automatically covered under Higher Hospitalisation benefits.

   i. Entitlement - You and your enrolled dependants will be entitled for ₹12, 00,000/- as a family floater coverage towards hospitalisation expenses, over and above the individual basic coverage.

   ii. Premium - For Higher Hospitalisation, a part of the premium will be recovered from your salary and the differential premium will be borne by TCSL.

Maternity Leave

Women employees are eligible to avail maternity leave of twenty six weeks. Adopting or commissioning mother,may avail maternity leave for twelve weeks. For more details on the benefits and eligibility, once you join, please refer TCS India Policy - Maternity Leave.

Tata Sons and Consultancy Services Employees' Welfare Trust (TWT)

You will become a member of the TWT, on completion of continuous association of one year from the date of joining TCSL. A nominal annual membership fee of ₹250/- will be recovered from you for the same. The Trust provides financial assistance by way of grants/ loans in accordance with the rules framed by the Trust from time to time for medical and educational purposes and in case of death of members while in service.

Loans

You will be eligible for loans, as per TCSL's loan policy.

Professional Memberships

You will be eligible for reimbursement of expenses towards professional membership as per TCSL's policy.

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RETIRALS

Provident Fund
You will be a member of the Provident Fund as per the provisions of "The Employees Provident Fund and Miscellaneous Provisions Act, 1952", and TCSL will contribute 12% of your basic salary every month as per the provisions of the said Act.

Gratuity
You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

TERMS AND CONDITIONS

1. **Aggregate Percentage Requirements**
   Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above (or equivalent CGPA as per the conversion formula prescribed by the Board / University) in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and highest qualification (Graduation/ Post Graduation as applicable) which includes successful completion of your final semester/year without any pending arrears/backlogs. As per the TCSL eligibility criteria, marks/CGPA obtained during the normal duration of the course only will be considered to decide on the eligibility.

   As communicated to you through various forums during the recruitment process, your appointment is subject to completion of your course within the stipulated time as specified by your University/Institute and as per TCSL selection guidelines.

   It is mandatory to declare the gaps/arrears/backlogs, if any, during your academics and work experience. The management reserves the right to withdraw/revoke the offer/appointment at any time at its sole discretion in case any discrepancy or false information is found in the details submitted by you.

2. **Pre requisites for Joining**
   To enable your readiness to work on assignments upon joining, we have put together a comprehensive learning program named TCS Xplore which is made available to you digitally. This foundation program will include Online learning content, Webinars, practice sessions & proctored assessments. Further to accepting this Offer letter, you are required to enroll for the TCS Xplore Program and start your learning journey with TCSL. TCSL will make Xplore program available for you upon your offer acceptance. Please note that your joining is subject to successful completion of your TCS Xplore program including the proctored assessment. We encourage you to complete your pre-learning, through TCS Xplore, well before your expected date of joining to avoid delays in onboarding.

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3. **Training Period**
You will be required to undergo class room and on the job training in the first twelve months (including the TCS Xperience Programme as set out herein below), during which period you will be appraised for satisfactory performance during/after which TCSL would normally confirm you.

This confirmation will be communicated to you in writing. If your performance is found unsatisfactory during the training period, the company may afford you opportunities to assist you and enable you to improve your performance. If your performance is still found unsatisfactory, TCSL may terminate your traineeship forthwith.

However, TCSL may even otherwise at its sole discretion terminate the traineeship any time if your performance is not found satisfactory. The terms and conditions of the training will be governed by TCSL's training policy. TCSL reserves the right to modify or amend the training policy.

If you remain unauthorizedly absent for a consecutive period of 3 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of TCS Xperience trainees without any further intimation/separate communication to you.

4. **Working Hours**
Your working hours are governed by applicable law. You may be required to work in shifts and/or over time depending upon the business exigencies as permitted by law.

5. **Mobility**
TCSL reserves the right to transfer you at any of its offices, work sites, or associated or affiliated companies in India or outside India, on the terms and conditions as applicable to you at the time of transfer.

6. **Compensation Structure / Salary components**
The compensation structure/salary components are subject to change as per TCSL's compensation policy from time to time at its sole discretion.

7. **Increments and Promotions**
Your performance and contribution to TCSL will be an important consideration for salary increments and promotions. Salary increments and promotions will be based on TCSL's Compensation and Promotion policy.

8. **Alternative Occupation / Employment**
Either during the period of your traineeship or during the period of your employment as a

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confirmed employee of TCSL, you are not permitted to undertake any other employment, business, assume any public or private office, honorary or remunerative, without the prior written permission of TCSL.

9. Confidentiality Agreement

As part of your acceptance of this appointment as an employee with TCS you are required to maintain strict confidentiality of the intellectual property rights protected information and other business information of TCS and its clients which may be revealed to you by TCS or which may in the course of your engagement with TCS come your possession or knowledge unless specifically authorized to do so in writing by TCS. This Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

10. Service Agreement

As TCSL will be incurring considerable expenditure on your training, you will be required to execute an agreement, to serve TCSL for a minimum period of 1 year after joining, failing which, you (and your surety) will be liable to pay TCSL ₹50,000/-towards the training expenditure. Service agreement duration of one year refers to continuous service of 12 months from date of joining TCSL and excludes the duration of Leave without pay (LWP) and/or unauthorized absence, if any.

11. Overseas International Assignment Agreement

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related documents pertaining to the international assignment for which you are being placed In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period clause mentioned below.

This is to ensure that the knowledge and information gained by you during your assignment is shared and available to TCSL and its associates.This transfer of knowledge and information is essential for TCSL to continue to serve its clients and customers better.If you are deputed internationally for training,you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of training.

12. Terms and Conditions

The above terms and conditions are specific to India and there can be changes to the said terms and conditions in case of deputation on international assignments.

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13. TATA Code of Conduct

You are required to sign the TATA Code of Conduct and follow the same in your day-to-day conduct as an associate of TCSL.

14. Notice Period

During your tenure with TCSL, either you or TCSL may terminate your traineeship / employment under this Agreement by providing 90 days written notice. The company reserves the right, to ask you to complete the notice period or adjust the earned vacation in lieu of entire or partial notice period. If your services, behaviour and/ or performance are not found satisfactory, TCSL may terminate your services by giving notice as mentioned herein above. No notice or payment in lieu thereof shall be applicable if your services are discontinued/terminated on account of any misconduct either during your traineeship period or upon completion of the traineeship period.

You will be liable to pay TCSL ₹50,000/- in case you fail to serve TCSL for a minimum period of 1 year after joining in accordance with the Service Agreement clause.

If you are covered under International Assignment Agreement, either you or TCSL can terminate the traineeship/appointment by giving 90 calendar days written notice as set out in the Separation Policy of TCSL. TCSL reserves the right if it is in the interest of the business and current assignment, to ask you to complete your notice period.

15. Retirement

You will retire from the services of TCSL on reaching your 60th birthday as per the proof of age submitted by you at the time of joining.

16. Pre-employment Medical Certificate

You are required to submit a Medical Certificate of Fitness (in the format prescribed by TCSL) which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS to the Induction Coordinator.

17. Employment of Non Indian Citizens

In case, you are not a citizen of India, this offer is subject to your obtaining a work permit and / or any other permissions and / or documentation as prescribed by the Government of India.

18. Background Check

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining.If the background check reveals unfavourable results, you will be liable to disciplinary action

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including termination of traineeship/service without notice.

19. Submission of Documents

Please note that you should initiate and complete the upload of mandatory documents on the nextstep portal as soon as the offer letter is accepted (subject to availability of the documents)

Please carry the below listed **Original** Documents for verification on your joining day.

- Permanent Account Number (PAN) Card - You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary
- Aadhaar Card
- Standard X and XII/Diploma mark sheets & Certificate
- Degree certificate/Provisional Degree Certificate and mark sheets for all semesters of Graduation
- Degree certificate and mark sheets for all semesters of your Post Graduation(if you are a Postgraduate)
- Overseas Citizenship of India (applicable if you are not an Indian Nationality). For Srilankan Refugee, a Refugee Identity card along with Work Permit is required
- Birth Affidavit on Rs100 stamp paper, if Birth Certificate not in English
- Any other affidavits on Rs100 stamp paper if applicable (name affidavit for multiple names, signature affidavits, address affidavits etc.)
- Passport / Acknowledgement letter of passport application
- Gap/Break in career affidavit on Rs100 stamp paper, if gap is more than 6 months
- 4 passport sized photographs
- Medical Certificate (Should be made on the format provided by TCS along with the Joining letter)
- An affidavit/notarized undertaking (Non-Criminal Affidavit, should be made on the format provided by TCSL) stating :
  *There is no criminal offence registered/pending against you
  *There is no disciplinary case pending against you in the university

- If you were employed, a formal Relieving letter & Experience letter from your previous employer

The original documents will be returned to you after verification.

In addition to the above original documents, Please carry Xerox copies of the below documents

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*PAN Card (Permanent Account Number)
*Aadhaar Card (Not applicable for Nepal & Bhutan Citizenship)
*Passport
*NSR E-Card

20. TCS Xperience Program

On joining TCSL, you will be given the benefit of formal training (TCS Xperience Program) at our offices, as identified, for such period as TCSL may decide.

The said training forms a critical part of your employment with TCSL and is an ongoing process. TCSL continues to make investment on training and continuing education of its professionals. This will be of immense value to you as a professional and a large part of the ownership and commitment has to come from you.

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training. If you are requested to join TCSL inspite of you not completing the Xplore proctored assessment, you will be provided Xplore training on premise and the above said evaluation process will stand good. The evaluation criteria which will be very transparent will be used as a basis for allocating people to projects/roles. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.

21. Letter of Appointment

You will be issued a letter of appointment at the time of your joining and after completing joining formalities as per TCSL policy.

22. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from time to time.The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

23. Compliance to all clauses

You should fulfill all the terms and conditions mentioned in this letter of offer. Failure to fulfill one or more of the terms and conditions and/or failure to clear one or more tests successfully would entitle TCSL to withdraw this offer letter anytime at its sole discretion.

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24. Data Privacy Clause:

(a) Your personal data collected and developed during recruitment process will be processed in accordance with the TCS Data Privacy Policy. The personal data referred therein are details related to contact, family, education, personal identifiers issued by government, social profile, background references, previous employment and experience, medical history, skillset, proficiency and certifications, job profile and your career aspirations.

(b) It will be processed for various organizational purposes such as recruitment, onboarding, background check, project assignment, performance management, job rotation, career development including at leadership level, diversity and inclusion initiatives, global mobility, wellness program, statutory and legal requirements and specific organizational initiatives in force during your tenure in TCS.

(c) After you join TCS, there would be more sets of Personal Information (PI) attributes processed for various legitimate purposes. All of it will be processed with compliance to applicable laws and the TCS Data Privacy Policy. In some scenarios of your PI processing, you will be provided with appropriate notice and/or explicit consent might be obtained from time to time.

(d) For the purposes mentioned above, your required PI may be shared with specific vendor organizations who provide services to TCS, e.g. background check, health insurance, counselling, travel, transport and visa, payroll services, associate engagement activities, and financial and taxation services.

(e) As TCS is a global company, your PI may be shared with entities outside India, limited for the purposes mentioned above and/or in this offer letter.

(f) In case of oversees deputation, available privacy rights would be governed as per regulatory provisions and / or TCS policies/notice provided applicable at your overseas location.

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Withdrawal of Offer
If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

K Ganesan
Global Head Talent Acquisition & AIP

Click here or use a QR code scanner from your mobile to validate the offer letter

Encl: Annexure 1: Benefits and Gross Salary
Annexure 2: List of TCS Xplore Centres
Annexure 3: Confidentiality and IP Terms

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GROSS SALARY SHEET **Annexure 1**

Name	**Sai Krishna Chundi**
Designation	**Assistant System Engineer-Trainee**
Institute Name	**Gudlavalleru Engg. College, A P**

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
Retention Incentive	NA	0
TOTAL GROSS	27,415	3,36,877
Xplore/ Learning Incentive****		Upto 60,000

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore Program.

**The Performance Pay is applicable upon successful completion of the TCS Xplore Program.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

**** Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
GROSS BOUQUET OF BENEFITS	7,646	91,752

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Annexure 2

Ahmedabad TCS XP HR Lead Tata Consultancy Services, Garima Park,IT/ITES SEZ,Plot # 41, Gandhinagar - 382007	**Bangalore** TCS XP HR Lead Tata Consultancy Services, Gate 1, No 42, Think campus, Electronic City phase II, Bangalore - 560100,Karnataka
BUBANESHWAR TCS XP HR Lead Tata Consultancy Services, Training Lab Venue:-Barabati, IRC Block, Ground Floor, Tata Consultancy Services Limited, (UNIT-II) - BARBATI SEZ, IT/ITES SPECIAL ECONOMIC ZONE (SEZ),PLOT NO. 35, CHANDAKA INDUSTRIAL ESTATE, PATIA, Bhubaneswar - 751024	**Chennai** TCS XP HR Lead Tata Consultancy Services, 415/21-24, Kumaran Nagar, Old Mahabalipuram Rd, TNHB, Sholinganallur, Chennai, Tamil Nadu 600119
DELHI – Gurgoan TCS XP HR Lead Tata Consultancy Services, Block C, Kings Canyon, ASF Insignia, Gurgaon - Faridabad Road, Gawal Pahari, Gurgaon - 122003, Haryana	**DELHI – Noida** TCS XP HR Lead Tata Consultancy Services, Plot No. A-44 & A-45,Ground, 1st to 5th Floor & 10th floor, Glaxy Business Park, Block - C & D, Sector - 62, Noida - 201 309,UP
Guwahati TCS XP HR Lead Tata Consultancy Services, 5th Floor, NEDFi House,G.S. Road, Dispur,Guwahati - 781006,Assam	**Hyderabad** TCS XP HR Lead Tata Consultancy Services, Q City, Nanakramguda, Hyderabad
INDORE TCS XP HR Lead Tata Consultancy Services, IT/ITES SEZ, Scheme No. 151 & 169-B, Super Corridor, Village Tigariya Badshah & Bada Bangarda, Tehsil Hatod, Indore - 452018, Madhya Pradesh	**KOLKATA** TCS XP HR Lead Tata Consultancy Services Limited, Ecospace 1B building, 2nd Floor, Plot - IIF/12 ,New Town, Rajarhat, Kolkata - 700160,West Bengal OR Auditorium,2nd Floor, Wanderers Building,Delta Park - Lords
KOCHI TCS XP HR Lead Tata Consultancy Services, TCS centre, Infopark Road Infopark Campus, Infopark , Kakkanad, Kerala 682042	**MUMBAI** TCS XP HR Lead Tata Consultancy Services, Yantra Park, Pokharan Road Number 2, TCS Approach Rd, Thane, West, Thane, Maharashtra 400606
NAGPUR TCS XP HR Lead Tata Consultancy Services Limited, Mihan-Sez, Nagpur, Telhara, Maharashtra 441108,	**PUNE** TCS XP HR Lead Tata Consultancy Services, Plot No. 2 & 3, MIDC-SEZ, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, Pune - 411057,Maharashtra
Trivandrum TCS XP HR Lead Tata Consultancy Serives, Peepul Park, Technopark Campus ,Kariyavattom P.O. Trivandrum - 695581, India	

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Annexure 3

Confidentiality and IP Terms and Conditions

Confidentiality and IP Terms and Conditions - Annexure 3:

1. **Confidential Information**
   "Confidential Information" shall mean all Inventions and Know-how, information and material of TCS (including for avoidance of doubt any Confidential Information of its Clients) that comes into the possession or know of the Associate and shall include the following:

   (a) Any and all information processing programs, software, properties, items, information, data, material or any nature whatsoever or any parts thereof, additions thereto and materials related thereto, produced or created at any time by TCS or the Associate in the course of or in connection with or arising out of the Associate's association with TCS. Program/Software shall mean source code and/or machine instructions wherever resident and on whatever media and all related documentation and software,

   (b) All other information and material of TCS relating to design, method of construction, manufacture, operation, specifications, use and services of the TCS equipment and components, including, but not limited to, engineering and laboratory notebooks, reports, process data, test data, performance data, inventions, trade secrets, systems, software, object codes, source codes, copyrighted matters, methods, drawings, computations, calculations, computer programs, narrations, flow charts and all documentation therefore and all copies thereof (including for avoidance of doubt any such material belonging to the Clients of TCS).

   (c) Corporate strategies and other confidential and proprietary material and information, which could cause competitive harm to TCS if disclosed,

   (d) Customer and prospective customer lists, and

   (e) All other information and material, which may be created, developed, conceived, gathered or collected or obtained by the Associate in the course of or arising out of the association with TCS or while in or in connection with or for the purposes of his/her association with TCS or any of the operations and entrusted by TCS to the Associate.

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2. **Associate's Obligations**
Associate agrees to treat the Confidential Information as strictly confidential and a trade secret of TCS. Associate agrees not to use, or cause to be used, or disclose or divulge or part with either directly or indirectly the Confidential Information for the benefit of or to any third parties except for or on behalf of or as directed or authorized by TCS or to a person having a valid contract with or need under TCS, any Confidential Information. Upon termination of employment, the Associate agrees to surrender to TCS all Confidential Information that he or she may then possess or have under his or her control.

3. **Intellectual Property Rights**
Associate agrees and confirms that all intellectual property rights in the Confidential Information shall at all times vest in and remain with or belong to TCS and Associate shall have no right title or claim of any nature whatsoever in the Confidential Information. Associate shall promptly disclose to an authorized officer of TCS all inventions, ideas, innovations, discoveries, improvements, suggestions, or reports and enhancements made, created, developed, conceived or devised by him or her arising out of his or her engagement with TCS, including in the course of provision of services to the Clients of TCS and Associate hereby agrees and confirms that all such intellectual property rights shall at all times vest in and remain vested in TCS and agrees to transfer and assign to TCS any interests Associate may have in such intellectual property rights including any interest in and to any domestic or foreign patent rights, trademarks, trade names copyrights and trade secret rights therein and any renewals thereof. On request of TCS, Associate shall execute from time to time, during or after the termination of his or her employment, such further instruments, including without limitations, applications for letters of patent, trademarks, trade names and copyrights or assignments thereof, as may be deemed necessary or desirable by TCS to perfect the title of TCS in the intellectual property rights and to effectuate the provisions hereof. All expenses of filling or prosecuting any application for patents, trademarks, trade names, or copyrights shall be borne solely by TCS, but Associate shall co-ordinate in filing and / or prosecuting any such applications. Associate hereby expressly waives any "artist's rights" or "moral rights", which Associate might otherwise have in such intellectual property rights.

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4. **Prior knowledge**
Associate acknowledges that prior to his or her appointment by TCS, he or she had no knowledge of the Confidential Information of TCS and that such Confidential Information is of a confidential and secret character and is vital to the continued success of TCS's business. Associate further acknowledges that he or she is associated with TCS in a capacity in which he or she will become acquainted with all or part of such Confidential Information. In order to safeguard the legitimate interests of TCS in such Confidential Information, it is necessary for TCS to protect such Confidential Information by holding it secret and confidential.

5. **Use of third party material**
Associate expressly agrees that it shall not in the course of his or her association with TCS and while working on the premises or facilities of TCS or its Clients or in connection with the development of any intellectual property rights or work for or on behalf of TCS, use any third party material or intellectual property rights except those intellectual property rights provided by TCS or expressly authorised by TCS or without having proper authorisation or license or approval of the respective owner of such intellectual property rights.

6. **Security policies and Guidelines.**
Associate agrees to abide by and be bound by any and all policies, documents, guidelines and processes including IP, Security and Confidentiality of TCS in force from time to time whether expressly endorsed or not.

7. **Restriction on Associate's Rights**
Associate agrees that he or she shall not make, have made, replicate, reproduce, use, sell, incorporate or otherwise exploit, for his or her own use or for any other purpose, any of the Confidential Information including intellectual properties of TCS that is or may be revealed to him or her by TCS or which may in the course of his or her employment with TCS come into his or her possession or knowledge unless specifically authorized to do so in writing by TCS.

8. **No License**
TCS and Associate agree that no license under any patent or copyright now existing or hereafter obtained by TCS is granted, agreed to be granted, or implied by the terms of this Agreement, or by the disclosure to Associate of the Confidential Information.

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9. Equitable Rights

Associate acknowledges that any Confidential Information that comes into the possession and / or knowledge of Associate is of a unique, highly confidential and proprietary nature. It is further acknowledged by Associate that the disclosure, distribution, dissemination and / or release by Associate of the Confidential Information without the prior written consent of TCS or any breach of this Agreement by Associate will cause TCS to suffer severe, immediate and irreparable damage and that upon any such breach or any threat thereof, TCS shall without prejudice to any other remedies available to it, be entitled to appropriate equitable relief including the relief of specific performance and injunctive relief, in addition to whatever remedies it might have at law.

10. General

(a) The provisions hereof shall be interpreted, determined and enforced in accordance with the laws of India.

(b) In the event of any dispute or disagreement over the interpretation of any of the terms herein contained or may claim or liability of any party including that of surety, the same shall be referred to a person to be nominated by TCS, whose decision shall be final and binding upon the parties hereto. Subject to the above, the arbitration shall be governed by the Arbitration and Conciliation Act, 1999 or any modifications or re-enactment thereof. Associate confirms that the fact that the arbitrator shall be a nominee of TCS shall not be a ground for objecting to such arbitration or challenging the decision of the arbitrator. The venue of arbitration shall be Mumbai. Subject to the above arbitration clause, the Parties agreed to the binding jurisdiction of the Courts at Mumbai under the laws of India.

(c) If any provision hereof shall be found by a judicial tribunal to be contrary to governing law, it shall be deemed null and void without annulling or rendering invalid the remainder of the Agreement and if the invalid portion is such that the remainder cannot be sustained without it, the Parties herein shall find a suitable replacement to the invalid portion that shall be legally valid.

(d) This Confidentiality clause along with other documents executed by Associate or referenced in any such documents constitutes the entire understanding between the parties and supersedes all prior agreements and understandings pertaining to the subject matter thereof. No delay of omission of either Party in exercising or enforcing any of their rights or remedies hereunder shall constitute a waiver thereof.

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(e) This Confidentiality clause may not be amended except in writing signed by authorized representatives of both parties.

(f) The obligations of Associate in terms of this Confidentiality clause shall continue during the term of or in the course of the employment of the Associate with TCS and shall continue thereafter in perpetuity.

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APPOINTMENT LETTER

June 2, 2021

Dear **Chundi sai krishna**,

Welcome to Wipro Limited (Company/Wipro') and congratulations on your appointment as **Project Engineer.** The terms of your employment with the Company is listed below. Please be informed that the terms may be modified pursuant to changes in the Company policy updated from time to time.

1. Appointment Details:

a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.

b. You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.

c. The retirement age is 58 years.

d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company ,in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.

e. We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.

f. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.

g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining,

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F : +91 (80) 2844 0054
E : info@wipro.com
W : wipro.com
C : L32102KA1945PLC020800

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2. Compensation:

You will be eligible for:

a. Compensation and benefits in accordance with Annexure III - Salary Offer Sheet.

b. Variable Pay - The details of this component are listed in Annexure V. The Variable Pay program may be changed or modified in part or full thereof from time to time, at the sole discretion of the Company.

c. Other compensation and benefits in accordance with Company policy as modified and intimated to you from time to time.

d. Your salary will be reviewed periodically as per Company policy.

e. Changes in your compensation are at the Company's discretion and will be subject to and on the basis of your effective performance and the performance results of the Company during your period of employment and other relevant criteria.

3. Other Benefits:

You will also be eligible for:

a. Leave, holidays and working hours as applicable to your stream and location of posting.

b. Perquisites, if any, as applicable to your band and stream and / or based on functional requirements as determined by the Company.

c. Participation in the Company's Provident Fund Scheme (PF) as per the policies applicable to your band and stream.

d. Leave Travel Assistance (LTA) as per the Company's policy.

e. Wipro Medical Assistance Scheme (MAS) provided you are not covered under the purview of the ESI Act.

f. Employee Benefits Program sponsored and administered by the Company for management employees, comprising of pension plan or gratuity plan, survivor benefit plan and industrial injury benefits.

g. Please refer to the detailed policies in the Company's intranet portal i.e. **mywipro.wipro.com**

4. Responsibilities:

a. In view of your position and office, you would be expected to perform all responsibilities effectively, diligently and to the best of your ability and ensure results. There may be times when you will be expected to work extra hours to achieve the above when the job so requires. At all times, you are required not to engage in activities that have or will have an adverse impact on the reputation / image and business of the Company, whether directly or indirectly.

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b. You may be required to undertake travel for business purposes for which you will be eligible for reimbursement of travel expenses as per the Company policy applicable to you.

c. We are committed to ensure 'Integrity' in all aspects of the Company's functioning. You are expected to comply with all the applicable policies of the Company including the Code of Business Conduct and Ethics ('Policies') as they form an integral part of the terms of your employment with Wipro. Consequently, you are required to understand the scope and intent behind these policies and to comply with the same. These Policies are updated / modified on a periodic basis and new policies may be introduced and notified to employees from time to time and you will be required to comply with the same.

d. Consistent with (c) above, any matter or situation or incident that may arise that could potentially result, or has resulted, in any violation of the Policies or the terms of your employment, shall immediately be brought to the notice of your Business Unit Head and appropriate disciplinary action will be initiated.

5. Conflict of Interest:

a. You are required to engage yourself exclusively in the work assigned by Wipro and you shall not take up any independent or individual assignments (whether part time or full time, in an advisory capacity or otherwise) directly or indirectly without the express written consent of your Business Unit Head.

b. You shall ensure that you shall not, directly or indirectly, engage in any activity or have any interest in, or perform any services for any person who is involved in activities, which are or shall be in conflict with the interests of Wipro.

c. The Conflict of Interest Policy also refers to the need on your part, during your employment and for a period of one year from the cessation of your employment with the Company (irrespective of the circumstances of, or the reasons for, the cessation) not to solicit, induce or encourage:

   i. Any employee of the Company to terminate their employment with the Company or to accept employment with any competitor, supplier or any customer with whom you have a connection pursuant to your employment with the Company.

   ii. Any customer or vendor of the Company to move his existing business with the Company to a third party or to terminate his business relationship with the Company.

   iii. Any existing employee to become associated with, or perform services of any type for any third party.

d. In case of any conflict or doubt, please discuss the matter with your Business Unit Head, to understand the Company's position on this and resolve the conflict.

6. Confidentiality:

a. In consideration of the opportunities, training and access to new techniques and know-how that will be made available to you, you will be required to comply with the Confidentiality Policy of the Company. Therefore, please maintain all Confidential Information as defined from time to time in the Confidentiality Policy of the Company, as secret and confidential and do not use or disclose any such Confidential Information except as may be required under obligation of law or as may be required by the Company and in the course of your employment. This covenant shall endure during your employment and beyond the cessation of your employment with the Company (irrespective of the circumstances of, or the reasons for, the cessation).

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b. In your work for Wipro, you will be expected not to use or disclose any confidential information, including trade secrets, of any former employer or other person with whom you have an obligation of confidentiality and by signing below you affirm that you have no conflicting obligations or non-compete agreements that would prevent you from working without limitation for the Company.

7. Assignment of Intellectual Property

In connection with your employment and during the term of your employment, upon conception or creation, you shall disclose and assign to Wipro as its exclusive property, all inventions, ideas, concepts, discoveries, techniques, and improvements (including, without limitation, legal documents, training materials, computer software and associated materials) developed or conceived by you solely or jointly with others (whether or not during business hours), and shall comply with the Policies of Wipro in relation to Intellectual Property.

8. Non-Compete

In the course of your employment with the Company you will be providing services to customers or clients of the Company during which process you will be handling sensitive information including but not limited to key customers of the Company, competitor information, customer sensitive information ('Confidential Information'). You acknowledge and recognize that Confidential Information available to you, if leaked, would cause irreparable harm to the Company and its protection is of utmost importance to the Company. You confirm that for a period of six (6) months after separation of your employment from the Company (irrespective of the circumstances of or the reason for the separation), you will not accept any offer of employment from a customer or client with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of separation.

9. General:

This offer of appointment is subject to the precondition that you have not provided us with any false declaration and/or documentation or willfully suppressed any material information. If at any point of time, it is brought to our notice that you have submitted fabricated documentation or made false representation or willfully suppressed material information, you shall be liable to be removed from service with immediate effect and the Company reserves its right to initiate appropriate action as per applicable policy and /or enforce remedies available to us under law.

Please note that you are required to inform us if there are any agreements, oral or written, which you have entered into and which may relate to or affect your commitments under this employment contract.

a. You acknowledge that you have understood the terms of this employment contract and that you are aware that the specific performance of the terms of this employment contract may be enforced legally, if required. In this connection, if any of the provisions of this letter of appointment are declared or found to be void or unenforceable due to any reason whatsoever, the remaining provisions of this letter shall continue in full force and effect.

b. These employment terms supersede and replace any existing agreement or understanding, if any, between the Company and you on the same subject matter.

c. You warrant that you are not prevented by any court or by any other administrative or judicial authority or order from providing the services required under this employment contract. In the event that you are not a citizen of the country of posting, you should have a valid work permit to work in the country of posting.

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d. Your appointment shall be treated as withdrawn in case:

i. You have not scored minimum aggregate marks of 60% in your 10th Standard or equivalent education.
ii. You have not scored minimum aggregate marks of 60% in your 12th Standard or equivalent education.
iii. For Graduates: You have not scored minimum aggregate marks of 60% in your graduation.
iv. For Post Graduates: You have not scored minimum aggregate marks of 60% in your graduation and 60% in post-graduation.
v. You have any pending backlogs/ arrears on the date of appointment.

Please note that at any stage, whether during your online test and/or interview process or upon joining the Company, if it is brought to our notice that you have indulged in malpractices or used illegal means to clear your online assessment, the Company shall withdraw or revoke the offer with immediate effect and we reserve our rights to take suitable action against you as we may deem fit.

10. Training Agreement:

As part of your smooth transition from campus to corporate, the Company shall be providing you extensive training through learning interventions from the time of your selection to on-boarding. You shall be provided an opportunity to learn in Pre-Joining programs, Self-directed learning modules, MOOCs, in-classroom learning, on-the-job training, Top Gear modules, and / or customer specific tools and technology learning. Through this extensive training the Company makes significant investment for your project readiness and successful journey in the projects. In consideration of the Company reposing confidence in you and providing you with the opportunity to undergo the training as detailed above and in consideration of the company bearing all the costs in connection with the training besides paying you normal salary and benefits, you solemnly agree to complete the training and continue your employment with the company for a period of **atleast** 12 months commencing from the date of your joining. In case you choose to leave the Company before the expiration of the said period or if your services are terminated before the expiration of the said period, for any reason whatsoever, you shall **be liable** to pay to the Company liquidated damages of up to Rs. 75,000/-(Rupees Seventy Five Thousand only) in the manner defined in the training agreement, signed by you with the Company.

11. Notice Period & Termination:

Your employment with the Company shall be terminable, without reasons, by either party giving one-month notice during probationary period and three months' notice on confirmation. The Company reserves the right to pay or recover salary in lieu of notice period. Further, the Company may at its discretion relieve you from such date as it may deem fit even prior to the expiry of the notice period. However, if the Company desires you to continue the employment during the notice period you shall do so. Notice period and termination of employment contract shall be governed by the applicable internal policies of the Company as updated from time to time.

On acceptance of separation notice, you will immediately hand over to the Company before you are relieved, all correspondence, specifications, formulae, books, documents, cost data, market data, literature, drawings, effects and comply with all the relieving formalities required by the Company. Further, you shall not make or retain any copies of these items.

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12. Pre Joining Program (PJP):

During the time period between your offer and onboarding, the Company will provide you an online, self-directed learning opportunity through a Pre Joining Program(PJP). You will be given a specific technology track to learn and we urge you to utilize this opportunity to gain hands-on experience so as to enable you to obtain a suitable project.
Please confirm that the above terms and conditions are acceptable to you and that you accept the appointment by submitting a signed copy of this letter of appointment with your original signature on the date of joining.

Yours sincerely,
For **Wipro Limited,**

Aparna Shailen
General Manager - Human Resources

I have read, understood and agree to accept the employment on the terms and conditions herein.

I shall be reporting for duty on __ /__ /____

Name: _____

Signature: _____ Date: __ /__ /____

Place: _____

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ANNEXURE I

DECLARATION ON CONFLICT OF INTEREST

Wipro Limited has adopted a conflict of interest policy in respect of its employees. This policy is intended to avoid conflict between the personal interest of an employee and the interest of the company in dealings with suppliers, customers and all other organizations or individuals doing or seeking to do business with the company.

Noted below are a few examples of conflict of interest:

a. For an employee or any dependent member of his family to have an interest in any organization, which has business dealings with the company where there is an opportunity for preferential treatment to be given or received, except where such an interest comprises of securities in widely held corporations which are quoted and sold in the open market or the interest is not material.

b. For an employee or any dependent member of his family to buy, sell or lease any kind of property, facilities or equipment from or to the company or any affiliate or to any company, firm or individual who is or is seeking to become a contractor, supplier or customer, except with the knowledge and consent of top management.

c. For an employee to serve as an officer, director or in any other management capacity or as a consultant of another company or organization doing or seeking to do business with the company or an affiliate except with the knowledge and consent of top management.

d. For an employee to use or release to a third party any data on decisions, plans, competitive bids or any other information concerning the company, which might be prejudicial to the interest of the company.

e. For an employee or any dependent member of his family to accept commission, a share in profits or other payments, loans (other than with established banking or financial institutions), services excessive entertainment and travel or gifts of more than nominal value from any individual or organization doing or seeking to do business with the company.

I have read the above mentioned 'Conflict of Interest' policy and I declare that there is no 'Conflict of Interest' in my employment. If in future any conflict arises, I will immediately inform my supervisor and notify the top management.

Name:

Date: __/___/_____ **Signature:.....……**

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Compliance to Company's Code of Conduct to Regulate, Monitor and Report Trading (Code) by Insiders

Insider Trading is prohibited by both Law as well as by Wipro Limited's (hereinafter to as the "Company") internal policy. Insider trading generally involves the act of subscribing/buying/ selling or dealing in the Company's Securities, while in possession of any Unpublished Price Sensitive Information (hereinafter referred to as "UPSI") about the Company. It also involves disclosing or procuring any UPSI about the Company to/from others who could subscribe or buy or sell or deal in the Company's Securities.
As an employee of the Company you are considered as an Insider and accordingly advised as below:

1. Trading when in possession of UPSI: Employees are strictly prohibited from trading in the Securities of the Company when in possession of UPSI concerning the Company. Trading in securities of the Company is also prohibited for certain designated employees when the trading window is closed. For details please contact: policyclearinghouse@wipro.com.

2. Communication or procurement of Unpublished Price Sensitive Information (UPSI): Employee shall seek, communicate, provide or allow access to "UPSI of the Company to others only for legitimate purposes, performance of duties and discharge of legal obligations and strictly on a need-to-know basis. Employees are strictly prohibited from the following:

a) Counseling or disclosing or communicating UPSI to any other person including spouse and/or relatives, except on a need to know basis.

b) Counseling as well as expressing opinions or making any recommendations to any person on the Securities of the Company when in possession of any UPSI.

c) Unauthorized disclosure or communication of UPSI.

d) Procuring any UPSI from others

3. Individual and Personal Responsibility: As per the Code, Company can take appropriate actions like wage freeze, suspension, termination of employment on employees involved in Insider Trading. Insider trading also attracts severe civil and criminal penalties not only on the Insider but also on the Company in certain circumstances. The penalties levied on the employee will not be borne by the Company and the employee individually is responsible.

4. Disclosure requirements: Every employee of the Company and their Immediate Relatives shall disclose to the Company the number of securities acquired or disposed of within two trading days of the transaction if the value of the securities traded, whether in one transaction or a series of transactions over any calendar quarter, aggregates to a traded value in excess of ten lakh rupees. For more details on procedures and guidelines, employees are requested to refer the Company's Code of Conduct to Regulate, Monitor and Report Trading by Insiders. Or write to policyclearinghouse@wipro.com

ANNEXURE II

PERSONAL INFORMATION AS REQUIRED UNDER INFORMATION TECHNOLOGY ACT, 2000

I ----------, confirm that I am voluntarily sharing my Personal Information including documents with Wipro Limited ('Wipro') for the following purposes:

a. validating my Curriculum Vitae and retaining records on the same for any future reference/verification;

a. processing my job application including background verification checks;

b. employment-related actions including record keeping, processing compensation and benefits and any action required in the context of my employment with Wipro.

In this context, I also agree to the retention of such Personal Information including documents by Wipro for any future reference/verification and authorize Wipro to transfer the same to a third party.
I understand that 'Personal Information' means any information including documents, relating to me that is available with Wipro and is capable of identifying me."

Name:

Date: __/__/____

Signature.....

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ANNEXURE III

SALARY OFFER SHEET

Name: Chundi sai krishna

Career Group: TRB – II

Position : Project Engineer

You shall receive salary as detailed below.

COMPONENT	AMOUNT (INR)
Basic	11,670
HRA	5,835
Bonus	2,334
Wipro Benefits Plan (WBP)	4,849
Total Fixed Cash	**24,688**
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
Total Fixed Compensation	**27,108**
Other Compensation Benefits	
Health benefit (Medical)	600
Variable Pay	
Target Variable Pay	1,459
Target Cost to Company per month	**29,167**
Total Cost to Company per annum	**3,50,004**

*Notional sum indicating contribution of 5.31 % of your basic towards provision of Gratuity. Employees will be eligible for payment of gratuity as per the Wipro Policy for the same.

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Apart from the standard salary components, **Project Engineers** are also entitled to the following unique **Company Benefits** to help you manage during exigency.

- **a.** Onetime Interest free loan of Rs. 20,000/- towards housing deposits or towards purchase of a two wheeler
- **b.** Onetime Interest free contingency loan of lesser of Rs. 50,000/- and 2 months gross towards housing deposits or illness, death in immediate family or self-marriage
- **c.** Medical assistance of Rs.15,000 per annum for employees who are not covered under the ESI scheme.
- **d.** Medical Insurance Coverage up to Rs 2lac per annum.

Date: __/___/_____ **Signature:.....…….**

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ANNEXURE – IV

I hereby confirm that I shall submit the required academic certificates including but not limited to mark sheet and Provisional or Convocation Degree Certificate within 3 months from my date of joining. I understand that my employment is subject to my aggregate meeting the Company's eligibility criteria and submission of the above mentioned documents.

I hereby declare that all the particulars mentioned above are true to the best of my knowledge. In the event of my failure to submit the above mentioned documents or in case of any discrepancy, I shall be liable for immediate termination of my employment with the Company.

Name:

Date: __/___/_____ **Signature:.....……**

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ANNEXURE – V

Variable Pay - A BRIEF OVERVIEW

Variable Pay Policy Summary & Computation:

Variable Pay is a variable component in your salary stack which would be paid out on a quarterly basis. It would be linked to the following parameters:

For employees joining in billable roles, variable pay will be linked to Individual billability, i.e. the number of days employee is billed in a quarter. This factor is applicable only for employees joining in billable roles in Bands Team Rainbow, A1, A2, A3, B1, B2 and B3 and who have variable pay as part of their salary stack.

For employees joining in above Bands in Support roles and central functions, and who have variable pay as part of their salary stack, variable pay will be linked to company's financial parameters. Financial metrics is linked based on specific role for each employee in each quarter, as per the respective financial year policy.

The Variable Pay program may be changed / altered or modified in part or full thereof from time to time, at the sole discretion of the management. It is mandatory for you to complete the quarter for which the Variable Pay applies i.e. you should be on the rolls of the Company on the last working day of the quarter to be eligible for payout under the program.

The detailed policy will be made available on myWipro->myPolicies->Common Policies Across Countries->my Financials->Variable Pay Policy FY 2021-22.

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SOME ADDITIONAL INFORMATION ON THE SALARY OFFER

Basic, Additional Allowance and Bonus:

This are fixed monthly components of your salary and are taxable. They do not vary every month, and are fixed for a particular period.

House Rental Allowance:

HRA is given to the extent of 50% of your Basic. HRA exemption is applicable as per IT rules on submission of rent receipts.

Wipro Benefit Plan (WBP):

Wipro Benefits Plan (WBP) is basket of various allowances/ expenses considered for Income Tax exemption. Under WBP, you will be granted Leave Travel Allowance and Education Allowance. Benefits regarding the use of Telephone/Mobile phone, Non-transferable Meal card can also be availed under the Plan. The actual expenses incurred towards these components are eligible for exemption as per the prescribed Income Tax rules applicable. Thus, you will be subjected to tax for the portion of the allowances that is not exempt. The Income Tax exemption for benefits availed are subject to submission of proofs or other conditions as may be prescribed in this policy. Wipro will grant a Group Allowance, which will be computed after reducing the aggregate cost of allowances/benefits availed under WBP and related recovery of Perquisite Tax and associated charges. Following are your WBP Entitlements:

1. **Leave Travel Allowance:**

   New employees are eligible for LTA provided leave is taken as per the rules of Wipro. For details on Income Tax exemption please refer to myWipro on joining. The maximum LTA that can be considered for IT exemption is Rs 50,000.

2. **Telephone/Mobile Phone Allowances:**

   The amounts paid by you towards telephone rentals (both landline and mobile) rentals are also towards broadband/ modem hub/ routers/ GPRS etc. for internet usage plans are eligible for IT exception up to Rs. 19,800 per annum under WBP as per prescribed limit in the policy. No expenses in respect of rentals or other charges for pre-paid connections will be eligible under this head.

3. **Non-transferable Meal card:**

   An amount of Rs. 1100 / 2,750 per month towards purchase of Non-Transferable Meal card is eligible for IT exemption under WBP.

4. **Education Allowance:**

   An amount of Rs.100 (additional 300 in case of child in hostel) per child per month up to a maximum of 2 children is eligible for IT exemption under WBP.

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5. **New Pension System:**

You can contribute between 5% up to 10% of your Basic towards NPS and declare it under WBP. This will be over and above Sec 80C investments.

Retirement Benefits:

It consists of:

a. **Provident fund-** Where basic is higher than INR 15,000- 12% of your Basic towards Provident Fund. In cases where basic is lower than INR 15,000- Minimum of 12% of (Basic + WBP + Additional (Where applicable) or INR 1800 pm

a. Notional sum indicating contribution of 5.31 % of your basic towards provision for gratuity.

Employees will be eligible for payment of gratuity as per the Wipro policy on the same.

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Travel, Accommodation, Food & Other Miscellaneous Expenses

Travel

a. You would be entitled for Rs. 1500 from the date of appointment as a lump sum amount that will be credited with your first month salary. You may utilize this amount towards Travel and you would not need to submit bills towards usage of this amount.

a. There is no provision for reimbursement/allowance towards any expenses incurred in lieu of attending training or classes at different locations in the same city.

Accommodation, Food & other Miscellaneous Expenses

a. You would be entitled for Rs.1000 per day for 8 days (total amount of Rs.8,000) from the date of joining. You may utilize this amount towards accommodation, food & other miscellaneous expenses. This would be paid as a lump sum amount that will be credited with your first month salary and you would not need to submit bills towards usage of this amount.

b. If your posting location (the location where you would be based out of after training) is different from the training location (location where you undergo initial training), you would be entitled for the following:

    i. Settlement and Miscellaneous Expenses: Rs.1200 per day for 7 days (total amount of Rs. 8,400) from the date of reporting to the posting location. You may utilize this amount towards boarding, lodging, conveyance & other miscellaneous expenses.

b. Any location change after reporting to posting location will be treated as relocation/transfer and will be covered under the Transfer policy for Team Rainbow. For details you can refer the policy at myWipro-> My Policies -> India->My Travel>Transfer Policy-Team Rainbow.

c. Campus joiners would not be eligible for accommodation at the Wipro guest houses.

Please note in the event that the employee leaves the organization within 6 months from the date of joining, all payments processed under Joining & Relocation Entitlements shall be recovered from the employee at the time of exit.

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SUMMARY - SOCIAL SECURITY & OTHER BENEFITS*

Medical

1. Medical Assistance Program (MAS)**: This is a medical scheme covering you, your spouse and your children to the extent of Rs.15000 per annum. **This scheme is not applicable for employees covered under the Employee State Insurance Act (ESI).** This limit will be prorated based on your joining and exiting months in a financial year. The amount mentioned as Medical allowance in your salary stack is a notional figure and it indicates average outflow per month and per employee towards MAS. Medical is a reimbursable amount, i.e., it will be paid at actuals on making a claim.

2. Mediclaim: You are eligible for a floater coverage of Rs 2,00,000 per annum for family (self, spouse & children) towards hospitalization. There will be a deduction from your monthly payroll depending on your marital/family status towards the base sum insured premium,10% of the claim amount has to be borne by you.
   If you wish to enhance the coverage, Top up cover options are also available for a highly negotiated premium. More details on the policy are available on My Policies Section in myWipro which is accessible on joining.

   Base Medical insurance is to be availed by the employee as default. It is accounted for in deductions as a nominal monthly charge. Top-Up cover is voluntary and charged as applicable during renewal timelines.

3. Annual Health check: Company paid Annual health check-up program is available for employees above 40 years of age.

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Gratuity Benefit**: Up to Rs. 20,00,000

This provides you a lump sum benefit up to a maximum of INR 20 LPA to be calculated and payable as per applicable laws.

Survivor Benefit Pension Program**:

The Survivor Benefit Plan's objective is to provide a monthly income to the surviving spouse and children of an employee, in the unfortunate event of death while in service. The pension payable is based on last drawn basic salary at the time of death, number of years till retirement, number and age of surviving members.
E.g. If an employee is in Grade B3 with basic of Rs. 15,000 per month and the remaining period before retirement at time of his death is 20 years and he has a surviving spouse and two eligible children, the supplementary Pension payable per month would be as follows: Basic * No of years to Retirement * Grade Factor * % based on number and age of surviving members.
I.e. 15,000 x 20 x 2.7%* x 80% = Rs. 6,480 per month as supplementary pension payable. *Grade Factor is a band specific pre-defined pension Accrual rate.

Loans:

Interest Free Loan: An interest free loan of Rs. 20,000 as per policy is available to facilitate your settling down. The amount is primarily intended to cover housing deposit/assistance towards purchase of two wheeler. This is recovered in 10 equal installments.

Contingency Loan: An Interest free contingency loan of Rs. 50,000 or two months monthly gross whichever is lower as per policy can be availed in case of contingency. This would be recovered in 20 equal installments. Any loan taken above Rs. 20,000 will be liable to tax on the notional interest cost as per CBDT rules.

** These benefits are subject to the terms and conditions of the company policy and cannot be converted to fixed cash.

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1. **Your Life and Accident Cover**:

a. Group Personal Accident Insurance (GPAI) Program: Rs. 12,00,000 Through GPAI you are covered by way of round-the-clock risk coverage against any accidents occurring while at work or outside of work resulting in partial or total disablement or casualty. Employees can also get an extra coverage for a nominal and highly negotiated premium.

b. Group Term Life Insurance: Rs. 14, 00,000 in the unfortunate event of death on account of either accidents or natural causes, your surviving family members would be eligible for an insurance cover under this policy. This sum insured is inclusive of cover as per EDLI (Employee Deposit Linked Insurance). Employees can also get an extra coverage for a nominal and highly negotiated premium.

Please note: More details on the above mentioned policies are available on My Policies Section in My Wipro accessible on joining. Access through My Wipro -> My Policies ->India > My Financials -> Group Life Insurance/ Personal Accident
The policies mentioned here are policies of the Company as on date, this is subject to change in future as per policies of the Company from time to time.

1. **Voluntary Superannuation Policy (VSS)**

Wipro Voluntary Superannuation Plan offers an easy and convenient way to help you lead a happy and tension free life by planning your retirement. Starting contribution to pension plan at an early age gives you enough time to contribute towards building your retirement corpus and leverage the compounding interest earned by the corpus year on year. You simply have to choose the scheme that suits your investment horizon and risk tolerance.

A voluntary defined contribution Plan wherein you will have an option to enroll and choose your Pension Service Provider (PSP) within 30 days from the date of joining the company.
We currently have tie-ups with two leading PSPs to manage the superannuation funds. LIC & ICICI offer a superannuation scheme which offers interest on accumulated balance every year. ICICI Prudential also has an Unit Linked Superannuation scheme which offers you a market linked return, range of fund options to suit your risk appetite & transparent fund management.

The enrollment option can be exercised only once in the service with the organization and cannot be reversed once made. VSS enrollment window period will, also, be available once every financial year. The Company, on behalf of the member employee, shall contribute 15% of basic salary, towards the scheme selected by the member. In case 15% of basic exceeds Rs.1,50,000 per annum, member employee will have an option to restrict the contribution to Rs.1,50,000 per annum to avoid perquisite tax (perquisite tax is applicable on contributions exceeding Rs.1,50,000 every year).

Annual pension contribution amount is re-adjusted from fixed cash component and will reflect under 'Pension' component in the salary stack of the enrolled member. The accumulated contribution amount and the interest earned (or the corpus) can be utilized to avail the retirement benefits.
For further clarity, please refer the Policy on My Wipro -> My Information Sources > India -> My Financials-> Deferred Benefits-> Voluntary Superannuation Scheme. After reviewing the related documents if you wish to enroll into VSS, please log onto My Wipro-> My data->My Financials-> Pension, and exercise the option within 30 days of joining the Company. In case you miss enrolling into VSS in this window period, you can do the same in the window period that is available for all employees once every financial year.

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17-18.2.1

LETTER OF OFFER

March 4, 2021

Dear Saikrishna Chundi,

Based on the recent discussions with you, we are pleased to invite you to join MountBlue Technologies' deployment program.

The program will commence with an intense coding bootcamp. You will be a Trainee in the program. The bootcamp will enable you with the skill sets for effective deployment post the bootcamp. Your deployment will be at one the following cities: Hyderabad, Chennai, Mumbai and Bengaluru.

Please refer to all details of the offer in the appendices of this document. Details about the program are available in the appendices.

Common to any training there will be performance reviews and assessments. Through the training period we will conduct performance assessments at regular intervals. Your continued association with MountBlue Technologies is dependent on a consistent record of performance.

Following are some important matters to ensure compliance with-

- During the training period, regular training hours will be 9.30AM through 6.30PM, Monday to Saturday. However, if the training requires any other time slots or changes to the training hours as determined necessary by the Management, we will expect your enthusiastic participation in such additional sessions as well
- At regular intervals, we will communicate our expectations and deliverables from you
- We assume you will conduct yourself with the highest standards of integrity and will abide, without deviation, from any code of ethics set forth by us
- We expect your complete focus and attention to the training sessions. During this period, if you need to be engaged in any other occupation please disclose it to us immediately Ancillary engagements with other entities may entail withdrawal of benefits and services at our sole discretion
- You agree that you will maintain, without compromise, utmost confidentiality with all policies, procedures, data, material and information of MountBlue Technologies
- During the training, if any other rules apply to you, we will notify you of the same

Critical to accepting this offer is your continued commitment to MountBlue Technologies. This will be applicable for the training and deployment phase. We look forward to the opportunity to invest in your training and career growth. We will expect nothing less than for you to fulfill your commitment to us.

Please convey your acceptance of this offer on e-mail by 9 AM, April 1, 2021. The details of offer acceptance are given in Appendix 2.

Bipasha Agarwal
Manager
MountBlue Technologies Private Limited

Appendix-1

Training Phase

- This phase starts with an intense coding bootcamp that lasts for 13-15 weeks
- The bootcamp will consist of training on full stack coding in Python, Java, Ruby, JavaScript, Android, GoLang, PHP, databases, devops, testing etc. The bootcamp will also have training on communication, soft skills and business etiquette
- Emphasis will be on learning by doing
- There will be continuous evaluation during the training. There will be limited patience with underperformance and zero patience with indiscipline

Deployment Phase

- Post successful completion of the training, you will be deployed on-site with a customer of MountBlue Technologies. These customers are well known product and services startups.
- The deployment period will start immediately after the training period ends and will last 12-13 months
- During deployment phase, you will be a part of our customer's development team and will be expected to contribute significantly as an entry level programmer. Our customers have high yardsticks of performance and you will be judged on those yardsticks. The fact that you have been made the offer means that MountBlue Technologies firmly believes that you have the potential to meet and even surpass these yardsticks

Benefits and Service Bond

- During the Training Phase, you will receive a stipend of INR10K per month
- During the Deployment Phase, you will receive a monthly compensation of INR 29.2K per month. On successful completion of the Deployment Phase, you will receive a performance bonus of INR 50K. This makes the whole payout to you during your engagement with MountBlue ~INR4.3L
- The whole engagement will be covered under a service bond of INR 2Lakhs
- If you choose to disengage this association before the end of the Deployment Period, you are liable to pay the bond amount of INR 2Lakhs
- MountBlue Technologies is fully compliant with all the regulations of the land. Hence taxes will be deducted at source, as applicable. We will take the right measures in consonance with the spirit of the law to keep the tax outgo at a minimum

Gmail

IT PLACEMENTS <itplacementsinfo@gmail.com>

Fwd: Infosys Limited | Virtual Onboarding Survey

1 message

prathyusha jallipalli <prathyushagupta.24@gmail.com> Fri, Jul 16, 2021 at 11:16 AM
To: "itplacementsinfo@gmail.com" <itplacementsinfo@gmail.com>

17481A1222

---------- Forwarded message ---------
From: **Infosys Limited** <offers@infosys.com>
Date: Fri, Jul 9, 2021, 6:18 PM
Subject: Infosys Limited | Virtual Onboarding Survey
To: prathyushagupta.24@gmail.com <prathyushagupta.24@gmail.com>

Dear Candidate,

Greetings! We hope you and your family are safe and well.

As we are initiating our virtual onboarding process for Freshers, we request you to provide us with some vital system information.

Kindly click here to update your details at the earliest.

Please note, it is essential for you to update details on the link shared above for us to accelerate your virtual onboarding process.

If you have any queries, please write to us at offer_update@infosys.com.

We look forward to welcoming you at Infosys.

Regards,

Talent Acquisition

Infosys Limited

Date: 29th of April 2021
Name: D S S PRATHYUSHA JALLIPALLI
Roll Number: 17481A1222

Sub: Letter of intent

Dear D S S PRATHYUSHA JALLIPALLI

We are pleased to offer you the position of **Customer Care Executive.** You shall report for a comprehensive training program on May/June/Jul at 10:00 AM.

Your Monthly CTC will be **Rs.12,200/- + Incentives & Tenure bonus**. The details of your salary break up are provided to you in the annexure.

The offer is subject to:

- You submitting the degree certificate and all your mark sheets at the time of joining.
- A satisfactory reference from the list of referees furnished by you at the time of joining.
- A satisfactory medical opinion, if required, from a registered medical practitioner (RMP) nominated by the company.
- Submission of satisfactory proofs regarding information declared by you, i.e. your age, educational qualification, previous work experience and relieving letter from your last employer etc.

You will be under training which will vary for a period from 2 to 8 weeks depending on the performance and the project that you would be assigned. Your continuity in the organization is subject to successful clearance of training evaluation.

You will be on probation for a period of 6 months and will be confirmed on rolls upon successful completion of the probation (The probation is inclusive of the training period).

We are looking forward to you building a successful career with ALLSEC.

Best Wishes,

For **Allsec Technologies Limited,**

Authorized Signatory
Human Resources Department

Infosys
Navigate your next

HRD/3T/100212R709/21-22

July 13, 2021

1748191323

Ms. Venkata Lakshmi Kavya Harini Desu
11/200-4, Rayala apparao street, Oppo.
Bommarillu Theature Road
Gudivada-521301
India

Ph: +91-7995192943

Dear Venkata Lakshmi Kavya Harini,

Welcome to Infosys!

Today, the corporate landscape is dynamic and the world ahead is full of possibilities! None of the amazing things we do at Infosys would be possible without an equally amazing culture, the environment where ideas can flourish and where you are empowered to move forward as far as your ideas will take you.

At Infosys, we assure that your career will never stand still, we will inspire you to build what's next and we will navigate further, together. Our journey of learnability, values and trusted relationships with our clients continue to be the cornerstones of our organization and these values are upheld only because of our people.

We look forward to working with you and wish you success in your career with us.

Warm regards,

RICHARD LOBO
EVP and Head Human Resources - Infosys Limited

Validity unknown
Digitally signed by Richard Lobo
Date: 2021.07.13 14:42:21 IST
Reason: Digitally signed
Location: Bangalore

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Bangalore 560 100, India
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Company Confidential - This communication is confidential between you and Infosys Limited

Infosys
Navigate your next

HRD/1002128709/21-22

July 13, 2021

Ms. Venkata Lakshmi Kavya Harini Desu
11/200-4, Rayala apparao street, Oppo.
Bommarillu Theature Road
Gudivada-521301
India

Ph: +91-7995192943

Dear Venkata Lakshmi Kavya Harini,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer** .

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **19-Jul-2021.**

Location

Your location of training is **MYSORE, India** . The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location."

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise."*

Training

The training program will consist of classroom/virtual training and on-the-job training. The duration of the classroom/virtual training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and successful completion of the training.

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ANNEXURE - I
(Compensation during the Training)

COMPENSATION DETAILS
(All figures in INR per month)

NAME	Ms. Venkata Lakshmi Kavya Harini Desu
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee

1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	**22,328**
2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150
3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary*	722
FIXED GROSS SALARY (1+2+3)	**25,000**
TOTAL GROSS SALARY	**25,000**

OTHER BENEFITS

Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time

*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act

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ANNEXURE - II
(Compensation post Unit allocation)

COMPENSATION DETAILS
(All figures in INR per month)

NAME	Ms. Venkata Lakshmi Kavya Harini Dara
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee

1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary*	722
FIXED GROSS SALARY (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At indicative Payout of 10%	At indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)	26,250		
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)	27,500		
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)	30,000		

OTHER BENEFITS

Scheme	Eligible Amount in INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	NIL

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time

*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act

Date: 29th of April 2021
Name: DESU VENKATA LAKSHMI KAVYA HARINI
Roll Number: 17481A1223

Sub: Letter of Intent

Dear DESU VENKATA LAKSHMI KAVYA HARINI

We are pleased to offer you the position of **Customer Care Executive.** You shall report for a comprehensive training program on **May/June/Jul** at 10:00 AM.

Your Monthly CTC will be **Rs.12,200/- + Incentives & Tenure bonus**. The details of your salary break up are provided to you in the annexure.

The offer is subject to:

- You submitting the degree certificate and all your mark sheets at the time of joining.
- A satisfactory reference from the list of referees furnished by you at the time of joining.
- A satisfactory medical opinion, if required, from a registered medical practitioner (RMP) nominated by the company.
- Submission of satisfactory proofs regarding information declared by you, i.e. your age, educational qualification, previous work experience and relieving letter from your last employer etc.

You will be under training which will vary for a period from 2 to 8 weeks depending on the performance and the project that you would be assigned. Your continuity in the organization is subject to successful clearance of training evaluation.

You will be on probation for a period of 6 months and will be confirmed on rolls upon successful completion of the probation (The probation is inclusive of the training period).

We are looking forward to you building a successful career with ALLSEC.

Best Wishes,

For Allsec Technologies Limited,

Authorized Signatory
Human Resources Department

12-1824

TATA

Offer: Computer Consultancy
Ref: TCSL/DT20184445774/Hyderabad
Date: 19/08/2021

Ms. Usha Rani Devanaboina
3-32Ulagundam,
Koduru,
Koduru-521328,
Andhra Pradesh.
Tel# 91-9493318207

Dear Usha Rani Devanaboina,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee in Grade Y**. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be ₹3,36,877/- per annum, as per the terms and conditions set out herein.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore/ TCS Xperience (detailed under Terms & Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

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 E-mail: careers@tcs.com

Withdrawal of Offer
If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

Girish V. Nandimath
Global Head Talent Acquisition & AIP

Click here or use a QR code scanner from your mobile to validate the offer letter

Encl: Annexure 1: Benefits and Gross Salary
Annexure 2: List of TCS Xplore Centres
Annexure 3: Confidentiality and IP Terms

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Deccanpark, No 1 Software Units Layout, Madhapur, Hyderabad 500 081 India
Tel: 91 40 6667 2000 Fax: 91 40 6667 2222 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

TATA

GROSS SALARY SHEET **Annexure 1**

Name	Usha Rani Devanaboina
Designation	**Assistant System Engineer-Trainee**
Institute Name	**Gudlavalleru Engg. College, A P**

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
TOTAL GROSS	27,416	3,35,877

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore / Xperience Program.

**The Performance Pay is applicable upon successful completion of the TCS Xplore / Xperience Program.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
GROSS BOUQUET OF BENEFITS	7,646	91,752

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Deccanpark, No 1 Software Units Layout, Madhapur, Hyderabad 500 081 India
Tel: 91 40 6667 2000 Fax: 91 40 6667 2222 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Date: 29th of April 2021
Name: DEVANABOINA USHA RANI
Roll Number: 17481A1224

Sub: Letter of Intent

Dear **DEVANABOINA USHA RANI**

We are pleased to offer you the position of **Customer Care Executive.** You shall report for a comprehensive training program on **May/June/Jul** at 10:00 AM.

Your Monthly CTC will be **Rs.12,200/- + Incentives & Tenure bonus**. The details of your salary break up are provided to you in the annexure.

The offer is subject to:

- You submitting the degree certificate and all your mark sheets at the time of joining.
- A satisfactory reference from the list of referees furnished by you at the time of joining.
- A satisfactory medical opinion, if required, from a registered medical practitioner (RMP) nominated by the company.
- Submission of satisfactory proofs regarding information declared by you, i.e. your age, educational qualification, previous work experience and relieving letter from your last employer etc.

You will be under training which will vary for a period from 2 to 8 weeks depending on the performance and the project that you would be assigned. Your continuity in the organization is subject to successful clearance of training evaluation.

You will be on probation for a period of 6 months and will be confirmed on rolls upon successful completion of the probation (The probation is inclusive of the training period).

We are looking forward to you building a successful career with ALLSEC.

Best Wishes,

For **Allsec Technologies Limited,**

Authorized Signatory
Human Resources Department

Cognizant

27-Apr-2021

Dear Gollapudi Satyavarshini,
B.Tech/B.E., Information Technology
Gudlavalleru Engineering College,Gudlavalleru

Candidate ID – 15017260

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**.You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-.** This includes an annual target incentive of INR **22,500 /-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR Rs.**450,740/-.** This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for 3 months and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

3.1 Cognizant Internship:

a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.

b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program.

3.2 Continuous Skill Development (CSD) Program:

a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrollment into the program.

b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

3.3 GenC Training Post joining:

a) Cognizant continues to invest in skill building of the entry-level talent and GenC training is a formal on-the-job training offered to trainees based on the business specific skilling needs. The terms and conditions of this training will be governed by Cognizant GenC program guidelines.

b) The Cognizant Internship or the Continuous Skill Development (CSD) completion qualify as the entry criteria to the GenC training and is used as basis towards your allocation to projects/roles.

We look forward to you joining us. Should you have any further questions or clarifications, please log into https://campus2Cognizant.cognizant.com

Yours sincerely,
For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President – Human Resources

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature: **Date:**

Cognizant

Compensation and Benefits

Name:	Gollapudi Satyavarshini	**Designation:**	Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7349	88,188
	Annual Gross Compensation		**359,988**
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		**382,488**
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		**401,988**

As an associate you are also entitled to the following additional benefits:

• Floating Medical Insurance Coverage
• Round the Clock Group Personal Accident Insurance coverage
• Group Term Life Insurance
• Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
• Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

Leave & Vacation:

• From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

SI No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

• From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
• In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity leave by adhering to the conditions as specified in the Cognizant India Leave policy

Provident Fund Wages:

• For the purpose of computing PF Wages to Provident Fund, Pension Fund & EDLI Scheme, PF Wages shall be Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout".
• Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser

Employees State Insurance:

• Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter.
• Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month.
• ESI shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period.

* **Flexible Benefit Plan:** Your compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to
1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** **Incentive Indication:** Incentive amount may be higher, lower, or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is prorated to the duration spent with Cognizant India for the calendar year and will be paid to you only if you are active on Cognizant's payroll on the day of incentive payout.

*** **Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same. Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

HRD/3T/1002131122/21-22

July 13, 2021

Mr. Jaswanth Sai Yerraboyina
20/218,Parasupeta, Machilipatnam, Krishna
Infront Of Suwarnakalyanamandapam
Vijayawada-521002
India

Ph: +91-7780467107

Dear Jaswanth Sai,

Welcome to Infosys!

Today, the corporate landscape is dynamic and the world ahead is full of possibilities! None of the amazing things we do at Infosys would be possible without an equally amazing culture, the environment where ideas can flourish and where you are empowered to move forward as far as your ideas will take you.

At Infosys, we assure that your career will never stand still, we will inspire you to build what's next and we will navigate further, together. Our journey of learnability, values and trusted relationships with our clients continue to be the cornerstones of our organization and these values are upheld only because of our people.

We look forward to working with you and wish you success in your career with us.

Warm regards,

RICHARD LOBO
EVP and Head Human Resources - Infosys Limited

Signature Not Verified
Digitally signed by Richard Lobo
Date: 2021.07.13 14:43:34 IST
Reason: Digitally Signed
Location: Bangalore

INFOSYS LIMITED
CIN: L85110KA1981PLC013115
44, Infosys Avenue
Electronics City, Hosur Road
Bangalore 560 100, India
T 91 80 2852 0261
F 91 80 2852 0362
askus@infosys.com
www.infosys.com

Company Confidential - This communication is confidential between you and Infosys Limited

HRD/1002131122/21-22 July 13, 2021

Mr. Jaswanth Sai Yerraboyina
20/218,Parasupeta, Machilipatnam, Krishna
Infront Of Suwarnakalyanamandapam
Vijayawada-521002
India

Ph: +91-7780467107

Dear Jaswanth Sai,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer** .

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **19-Jul-2021.**

Location

Your location of training is **MYSORE, India** . The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location."

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise."*

Training

The training program will consist of classroom/virtual training and on-the-job training. The duration of the classroom/virtual training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and successful completion of the training.

Probation and Confirmation

You will be on probation for a period of 12 months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

Leave

You are entitled to Earned Leave, right from your date of joining. You will be eligible for 15 working days of earned leave annually, during probation. On confirmation as a permanent employee you will be eligible for 20 working days of leave annually.

Leave is credited on a quarterly basis. The leave eligibility shall begin in the quarter of your joining the Company, on a pro-rata basis. Leave year is the calendar year and not the fiscal year.

An illustration with other relevant information have been given in the Information Sheet. The Company`s Policies also provide for Maternity, Paternity and Bereavement Leave. Further details will be provided to you at the time of joining.

Agreement

Our offer to you as **Systems Engineer** is subject to the execution of the Service Agreement. The Service Agreement details the scope, terms and conditions of your employment, the necessary training and the contractual obligations towards Infosys from the date of your joining and up to a period of 12 months from the date of allocation to a Practice Unit. The date of allocation to a Practice Unit is generally the first day of the subsequent month post completion of training. You will be required to complete the formalities on the Service Agreement at the time of joining. Please note, non-execution of the notarized Service Agreement will result in denial of employment with the Company.

Compensation and Benefits

Salary

Your Total Gross Salary during training will be **INR 25,000 per month** and Total Gross Salary post allocation will be **INR 30,000 per month** . The break-up of your salary has been provided in the Compensation Details sheet in Annexure - I and Annexure - II.

Training Performance - linked Incentive

You will be eligible for a Training Performance-linked Incentive (TPI) upon allocation to a Practice Unit, to a maximum of 20% of your Fixed Gross Salary, based on your performance in the training. The details of this scheme will be communicated on your joining. Please refer to the Compensation Details sheet for more details.

Ex - Gratia / Bonus

You will be eligible for an Ex-Gratia/ Bonus payout which is calculated at 20% of the Basic Salary as mentioned in the Compensation Details sheet at Annexure - I of this letter. The mode of payment for Financial Year 2021-22 will be as follows:

95% of the bonus amount mentioned in the Compensation Details sheet will be paid out on a monthly basis. The balance amount will be paid out in the end of the financial year.

Basket of Allowances (BOA)

The Basket of Allowances will be paid to you as part of your salary every month.

You will have the flexibility of choosing the components and amounts under such components as per the options provided to you on the Company Intranet, based on your preferences and income tax plans

National Pension Scheme

We offer all our India based employees the option to contribute towards the National Pension Scheme. This is an optional retirement benefit introduced by the Government of India for all its citizens. It enables accumulation of retirement corpus during active employment with add-on tax breaks. Please refer to the Information Sheet at Annexure - IV for more details.

Insurance

You will be eligible to participate in a Group Health Insurance Scheme. You may choose to enhance the coverage with other participatory optional health insurance plans (Platinum, Gold and Silver). You will be covered by default under the Standard Plan which provides you and your family (your spouse and two children up to the age of 22 years) with a cover of INR 4,00,000 per annum.

You will be covered under the Group Life Insurance Scheme, managed by Infosys Welfare Trust which provides you with a total Life Insurance cover of **INR 62,00,000** of which **INR 32,00,000** is covered towards natural death, and **INR 30,00,000** towards an accidental death. All employees become members of Infosys Welfare Trust, by one-time payment of **INR 250** and fixed monthly contribution of **INR 250** .

The details of the Scheme would be available to you when you join the Company.

Notice Period

During the probation period, if your performance is found to be unsatisfactory or if it does not meet the prescribed criteria, your training/employment can be terminated by the Company with one-month notice or salary thereof. On confirmation, you will be required to give three month's notice or salary thereof in case you decide to leave our services, subject to the Company's discretion. Where circumstances make it necessary, the Company will have the discretion to relieve you only at the end of the three months' notice period. Similarly, the Company can terminate your services by giving three months notice or salary thereof.

In the event you do not successfully complete your training, or you are involved in an act that constitutes misconduct, your training/employment can be terminated by the Company with immediate effect without notice.

Background Checks

The Company may, at its discretion conduct background checks prior to or after your expected joining date to validate your identity, the address provided by you, your education details and details of your prior work experience if any, and to conduct any criminal checks. You expressly consent to the Company conducting such background checks. In this connection, you are required to furnish the documents listed in Offer Annexure for India.

If you fail to submit the necessary documents as required by the Company within the specified time period or if the Company is not satisfied, with the outcome of the background checks, the Company, in its sole discretion, reserves the right to withdraw this offer without notice and compensation or to take any appropriate action against you, including, but not limited to termination of your employment.

When a background check raises any concerns regarding any of the details furnished by you and the Company feels the need to further validate such facts, the Company may at its sole discretion, ask you for further information, to substantiate the details that you have earlier provided to the Company, before initiating appropriate action.

Please note that Infosys requires you to furnish a copy of your passport at the time of joining. If you are unable to do so, the Company will initiate a criminal background check.

Other Terms and Conditions

You agree not to undertake employment, whether full-time or part-time, as the Director / Partner / Member / Employee of any other organization / entity engaged in any form of business activity without the consent of Infosys. The consent may be given subject to any terms and conditions that the Company may think fit and may be withdrawn at any time at the discretion of the Company.

Our offer to you as a **Systems Engineer** is conditional upon your having fully completed your graduation/post-graduation, without any active backlog papers and with a pass percentage not lesser than as specified in our campus recruitment program 2020-21. These eligibility criteria for the Role of a Systems Engineer, has already been clearly communicated to you and your college during the selection process. You will also have completed all studies, course requirements and examinations required for the award of the educational qualification recorded by you in your application for employment with Infosys.

You will produce all marks sheets and other relevant documents, at least till the penultimate semester. All these proofs will need to be submitted on the day of joining. Further, you should have been declared as passed by the relevant examination authority. The determination of the adequacy or authenticity of all or any of the proofs and any condonation of delay in submission of the same will be at the Company's discretion.

You hereby acknowledge and agree to abide by all internal Policies of the Company, which you will be able to access, upon joining, on the Intranet 'Sparsh'. These Policies cover various human resources and administrative topics and procedures. The Company reserves the right to change these Policies at any time in its absolute discretion.

Based on the nature of your work and business requirements, you may be required to work on rotational shifts. If you are required to work on rotational shifts, you will be duly intimated of the change in your shift timings. During rotational shifts, you will continue to be bound by the provisions of the working hour policy of the Company. If the rotational shifts require you to work night shifts, the policy on night shift allowance of the Company (if in force) will be made applicable to you.

You shall be required to sign certain mandatory agreements, including but not limited to the Confidentiality, Intellectual Property Rights, the Code of Business Conduct and Ethics and your employment shall be governed by all the rules and regulations, as amended from time to time, of the Company as applicable to your employment with us. This offer is also conditional upon your acceptance and execution of the Non-Compete Agreement (Annexure-III).

This offer of employment constitutes the entire agreement between you and the Company regarding the terms of your employment and it is the complete, final, and exclusive embodiment of your agreement with regard to this subject matter and supersedes any other promises, warranties, representations or agreements, whether written or oral. It is entered into without reliance on any promise or representation other than those expressly contained herein, and it cannot be modified or amended except in writing signed by an authorized officer of the Company.

If any of the terms or conditions of this offer are found to be illegal or unenforceable, such terms shall be treated as severable from the rest of the terms and conditions of this offer and the remaining terms and conditions shall continue in force.

This agreement shall be governed by the laws of India and you hereby agree to the exclusive jurisdiction of the courts in Bangalore, India.

As a token of your acceptance of this offer, please bring a duly signed duplicate copies of the letter and all the accompanying annexures, on the date of joining.

We welcome you to the Infosys family and wish you a rewarding career over the years to come.

Yours sincerely,

RICHARD LOBO
EVP and Head Human Resources - Infosys Limited

I have read, understood and agree to the terms and conditions as set forth in this offer letter.

Date: _____, 20_____

_____
Sign your name

_____ _____
Print your full Name Location

Signature Not Verified
Digitally signed by Richard Lobo
Date: 2021.07.13 14:43:34 IST
Reason: Digitally Signed
Location: Bangalore

INFOSYS LIMITED
CIN: L85110KA1981PLC013115
44, Infosys Avenue
Electronics City, Hosur Road
Bangalore 560 100, India
T 91 80 2852 0261
F 91 80 2852 0362
askus@infosys.com
www.infosys.com

ANNEXURE - I
(Compensation during the Training)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	**Mr. Jaswanth Sai Yerraboyina**
ROLE	**Systems Engineer**
ROLE DESIGNATION	**Systems Engineer Trainee**

1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	**22,328**

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary*	722
FIXED GROSS SALARY (1+2+3)	**25,000**
TOTAL GROSS SALARY	**25,000**

OTHER BENEFITS

Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time

*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act

ANNEXURE - II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	**Mr. Jaswanth Sai Yerraboyina**
ROLE	**Systems Engineer**
ROLE DESIGNATION	**Systems Engineer Trainee**

1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	**22,328**

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary*	722
FIXED GROSS SALARY (1+2+3)	**25,000**

4. INCENTIVE COMPONENTS	**At an indicative Payout of 5%**	**At indicative Payout of 10%**	**At indicative Payout of 20%**
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	**1,250**	**2,500**	**5,000**
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)			**26,250**
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)			**27,500**
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)			**30,000**

OTHER BENEFITS

Scheme	**Eligible Amount In INR**	**Interest**	**Monthly Instalments**	**Margin Money** (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time

*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act

Gmail

IT PLACEMENTS <itplacementsinfo@gmail.com>

17481A1232

1 message

jaswanth sai <jaswanth193@gmail.com> Fri, Jul 16, 2021 at 11:16 AM
To: itplacementsinfo@gmail.com

---------- Forwarded message ---------
From: **jaswanth sai** <jaswanth193@gmail.com>
Date: Tue, Mar 30, 2021, 7:14 PM
Subject: Fwd: Wipro Campus Update_LOI
To: <itplacementsinfo@gmail.com>

---------- Forwarded message ---------
From: **Campus HR Team** <wipro+email+ovoi-2071be1409@talent.icims.com>
Date: Tue, Feb 16, 2021, 5:49 PM
Subject: Wipro Campus Update_LOI
To: <jaswanth193@gmail.com>

February 16, 2021

Dear Jaswanth Yerraboyina ,
Resume Number - 20689257

Based on our discussions with you, we would like to inform you of our intent to offer you the role of **Project Engineer** which will be in Career Band **TRB-II** of the organization.

The salary stack for this role is detailed below. Do reach out to us should you have any clarifications.

COMPONENT	**AMOUNT (INR)**
Basic	11,670
HRA	5,835
Bonus	2,334
Wipro Benefits Plan (WBP)	4,849
Total Fixed Cash	**24,688**
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
Total Fixed Compensation	**27,108**
Other Compensation Benefits	
Health benefit (Medical)	600
Variable Pay	
Target Variable Pay	1,459
Target Cost to Company per month	**29,167**
Total Cost to Company per annum	**3,50,004**

Kindly note this letter of intent shall be followed by a letter of appointment from us.

Please confirm your interest to receive offer of appointment by clicking on this link Click to Complete and accepting the contents of this communication within 15 calendar days. Your confirmation of interest is a precondition to the issuance of offer of appointment.

Yours sincerely,

For Wipro Limited,

Sunil Kalachar

This message was sent to jaswanth193@gmail.com. If you don't want to receive these emails from this company in the future, please go to:
https://wipro.icims.com/icims2/?r=F76F20689257&contactId=3847949

© Wipro Limited, Doddakannelli, Sarjapur Road Bengaluru 560 035 IND

Date: 29th of April 2021
Name: JONNALA CHANDANA
Roll Number: 17481A1233

Sub: Letter of intent

Dear JONNALA CHANDANA

We are pleased to offer you the position of **Customer Care Executive.** You shall report for a comprehensive training program on **May/June/Jul** at 10:00 AM.

Your Monthly CTC will be **Rs.12,200/- + Incentives & Tenure bonus**. The details of your salary break up are provided to you in the annexure.

The offer is subject to:

- You submitting the degree certificate and all your mark sheets at the time of joining.
- A satisfactory reference from the list of referees furnished by you at the time of joining.
- A satisfactory medical opinion, if required, from a registered medical practitioner (RMP) nominated by the company.
- Submission of satisfactory proofs regarding information declared by you, i.e. your age, educational qualification, previous work experience and relieving letter from your last employer etc.

You will be under training which will vary for a period from 2 to 8 weeks depending on the performance and the project that you would be assigned. Your continuity in the organization is subject to successful clearance of training evaluation.

You will be on probation for a period of 6 months and will be confirmed on rolls upon successful completion of the probation (The probation is inclusive of the training period).

We are looking forward to you building a successful career with ALLSEC.

Best Wishes,

For Allsec Technologies Limited,

Authorized Signatory
Human Resources Department

Cognizant

23-Mar-2021

Dear Kakumanu Praveena,
B.Tech/B.E., Information Technology
Gudlavalleru Engineering College,Gudlavalleru

Candidate ID – 15017400

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**.You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-.** This includes an annual target incentive of INR **22,500 /-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR Rs.**450,740/-.** This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for 3 months and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

3.1 Cognizant Internship:

a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.

b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program.

3.2 Continuous Skill Development (CSD) Program:

a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrollment into the program.

b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

3.3 GenC Training Post joining:

a) Cognizant continues to invest in skill building of the entry-level talent and GenC training is a formal on-the-job training offered to trainees based on the business specific skilling needs. The terms and conditions of this training will be governed by Cognizant GenC program guidelines.

b) The Cognizant Internship or the Continuous Skill Development (CSD) completion qualify as the entry criteria to the GenC training and is used as basis towards your allocation to projects/roles.

We look forward to you joining us. Should you have any further questions or clarifications, please log into https://campus2Cognizant.cognizant.com

Yours sincerely,
For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President – Human Resources

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature: **Date:**

Cognizant

Compensation and Benefits

Name:	Kakumanu Praveena	**Designation:**	Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7349	88,188
	Annual Gross Compensation		**359,988**
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		**382,488**
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		**401,988**

As an associate you are also entitled to the following additional benefits:

• Floating Medical Insurance Coverage
• Round the Clock Group Personal Accident Insurance coverage
• Group Term Life Insurance
• Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
• Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

Leave & Vacation:

• From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

SI No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

• From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
• In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity leave by adhering to the conditions as specified in the Cognizant India Leave policy

Provident Fund Wages:

• For the purpose of computing PF Wages to Provident Fund, Pension Fund & EDLI Scheme, PF Wages shall be Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout".
• Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser

Employees State Insurance:

• Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter.
• Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month.
• ESI shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period.

* **Flexible Benefit Plan:** Your compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to
1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** **Incentive Indication:** Incentive amount may be higher, lower, or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is prorated to the duration spent with Cognizant India for the calendar year and will be paid to you only if you are active on Cognizant's payroll on the day of incentive payout.

*** **Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same. Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

Offer: Computer Consultancy
Ref: TCSL/CT20203561290/Hyderabad
Date: 10/01/2021

Ms. Kakumanu Praveena
7-4-51, Near Srirampuram, Nambur BazarNambur Bazar,
Narasaraopet,
Narasaraopet-522601,
Andhra Pradesh.
Tel# 91-9347875597

Dear Kakumanu Praveena,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year.Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Deccanpark, No 1 Software Units Layout, Madhapur, Hyderabad 500 081 India
Tel: 91 40 6667 2000 Fax: 91 40 6667 2222 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of ₹**14,784**/**-** per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

1. **House Rent Allowance (HRA)**
   Your HRA will be ₹**5,914**/**-** per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. **Leave Travel Allowance**
   You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

3. **Food Card**
   You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias.As per the Pre-Defined structure you will be eligible for a Food Card with an amount of ₹**500**/**-** being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Deccanpark, No 1 Software Units Layout, Madhapur, Hyderabad 500 081 India
Tel: 91 40 6667 2000 Fax: 91 40 6667 2222 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

PERFORMANCE PAY

Monthly Performance Pay
You will receive a monthly performance pay of ₹**1,700**/**-**. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

Quarterly Variable Allowance
Your variable allowance will be ₹**600**/**-** per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

Quarterly Variable Allowance is subject to review on your first anniversary and may undergo a change based on the actual performance of the Company, your business unit and your own ongoing individual performance. The payment is subject to your being active on the company rolls on the date of announcement of Quarterly Variable Allowance.

This Pay/Allowance shall be treated as productivity bonus in lieu of statutory profit bonus.

Performance Pay will be effective upon successful completion of the TCS Xplore Programme.

CITY ALLOWANCE

You will be eligible for a City Allowance of ₹**200**/**-** per month. This is specific to India and is linked to your base branch. In the event of a change in your base branch this amount may undergo a change. It will stand to be discontinued while on international assignments. This allowance is fully taxable and subject to review.

XPLORE/ LEARNING INCENTIVES

You will be eligible for Readiness Incentive AND/ OR Competency Incentive, basis your performance in TCS Xplore Program. The incentives gives you an additional earning potential of upto Rs.60,000 over and above your CTC during the first year.

OTHER BENEFITS

Health Insurance Scheme
TCSL brings the benefit of health insurance cover to you and your dependants under the company's Health Insurance Scheme(HIS).

HIS offers the following benefits:

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. **Basic Cover**

   i. Entitlement - Includes domiciliary expenses up to ₹6,000/- per insured person per annum and basic hospitalization expenses up to ₹2,00,000/- per insured person per annum.

   ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

2. **Higher Hospitalisation**

   Coverage under Higher Hospitalisation is mandatory. Under this scheme, you and your enrolled dependents will be automatically covered under Higher Hospitalisation benefits.

   i. Entitlement - You and your enrolled dependants will be entitled for ₹12, 00,000/- as a family floater coverage towards hospitalisation expenses, over and above the individual basic coverage.

   ii. Premium - For Higher Hospitalisation, a part of the premium will be recovered from your salary and the differential premium will be borne by TCSL.

Maternity Leave

Women employees are eligible to avail maternity leave of twenty six weeks. Adopting or commissioning mother,may avail maternity leave for twelve weeks. For more details on the benefits and eligibility, once you join, please refer TCS India Policy - Maternity Leave.

Tata Sons and Consultancy Services Employees' Welfare Trust (TWT)

You will become a member of the TWT, on completion of continuous association of one year from the date of joining TCSL. A nominal annual membership fee of ₹250/- will be recovered from you for the same. The Trust provides financial assistance by way of grants/ loans in accordance with the rules framed by the Trust from time to time for medical and educational purposes and in case of death of members while in service.

Loans

You will be eligible for loans, as per TCSL's loan policy.

Professional Memberships

You will be eligible for reimbursement of expenses towards professional membership as per TCSL's policy.

TATA CONSULTANCY SERVICES

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

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RETIRALS

Provident Fund
You will be a member of the Provident Fund as per the provisions of "The Employees Provident Fund and Miscellaneous Provisions Act, 1952", and TCSL will contribute 12% of your basic salary every month as per the provisions of the said Act.

Gratuity
You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

TERMS AND CONDITIONS

1. **Aggregate Percentage Requirements**
   Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above (or equivalent CGPA as per the conversion formula prescribed by the Board / University) in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and highest qualification (Graduation/ Post Graduation as applicable) which includes successful completion of your final semester/year without any pending arrears/backlogs. As per the TCSL eligibility criteria, marks/CGPA obtained during the normal duration of the course only will be considered to decide on the eligibility.

   As communicated to you through various forums during the recruitment process, your appointment is subject to completion of your course within the stipulated time as specified by your University/Institute and as per TCSL selection guidelines.

   It is mandatory to declare the gaps/arrears/backlogs, if any, during your academics and work experience. The management reserves the right to withdraw/revoke the offer/appointment at any time at its sole discretion in case any discrepancy or false information is found in the details submitted by you.

2. **Pre requisites for Joining**
   To enable your readiness to work on assignments upon joining, we have put together a comprehensive learning program named TCS Xplore which is made available to you digitally. This foundation program will include Online learning content, Webinars, practice sessions & proctored assessments. Further to accepting this Offer letter, you are required to enroll for the TCS Xplore Program and start your learning journey with TCSL. TCSL will make Xplore program available for you upon your offer acceptance. Please note that your joining is subject to successful completion of your TCS Xplore program including the proctored assessment. We encourage you to complete your pre-learning, through TCS Xplore, well before your expected date of joining to avoid delays in onboarding.

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3. **Training Period**
You will be required to undergo class room and on the job training in the first twelve months (including the TCS Xperience Programme as set out herein below), during which period you will be appraised for satisfactory performance during/after which TCSL would normally confirm you.

This confirmation will be communicated to you in writing. If your performance is found unsatisfactory during the training period, the company may afford you opportunities to assist you and enable you to improve your performance. If your performance is still found unsatisfactory, TCSL may terminate your traineeship forthwith.

However, TCSL may even otherwise at its sole discretion terminate the traineeship any time if your performance is not found satisfactory. The terms and conditions of the training will be governed by TCSL's training policy. TCSL reserves the right to modify or amend the training policy.

If you remain unauthorizedly absent for a consecutive period of 3 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of TCS Xperience trainees without any further intimation/separate communication to you.

4. **Working Hours**
Your working hours are governed by applicable law. You may be required to work in shifts and/or over time depending upon the business exigencies as permitted by law.

5. **Mobility**
TCSL reserves the right to transfer you at any of its offices, work sites, or associated or affiliated companies in India or outside India, on the terms and conditions as applicable to you at the time of transfer.

6. **Compensation Structure / Salary components**
The compensation structure/salary components are subject to change as per TCSL's compensation policy from time to time at its sole discretion.

7. **Increments and Promotions**
Your performance and contribution to TCSL will be an important consideration for salary increments and promotions. Salary increments and promotions will be based on TCSL's Compensation and Promotion policy.

8. **Alternative Occupation / Employment**
Either during the period of your traineeship or during the period of your employment as a

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confirmed employee of TCSL, you are not permitted to undertake any other employment, business, assume any public or private office, honorary or remunerative, without the prior written permission of TCSL.

9. Confidentiality Agreement

As part of your acceptance of this appointment as an employee with TCS you are required to maintain strict confidentiality of the intellectual property rights protected information and other business information of TCS and its clients which may be revealed to you by TCS or which may in the course of your engagement with TCS come your possession or knowledge unless specifically authorized to do so in writing by TCS. This Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

10. Service Agreement

As TCSL will be incurring considerable expenditure on your training, you will be required to execute an agreement, to serve TCSL for a minimum period of 1 year after joining, failing which, you (and your surety) will be liable to pay TCSL ₹50,000/-towards the training expenditure. Service agreement duration of one year refers to continuous service of 12 months from date of joining TCSL and excludes the duration of Leave without pay (LWP) and/or unauthorized absence, if any.

11. Overseas International Assignment Agreement

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related documents pertaining to the international assignment for which you are being placed In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period clause mentioned below.

This is to ensure that the knowledge and information gained by you during your assignment is shared and available to TCSL and its associates.This transfer of knowledge and information is essential for TCSL to continue to serve its clients and customers better.If you are deputed internationally for training,you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of training.

12. Terms and Conditions

The above terms and conditions are specific to India and there can be changes to the said terms and conditions in case of deputation on international assignments.

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13. TATA Code of Conduct

You are required to sign the TATA Code of Conduct and follow the same in your day-to-day conduct as an associate of TCSL.

14. Notice Period

During your tenure with TCSL, either you or TCSL may terminate your traineeship / employment under this Agreement by providing 90 days written notice. The company reserves the right, to ask you to complete the notice period or adjust the earned vacation in lieu of entire or partial notice period. If your services, behaviour and/ or performance are not found satisfactory, TCSL may terminate your services by giving notice as mentioned herein above. No notice or payment in lieu thereof shall be applicable if your services are discontinued/terminated on account of any misconduct either during your traineeship period or upon completion of the traineeship period.

You will be liable to pay TCSL ₹50,000/- in case you fail to serve TCSL for a minimum period of 1 year after joining in accordance with the Service Agreement clause.

If you are covered under International Assignment Agreement, either you or TCSL can terminate the traineeship/appointment by giving 90 calendar days written notice as set out in the Separation Policy of TCSL. TCSL reserves the right if it is in the interest of the business and current assignment, to ask you to complete your notice period.

15. Retirement

You will retire from the services of TCSL on reaching your 60th birthday as per the proof of age submitted by you at the time of joining.

16. Pre-employment Medical Certificate

You are required to submit a Medical Certificate of Fitness (in the format prescribed by TCSL) which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS to the Induction Coordinator.

17. Employment of Non Indian Citizens

In case, you are not a citizen of India, this offer is subject to your obtaining a work permit and / or any other permissions and / or documentation as prescribed by the Government of India.

18. Background Check

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining.If the background check reveals unfavourable results, you will be liable to disciplinary action

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including termination of traineeship/service without notice.

19. Submission of Documents

Please note that you should initiate and complete the upload of mandatory documents on the nextstep portal as soon as the offer letter is accepted (subject to availability of the documents)

Please carry the below listed **Original** Documents for verification on your joining day.

- Permanent Account Number (PAN) Card - You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary
- Aadhaar Card
- Standard X and XII/Diploma mark sheets & Certificate
- Degree certificate/Provisional Degree Certificate and mark sheets for all semesters of Graduation
- Degree certificate and mark sheets for all semesters of your Post Graduation(if you are a Postgraduate)
- Overseas Citizenship of India (applicable if you are not an Indian Nationality). For Srilankan Refugee, a Refugee Identity card along with Work Permit is required
- Birth Affidavit on Rs100 stamp paper, if Birth Certificate not in English
- Any other affidavits on Rs100 stamp paper if applicable (name affidavit for multiple names, signature affidavits, address affidavits etc.)
- Passport / Acknowledgement letter of passport application
- Gap/Break in career affidavit on Rs100 stamp paper, if gap is more than 6 months
- 4 passport sized photographs
- Medical Certificate (Should be made on the format provided by TCS along with the Joining letter)
- An affidavit/notarized undertaking (Non-Criminal Affidavit, should be made on the format provided by TCSL) stating :
  *There is no criminal offence registered/pending against you
  *There is no disciplinary case pending against you in the university

- If you were employed, a formal Relieving letter & Experience letter from your previous employer

The original documents will be returned to you after verification.

In addition to the above original documents, Please carry Xerox copies of the below documents

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*PAN Card (Permanent Account Number)
*Aadhaar Card (Not applicable for Nepal & Bhutan Citizenship)
*Passport
*NSR E-Card

20. TCS Xperience Program

On joining TCSL, you will be given the benefit of formal training (TCS Xperience Program) at our offices, as identified, for such period as TCSL may decide.

The said training forms a critical part of your employment with TCSL and is an ongoing process. TCSL continues to make investment on training and continuing education of its professionals. This will be of immense value to you as a professional and a large part of the ownership and commitment has to come from you.

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training. If you are requested to join TCSL inspite of you not completing the Xplore proctored assessment, you will be provided Xplore training on premise and the above said evaluation process will stand good. The evaluation criteria which will be very transparent will be used as a basis for allocating people to projects/roles. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.

21. Letter of Appointment

You will be issued a letter of appointment at the time of your joining and after completing joining formalities as per TCSL policy.

22. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from time to time.The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

23. Compliance to all clauses

You should fulfill all the terms and conditions mentioned in this letter of offer. Failure to fulfill one or more of the terms and conditions and/or failure to clear one or more tests successfully would entitle TCSL to withdraw this offer letter anytime at its sole discretion.

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24. Data Privacy Clause:

(a) Your personal data collected and developed during recruitment process will be processed in accordance with the TCS Data Privacy Policy. The personal data referred therein are details related to contact, family, education, personal identifiers issued by government, social profile, background references, previous employment and experience, medical history, skillset, proficiency and certifications, job profile and your career aspirations.

(b) It will be processed for various organizational purposes such as recruitment, onboarding, background check, project assignment, performance management, job rotation, career development including at leadership level, diversity and inclusion initiatives, global mobility, wellness program, statutory and legal requirements and specific organizational initiatives in force during your tenure in TCS.

(c) After you join TCS, there would be more sets of Personal Information (PI) attributes processed for various legitimate purposes. All of it will be processed with compliance to applicable laws and the TCS Data Privacy Policy. In some scenarios of your PI processing, you will be provided with appropriate notice and/or explicit consent might be obtained from time to time.

(d) For the purposes mentioned above, your required PI may be shared with specific vendor organizations who provide services to TCS, e.g. background check, health insurance, counselling, travel, transport and visa, payroll services, associate engagement activities, and financial and taxation services.

(e) As TCS is a global company, your PI may be shared with entities outside India, limited for the purposes mentioned above and/or in this offer letter.

(f) In case of oversees deputation, available privacy rights would be governed as per regulatory provisions and / or TCS policies/notice provided applicable at your overseas location.

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Withdrawal of Offer
If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

K Ganesan
Global Head Talent Acquisition & AIP

Click here or use a QR code scanner from your mobile to validate the offer letter

Encl: Annexure 1: Benefits and Gross Salary
Annexure 2: List of TCS Xplore Centres
Annexure 3: Confidentiality and IP Terms

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GROSS SALARY SHEET **Annexure 1**

Name	**Kakumanu Praveena**
Designation	**Assistant System Engineer-Trainee**
Institute Name	**Gudlavalleru Engg. College, A P**

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
Retention Incentive	NA	0
TOTAL GROSS	27,415	3,36,877
Xplore/ Learning Incentive****		Upto 60,000

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore Program.

**The Performance Pay is applicable upon successful completion of the TCS Xplore Program.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

**** Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
GROSS BOUQUET OF BENEFITS	7,646	91,752

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Annexure 2

Ahmedabad TCS XP HR Lead Tata Consultancy Services, Garima Park,IT/ITES SEZ,Plot # 41, Gandhinagar - 382007	**Bangalore** TCS XP HR Lead Tata Consultancy Services, Gate 1, No 42, Think campus, Electronic City phase II, Bangalore - 560100,Karnataka
BUBANESHWAR TCS XP HR Lead Tata Consultancy Services, Training Lab Venue:-Barabati, IRC Block, Ground Floor, Tata Consultancy Services Limited, (UNIT-II) - BARBATI SEZ, IT/ITES SPECIAL ECONOMIC ZONE (SEZ),PLOT NO. 35, CHANDAKA INDUSTRIAL ESTATE, PATIA, Bhubaneswar - 751024	**Chennai** TCS XP HR Lead Tata Consultancy Services, 415/21-24, Kumaran Nagar, Old Mahabalipuram Rd, TNHB, Sholinganallur, Chennai, Tamil Nadu 600119
DELHI – Gurgoan TCS XP HR Lead Tata Consultancy Services, Block C, Kings Canyon, ASF Insignia, Gurgaon - Faridabad Road, Gawal Pahari, Gurgaon - 122003, Haryana	**DELHI – Noida** TCS XP HR Lead Tata Consultancy Services, Plot No. A-44 & A-45,Ground, 1st to 5th Floor & 10th floor, Glaxy Business Park, Block - C & D, Sector - 62, Noida - 201 309,UP
Guwahati TCS XP HR Lead Tata Consultancy Services, 5th Floor, NEDFi House,G.S. Road, Dispur,Guwahati - 781006,Assam	**Hyderabad** TCS XP HR Lead Tata Consultancy Services, Q City, Nanakramguda, Hyderabad
INDORE TCS XP HR Lead Tata Consultancy Services, IT/ITES SEZ, Scheme No. 151 & 169-B, Super Corridor, Village Tigariya Badshah & Bada Bangarda, Tehsil Hatod, Indore - 452018, Madhya Pradesh	**KOLKATA** TCS XP HR Lead Tata Consultancy Services Limited, Ecospace 1B building, 2nd Floor, Plot - IIF/12 ,New Town, Rajarhat, Kolkata - 700160,West Bengal OR Auditorium,2nd Floor, Wanderers Building,Delta Park - Lords
KOCHI TCS XP HR Lead Tata Consultancy Services, TCS centre, Infopark Road Infopark Campus, Infopark , Kakkanad, Kerala 682042	**MUMBAI** TCS XP HR Lead Tata Consultancy Services, Yantra Park, Pokharan Road Number 2, TCS Approach Rd, Thane, West, Thane, Maharashtra 400606
NAGPUR TCS XP HR Lead Tata Consultancy Services Limited, Mihan-Sez, Nagpur, Telhara, Maharashtra 441108,	**PUNE** TCS XP HR Lead Tata Consultancy Services, Plot No. 2 & 3, MIDC-SEZ, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, Pune - 411057,Maharashtra
Trivandrum TCS XP HR Lead Tata Consultancy Serives, Peepul Park, Technopark Campus ,Kariyavattom P.O. Trivandrum - 695581, India	

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Annexure 3

Confidentiality and IP Terms and Conditions

Confidentiality and IP Terms and Conditions - Annexure 3:

1. **Confidential Information**
   "Confidential Information" shall mean all Inventions and Know-how, information and material of TCS (including for avoidance of doubt any Confidential Information of its Clients) that comes into the possession or know of the Associate and shall include the following:

   (a) Any and all information processing programs, software, properties, items, information, data, material or any nature whatsoever or any parts thereof, additions thereto and materials related thereto, produced or created at any time by TCS or the Associate in the course of or in connection with or arising out of the Associate's association with TCS. Program/Software shall mean source code and/or machine instructions wherever resident and on whatever media and all related documentation and software,

   (b) All other information and material of TCS relating to design, method of construction, manufacture, operation, specifications, use and services of the TCS equipment and components, including, but not limited to, engineering and laboratory notebooks, reports, process data, test data, performance data, inventions, trade secrets, systems, software, object codes, source codes, copyrighted matters, methods, drawings, computations, calculations, computer programs, narrations, flow charts and all documentation therefore and all copies thereof (including for avoidance of doubt any such material belonging to the Clients of TCS).

   (c) Corporate strategies and other confidential and proprietary material and information, which could cause competitive harm to TCS if disclosed,

   (d) Customer and prospective customer lists, and

   (e) All other information and material, which may be created, developed, conceived, gathered or collected or obtained by the Associate in the course of or arising out of the association with TCS or while in or in connection with or for the purposes of his/her association with TCS or any of the operations and entrusted by TCS to the Associate.

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2. **Associate's Obligations**
Associate agrees to treat the Confidential Information as strictly confidential and a trade secret of TCS. Associate agrees not to use, or cause to be used, or disclose or divulge or part with either directly or indirectly the Confidential Information for the benefit of or to any third parties except for or on behalf of or as directed or authorized by TCS or to a person having a valid contract with or need under TCS, any Confidential Information. Upon termination of employment, the Associate agrees to surrender to TCS all Confidential Information that he or she may then possess or have under his or her control.

3. **Intellectual Property Rights**
Associate agrees and confirms that all intellectual property rights in the Confidential Information shall at all times vest in and remain with or belong to TCS and Associate shall have no right title or claim of any nature whatsoever in the Confidential Information. Associate shall promptly disclose to an authorized officer of TCS all inventions, ideas, innovations, discoveries, improvements, suggestions, or reports and enhancements made, created, developed, conceived or devised by him or her arising out of his or her engagement with TCS, including in the course of provision of services to the Clients of TCS and Associate hereby agrees and confirms that all such intellectual property rights shall at all times vest in and remain vested in TCS and agrees to transfer and assign to TCS any interests Associate may have in such intellectual property rights including any interest in and to any domestic or foreign patent rights, trademarks, trade names copyrights and trade secret rights therein and any renewals thereof. On request of TCS, Associate shall execute from time to time, during or after the termination of his or her employment, such further instruments, including without limitations, applications for letters of patent, trademarks, trade names and copyrights or assignments thereof, as may be deemed necessary or desirable by TCS to perfect the title of TCS in the intellectual property rights and to effectuate the provisions hereof. All expenses of filling or prosecuting any application for patents, trademarks, trade names, or copyrights shall be borne solely by TCS, but Associate shall co-ordinate in filing and / or prosecuting any such applications. Associate hereby expressly waives any "artist's rights" or "moral rights", which Associate might otherwise have in such intellectual property rights.

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4. **Prior knowledge**
Associate acknowledges that prior to his or her appointment by TCS, he or she had no knowledge of the Confidential Information of TCS and that such Confidential Information is of a confidential and secret character and is vital to the continued success of TCS's business. Associate further acknowledges that he or she is associated with TCS in a capacity in which he or she will become acquainted with all or part of such Confidential Information. In order to safeguard the legitimate interests of TCS in such Confidential Information, it is necessary for TCS to protect such Confidential Information by holding it secret and confidential.

5. **Use of third party material**
Associate expressly agrees that it shall not in the course of his or her association with TCS and while working on the premises or facilities of TCS or its Clients or in connection with the development of any intellectual property rights or work for or on behalf of TCS, use any third party material or intellectual property rights except those intellectual property rights provided by TCS or expressly authorised by TCS or without having proper authorisation or license or approval of the respective owner of such intellectual property rights.

6. **Security policies and Guidelines.**
Associate agrees to abide by and be bound by any and all policies, documents, guidelines and processes including IP, Security and Confidentiality of TCS in force from time to time whether expressly endorsed or not.

7. **Restriction on Associate's Rights**
Associate agrees that he or she shall not make, have made, replicate, reproduce, use, sell, incorporate or otherwise exploit, for his or her own use or for any other purpose, any of the Confidential Information including intellectual properties of TCS that is or may be revealed to him or her by TCS or which may in the course of his or her employment with TCS come into his or her possession or knowledge unless specifically authorized to do so in writing by TCS.

8. **No License**
TCS and Associate agree that no license under any patent or copyright now existing or hereafter obtained by TCS is granted, agreed to be granted, or implied by the terms of this Agreement, or by the disclosure to Associate of the Confidential Information.

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9. Equitable Rights

Associate acknowledges that any Confidential Information that comes into the possession and / or knowledge of Associate is of a unique, highly confidential and proprietary nature. It is further acknowledged by Associate that the disclosure, distribution, dissemination and / or release by Associate of the Confidential Information without the prior written consent of TCS or any breach of this Agreement by Associate will cause TCS to suffer severe, immediate and irreparable damage and that upon any such breach or any threat thereof, TCS shall without prejudice to any other remedies available to it, be entitled to appropriate equitable relief including the relief of specific performance and injunctive relief, in addition to whatever remedies it might have at law.

10. General

(a) The provisions hereof shall be interpreted, determined and enforced in accordance with the laws of India.

(b) In the event of any dispute or disagreement over the interpretation of any of the terms herein contained or may claim or liability of any party including that of surety, the same shall be referred to a person to be nominated by TCS, whose decision shall be final and binding upon the parties hereto. Subject to the above, the arbitration shall be governed by the Arbitration and Conciliation Act, 1999 or any modifications or re-enactment thereof. Associate confirms that the fact that the arbitrator shall be a nominee of TCS shall not be a ground for objecting to such arbitration or challenging the decision of the arbitrator. The venue of arbitration shall be Mumbai. Subject to the above arbitration clause, the Parties agreed to the binding jurisdiction of the Courts at Mumbai under the laws of India.

(c) If any provision hereof shall be found by a judicial tribunal to be contrary to governing law, it shall be deemed null and void without annulling or rendering invalid the remainder of the Agreement and if the invalid portion is such that the remainder cannot be sustained without it, the Parties herein shall find a suitable replacement to the invalid portion that shall be legally valid.

(d) This Confidentiality clause along with other documents executed by Associate or referenced in any such documents constitutes the entire understanding between the parties and supersedes all prior agreements and understandings pertaining to the subject matter thereof. No delay of omission of either Party in exercising or enforcing any of their rights or remedies hereunder shall constitute a waiver thereof.

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

(e) This Confidentiality clause may not be amended except in writing signed by authorized representatives of both parties.

(f) The obligations of Associate in terms of this Confidentiality clause shall continue during the term of or in the course of the employment of the Associate with TCS and shall continue thereafter in perpetuity.

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Mindtree
A Larsen & Toubro Group Company

Date:08-Jul-2021

To

Kakumanu Paveena
INDIA

Dear Kakumanu Paveena,

Sub: Offer of Training and Employment

1. This has reference to the selection process for employment opportunity at Mindtree in the campus of Kalinga.

2. We take pleasure in informing you that you have been selected for appointment in Mindtree as an ENGINEER in the Salary Grade C1 subject to the following terms and conditions.

2.1. a) You should complete the Degree which you are now pursuing without any backlog (subjects where you have not obtained the passing marks) at the time of joining

b) Secure 60% aggregate in the degree. Aggregate is calculated as follows:

$$\text{Aggregate} = \frac{\text{(Total of marks obtained in all the subjects from the first to last semester)}}{\text{(Total of maximum marks in all the subjects from first to last semester)}}$$

$$\text{Aggregate \%} = \text{Aggregate} * 100$$

c) Provide a copy of the degree certificate or provisional degree certificate along with mark sheets of all semesters on your day of joining.

2.2. You shall initially undergo training at Mindtree, Kalinga, Bhubaneswar, Odisha and undergo Orchard Learning Programme conducted by Mindtree, Kalinga which helps you to transition to the Corporate world of technology solutions. The details of the programme and the training location will be provided separately closer towards the joining date. Mindtree reserves the right to change the training campus location based on business needs.

2.3. Your joining location would be Mindtree Kalinga, Bhubaneswar and joining date would be communicated in subsequent emails.

Praveen
Kakumanu Praveena (Jul 9, 2021 18:33 GMT+5.5)

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2.4. Your onboarding date would be shared with you based on your participation and achieving required milestones as per the pre- orchard learning program calendar which will be shared by you upon acceptance of this offer.

2.5. The period of Orchard is 90 days and on successful completion of the programme, you shall be deployed at a location as per the business requirement of Mindtree.

2.6. The other terms and conditions of your appointment at Mindtree is in Annexure - A. Besides, you will be governed by the rules, regulations and policies of Mindtree which will be in force from time to time

2.7. You shall bring with you the following documents at the time of reporting for Training at Mindtree, Kalinga, Bhubaneshwar, for completing the joining formalities.

- 10th, 12th and graduation (all semesters) mark sheets originals and 2 sets of photocopies
- Degree completion/provisional certificate originals and 2 sets of photocopies
- Pan card originals and 2 photocopies
- Aadhaar card originals and 2 photocopies
- Voter ID / Driving license originals and 2 photocopies
- 4 passport size photographs

If the above terms and conditions are acceptable, you may confirm your acceptance by digitally signing this offer within 5 days from the date of receipt of this mail and offer document.

If you have any questions or need any clarification, please do not hesitate to contact us at campus@mindtree.com.

We wish you a long and successful career with Mindtree.

We look forward to working with you soon.

Thank you,
For Mindtree Limited

Rosalee

Rosalee M Kombial
Vice President-People Function

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Enclosed: Annexure to your Offer of Employment

Acceptance of the offer

I, Kakumanu Paveena, agree to accept the employment on the terms and conditions mentioned in this Offer of Employment and the annexure.

Your Signature	Praveen Kakumanu Praveena (Jul 9, 2021 18:33 GMT+5.5)
Your Name in Capital letters	KAKUMANU PAVEENA

Annexure 1

Compensation stack during the Orchard Learning Program **(from the date of joining till the date of confirmation)**

Name : **Kakumanu Paveena**

Salary Grade : **C1**

Designation : **ENGINEER**

Stipend : **INR 26,000 per month**.

Payment will be after deduction of below amount from the monthly stipend:

- **INR 6000** per month covering for accommodation on twin share basis on a subsidized cost if your training location is Mindtree Kalinga (excluding food expenses)
- Food expenses will have to be borne by you.
- Premium for Insurance during your learning program will be **INR 550 per month**.
- Applicable taxes like Professional tax and Income tax, prevailing at the time of pay out.

You will be covered for Insurance benefits as prevailing at the time of joining and the coverage for 2021 - 2022 is as follows.

- Group Medical Coverage (GMC) for you and your family. The standard coverage under GMC is INR 500,000 per annum per family.Family means your spouse and children (up to 2 children). Parents/Parents-in-law or siblings or any other relationships are not covered.
- Group Term Life (GTL) coverage for you and is up to INR 2,000,000.
- Group Personal Accident (GPA) coverage for you and is up to INR 1,500,000.

More details will be provided at the time of joining.

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Annexure 2

Compensation stack effective from date of confirmation

Name : Kakumanu Paveena

Salary Grade : C1

Designation : ENGINEER

Detailed break up of your CTC components is given below (all figures are in INR and per annum)

Basic	180,000
HRA	89,916
Provident Fund	21,600
Gratuity	8,640
Insurance Benefits*	6,600
Allowance in Lieu of Reimbursement	45,252
Annual Gross	**352,008**
Bonus / Variable Compensation**	48,000
Annual Cost to Company	**400,008**

*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 500,000. Top up options with additional/higher insurance coverage are available as per policy. If you opt for this, the additional premium for the increased coverage will be deducted from your salary on a pro-rated basis.

- You will be given an option to cover your Parents or Parents-in-law. If you opt for this, the additional premium for the parental coverage will be deducted from your salary.

More details on these options will be provided to you at the time of your confirmation.

**The bonus component per annum is 12% of CTC. The payout will be governed by the Bonus plan applicable for the respective year. More details of the plan will be available on joining. The actual amount payable is inclusive of bonus, if any, as per the Bonus Act, 1965 and amendments thereto.

The structure of CTC shown above is indicative and by the time of your confirmation, there could be changes in the structure arising out of changes in the Income tax rules or Insurance or organization wide compensation philosophy changes. However, the CTC amount will be protected i.e., will remain the same.

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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 3, and Mindtree Code of Conduct. **You are requested to go through the documents carefully and understand the terms thereof before sending your acceptance.**

5. You are requested to contact the People Function team (HR team at Mindtree) for any clarifications on policies/rules/regulations, which are applicable to you. **Salary details are personal to you and you are expected to keep them confidential.** We expect you to keep the salary details confidential at all times.

6. Orchard Learning Program

6.1 On joining, you will be part of our Orchard Learning Program. The Orchard Learning Program will consist of new age methods that enable you with real world problem solving capabilities.

6.2 Orchard Learning Program spans for about 90 calendar days. However, the duration could be shortened or extended based on the business requirements and an individual's readiness for working on projects as determined by Mindtree.

6.3 The Orchard Learning Program is intensive and fast paced, requiring your focus and hard work, to learn effectively and demonstrate capabilities expected by Mindtree. You are required to ensure your 100% availability and undivided attention during the tenure of the program.

6.4 You will be continuously assessed and given feedback by experts throughout the learning program. You will be provided opportunities to demonstrate the acquired capabilities on skills such as Communication, design, programming, problem solving, presentation and professionalism on engineering, business and social projects. You must clear a set of mandatory capabilities, as the qualifying criteria, for successful completion of Orchard Learning Program. The details of qualifying criteria will be communicated to you upon your joining.

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Your continued employment with Mindtree is subject to your meeting the qualifying criteria during and at the end of the Orchard Learning Program. If you meet the qualifying criteria for successful completion of the Orchard Learning Program, your employment with Mindtree will be confirmed through a written intimation shall be sent to you. If you do not meet the qualifying criteria, you will be asked to leave the services with no further assurances, risk or liability of Mindtree. Unless otherwise confirmed in writing, you will be deemed to be under the Orchard Learning Program.

7. Confirmation of Employment

7.1 Upon confirmation, your designation will be ENGINEER and in the Salary Grade of C1 will continue. The date of confirmation is reckoned as the start date of service for all practical purposes, including statutory requirements. Date of confirmation is the start date used for provident fund, gratuity, tenure calculation for performance management cycle, increments, progression, vacation or leaves as per general policy, loans and other benefits etc.

7.2 All confirmations will be aligned to the 16th of the same month or 1st day of the succeeding month post successful completion of the Orchard Learning Program. For e.g. if you successfully complete the Orchard Learning Program any day between 1st to 15th during the month of September 2021, the date of confirmation will be 16-Sept-2021 or if you successfully complete the Orchard Learning Program any day between 16th to 30th of September 2021, the date of confirmation will be 01-Oct-2021.

7.3 The duration between the successful completion of the Orchard Learning Program and the date of confirmation is considered as part of the Orchard Learning Program.

7.4 On confirmation, your work location will be decided based on the business requirements. You are expected to report at your work location as advised.

7.5 Your joining may be revoked or your confirmation will be withheld, if any of the required joining formalities, for e.g., submission of all marks cards, degree certificates, etc., are not complied with.

7.6 Determination of adequacy and authenticity of the proofs submitted will be at the sole discretion of the Company.

8. Background check & references

We would be conducting a background and reference check prior to or after your expected date of joining to validate your identity and the address provided by you and to conduct any criminal checks.

Your employment with us and your continuation in service is contingent upon (i) our obtaining a satisfactory report on the background check conducted by our approved agency relating to details provided in your application etc. and (ii) your eligibility to work for the Company such as no non-compete restrictions.

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Kakumanu Praveena (Jul 9, 2021 18:33 GMT+5.5)

If any of the information provided by you is found to be inaccurate now or later, or if you suppress any material information, Mindtree at its sole discretion can take necessary action including but not limited to termination of employment with or without notice or compensation. In certain client projects, our clients may request additional checks, which you shall comply with.

In securing this offer, you have represented that you have certain educational qualifications. Hence, we understand that you shall provide proofs of such qualifications as applicable which we find satisfactory when asked by us or our background check agencies.

In the event of non-cooperation with the background check process, including but not limited to non-submission of requested documents and lack of response to calls and/or mails, Mindtree may, at its sole discretion, choose to terminate the employment contract between Mindtree and you with or without notice or compensation.

9. Compensation and benefits

9.1 During the Orchard learning program, you will be paid a stipend of INR 26,000 per month.Please refer Annexure 1 for details. On successful completion of the Orchard learning program, your employment with Mindtree stands confirmed. On confirmation, your total compensation would be INR 400,008.00 per annum Please refer to Annexure 2 for details. All payouts are aligned to salary payout, which is the last working day of the month, unless otherwise mentioned. Any payment will be after deduction of applicable taxes prevailing at the time of payout.

9.2 You will be covered under insurance from the date of joining, as detailed in Annexure 1.

9.3 You will be eligible for relocation benefits for the relocation from Mindtree Kalinga to your work location, as per the existing relocation policies for Campus Minds.

9.4 The performance management and career progression will be as per the existing policies.

9.5 You will not be eligible for any loans or advances during the Orchard Learning Program. You will be required to be on the rolls of the Company and not serving the notice period, for you to be eligible for sanction of loans and salary advance, payment of year-end payout component of bonus (if applicable), compensation revisions, promotions etc. You will have to refund any amounts received by you when you are not entitled for the same.

9.6 Duration of unpaid vacations will not be considered while the Company is computing the tenure for benefits like gratuity, compensation revisions, promotions etc. which have a tenure eligibility component, amongst other criteria.

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10. Vacation and leave

10.1 No leaves are allowed during the Orchard Learning Program except the statutory holidays and other Mindtree official holidays applicable to the Orchard Learning Program candidates in general.

10.2 Any absence during the Orchard Learning Program due to any grave personal emergency will be dealt on a case to case basis and will be considered as loss of pay and deducted from your stipend on pro-rata basis. Recovery of the amount towards loss of pay during the Orchard Learning Program may happen either during the Orchard Learning Program itself or the first month of confirmation or final settlement on cessation of employment, as the case may be.

10.3 On confirmation, you will be eligible for leaves as per the general leave policy as in force in the Company from time to time.

11. Termination of employment

11.1 During Orchard Learning Program

a) Termination for cause

Your employment with Mindtree will be terminated without any notice or stipend or compensation in lieu of notice in the below circumstances which you agree are reasonable and acceptable:

- Failing to meet the qualification criteria during the Orchard Learning Program assessment
- Unauthorized absence during the Orchard Learning Program
- Non-compliance to Mindtree integrity policy and other disciplinary expectations.

Examples of acts which cause termination on disciplinary grounds are employing unfair means during assessments, submitting fake bills for any reimbursements, submitting fake medical certificates, submitting fake documents, misuse of access cards, not being available in office without prior intimations and for unreasonable durations, not clearing background verification checks, misuse of Company assets, violation of Company policies & Code of Conduct, indulging in acts of sexual harassment, persistent irregularity in attending the learning sessions without valid reasons, being absent for assessments without prior permission, becoming insolvent, absconding etc. This list is only indicative and not comprehensive.

If Mindtree terminates your employment, for reasons other than your performance (meeting the qualifying criteria during and at the end of the Orchard Learning Program) and disciplinary grounds, you will be terminated from employment with immediate effect and return Mindtree assets immediately.

b) Termination for convenience

If you wish to terminate your employment during the Orchard Learning Program, you will be required to notify your resignation in writing. On acceptance of your resignation, you will be intimated about your relieving date and you are expected to comply with all separation procedures and return of the Mindtree assets, within two working days.

Praveen
Kakumanu Praveena (Jul 9, 2021 18:33 GMT+5.5)

11.2. After confirmation

a) Termination for cause

Mindtree may terminate your employment, with immediate effect, without any notice or salary or compensation in lieu of notice, on disciplinary grounds, which may include any act of integrity violations. Examples of acts which cause termination on disciplinary grounds are employing unfair means during assessments, submitting fake bills for any reimbursements, submitting fake medical certificates, submitting fake documents, misuse of access cards, not being available in office without prior intimations and for unreasonable durations, not clearing background verification checks, misuse of Company assets, violation of Company policies & Code of Conduct, indulging in acts of sexual harassment, persistent irregularity in attending the office without valid reasons, becoming insolvent, absconding etc. This list is only indicative and not comprehensive. In event of termination due to such reasons, you agree that notice requirements shall not apply. In case of your unauthorized absence, without intimation or permission or prior sanction of leave, or being absent beyond the period of leave originally granted or subsequently extended, for a period of 10 working days or more, it shall be considered that you are no longer interested in continuing employment with the Company, in such a case, it shall be deemed that you have abandoned your services. In such an event, the management shall terminate your services without any notice or salary or compensation in lieu of notice.

b) Termination for convenience

1. If you wish to terminate your employment, you will be required to give an advance notice of **three (3)months**, in writing to the company. If at your request, Mindtree agrees to relieve you before serving the full notice period, you will be liable to pay to Mindtree, the salary for the balance notice period along with other amount payable by you to Mindtree. Both Mindtree and you agree that this amount is fair and legally enforceable in the event of any default from your side. Mindtree, at its sole discretion, may provide waiver on the notice period. If there is any failure to comply with the separation procedures within a reasonable time frame, then it will be handled as Termination on disciplinary grounds. If Mindtree terminates your employment, for reasons other than disciplinary grounds, you will be given an advance notice of three months, in writing.

2. If Mindtree decides to relieve you before the completion of the notice period, the salary for the balance notice period would be paid to you after adjusting the amounts payable by you to Mindtree.

3. Salary for the purpose of notice period means the two components of Basic & Flexible Expenditure Plan (FEP), in your compensation at the time of termination of your employment.

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11.3 Common guidelines to be complied with, on termination for any reason, and at any time of your employment

a) On termination of your employment for any reason, you shall comply Mindtree's separation procedures, sign all required documents and return all Mindtree assets with you. Mindtree will not be bound to pay the final dues, if any, till you have completed all the separation procedures and returned all the payments that Mindtree may have due from you under any loans, liens, or borrowings you may have made.

b) If there is any failure to comply with the separation procedures within a reasonable time frame, then it may be handled as termination on disciplinary grounds based on assessment of the circumstances.

c) Mindtree, at its sole discretion, may extend the time frame of notice period for compliance.

12. Nature of employment

12.1 The offer of appointment has been made on the basis that the declaration made by you during the selection process and subsequently at the time of joining are complete and correct and if it is found that you have concealed any information which have material bearing on your employment or you have made any wrong declaration, your employment may be termination without any notice, salary or payment in lieu of notice. **The Company reserves right to have your back ground check either directly or through an outside agency and by accepting the terms of appointment, your consent for the same is deemed to have been given.**

12.2 The employment at Mindtree is exclusive and you shall devote your full time for discharging the roles and responsibilities entrusted to you. You shall not take up any employment part-time or full time for consideration or on honorary basis without the prior written consent of Mindtree either during Orchard Learning Program or after your confirmation.

13. Other Agreements

You may be required to sign necessary agreements with Mindtree and its clients as required and complete various formalities as per those agreements at the time of joining and during the tenure with the Company. You may also be required to sign other agreements with the Company, as the Company may decide from time to time, in order to secure the interests of the Company and also to ensure your performance and adherence to all terms, conditions, rules and regulations of the Company.

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Kakumanu Praveena (Jul 9, 2021 18:33 GMT+5.5)

14. Transfer

14.1 You could be transferred to any of other offices/branches/subsidiaries/affiliates, either domestic or abroad, should the need arise. You will abide by the Company's rules, regulations and policies, as may be in effect from time to time with respect to your function, grade or location where you work in.

14.2 On confirmation of your employment through the successful completion of the Orchard Learning Program, relocation from Mindtree Kalinga to the work location will be as per the existing relocation policy for Campus Minds.

15. Retirement and retirement benefits

15.1 Subject to your confirmation after the completion of training at Kalinga, your service in the Company is valid till the date of retirement (last day of the month of your sixtieth birthday). For this purpose the date of birth as declared in the application form for selection, will be treated as final.

15.2 Retirement benefits, i.e. Provident Fund and Gratuity, are effective from the date of confirmation.

15.3 Compliance will be as per the prevailing statutory requirements at any point of your employment with Mindtree.

16. Intellectual property

If you conceive any new or advanced methods of improving process/formulae/systems in relation to the operation of the Company or an intellectual property in course of your training or work, such developments will be fully communicated to the Company and the Company will have the full ownership sole right/property of the same. You hereby assign all intellectual property rights and moral rights to Mindtree.

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17. Mindtree's Code of Conduct and Policies

17.1 Mindtree has a 'Code of Conduct' that is applicable during your stay at Mindtree's Global Learning Center at Mindtree Kalinga, Bhubaneswar, for the Orchard program as well as outside of Mindtree at any other Mindtree premises. The Code of Conduct also applies to your tenure with Mindtree after the completion of the training at Kalinga and your employment at Mindtree while at Mindtree location or at a Mindtree customer location.

17.2 You will be requested to sign your acceptance and adhere to these terms upon joining.

17.3 Any subsequent updates of the Policies and Code of Conduct shall automatically apply to your employment with Mindtree. You are required to keep yourself updated at all times of these Policies and Code of Conduct.

18. Tax implication

You are solely responsible for declarations and implications arising thereof for all personal income tax purposes.

19. Reimbursement of travel expense for joining Mindtree

Expenses incurred by you for joining at Mindtree Kalinga will be borne by you and will not be reimbursed by Mindtree.

20. Personal Safety and conduct

You understand that Kalinga is a residential facility and you shall accordingly upon leaving the campus for your outings or otherwise, have the responsibility of informing your family about your safety and whereabouts. While you are outside the Kalinga Campus or outside a Mindtree premise at your own volition, you shall be responsible for your conduct and personal safety. You shall indemnify Mindtree, its directors and employees from any claims, legal or financial arising out of your own actions or omissions or indulging in activities that endanger your personal safety and release Mindtree of all liabilities to you or your family arising from your acts or omissions.

End of Annexure 3

Praveen
Kakumanu Praveena (Jul 9, 2021 18:33 GMT+5.5)

Mindtree
A Larsen & Toubro Group Company

Code of Conduct

Summary:

Mindtree Minds are expected to follow a professional code of conduct and work ethics. The intent of this document is to lay the ground rules for professional and disciplined behavior in the office premises and/or at client locations. Mindtree cannot anticipate all situations that may arise during your employment. When in doubt about an appropriate course of conduct, please contact your supervisor or a People Function representative.

Your employment with Mindtree is subject to your acceptance of this Code of Conduct Procedure. All Mindtree Minds are required to read, understand and sign the Code of Conduct procedures when they are hired.

Objective:

To define guidelines on the professional code of conduct and work ethics in the office premises and/or at client locations.

Eligibility/Applicability:

All Mindtree Minds, Mindtree's clients, vendors, partners etc.

Code of Conduct :

The policy details various scenarios under which Code of Conduct is monitored.

1) Personal Interest v/s Mindtree's interest

In day-to-day work scenarios, you could face situations where a possible course of action would advance your personal interests at the expense of the company. In such situations, you are expected to put the best interests of the company first. When in doubt, please check with People Function and/or your Manager.

2) Use of proprietary or confidential information of third party

You should not disclose to Mindtree, bring onto Mindtree's premises or induce Mindtree to use any confidential information that belongs to anyone other than Mindtree or yourself. You are instructed neither to make use of any confidential or proprietary information of a third party in the course of performing your job duties or services, nor include or incorporate any such information with or into any product or work that you create, design, or develop for or on behalf of Mindtree in the course of performing your duties or services unless you have the prior written consent of Mindtree. Reference to 'Mindtree' above includes Mindtree's clients, vendors and partners as well.

3) Office for Profit

Without the consent of Mindtree, you are prohibited from initiating or accepting any work as an Employee, consultant, adviser or as a member of board of directors of any other company. If you wish to seek approval for such outside work, please contact your People Function representative.

4) Vendor relationship

In your capacity as a Mindtree Mind or Consultant, neither you in the capacity of employee nor any of your immediate family members can be a vendor of Mindtree. You shall not accept advice, service, or gifts or presents in kind or cash from a vendor of Mindtree with a value greater than $25. If you receive any gifts from a vendor with a value greater than $25, or if a vendor engages in a pattern of offering you small gifts, please inform your reporting manager or ask People Function for guidance.

5) Using Mindtree's time and assets

You should not use Mindtree's or its customers' time or any of its assets for performing outside or personal work. In addition, you should not abet, entice, motivate, help, or coerce fellow employees to use such time and assets for outside or personal work that could reasonably be construed to have a detrimental effect on Mindtree.

6) Personal Relationship

Your spouse or any other member in your immediate family may be working with a competitor or vendor of Mindtree. This calls for extra-sensitivity to confidentiality of Mindtree's information as there is a possibility that the closeness in relationship could lead to inadvertently compromising Mindtree's interest. You are requested to be aware of the potential conflicts that might arise and inform the People Function accordingly.

If you are a member of an Enabling function such as People Function, Finance, IS etc you cannot have an immediate family member employed in another function/role in Mindtree, unless it has been explicitly approved by the head of People Function.

7) Equal Opportunity

Mindtree is an equal opportunity employer and makes employment decisions on the basis of merit. The Company seeks to have the best available individual(s) in every position. Mindtree prohibits unlawful discrimination based on race, color, citizenship, religion, sex, national origin, age, disability, or family, marital or veteran status, or any other characteristic protected by federal, state or local laws.

Mindtree is committed to complying with all applicable laws providing equal opportunities to individuals regardless of race, color, citizenship, religion, sex, national origin, age, disability, or family, marital or veteran status, or any other characteristic protected by law. This responsibility applies to all persons involved in the operations of Mindtree and prohibits unlawful discrimination by any Mindtree Mind, including supervisors and coworkers.

Mindtree prohibits taking negative action against any Mindtree Mind for reporting a possible deviation from this policy or for cooperating in an investigation. Any Mindtree Mind who retaliates against another Mindtree Mind for reporting a possible deviation from this policy or for cooperating in an investigation will be subject to disciplinary action, up to and including termination of employment.

8) Dating/Romantic/Sexual Relationships

Mindtree recognizes that sometimes employees enter into personal relationships in the workplace, and this provision is not intended to prohibit such relationships. However, certain romantic or sexual relationships can interfere with the smooth operation of its business. Some of these relationships can also result in actual or potential disclosure of confidential or sensitive information and can have other detrimental effects. Mindtree reserves the right to determine when a relationship presents a problem in the workplace.

Without limiting its discretion to address problematic relationships or situations, Mindtree offers the following guidelines:

During working time and in working areas, employees must keep personal exchanges limited so that others are not distracted or offended, and so that productivity is maintained. During nonworking time, such as lunches, breaks and before and after work periods, employees may have appropriate personal conversations in non-work areas as long as their conversations and behaviors could not be perceived as offensive or uncomfortable to a reasonable person. Employees are strictly prohibited from engaging in conduct that would be deemed inappropriate by a reasonable person while on company premises, regardless of whether they are working at the time.

Mindtree generally considers employee off-duty conduct as private, as long as the conduct does not create problems within the workplace. Exceptions to this principle, however, involve 1) romantic or sexual relationships between supervisors and subordinates (regardless of the reporting structure) or 2) romantic or sexual relationships between any employee in the People Function or Finance departments and any other employee. Both employees involved in a relationship in either of these categories must immediately disclose to Mindtree the existence of a romantic or sexual relationship. Such required disclosure must be made in writing to People Function. People Function will provide an appropriate form upon request. Failure to make this disclosure may result in disciplinary action up to and including termination of employment. This disclosure will enable Mindtree to determine whether, given the relative positions of the individuals involved, action should be taken.

If Mindtree determines that action must be taken, it may ask one or both of the employees to transfer to another position, location, or project. If a transfer proposed by Mindtree is refused, or if Mindtree determines that the situation cannot be adequately addressed by transfer (or if Mindtree determines that transfer otherwise would not be in the best interests of Mindtree), Mindtree may terminate the employment of one or both employees. Mindtree has the sole discretion to determine whether a problem exists and how to address it. Accordingly, Mindtree is not limited to transfer and discipline/termination as its only options.

9) Personal Behavior

Mindtree expects all Mindtree Minds to be honest and fair in dealing with people, customers, vendors, competitors or others because you are the brand ambassador of Mindtree and your actions help to form others' impressions about Mindtree.

10) Breach of Discipline

As discussed above, Mindtree expects all Mindtree Minds to behave in a professional manner. Listed below are categories of inappropriate conduct that may lead to disciplinary action, up to and including termination of employment from Mindtree (This list is just illustrative and not exhaustive).

"Theft, fraud, forgery, embezzlement, misappropriation; dishonesty, harassment, indecent behavior, sexual advances, suggestive remarks, racial slurs, derogatory remarks/discrimination on - disability, veteran status, national origin, sexual orientation, race, color, religion, political affiliation, sex, or age. The list also includes forwarding/ viewing pornographic material at work or on work computers or other devices, willful insubordination, disobedience, absence without leave, habitually irregular attendance, neglect of work, willful damage of company property, disclosing/divulging trade secrets/confidential information/special processes/methodologies, unfair dealing with parties, false representation/misrepresentation, false recording/reporting of information, drunkenness, riotous behavior, commission of certain criminal offense(s), aiding or abetting any act listed herein, willful breach of law/rule / policy / guideline/procedure, working under the influence of alcohol or illegal drugs, creating/encouraging an offensive work environment, etc."

In the event Mindtree receives information suggesting that you may have engaged in any of the conduct described above, People Function personnel may require you to undergo necessary tests/assessments/inquiry as appropriate. You will be expected to cooperate in any investigation People Function or Mindtree management conducts or directs. Mindtree reserves the right to test Mindtree Minds for drug and alcohol use for cause or when a client requires testing.

11) Usage of Assets

As a Mindtree Mind, you will come in contact with the below mentioned assets as part of your job. You shall not disclose or divulge any of these assets without permission. You also shall not give false information, misinterpret or misquote any of these assets.

Information which can safely be construed as intellectual property or as copyrightable material includes the following -

- Product of ideas and hard work
- Confidential data
- Any business/functional plan
- Personal information
- Design
- Processes and know-how
- Any internal databases
- Patents /application
- Copyrighted material
- Methodologies, Services etc.

You will also ensure that company confidential information is not used for -

- Benefiting a third party,
- Having reciprocal dealings for personal benefits,
- Acquiring pirated, illegal unlicensed software,
- Receiving or giving extensive gifts/presents,
- Following any practices that lead to monopolies or restrict trade,
- Causing any violation of legal or statutory requirements, etc.

Please understand that unintentional disclosure of proprietary information can be just as harmful as intentional disclosure. Hence you are directed not to disclose Mindtree's confidential information to anyone (including fellow employees, if you are unsure of whether to divulge or not) unless otherwise required or permitted by law or directed by Mindtree management.

12) Workplace Etiquettes

Workplace etiquette and housekeeping of personal space is a discipline. You must keep your desk space area clean at all times and should put away any papers, books, files, stationery, etc. when you close work for the day. You must ensure that you maintain minimum noise levels at all times so as not to disturb others. Please be conscious of Mindtree's Green council policy while using company / customer provided resources like printers, stationery, etc.

All Mindtree facilities/ campuses are designated as non-smoking zones. If you wish to smoke at work, please make use of designated smoking areas only.

It is imperative to safeguard the assets (computers, telephones, LCD, etc.) of the company from dishonest, illegal or willfully negligent acts. It is a serious violation to remove any assets from the company or use for personal benefit.

13) Information Disclosure

As a Mindtree Mind, you are expected to maintain the confidentiality of Mindtree's trade secrets and private or confidential information. Trade secrets may include information regarding the development of systems, processes, products, know-how and technology. If in doubt about whether a document or other information should be considered confidential, please contact your supervisor or People Function representative.

Mindtree Minds should not speak to the media on Mindtree's behalf without contacting company spokesperson/public relations personnel. All media inquiries should be directed to them.

You must be aware that Mindtree subscribes to the provisions and guidelines of security controls as defined under ISO 27001 in the current form and with any subsequent changes. In Mindtree, you are expected to adhere to the defined compliance under the security policy. Any breach of information security controls may result in disciplinary action up to and including termination of employment.

14) Information privacy

For privacy related rights please refer to the Data Privacy Policy available in People hub and *https://www.mindtree.com*.

Agreed and Accepted

Signature : Kakumanu Praveena (Jul 9, 2021 18:33 GMT+5.5)

Name : Kakumanu Praveena

Date : Jul 9, 2021

1226

~~12-44~~
17-1241

Infosys
Navigate your next

July 13, 2021

HRD/3T/1002138286/21-22

Mr. Kondapaturi Venkata Naga Sai Manoj Kumar
4-75a,Main Road
Pamidipadu
Ongole-523213
India

Ph: +91-9542937501

Dear Kondapaturi Venkata Naga Sai,

Welcome to Infosys!

Today, the corporate landscape is dynamic and the world ahead is full of possibilities! None of the amazing things we do at Infosys would be possible without an equally amazing culture, the environment where ideas can flourish and where you are empowered to move forward as far as your ideas will take you.

At Infosys, we assure that your career will never stand still, we will inspire you to build what's next and we will navigate further, together. Our journey of learnability, values and trusted relationships with our clients continue to be the cornerstones of our organization and these values are upheld only because of our people.

We look forward to working with you and wish you success in your career with us.

Warm regards,

RICHARD LOBO
EVP and Head Human Resources - Infosys Limited

Digitally signed by Richard Lobo
Date: 2021.07.[illegible] 15:19 IST
Reason: Digitally signed
Location: Bangalore

INFOSYS LIMITED
CIN: L85110KA1981PLC013115
44, Infosys Avenue
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ANNEXURE - II
(Compensation post Unit allocation)

COMPENSATION DETAILS
(All figures in INR per month)

NAME	Mr. Kondapaturi Venkata Naga Sai Manoj Kumar
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee

1. MONTHLY COMPONENTS	
BASIC SALARY	15,00
BASKET OF ALLOWANCES	4,47
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,8
MONTHLY GROSS SALARY	**22,3**

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1
GRATUITY - 4.81% of Basic Salary*	
FIXED GROSS SALARY (1+2+3)	**25**

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At indicative Payout of 10%	At indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)			26,250
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)			27,500
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)			30,000

OTHER BENEFITS

Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any l
allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant l

wipro

APPOINTMENT LETTER

July 10, 2021

Dear Kuchibhotla Sairama Prasannalakshmi,

Welcome to Wipro Limited (Company/Wipro) and congratulations on your appointment as **Project Engineer**. The terms of your employment with the Company is listed below. Please be informed that the terms may be modified pursuant to changes in the Company policy updated from time to time.

1. Appointment Details:

a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.

b. You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.

c. The retirement age is 58 years.

d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.

e. We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.

f. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.

g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining.

2. Compensation:

You will be eligible for:

a. Compensation and benefits in accordance with Annexure III - Salary Offer Sheet.

b. Variable Pay - The details of this component are listed in Annexure V. The Variable Pay program may be changed or modified in part or full thereof from time to time, at the sole discretion of the Company.

c. Other compensation and benefits in accordance with Company policy as modified and intimated to you from time to time.

d. Your salary will be reviewed periodically as per Company policy.

e. Changes in your compensation are at the Company's discretion and will be subject to and on the basis of your effective performance and the performance results of the Company during your period of employment and other relevant criteria.

3. Other Benefits:

You will also be eligible for:

may be required under obligation of law or as may be required by the Company and in the course of your employment. This covenant shall endure during your employment and beyond the cessation of your employment with the Company (irrespective of the circumstances of, or the reasons for, the cessation).

b. In your work for Wipro, you will be expected not to use or disclose any confidential information, including trade secrets, of any former employer or other person with whom you have an obligation of confidentiality and by signing below you affirm that you have no conflicting obligations or non-compete agreements that would prevent you from working without limitation for the Company.

7. Assignment of Intellectual Property

In connection with your employment and during the term of your employment, upon conception or creation, you shall disclose and assign to Wipro as its exclusive property, all inventions, ideas, concepts, discoveries, techniques, and improvements (including, without limitation, legal documents, training materials, computer software and associated materials) developed or conceived by you solely or jointly with others (whether or not during business hours), and shall comply with the Policies of Wipro in relation to Intellectual Property.

8. Non-Compete

In the course of your employment with the Company you will be providing services to customers or clients of the Company during which process you will be handling sensitive information including but not limited to key customers of the Company, competitor information, customer sensitive information ('Confidential Information'). You acknowledge and recognize that Confidential Information available to you, if leaked, would cause irreparable harm to the Company and its protection is of utmost importance to the Company. You confirm that for a period of six (6) months after separation of your employment from the Company (irrespective of the circumstances of or the reason for the separation), you will not accept any offer of employment from a customer or client with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of separation.

9. General:

This offer of appointment is subject to the precondition that you have not provided us with any false declaration and/or documentation or willfully suppressed any material information. If at any point of time, it is brought to our notice that you have submitted fabricated documentation or made false representation or willfully suppressed material information, you shall be liable to be removed from service with immediate effect and the Company reserves its right to initiate appropriate action as per applicable policy and /or enforce remedies available to us under law.

Please note that you are required to inform us if there are any agreements, oral or written, which you have entered into and which may relate to or affect your commitments under this employment contract.

a. You acknowledge that you have understood the terms of this employment contract and that you are aware that the specific performance of the terms of this employment contract may be enforced legally, if required. In this connection, if any of the provisions of this letter of appointment are declared or found to be void or unenforceable due to any reason whatsoever, the remaining provisions of this letter shall continue in full force and effect.

b. These employment terms supersede and replace any existing agreement or understanding, if any, between the Company and you on the same subject matter.

c. You warrant that you are not prevented by any court or by any other administrative or judicial authority or order from providing the services required under this employment contract. In the event that you are not a citizen of the country of posting, you should have a valid work permit to work in the country of posting.

d. Your appointment shall be treated as withdrawn in case:

i. You have not scored minimum aggregate marks of 60% in your 10 th Standard or equivalent education.
ii. You have not scored minimum aggregate marks of 60% in your 12 th Standard or equivalent education.
iii. For Graduates: You have not scored minimum aggregate marks of 60% in your graduation.
iv. For Post Graduates: You have not scored minimum aggregate marks of 60% in your graduation and 60% in post-graduation.
v. You have any pending backlogs/ arrears on the date of appointment.

Please note that at any stage, whether during your online test and/or interview process or upon joining the Company, if it is brought to our notice that you have indulged in malpractices or used illegal means to clear your online assessment, the Company shall withdraw or revoke the offer with immediate effect and we reserve our rights to take suitable action against you as we may deem fit.

received, except where such an interest comprises of securities in widely held corporations which are quoted and sold in the open market or the interest is not material.

b. For an employee or any dependent member of his family to buy, sell or lease any kind of property, facilities or equipment from or to the company or any affiliate or to any company, firm or individual who is or is seeking to become a contractor, supplier or customer, except with the knowledge and consent of top management.

c. For an employee to serve as an officer, director or in any other management capacity or as a consultant of another company or organization doing or seeking to do business with the company or an affiliate except with the knowledge and consent of top management.

d. For an employee to use or release to a third party any data on decisions, plans, competitive bids or any other information concerning the company, which might be prejudicial to the interest of the company.

e. For an employee or any dependent member of his family to accept commission, a share in profits or other payments, loans (other than with established banking or financial institutions), services excessive entertainment and travel or gifts of more than nominal value from any individual or organization doing or seeking to do business with the company.

I have read the above mentioned 'Conflict of Interest' policy and I declare that there is no 'Conflict of Interest' in my employment. If in future any conflict arises, I will immediately inform my supervisor and notify the top management.

Compliance to Company's Code of Conduct to Regulate, Monitor and Report Trading (Code) by Insiders

Insider Trading is prohibited by both Law as well as by Wipro Limited's (hereinafter to as the "Company") internal policy. Insider trading generally involves the act of subscribing/buying/ selling or dealing in the Company's Securities, while in possession of any Unpublished Price Sensitive Information (hereinafter referred to as "UPSI") about the Company. It also involves disclosing or procuring any UPSI about the Company to/from others who could subscribe or buy or sell or deal in the Company's Securities.

As an employee of the Company you are considered as an Insider and accordingly advised as below:

1. Trading when in possession of UPSI: Employees are strictly prohibited from trading in the Securities of the Company when in possession of UPSI concerning the Company. Trading in securities of the Company is also prohibited for certain designated employees when the trading window is closed. For details please contact: policyclearinghouse@wipro.com.

2. Communication or procurement of Unpublished Price Sensitive Information (UPSI): Employee shall seek, communicate, provide or allow access to "UPSI of the Company to others only for legitimate purposes, performance of duties and discharge of legal obligations and strictly on a need to know basis. Employees are strictly prohibited from the following:

a. Counseling or disclosing or communicating UPSI to any other person including spouse and/or relatives, except on a need to know basis.

b. Counseling as well as expressing opinions or making any recommendations to any person on the Securities of the Company when in possession of any UPSI.

c. Unauthorized disclosure or communication of UPSI.

d. Procuring any UPSI from others

3. Individual and Personal Responsibility: As per the Code, Company can take appropriate actions like wage freeze, suspension, termination of employment on employees involved in Insider Trading. Insider trading also attracts severe civil and criminal penalties not only on the Insider but also on the Company in certain circumstances. The penalties levied on the employee will not be borne by the Company and the employee individually is responsible.

4. Disclosure requirements: Every employee of the Company and their Immediate Relatives shall disclose to the Company the number of securities acquired or disposed of within two trading days of the transaction if the value of the securities traded, whether in one transaction or a series of transactions over any calendar quarter, aggregates to a traded value in excess of ten lakh rupees. For more details on procedures and guidelines, employees are requested to refer the Company's Code of Conduct to Regulate, Monitor and Report Trading by Insiders. Or write to policyclearinghouse@wipro.com.

ANNEXURE II

PERSONAL INFORMATION AS REQUIRED UNDER INFORMATION TECHNOLOGY ACT, 2000

I hereby confirm that I shall submit the required academic certificates including but not limited to mark sheet and Provisional or Convocation Degree Certificate within 3 months from my date of joining. I understand that my employment is subject to my aggregate meeting the Company's eligibility criteria and submission of the above mentioned documents.

I hereby declare that all the particulars mentioned above are true to the best of my knowledge. In the event of my failure to submit the above mentioned documents or in case of any discrepancy, I shall be liable for immediate termination of my employment with the Company.

ANNEXURE – V

Variable Pay - A BRIEF OVERVIEW

Variable Pay Policy Summary & Computation:

Variable Pay is a variable component in your salary stack which would be paid out on a quarterly basis. It would be linked to the following parameters:

For employees joining in billable roles, variable pay will be linked to individual billability. i.e. the number of days employee is billed in a quarter. This factor is applicable only for employees joining in billable roles in Bands Team Rainbow, A1, A2, A3, B1, B2 and B3 and who have variable pay as part of their salary stack.

For employees joining in above Bands in Support roles and central functions, and who have variable pay as part of their salary stack, variable pay will be linked to company's financial parameters. Financial metrics is linked based on specific role for each employee in each quarter, as per the respective financial year policy.

The Variable Pay program may be changed / altered or modified in part or full thereof from time to time, at the sole discretion of the management. It is mandatory for you to complete the quarter for which the Variable Pay applies i.e. you should be on the rolls of the Company on the last working day of the quarter to be eligible for payout under the program.

The detailed policy will be made available on myWipro->myPolicies->Common Policies Across Countries->my Financials->Variable Pay Policy FY 2021-22.

SOME ADDITIONAL INFORMATION ON THE SALARY OFFER

Basic, Additional Allowance and Bonus

This are fixed monthly components of your salary and are taxable. They do not vary every month, and are fixed for a particular period.

House Rental Allowance:

HRA is given to the extent of 50% of your Basic. HRA exemption is applicable as per IT rules on submission of rent receipts.

Wipro Benefit Plan (WBP):

Wipro Benefits Plan (WBP) is basket of various allowances/ expenses considered for Income Tax exemption. Under WBP, you will be granted Leave Travel Allowance and Education Allowance. Benefits regarding the use of Telephone/Mobile phone, Non-transferable Meal card can also be availed under the Plan. The actual expenses incurred towards these components are eligible for exemption as per the prescribed Income Tax rules applicable. Thus, you will be subjected to tax for the portion of the allowances that is not exempt. The Income Tax exemption for benefits availed are subject to submission of proofs or other conditions as may be prescribed in this policy. Wipro will grant a Group Allowance, which will be computed after reducing the aggregate cost of allowances/benefits availed under WBP and related recovery of Perquisite Tax and associated charges. Following are your WBP Entitlements:

1. **Leave Travel Allowance:**

   New employees are eligible for LTA provided leave is taken as per the rules of Wipro. For details on Income Tax exemption please refer to myWipro on joining. The maximum LTA that can be considered for IT exemption is Rs 50,000.

2. **Telephone/Mobile Phone Allowances:**

   The amounts paid by you towards telephone rentals (both landline and mobile) rentals are also towards broadband/ modem hub/ routers/ GPRS etc. for internet usage plans are eligible for IT exception up to Rs. 19,800 per annum under WBP as per prescribed limit in the policy. No expenses in respect of rentals or other

1. Medical Assistance Program (MAS)**: This is a medical scheme covering you, your spouse and your children to the extent of Rs.15000 per annum. **This scheme is not applicable for employees covered under the Employee State Insurance Act (ESI).** This limit will be prorated based on your joining and exiting months in a financial year. The amount mentioned as Medical allowance in your salary stack is a notional figure and it indicates average outflow per month and per employee towards MAS. Medical is a reimbursable amount, i.e., it will be paid at actuals on making a claim.

2. Mediclaim: You are eligible for a floater coverage of Rs 2,00,000 per annum for family (self, spouse & children) towards hospitalization. There will be a deduction from your monthly payroll depending on your marital/family status towards the base sum insured premium.10% of the claim amount has to be borne by you.

   If you wish to enhance the coverage, Top up cover options are also available for a highly negotiated premium. More details on the policy are available on My Policies Section in myWipro which is accessible on joining.

   Base Medical insurance is to be availed by the employee as default. It is accounted for in deductions as a nominal monthly charge. Top-Up cover is voluntary and charged as applicable during renewal timelines.

3. Annual Health check: Company paid Annual health check-up program is available for employees above 40 years of age.

Gratuity Benefit**: Up to Rs. 20,00,000

This provides you a lump sum benefit up to a maximum of INR 20 LPA to be calculated and payable as per applicable laws

Survivor Benefit Pension Program**:

The Survivor Benefit Plan's objective is to provide a monthly income to the surviving spouse and children of an employee, in the unfortunate event of death while in service. The pension payable is based on last drawn basic salary at the time of death, number of years till retirement, number and age of surviving members.

E.g. If an employee is in Grade B3 with basic of Rs. 15,000 per month and the remaining period before retirement at time of his death is 20 years and he has a surviving spouse and two eligible children, the supplementary Pension payable per month would be as follows: Basic * No of years to Retirement * Grade Factor * % based on number and age of surviving members.

I.e. 15,000 x 20 x 2.7%* x 80% = Rs. 6,480 per month as supplementary pension payable. *Grade Factor is a band specific predefined pension Accrual rate.

Loans:

Interest Free Loan: An interest free loan of Rs. 20,000 as per policy is available to facilitate your settling down. The amount is primarily intended to cover housing deposit/assistance towards purchase of two wheeler. This is recovered in 10 equal installments.

Contingency Loan: An interest free contingency loan of Rs. 50,000 or two months monthly gross whichever is lower as per policy can be availed in case of contingency. This would be recovered in 20 equal installments. Any loan taken above Rs. 20,000 will be liable to tax on the notional interest cost as per CBDT rules.

** These benefits are subject to the terms and conditions of the company policy and cannot be converted to fixed cash.

1. Your Life and Accident Cover :

a. Group Personal Accident Insurance (GPAI) Program: Rs. 12,00,000 Through GPAI you are covered by way of round-the-clock risk coverage against any accidents occurring while at work or outside of work resulting in partial or total disablement or casualty. Employees can also get an extra coverage for a nominal and highly negotiated premium.

b. Group Term Life Insurance: Rs. 14, 00,000 In the unfortunate event of death on account of either accidents or natural causes, your surviving family members would be eligible for an insurance cover under this policy. This sum insured is inclusive of cover as per EDLI (Employee Deposit Linked Insurance). Employees can also get an extra coverage for a nominal and highly negotiated premium.

   Please note: More details on the above mentioned policies are available on My Policies Section in My Wipro accessible on joining. Access through My Wipro -> My Policies ->India > My Financials -> Group Life Insurance/ Personal Accident

   The policies mentioned here are policies of the Company as on date, this is subject to change in future as per policies of the Company from time to time.

Date: 29th of April 2021
Name: KUNDURU PAVANKUMAR REDDY
Roll Number: 17481A1245

Sub: Letter of Intent

Dear **KUNDURU PAVANKUMAR REDDY**

We are pleased to offer you the position of **Customer Care** Executive. You shall report for a comprehensive training program on **May/June/Jul** at 10:00 AM.

Your Monthly CTC will be **Rs.12,200/- + Incentives & Tenure bonus**. The details of your salary break up are provided to you in the annexure.

The offer is subject to:

- You submitting the degree certificate and all your mark sheets at the time of joining.
- A satisfactory reference from the list of referees furnished by you at the time of joining.
- A satisfactory medical opinion, if required, from a registered medical practitioner (RMP) nominated by the company.
- Submission of satisfactory proofs regarding information declared by you, i.e. your age, educational qualification, previous work experience and relieving letter from your last employer etc.

You will be under training which will vary for a period from 2 to 8 weeks depending on the performance and the project that you would be assigned. Your continuity in the organization is subject to successful clearance of training evaluation.

You will be on probation for a period of 6 months and will be confirmed on rolls upon successful completion of the probation (The probation is inclusive of the training period).

We are looking forward to you building a successful career with ALLSEC.

Best Wishes,

For **Allsec Technologies Limited,**

Authorized Signatory
Human Resources **Department**

1748141249

TATA

Offer: Computer Consultancy
Ref: TCSL/CT20182477531/Hyderabad
Date: 31/10/2020

Ms. Monika Rani Mendadala
2/125-ADronadula Street,
Opp Vahini Studio,
Gudivada-521301,
Andhra Pradesh.
Tel# 91-9247897843

Dear Monika Rani Mendadala,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year.Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course,.you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Deccanpark, No 1 Software Units Layout, Madhapur, Hyderabad 500 081 India
Tel: 91 40 6667 2000 Fax: 91 40 6667 2222 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

TATA

GROSS SALARY SHEET

Annexure 1

Name	Monika Rani Mendadala
Designation	Assistant System Engineer-Trainee
Institute Name	Gudlavalleru Engg. College, A P

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
Retention Incentive	NA	0
TOTAL GROSS	27,415	3,36,877
Xplore/ Learning Incentive****		Upto 60,000

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore Program.

**The Performance Pay is applicable upon successful completion of the TCS Xplore Program.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

**** Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
GROSS BOUQUET OF BENEFITS	7,646	91,752

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Deccanpark, No 1 Software Units Layout, Madhapur, Hyderabad 500 081 India
Tel: 91 40 6667 2000 Fax: 91 40 6667 2222 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

17481A1282

Offer: Computer Consultancy
Ref: TCSL/DT2018444453/Hyderabad
Date: 31/10/2020

Ms. Naga Mallika Dusanapudi
14-51/A,
Vinayaka Street,
Ravigunta-521324,
Andhra Pradesh.
Tel# 91-9705457801

Dear Naga Mallika Dusanapudi,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year.Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

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TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

12-4H3

TATA

Offer: Computer Consultancy
Ref: TCSL/CT20203173736/Hyderabad
Date: 31/10/2020

Mr. Shoyab Syed
5/195Kumari Cheruvu,Mubarak Center,
Miyakhan Masjid,
Gudivada-521301,
Andhra Pradesh,
Tel# 91-7989036393

Dear Shoyab Syed,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year.Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

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Cognizant

23-Mar-2021

Dear Srimanth Myneni,
B.Tech/B.E., Information Technology
Gudlavalleru Engineering College,Gudlavalleru

Candidate ID – 15017453

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**.You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-.** This includes an annual target incentive of INR **22,500 /-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR Rs.**450,740/-.** This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for 3 months and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

3.1 Cognizant Internship:

a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.

b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program.

3.2 Continuous Skill Development (CSD) Program:

a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrollment into the program.

b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

3.3 GenC Training Post joining:

a) Cognizant continues to invest in skill building of the entry-level talent and GenC training is a formal on-the-job training offered to trainees based on the business specific skilling needs. The terms and conditions of this training will be governed by Cognizant GenC program guidelines.

b) The Cognizant Internship or the Continuous Skill Development (CSD) completion qualify as the entry criteria to the GenC training and is used as basis towards your allocation to projects/roles.

We look forward to you joining us. Should you have any further questions or clarifications, please log into https://campus2Cognizant.cognizant.com

Yours sincerely,
For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President – Human Resources

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature: **Date:**

Cognizant

Compensation and Benefits

Name:	Srimanth Myneni	**Designation:**	Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7349	88,188
	Annual Gross Compensation		**359,988**
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		**382,488**
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		**401,988**

As an associate you are also entitled to the following additional benefits:

• Floating Medical Insurance Coverage
• Round the Clock Group Personal Accident Insurance coverage
• Group Term Life Insurance
• Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
• Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

Leave & Vacation:

• From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

SI No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

• From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
• In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity leave by adhering to the conditions as specified in the Cognizant India Leave policy

Provident Fund Wages:

• For the purpose of computing PF Wages to Provident Fund, Pension Fund & EDLI Scheme, PF Wages shall be Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout".
• Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser

Employees State Insurance:

• Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter.
• Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month.
• ESI shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period.

* **Flexible Benefit Plan:** Your compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to
1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** **Incentive Indication:** Incentive amount may be higher, lower, or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is prorated to the duration spent with Cognizant India for the calendar year and will be paid to you only if you are active on Cognizant's payroll on the day of incentive payout.

*** **Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same. Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

HRD/3T/1002128170/21-22 August 18, 2021

Mr. Srimanth Myneni
10-63, Main Road, Paidikondala Palem
Pamidimukkala Mandal, Krishna District, Ap
Vijayawada-521250
India

Ph: +91-9494097152

Dear Srimanth,

Welcome to Infosys!

Today, the corporate landscape is dynamic and the world ahead is full of possibilities! None of the amazing things we do at Infosys would be possible without an equally amazing culture, the environment where ideas can flourish and where you are empowered to move forward as far as your ideas will take you.

At Infosys, we assure that your career will never stand still, we will inspire you to build what's next and we will navigate further, together. Our journey of learnability, values and trusted relationships with our clients continue to be the cornerstones of our organization and these values are upheld only because of our people.

We look forward to working with you and wish you success in your career with us.

Warm regards,

RICHARD LOBO
EVP and Head Human Resources - Infosys Limited

Signature Not Verified
Digitally signed by Richard Lobo
Date: 2021.08.18 19:23:47 IST
Reason: Digitally Signed
Location: Bangalore

INFOSYS LIMITED
CIN: L85110KA1981PLC013115
44, Infosys Avenue
Electronics City, Hosur Road
Bangalore 560 100, India
T 91 80 2852 0261
F 91 80 2852 0362
askus@infosys.com
www.infosys.com

Company Confidential - This communication is confidential between you and Infosys Limited

HRD/1002128170/21-22 August 18, 2021

Mr. Srimanth Myneni
10-63, Main Road, Paidikondala Palem
Pamidimukkala Mandal, Krishna District, Ap
Vijayawada-521250
India

Ph: +91-9494097152

Dear Srimanth,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer** .

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **06-Sep-2021.**

Location

Your location of training is **MYSORE, India** . The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location."

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise."*

Training

The training program will consist of classroom/virtual training and on-the-job training. The duration of the classroom/virtual training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and successful completion of the training.

Probation and Confirmation

You will be on probation for a period of 12 months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

Leave

You are entitled to Earned Leave, right from your date of joining. You will be eligible for 15 working days of earned leave annually, during probation. On confirmation as a permanent employee you will be eligible for 20 working days of leave annually.

Leave is credited on a quarterly basis. The leave eligibility shall begin in the quarter of your joining the Company, on a pro-rata basis. Leave year is the calendar year and not the fiscal year.

An illustration with other relevant information have been given in the Information Sheet. The Company`s Policies also provide for Maternity, Paternity and Bereavement Leave. Further details will be provided to you at the time of joining.

Agreement

Our offer to you as **Systems Engineer** is subject to the execution of the Service Agreement. The Service Agreement details the scope, terms and conditions of your employment, the necessary training and the contractual obligations towards Infosys from the date of your joining and up to a period of 12 months from the date of allocation to a Practice Unit. The date of allocation to a Practice Unit is generally the first day of the subsequent month post completion of training. You will be required to complete the formalities on the Service Agreement at the time of joining. Please note, non-execution of the notarized Service Agreement will result in denial of employment with the Company.

Compensation and Benefits

Salary

Your Total Gross Salary during training will be **INR 25,000 per month** and Total Gross Salary post allocation will be **INR 30,000 per month** . The break-up of your salary has been provided in the Compensation Details sheet in Annexure - I and Annexure - II.

Training Performance - linked Incentive

You will be eligible for a Training Performance-linked Incentive (TPI) upon allocation to a Practice Unit, to a maximum of 20% of your Fixed Gross Salary, based on your performance in the training. The details of this scheme will be communicated on your joining. Please refer to the Compensation Details sheet for more details.

Ex - Gratia / Bonus

You will be eligible for an Ex-Gratia/ Bonus payout which is calculated at 20% of the Basic Salary as mentioned in the Compensation Details sheet at Annexure - I of this letter. The mode of payment for Financial Year 2021-22 will be as follows:

95% of the bonus amount mentioned in the Compensation Details sheet will be paid out on a monthly basis. The balance amount will be paid out in the end of the financial year.

Basket of Allowances (BOA)

The Basket of Allowances will be paid to you as part of your salary every month.

You will have the flexibility of choosing the components and amounts under such components as per the options provided to you on the Company Intranet, based on your preferences and income tax plans

National Pension Scheme

We offer all our India based employees the option to contribute towards the National Pension Scheme. This is an optional retirement benefit introduced by the Government of India for all its citizens. It enables accumulation of retirement corpus during active employment with add-on tax breaks. Please refer to the Information Sheet at Annexure - IV for more details.

Insurance

You will be eligible to participate in a Group Health Insurance Scheme. You may choose to enhance the coverage with other participatory optional health insurance plans (Platinum, Gold and Silver). You will be covered by default under the Standard Plan which provides you and your family (your spouse and two children up to the age of 22 years) with a cover of INR 4,00,000 per annum.

You will be covered under the Group Life Insurance Scheme, managed by Infosys Welfare Trust which provides you with a total Life Insurance cover of **INR 62,00,000** of which **INR 32,00,000** is covered towards natural death, and **INR 30,00,000** towards an accidental death. All employees become members of Infosys Welfare Trust, by one-time payment of **INR 250** and fixed monthly contribution of **INR 250** .

The details of the Scheme would be available to you when you join the Company.

Notice Period

During the probation period, if your performance is found to be unsatisfactory or if it does not meet the prescribed criteria, your training/employment can be terminated by the Company with one-month notice or salary thereof. On confirmation, you will be required to give three month's notice or salary thereof in case you decide to leave our services, subject to the Company's discretion. Where circumstances make it necessary, the Company will have the discretion to relieve you only at the end of the three months' notice period. Similarly, the Company can terminate your services by giving three months notice or salary thereof.

In the event you do not successfully complete your training, or you are involved in an act that constitutes misconduct, your training/employment can be terminated by the Company with immediate effect without notice.

Background Checks

The Company may, at its discretion conduct background checks prior to or after your expected joining date to validate your identity, the address provided by you, your education details and details of your prior work experience if any, and to conduct any criminal checks. You expressly consent to the Company conducting such background checks. In this connection, you are required to furnish the documents listed in Offer Annexure for India.

If you fail to submit the necessary documents as required by the Company within the specified time period or if the Company is not satisfied, with the outcome of the background checks, the Company, in its sole discretion, reserves the right to withdraw this offer without notice and compensation or to take any appropriate action against you, including, but not limited to termination of your employment.

When a background check raises any concerns regarding any of the details furnished by you and the Company feels the need to further validate such facts, the Company may at its sole discretion, ask you for further information, to substantiate the details that you have earlier provided to the Company, before initiating appropriate action.

Please note that Infosys requires you to furnish a copy of your passport at the time of joining. If you are unable to do so, the Company will initiate a criminal background check.

Other Terms and Conditions

You agree not to undertake employment, whether full-time or part-time, as the Director / Partner / Member / Employee of any other organization / entity engaged in any form of business activity without the consent of Infosys. The consent may be given subject to any terms and conditions that the Company may think fit and may be withdrawn at any time at the discretion of the Company.

Our offer to you as a **Systems Engineer** is conditional upon your having fully completed your graduation/post-graduation, without any active backlog papers and with a pass percentage not lesser than as specified in our campus recruitment program 2020-21. These eligibility criteria for the Role of a Systems Engineer, has already been clearly communicated to you and your college during the selection process. You will also have completed all studies, course requirements and examinations required for the award of the educational qualification recorded by you in your application for employment with Infosys.

You will produce all marks sheets and other relevant documents, at least till the penultimate semester. All these proofs will need to be submitted on the day of joining. Further, you should have been declared as passed by the relevant examination authority. The determination of the adequacy or authenticity of all or any of the proofs and any condonation of delay in submission of the same will be at the Company's discretion.

You hereby acknowledge and agree to abide by all internal Policies of the Company, which you will be able to access, upon joining, on the Intranet 'Sparsh'. These Policies cover various human resources and administrative topics and procedures. The Company reserves the right to change these Policies at any time in its absolute discretion.

Based on the nature of your work and business requirements, you may be required to work on rotational shifts. If you are required to work on rotational shifts, you will be duly intimated of the change in your shift timings. During rotational shifts, you will continue to be bound by the provisions of the working hour policy of the Company. If the rotational shifts require you to work night shifts, the policy on night shift allowance of the Company (if in force) will be made applicable to you.

You shall be required to sign certain mandatory agreements, including but not limited to the Confidentiality, Intellectual Property Rights, the Code of Business Conduct and Ethics and your employment shall be governed by all the rules and regulations, as amended from time to time, of the Company as applicable to your employment with us. This offer is also conditional upon your acceptance and execution of the Non-Compete Agreement (Annexure-III).

This offer of employment constitutes the entire agreement between you and the Company regarding the terms of your employment and it is the complete, final, and exclusive embodiment of your agreement with regard to this subject matter and supersedes any other promises, warranties, representations or agreements, whether written or oral. It is entered into without reliance on any promise or representation other than those expressly contained herein, and it cannot be modified or amended except in writing signed by an authorized officer of the Company.

If any of the terms or conditions of this offer are found to be illegal or unenforceable, such terms shall be treated as severable from the rest of the terms and conditions of this offer and the remaining terms and conditions shall continue in force.

This agreement shall be governed by the laws of India and you hereby agree to the exclusive jurisdiction of the courts in Bangalore, India.

As a token of your acceptance of this offer, please bring a duly signed duplicate copies of the letter and all the accompanying annexures, on the date of joining.

We welcome you to the Infosys family and wish you a rewarding career over the years to come.

Yours sincerely,

RICHARD LOBO
EVP and Head Human Resources - Infosys Limited

I have read, understood and agree to the terms and conditions as set forth in this offer letter.

Date: _____, 20_____

_____
Sign your name

_____ _____
Print your full Name Location

Signature Not Verified
Digitally signed by Richard Lobo
Date: 2021.08.18 19:23:47 IST
Reason: Digitally Signed
Location: Bangalore

INFOSYS LIMITED
CIN: L85110KA1981PLC013115
44, Infosys Avenue
Electronics City, Hosur Road
Bangalore 560 100, India
T 91 80 2852 0261
F 91 80 2852 0362
askus@infosys.com
www.infosys.com

ANNEXURE - I
(Compensation during the Training)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	**Mr. Srimanth Myneni**
ROLE	**Systems Engineer**
ROLE DESIGNATION	**Systems Engineer Trainee**

1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	**22,328**

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary*	722
FIXED GROSS SALARY (1+2+3)	**25,000**
TOTAL GROSS SALARY	**25,000**

OTHER BENEFITS

Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time

*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act

ANNEXURE - II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	**Mr. Srimanth Myneni**
ROLE	**Systems Engineer**
ROLE DESIGNATION	**Systems Engineer Trainee**

1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	**22,328**

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary*	722
FIXED GROSS SALARY (1+2+3)	**25,000**

4. INCENTIVE COMPONENTS	**At an indicative Payout of 5%**	**At indicative Payout of 10%**	**At indicative Payout of 20%**
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	**1,250**	**2,500**	**5,000**
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)			**26,250**
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)			**27,500**
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)			**30,000**

OTHER BENEFITS

Scheme	**Eligible Amount In INR**	**Interest**	**Monthly Instalments**	**Margin Money** (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time

*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act

17-1253

Mindtree
A Larsen & Toubro Group Company

Date:08-Jul-2021

To

MYNENI SRIMANTH
INDIA

Dear MYNENI SRIMANTH,

Sub: Offer of Training and Employment

1. This has reference to the selection process for employment opportunity at Mindtree in the campus of Kalinga.

2. We take pleasure in informing you that you have been selected for appointment in Mindtree as an ENGINEER in the Salary Grade C1 subject to the following terms and conditions.

2.1. a) You should complete the Degree which you are now pursuing without any backlog (subjects where you have not obtained the passing marks) at the time of joining

b) Secure 60% aggregate in the degree. Aggregate is calculated as follows:

$$\text{Aggregate} = \frac{\text{(Total of marks obtained in all the subjects from the first to last semester)}}{\text{(Total of maximum marks in all the subjects from first to last semester)}}$$

Aggregate % = Aggregate * 100

c) Provide a copy of the degree certificate or provisional degree certificate along with mark sheets of all semesters on your day of joining.

2.2. You shall initially undergo training at Mindtree, Kalinga, Bhubaneswar, Odisha and undergo Orchard Learning Programme conducted by Mindtree, Kalinga which helps you to transition to the Corporate world of technology solutions. The details of the programme and the training location will be provided separately closer towards the joining date. Mindtree reserves the right to change the training campus location based on business needs.

2.3. Your joining location would be Mindtree Kalinga, Bhubaneswar and joining date would be communicated in subsequent emails.

M.Srimanth
M.Srimanth, Jul 10, 2021 1:26 PM IST

Mindtree Ltd
KVLE Road, Mysore Road
Bangalore 560 059
T +91 80 6706 4000
F 91 80 6706 4100
W www.mindtree.com

Candidate No: TN-80020717 21

Mindtree
A Larsen & Toubro Group Company

Enclosed: Annexure to your Offer of Employment

Acceptance of the offer

I, MYNENI SRIMANTH, agree to accept the employment on the terms and conditions mentioned in this Offer of Employment and the annexure.

Your Signature	M.Srimanth M.Srimanth, [illegible]
Your Name in Capital letters	MYNENI SRIMANTH

Annexure 1

Compensation stack during the Orchard Learning Program **(from the date of joining till the date of confirmation)**

Name	**: MYNENI SRIMANTH**
Salary Grade	**: C1**
Designation	**: ENGINEER**
Stipend	**: INR 26,000 per month.**

Payment will be after deduction of below amount from the monthly stipend:

- **INR 6000** per month covering for accommodation on twin share basis on a subsidized cost if your training location is Mindtree Kalinga (excluding food expenses)
- Food expenses will have to be borne by you.
- Premium for Insurance during your learning program will be **INR 550 per month.**
- Applicable taxes like Professional tax and Income tax, prevailing at the time of pay out.

You will be covered for Insurance benefits as prevailing at the time of joining and the coverage for 2021 - 2022 is as follows.

- Group Medical Coverage (GMC) for you and your family. The standard coverage under GMC is INR 500,000 per annum per family.Family means your spouse and children (up to 2 children). Parents/Parents-in-law or siblings or any other relationships are not covered.
- Group Term Life (GTL) coverage for you and is up to INR 2,000,000.
- Group Personal Accident (GPA) coverage for you and is up to INR 1,500,000.

More details will be provided at the time of joining.

Mindtree
A Larsen & Toubro Group Company

Annexure 2

Compensation stack effective from date of confirmation

Name : MYNENI SRIMANTH

Salary Grade : C1

Designation : ENGINEER

Detailed break up of your CTC components is given below (all figures are in INR and per annum)

Basic	180,000
HRA	89,916
Provident Fund	21,600
Gratuity	8,640
Insurance Benefits*	6,600
Allowance in Lieu of Reimbursement	45,252
Annual Gross	**352,008**
Bonus / Variable Compensation**	48,000
Annual Cost to Company	**400,008**

*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.Srimanth

Strictly Private and Confidential

Date:05-Aug-2021

Srimanth Myneni
C9858980

10-63,Main Road, Paidikondala Palem, Pamidimukkala mandal, krishna district, Andhra Pradesh, India, pincode:521250.

9494097152

Dear **Srimanth Myneni,**

Based on our recent discussion with you, we are pleased to extend an offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Center, India as per the below terms and conditions:

Job Profile - Application Development Associate

Management Level - 12

Job Family Group- Software Engineering

Please refer to:

- Annexure I for the compensation and benefits details
- Annexure II for the documentation to be submitted by you
- Terms of Employment

Your employment with Accenture will be governed by the clauses mentioned in the attached "Terms of Employment". You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 65% and above or 6.5 CGPA and above in the current degree as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

You agree and affirm that the information (personal or otherwise) shared by you at the time of registration is accurate, factually correct, and complete and no material information has been withheld by you. Accenture is providing this offer of employment basis preliminary information provided by you at the registration stage and a declaration concerning your agreement with the eligibility criteria. You understand and acknowledge that your employment with Accenture shall be subject to further verification of details and materials/ documents provided to Accenture as well as any further verification deemed necessary to finalize your candidature. You shall continue to meet the eligibility criteria up till and on the date of joining Accenture (if applicable) and agree that Accenture has the right to revoke the offer of employment, in case of failure of verification, or if you are not meeting the eligibility criteria or in case of any misrepresentation at your end.

Your onboarding date will be intimated to you over a separate e-mail by Accenture onboarding team few weeks prior to your actual onboarding date. You will receive an email from Onboarding.doc.ase@accenture.com. You are expected to confirm to the same by responding to our email and share your acceptance to join us on the stipulated date.

Pre-Onboard Learning Module: To provide our new joiners with a unique learning experience, Accenture has designed a special online learning module called - Technology Fundamentals Online Learning Program (Hereinafter referred to as "program"). This program further provide details about the training opportunities and terms of training/assessments that were shared with you in your Letter of Intent. To ensure that you have ample time to learn at your own pace, and prepare for the ensuing assessments, you will have complete access to the program for 45 days from the date you receive the training link.

Details of the program and assessment are as below:

- The program is hosted on a virtual platform that you can access from anywhere and it will provide you with all the information and trainings that you need to begin your career at Accenture.
- After going through all the learning modules, you will be required to go through Technology Fundamentals Assessments based on what you have learned in the program.
- On successfully completing the program within 45 days and clearing the program assessments in your first attempt, you will be eligible to receive a learning Incentive of INR 10,000.
- In case you fail to clear the assessments in your first attempt, or do not complete the program within 45 days from the receipt of the training link, you will not be eligible for any learning incentive.
- To clear the assessments, you will need to score a minimum of 60% marks in each assessment test. In case are not able to score the required 60% in your first attempt, you will get two additional attempts where you will need to score a minimum of 60% marks to successfully clear the assessments.
- During each re-attempt, reasonable help, guidance and appropriate refresher training sessions will be provided to you.

Your employment with Accenture is subject to you successfully completing the program assessments mentioned above. In case you are not able to clear the program assessments in three attempts, your offer will stand revoked.

After successful completion of the aforementioned assessments, and after joining the Company, you will need to undergo further training program(s), with specified timeframes, for the specific skill-set assigned to you. Periodic tests will be conducted throughout this training program and you are expected to clear all of them. You will need to score a minimum of 60% marks in each of these tests to clear the Accenture-specific training program. If you are unable to score 60% in your first attempt, you will get two more opportunities to take the test and score the required passing percentage. Your employment with Accenture is subject to you successfully completing the Accenture-specific training program. If you are unable to clear the Accenture-specific training program tests in three attempts, your services with the Company shall be terminated as per Clause 10 outlined in the Terms of Employment.

After acceptance of the offer of employment or any time during the course of your employment with the Company you may be required to undergo drug/alcohol/substance test based on the project you are deployed. This offer and your employment with Accenture are contingent upon you completing particular tests as per the requirements of the Company and in the instance of failing these tests namely the drug/alcohol/substance test, Accenture may, in its sole discretion, elect to terminate or suspend your employment immediately.

In the event a government body/authority exercising its jurisdiction and statutory power/authority seeks information pertaining to any aspect of your employment, the Company shall provide such information to the government body/authority without any notification to you. The foregoing shall be applicable to information pertaining to your employment being shared in pursuance of statutory requirements/compliance. You may belong to this category and your details will be disclosed to these authorities.

To indicate your acceptance of this offer and Terms of Employment with Accenture, please confirm your acceptance/rejection by logging on to Accenture Recruitment Portal (https://india.jobs.accenture.com/default.aspx) using your unique reference number, candidate identification (CID) and mobile number within 7 days (Seven days) from the date of this letter post which the link will be disabled for you. If we do not receive your response before the expiration of 7 days (Seven days) from the date of this letter, the terms of this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. Further, at the time of joining you are required to provide all documentation identified in Annexure (II) along with the singed copy of this offer letter and Terms of Employment.

After accepting this offer,we encourage you visit Countdown to the Company (http://careers.accenture.com/Microsites/countdown/Pages/welcome-india.aspx). This on-line, interactive welcome site will help you successfully navigate the first days, weeks and months of your career at Accenture. It will also provide an interesting overview of Company history - as well as tips on how to develop yourself (and your career) in the future.

In case you have any feedback/ suggestion or have any query, feel free to write an e-mail to: https://indiacampus.accenture.com/candidate

We look forward to hearing from you regarding your decision to join the Company. I wish you a successful career ahead of you and look forward to your joining us.

Yours sincerely,

Mahesh Vasudeo Zurale
Senior Managing Director
Lead, Advanced Technology Center, India

ACKNOWLEDGED AND AGREED:

[*Insert full legal name*]

ANNEXURE 1

COMPENSATION & BENEFITS

Annual Total Cash compensation structure as per the Company guidelines is:

Total Cash Compensation Elements	
	Annual (INR)
(A) Annual Fixed Compensation	383000
(B) Local Variable Bonus (LVB) earning potential (at maximum 8.5%)	32500
Maximum Annual Total earning potential (A+B)	415500
Joining Bonus (Refer to the Section C)	25,000
(D) Additional Benefits	
Gratuity as per law#	9500
Insurance Premium(notional value)	
Total Cash Compensation + Total Additional Benefits (A+B+C+D)	450000

(A) Annual Fixed Compensation

• Your annual fixed compensation is INR 383000. This includes allowances structured in accordance with the Company compensation guidelines and applicable statutory norms. Please note the annual fixed compensation includes employer's contribution to Provident Fund, as applicable.

TDS is deducted as applicable from your income.

(B) Local Variable Bonus (LVB)

•As part of your annual total cash compensation, you will be eligible to participate in the FY21 Local Variable Bonus programme (LVB). Your indicative pay-out can range from 0% to 8.5% of the prorated fixed pay in the Fiscal year, subject to the overall terms and conditions of the LVB, including but not limited to your individual performance achievements and the Company's performance. In addition to these two components, your LVB is also linked to your Individual Utilization. The Company may, at any time and in its sole and absolute discretion, amend, suspend, withdraw vary and/or modify any of the terms and conditions of the LVB programme guidelines The LVB will be paid out subject to you being on the roles of the Company on the date of disbursement of these pay outs and will be prorated based on your tenure in Accenture India and considering the period of leave without pay during the said fiscal year.

(C) Joining Bonus

You are also eligible for a joining bonus and an additional bonus as per the terms mentioned below.

• Joining Bonus: of INR 25,000 payable upon joining the organization and will be paid out along with salary of the month of joining or succeeding pay month. In case you leave, or your services are separated from the Company (except for ramp down or redundancies by the Company) before completion of 1 year from the date of joining, then this whole amount shall be recovered from you.

Note: For International Worker Only*

• As per Indian Provident Fund (PF) regulations, membership to the Provident Fund is mandatory for all International Workers. Exemptions if any, shall be as per the existing law. Please note that since your cost to the Company (CTC) includes employee's as well as employer's contribution to Provident Fund, appropriate adjustment in your monthly salary will be made for Provident Fund contributions as per applicable laws/regulation in existence (or amendments from time to time). Withdrawal (if any) from Provident Fund is regulated by the government of India and is subject to government approvals and prevailing laws (amended from time to time). Any person desirous of such withdrawal need to comply with applicable law and procedures laid down by the authorities.

* As defined by applicable law from time to time.

Benefits applicable for current Company financial year:

In addition to your annual total cash compensation, you will be eligible for following benefits, which will be governed by Company policy:

1. Effective your date of joining, Medical Insurance for self, spouse and 2 dependent children up to INR 300,000 per annum. Premium for this will be paid by the Company.
    a. You have the option of availing Accenture negotiated rates to cover your parents, parent's in-law & any additional child under a separate Insurance plan up to INR 500,000 per annum. The entire premium for this will have to be borne by you. This plan allows for coverage of pre-existing ailments.
    b. For Permissible claims under the Medical Insurance plans detailed above, you will be required to contribute a defined percentage of each claim, as under:
        • 10% of such claims for self, spouse and 2 dependent children
        • 20% of such claims for parents, parent"s in-law and additional children under the separate Insurance plan
2. Personal Accident coverage for self, up to three times your gross annual fixed compensation
3. Life Insurance coverage equivalent to one time of your annual fixed compensation with minimum cover of INR 5,00,000

In addition to the above, you will also be eligible for the following benefits:

1. Gratuity amount is an approximation of your eligibility and the final payout of any gratuity amount will be determined in accordance with the applicable provisions of the Payment of Gratuity Act, 1972, as per the Company policy.
2. One time relocation allowance subject to a maximum of INR 2,500 on submission of actual supporting as per policy.
3. Transport facility, as per Company guidelines, can be availed at no cost.

Details pertaining to relocation allowance will be provided to you at the time of joining the Company. In the unlikely event you choose to leave the Company, or your services are terminated, before the completion of 1 year of employment with the Company, the relocation assistance will be construed as debt due and payable by you and should be repaid on termination of your employment. Any dues payable by you on termination will be recovered from your final settlement to the extent possible.

The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the Medical Insurance, Personal Accident Insurance and Life Insurance and Relocation Assistance program guidelines.

From the date of your joining, the compensation and benefits mentioned in this annexure will be applicable to you until any further communication from the Company.

Following the implementation to the GST regulations with effect from July 1st 2017, please note the treatment to any continuing obligations that you have, pursuant to any signing/joining/relocation/retention bonus as per the terms of your employment, will be as under:

Any signing, joining, relocation or retention bonus received by you will be paid along with salary of the relevant or succeeding pay month. This amount is recoverable as per your employment terms, if your service commitment with Accenture change. Any such recovery or adjustment shall be made from your salary pertaining to the service month before your last working day in the Company. Any shortfalls will be adjusted against any further amounts due and payable to you.

ANNEXURE II

Mandatory documentation at the time of onboarding:

1. Two copies of your recent passport size photographs.
2. Original marksheet of all semester (PG/UG).
3. Original provisional degree certificate or convocation degree certificate.
4. Copy of X, XII and all semester mark sheets of PG & UG Degrees.
5. Copy of Degree/PG/Diploma (as applicable) certificates.
6. Passport copy, if available (if not please apply immediately).
7. Pan Card
8. Copy of Aadhaar Card- We request you to provide for meeting the UAN generation requirement and any other compliance required by governing regulating authorities like EPFO, ESIC, labour welfare fund and others.
   Please note that by voluntarily sharing your Aadhaar details, you are also authorizing us to share it with third parties under contract with the company and which are bound by confidentiality provisions to meet any regulatory requirements and internal procedures of the company including but not limited to making verifications. Do note that the provision of Aadhaar details and seeding Aadhaar with UAN as well as completing KYC requirements of EPFO is necessary and if you are unable to do so this may delay submission of your PF contributions to the regulators.

1254

TATA

Offer: Computer Consultancy
Ref: TCSL/DT20184444472/Pune
Date: 08/05/2021

Ms. Shafiyabi Nadigadda
41-1/13-16Satyamgari Doddi,
Krishna Lanka,
Vijayawada-520013,
Andhra Pradesh.
Tel# 91-6305188637

Dear Shafiyabi Nadigadda,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year.Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Niyati Tiara, Ground Floor, S.No. [illegible]
Tel: 91 20 [illegible] Fax: 91 20 [illegible]
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai-400 021
TCS Cement Service Line, [illegible]

Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of **₹14,784/-** per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join **TCSL.** To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

1. **House Rent Allowance (HRA)**
   Your HRA will be **₹5,914/-** per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. **Leave Travel Allowance**
   You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

3. **Food Card**
   You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias.As per the Pre-Defined structure you will be eligible for a Food Card with an amount of **₹500/-** being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Nyati Tiara, Ground Floor, S.No 103/A/1/1/5, CTS 1001, Nagar Road, Yerwada, Pune 411 006 India
Tel: 91 20 6688 7777 Fax: 91 20 6688 1107 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Service-line: 1800 209 1111 Email: careers@tcs.com

TATA

GROSS SALARY SHEET

Annexure 1

Name	Shaffyabi Nadigadda
Designation	Assistant System Engineer-Trainee
Institute Name	Others

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,800
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
TOTAL GROSS	27,415	5,38,877
Xplore/ Learning Incentive****		Upto 80,000

Refer to Table 2 for TCSL defined structure. In case, you wish not to restructure your BoB, TCS defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore Program.

**The Performance Pay is applicable upon successful completion of the TCS Xplore Program.

*** For GHS - Note that Rs. 7800 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

**** Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
GROSS BOUQUET OF BENEFITS	7,646	91,752

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited

Date: 19th of April 2021
Name: NADIGADDA SHAFIYABI
Roll Number: 17481A1254

Sub: Letter of Intent

Dear NADIGADDA SHAFIYABI

We are pleased to offer you the position of **Customer Care Executive**. You shall report for a comprehensive training program on **May/June/Jul** at 10:00 AM.

Your Monthly CTC will be **Rs.12,200/- + Incentives & Tenure bonus**. The details of your salary break up are provided to you in the annexure.

The offer is subject to:

- You submitting the degree certificate and all your mark sheets at the time of joining.
- A satisfactory reference from the list of referees furnished by you at the time of joining.
- A satisfactory medical opinion, if required, from a registered medical practitioner (RMP) nominated by the company.
- Submission of satisfactory proofs regarding information declared by you, i.e. your age, educational qualification, previous work experience and relieving letter from your last employer etc.

You will be under training which will vary for a period from 2 to 8 weeks depending on the performance and the project that you would be assigned. Your continuity in the organization is subject to successful clearance of training evaluation.

You will be on probation for a period of 6 months and will be confirmed on rolls upon successful completion of the probation (The probation is inclusive of the training period).

We are looking forward to you building a successful career with ALLSEC.

Best Wishes,

For Allsec Technologies Limited,

Authorized Signatory
Human Resources Department

Date: 19th of April 2021
Name: NADIGADDA SHAFIYABI
Roll Number: 17481A1254

Sub: Letter of Intent

Dear NADIGADDA SHAFIYABI

We are pleased to offer you the position of **Customer Care Executive**. You shall report for a comprehensive training program on **May/June/Jul** at 10:00 AM.

Your Monthly CTC will be **Rs.12,200/- + Incentives & Tenure bonus**. The details of your salary break up are provided to you in the annexure.

The offer is subject to:

- You submitting the degree certificate and all your mark sheets at the time of joining.
- A satisfactory reference from the list of referees furnished by you at the time of joining.
- A satisfactory medical opinion, if required, from a registered medical practitioner (RMP) nominated by the company.
- Submission of satisfactory proofs regarding information declared by you, i.e. your age, educational qualification, previous work experience and relieving letter from your last employer etc.

You will be under training which will vary for a period from 2 to 8 weeks depending on the performance and the project that you would be assigned. Your continuity in the organization is subject to successful clearance of training evaluation.

You will be on probation for a period of 6 months and will be confirmed on rolls upon successful completion of the probation (The probation is inclusive of the training period).

We are looking forward to you building a successful career with ALLSEC.

Best Wishes,

For Allsec Technologies Limited,

Authorized Signatory
Human Resources Department

Date: 29th of April 2021
Name: NOWLURI GEETHA NAGA GOWRI
Roll Number: 17481A1256

Sub: Letter of Intent

Dear NOWLURI GEETHA NAGA GOWRI

We are pleased to offer you the position of **Customer Care Executive.** You shall report for a comprehensive training program on **May/June/Jul** at 10:00 AM.

Your Monthly CTC will be **Rs.12,200/- + Incentives &** Tenure bonus. The details of your salary break up are provided to you in the annexure.

The offer is subject to:

- You submitting the degree certificate and all your mark sheets at the time of joining.
- A satisfactory reference from the list of referees furnished by you at the time of joining.
- A satisfactory medical opinion, if required, from a registered medical practitioner (RMP) nominated by the company.
- Submission of satisfactory proofs regarding information declared by you, i.e. your age, educational qualification, previous work experience and relieving letter from your last employer etc.

You will be under training which will vary for a period from 2 to 8 weeks depending on the performance and the project that you would be assigned. Your continuity in the organization is subject to successful clearance of training evaluation.

You will be on probation for a period of 6 months and will be confirmed on rolls upon successful completion of the probation (The probation is inclusive of the training period).

We are looking forward to you building a successful career with ALLSEC.

Best Wishes,

For Allsec Technologies Limited,

Authorized Signatory.
Human Resources Department

HRD/3T/1001562935/21-22 September 5, 2021

Mr. CHARAN KUMAR OLETI
D:No-6/10,
Peddavedi
Gudivada-521301
India

Ph: +91-9493738922

Dear CHARAN,

Welcome to Infosys!

Today, the corporate landscape is dynamic and the world ahead is full of possibilities! None of the amazing things we do at Infosys would be possible without an equally amazing culture, the environment where ideas can flourish and where you are empowered to move forward as far as your ideas will take you.

At Infosys, we assure that your career will never stand still, we will inspire you to build what's next and we will navigate further, together. Our journey of learnability, values and trusted relationships with our clients continue to be the cornerstones of our organization and these values are upheld only because of our people.

We look forward to working with you and wish you success in your career with us.

Warm regards,

RICHARD LOBO
EVP and Head Human Resources - Infosys Limited

Signature Not Verified
Digitally signed by Richard Lobo
Date: 2021.09.05 17:18:02 IST
Reason: Digitally Signed
Location: Bangalore

INFOSYS LIMITED
CIN: L85110KA1981PLC013115
44, Infosys Avenue
Electronics City, Hosur Road
Bangalore 560 100, India
T 91 80 2852 0261
F 91 80 2852 0362
askus@infosys.com
www.infosys.com

Company Confidential - This communication is confidential between you and Infosys Limited

HRD/1001562935/21-22 September 5, 2021

Mr. CHARAN KUMAR OLETI
D:No-6/10,
Peddavedi
Gudivada-521301
India

Ph: +91-9493738922

Dear CHARAN,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer** .

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **13-Sep-2021.**

Location

Your location of training is **MYSORE, India** . The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location."

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise."*

Training

The training program will consist of classroom/virtual training and on-the-job training. The duration of the classroom/virtual training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and successful completion of the training.

Probation and Confirmation

You will be on probation for a period of 12 months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

Leave

You are entitled to Earned Leave, right from your date of joining. You will be eligible for 15 working days of earned leave annually, during probation. On confirmation as a permanent employee you will be eligible for 20 working days of leave annually.

Leave is credited on a quarterly basis. The leave eligibility shall begin in the quarter of your joining the Company, on a pro-rata basis. Leave year is the calendar year and not the fiscal year.

An illustration with other relevant information have been given in the Information Sheet. The Company`s Policies also provide for Maternity, Paternity and Bereavement Leave. Further details will be provided to you at the time of joining.

Agreement

Our offer to you as **Systems Engineer** is subject to the execution of the Service Agreement. The Service Agreement details the scope, terms and conditions of your employment, the necessary training and the contractual obligations towards Infosys from the date of your joining and up to a period of 12 months from the date of allocation to a Practice Unit. The date of allocation to a Practice Unit is generally the first day of the subsequent month post completion of training. You will be required to complete the formalities on the Service Agreement at the time of joining. Please note, non-execution of the notarized Service Agreement will result in denial of employment with the Company.

Compensation and Benefits

Salary

Your Total Gross Salary during training will be **INR 25,000 per month** and Total Gross Salary post allocation will be **INR 30,000 per month** . The break-up of your salary has been provided in the Compensation Details sheet in Annexure - I and Annexure - II.

Training Performance - linked Incentive

You will be eligible for a Training Performance-linked Incentive (TPI) upon allocation to a Practice Unit, to a maximum of 20% of your Fixed Gross Salary, based on your performance in the training. The details of this scheme will be communicated on your joining. Please refer to the Compensation Details sheet for more details.

Ex - Gratia / Bonus

You will be eligible for an Ex-Gratia/ Bonus payout which is calculated at 20% of the Basic Salary as mentioned in the Compensation Details sheet at Annexure - I of this letter. The mode of payment for Financial Year 2021-22 will be as follows:

95% of the bonus amount mentioned in the Compensation Details sheet will be paid out on a monthly basis. The balance amount will be paid out in the end of the financial year.

Basket of Allowances (BOA)

The Basket of Allowances will be paid to you as part of your salary every month.

You will have the flexibility of choosing the components and amounts under such components as per the options provided to you on the Company Intranet, based on your preferences and income tax plans

National Pension Scheme

We offer all our India based employees the option to contribute towards the National Pension Scheme. This is an optional retirement benefit introduced by the Government of India for all its citizens. It enables accumulation of retirement corpus during active employment with add-on tax breaks. Please refer to the Information Sheet at Annexure - IV for more details.

Insurance

You will be eligible to participate in a Group Health Insurance Scheme. You may choose to enhance the coverage with other participatory optional health insurance plans (Platinum, Gold and Silver). You will be covered by default under the Standard Plan which provides you and your family (your spouse and two children up to the age of 22 years) with a cover of **INR 500,000** per annum.

You will be covered under the Group Life Insurance Scheme, managed by Infosys Welfare Trust which provides you with a total Life Insurance cover of **INR 62,00,000** of which **INR 32,00,000** is covered towards natural death, and **INR 30,00,000** towards an accidental death. All employees become members of Infosys Welfare Trust, by one-time payment of **INR 250** and fixed monthly contribution of **INR 250** .

The details of the Scheme would be available to you when you join the Company.

Notice Period

During the probation period, if your performance is found to be unsatisfactory or if it does not meet the prescribed criteria, your training/employment can be terminated by the Company with one-month notice or salary thereof. On confirmation, you will be required to give three month's notice or salary thereof in case you decide to leave our services, subject to the Company's discretion. Where circumstances make it necessary, the Company will have the discretion to relieve you only at the end of the three months' notice period. Similarly, the Company can terminate your services by giving three months notice or salary thereof.

In the event you do not successfully complete your training, or you are involved in an act that constitutes misconduct, your training/employment can be terminated by the Company with immediate effect without notice.

Background Checks

The Company may, at its discretion conduct background checks prior to or after your expected joining date to validate your identity, the address provided by you, your education details and details of your prior work experience if any, and to conduct any criminal checks. You expressly consent to the Company conducting such background checks. In this connection, you are required to furnish the documents listed in Offer Annexure for India.

If you fail to submit the necessary documents as required by the Company within the specified time period or if the Company is not satisfied, with the outcome of the background checks, the Company, in its sole discretion, reserves the right to withdraw this offer without notice and compensation or to take any appropriate action against you, including, but not limited to termination of your employment.

When a background check raises any concerns regarding any of the details furnished by you and the Company feels the need to further validate such facts, the Company may at its sole discretion, ask you for further information, to substantiate the details that you have earlier provided to the Company, before initiating appropriate action.

Please note that Infosys requires you to furnish a copy of your passport at the time of joining. If you are unable to do so, the Company will initiate a criminal background check.

Other Terms and Conditions

You agree not to undertake employment, whether full-time or part-time, as the Director / Partner / Member / Employee of any other organization / entity engaged in any form of business activity without the consent of Infosys. The consent may be given subject to any terms and conditions that the Company may think fit and may be withdrawn at any time at the discretion of the Company.

Our offer to you as a **Systems Engineer** is conditional upon your having fully completed your graduation/post-graduation, without any active backlog papers and with a pass percentage not lesser than as specified in our campus recruitment program 2020-21. These eligibility criteria for the Role of a Systems Engineer, has already been clearly communicated to you and your college during the selection process. You will also have completed all studies, course requirements and examinations required for the award of the educational qualification recorded by you in your application for employment with Infosys.

You will produce all marks sheets and other relevant documents, at least till the penultimate semester. All these proofs will need to be submitted on the day of joining. Further, you should have been declared as passed by the relevant examination authority. The determination of the adequacy or authenticity of all or any of the proofs and any condonation of delay in submission of the same will be at the Company's discretion.

You hereby acknowledge and agree to abide by all internal Policies of the Company, which you will be able to access, upon joining, on the Intranet 'Sparsh'. These Policies cover various human resources and administrative topics and procedures. The Company reserves the right to change these Policies at any time in its absolute discretion.

Based on the nature of your work and business requirements, you may be required to work on rotational shifts. If you are required to work on rotational shifts, you will be duly intimated of the change in your shift timings. During rotational shifts, you will continue to be bound by the provisions of the working hour policy of the Company. If the rotational shifts require you to work night shifts, the policy on night shift allowance of the Company (if in force) will be made applicable to you.

You shall be required to sign certain mandatory agreements, including but not limited to the Confidentiality, Intellectual Property Rights, the Code of Business Conduct and Ethics and your employment shall be governed by all the rules and regulations, as amended from time to time, of the Company as applicable to your employment with us. This offer is also conditional upon your acceptance and execution of the Non-Compete Agreement (Annexure-III).

This offer of employment constitutes the entire agreement between you and the Company regarding the terms of your employment and it is the complete, final, and exclusive embodiment of your agreement with regard to this subject matter and supersedes any other promises, warranties, representations or agreements, whether written or oral. It is entered into without reliance on any promise or representation other than those expressly contained herein, and it cannot be modified or amended except in writing signed by an authorized officer of the Company.

If any of the terms or conditions of this offer are found to be illegal or unenforceable, such terms shall be treated as severable from the rest of the terms and conditions of this offer and the remaining terms and conditions shall continue in force.

This agreement shall be governed by the laws of India and you hereby agree to the exclusive jurisdiction of the courts in Bangalore, India.

As a token of your acceptance of this offer, please bring a duly signed duplicate copies of the letter and all the accompanying annexures, on the date of joining.

We welcome you to the Infosys family and wish you a rewarding career over the years to come.

Yours sincerely,

RICHARD LOBO
EVP and Head Human Resources - Infosys Limited

I have read, understood and agree to the terms and conditions as set forth in this offer letter.

Date: _____, 20_____

_____
Sign your name

_____ _____
Print your full Name Location

Signature Not Verified
Digitally signed by Richard Lobo
Date: 2021.09.05 17:18:02 IST
Reason: Digitally Signed
Location: Bangalore

INFOSYS LIMITED
CIN: L85110KA1981PLC013115
44, Infosys Avenue
Electronics City, Hosur Road
Bangalore 560 100, India
T 91 80 2852 0261
F 91 80 2852 0362
askus@infosys.com
www.infosys.com

ANNEXURE - I
(Compensation during the Training)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	**Mr. CHARAN KUMAR OLETI**
ROLE	**Systems Engineer**
ROLE DESIGNATION	**Systems Engineer Trainee**

1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	**22,328**

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary*	722
FIXED GROSS SALARY (1+2+3)	**25,000**
TOTAL GROSS SALARY	**25,000**

OTHER BENEFITS

Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time

*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act

ANNEXURE - II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	**Mr. CHARAN KUMAR OLETI**
ROLE	**Systems Engineer**
ROLE DESIGNATION	**Systems Engineer Trainee**

1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	**22,328**

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary*	722
FIXED GROSS SALARY (1+2+3)	**25,000**

4. INCENTIVE COMPONENTS	**At an indicative Payout of 5%**	**At indicative Payout of 10%**	**At indicative Payout of 20%**
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	**1,250**	**2,500**	**5,000**
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)			**26,250**
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)			**27,500**
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)			**30,000**

OTHER BENEFITS

Scheme	**Eligible Amount In INR**	**Interest**	**Monthly Instalments**	**Margin Money** (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time

*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act

17-1261

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Date: March 02, 2021

To
Ms. Karuna Pathalapalli,
Visakhapatnam.

Letter of Appointment

Dear **Ms. Karuna Pathalapalli,**

Further to our discussion it gives us great pleasure in extending this offer of employment to you to work sat **!Momentous Software Pvt Ltd.** As a **Product Integration Engineer I** with effect from date, March 15, 2021. We request you to acknowledge with your acceptance on or before March 06, 2021, failing which this offer expires.

1. Your annual Gross salary will be **Rs.4,04,654** (Four Lakh Four Thousand Six Hundred and Fifty Four Rupees only) per annum all inclusive.Your employment, with us will be governed by Terms & Conditions as detailed in the Employment Agreement in Annexure-A.The breakup of salary would be entitled to HRA and other allowances and company policies as mentioned in Annexure-B.

2. Your place of work will be at Visakhapatnam. However, your services are transferable, and you may be assigned to any location in India or abroad where the company or anyone of its associates or customers, conducts business.While on transfer you will be governed by the rules, regulations and conditions of services of that location.

3. The company will be working 5 days a week, twenty four hours a day. You will be expected to attend office and work-expect travelling on business-assigned to you by your superiors.You will be required to work 5 days a week and your weekly off may not necessarily be on weekends.

4. The Company may terminate your service at any time by giving 90 days notice or basic salary in lieu thereof. However due to exigencies of business the Company may at its sole discretion reject the salary in lieu of notice and ask you to serve the entire or part of the notice period. You shall not be deemed to have been relieved of your services except upon issue of a letter by the Company to that effect. The aim of this clause is to minimise unnecessary disruption of business.

Hill No-2, NDM-SEZ, Madhurawada, Ward-5, Vishakhapatanam – 530045.
Contact: 0891-2978999

P. Karuna

5. Absence for a continuous period of 8 days without prior approval of your superior (including overstay of leave /training), would be treated as abandonment of service.

6.The salary shall be paid on 1st of every month.

7. You will be on probation for a period of 3 months from the date of joining, In this probation period your services may be terminated with the immediate effect. In probation period, you will be entitled with 3 leaves.

8. Completion of probation period, you are entitled to 24 days leave Per Annum.

9. Whilst employed by the company:

- You will be not permitted to undertake any other employment or engage in any external activities of a commercial nature without the prior written approval.
- You will be required to effectively carry out all duties and responsibilities assigned to you by your manager and others authorized by the company to assign such duties and resposibilities.Your performance will be subject to annual appraisal by your manager.
- Expect in the proper course of employment, or thereafter, you shall not divulge to any third party information regarding the affairs or business matters of the company or information regarding its customers without prior written approval. All information that comes to your knowledge by reasons of your employment with the company is deemed to be confidential.
- You confirm that you have disclosed fully all of your business interests in the company –whether or not they are similar to or in conflict with the business(s) or activities of the company, and all circumstances in respect of which there is , or there might be perceived, a conflict interests between **IMomentous Software Pvt Ltd.** and you or any immediate relatives. Also you agree to disclose fully and immediately to your company any such interests or circumstances which may arise during your employment.
- You will be required to apply and maintain the highest standards of personal conduct and integrity and comply with all company policies and procedures. All acts subversive of good conduct and discipline like insubordination, gross negligence, corruption, fraud, forgery, misappropriation etc, would warrant strong disciplinary action from the company.

P. Karuna

- Upon separation from the company, you will be required to immediately return the company, all the assets and property (including leased properties) of the company including documents, files, books, papers and memos in possession or custody.

- Any violation of the above mentioned or any other company procedures and policies would attract action as per company's disciplinary policy in force.

8. Any and all of the terms and conditions of service may be modified or changed at the Company's discretion.

The terms of this offer are intended to be kept strictly confidential

All other terms and conditions will be governed by the company's policies as stated from time to time.

Kindly sign and return a copy of this letter as confirmation of your acceptance of this appointment and the terms and conditions of your employment.

We welcome you and wish you every success in your career with IMomentous Software Pvt Ltd

With warm regards,	**I accept and agree**
For IMomentous Software Pvt Ltd.	**Name: Ms. Karuna Pothalapalli,**
Manager HR **Date:** March 04, 2021	P. Karuna **Signature:** **Date:** March 04, 2021

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ANNEXURE – B

SALARY BREAK-UP OF Ms. Karuna Pathalapalli	
DESIGNATION	Product Integration Engineer I
DIVISION	Technical Solutions
LOCATION	Visakhapatnam
ANNUAL SALARY	3,60,000
COMPANY PERFORMANCE LINKED BONUS	36,000
GRATUITY *	8,654
CTC	**4,04,654**
Break-up	
SALARY COMPONENTS	**AMOUNT**
Basic	15,000
HRA	6,000
Tax free Allowance	3,333
Meal Coupons	2,200
Mobile & Internet	2,000
News Paper	1,000
Special Allowance	467
MONTHLY SALARY	**30,000**
Annual Provident Fund	**43,200**

Note – Provident Fund, Professional Tax & Income Tax as per the presently applicable law

Benefits

Group Medical Insurance Policy Rs. 200,000

*Annual Leave Encashment

Free Lunch & Dinner

With warm regards,

For IMomentous Software Pvt Ltd.

Manager HR
Date: March 04, 2021

I accept and agree

Name: Ms. Karuna Pathalapalli,

P. Karuna

Signature:
Date: March 04, 2021

Strictly Private and Confidential

Date:07-Jul-2021

Sai Manju Peram
C9727824

H NO-2-191,RAMALAYAM STREET, Pedda BazarT. NARASAPURAM, West Godavari

9182608521

Dear **Sai Manju Peram,**

Based on our recent discussion with you, we are pleased to extend an offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Center, India as per the below terms and conditions:

Job Profile - Application Development Associate

Management Level - 12

Job Family Group- Software Engineering

Please refer to:

- Annexure I for the compensation and benefits details
- Annexure II for the documentation to be submitted by you
- Terms of Employment

Your employment with Accenture will be governed by the clauses mentioned in the attached "Terms of Employment". You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 65% and above or 6.5 CGPA and above in the current degree as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

Reference Id: f98e0077-b02f-473f-98cf-553a56e8a9f1_1
Signed By: Mahesh Vasudeo Zurale

You agree and affirm that the information (personal or otherwise) shared by you at the time of registration is accurate, factually correct, and complete and no material information has been withheld by you. Accenture is providing this offer of employment basis preliminary information provided by you at the registration stage and a declaration concerning your agreement with the eligibility criteria. You understand and acknowledge that your employment with Accenture shall be subject to further verification of details and materials/ documents provided to Accenture as well as any further verification deemed necessary to finalize your candidature. You shall continue to meet the eligibility criteria up till and on the date of joining Accenture (if applicable) and agree that Accenture has the right to revoke the offer of employment, in case of failure of verification, or if you are not meeting the eligibility criteria or in case of any misrepresentation at your end.

Your onboarding date will be intimated to you over a separate e-mail by Accenture onboarding team few weeks prior to your actual onboarding date. You will receive an email from Onboarding.doc.ase@accenture.com. You are expected to confirm to the same by responding to our email and share your acceptance to join us on the stipulated date.

Pre-Onboard Learning Module: To provide our new joiners with a unique learning experience, Accenture has designed a special online learning module called - Technology Fundamentals Online Learning Program (Hereinafter referred to as "program"). This program further provide details about the training opportunities and terms of training/assessments that were shared with you in your Letter of Intent. To ensure that you have ample time to learn at your own pace, and prepare for the ensuing assessments, you will have complete access to the program for 45 days from the date you receive the training link.

Details of the program and assessment are as below:

- The program is hosted on a virtual platform that you can access from anywhere and it will provide you with all the information and trainings that you need to begin your career at Accenture.
- After going through all the learning modules, you will be required to go through Technology Fundamentals Assessments based on what you have learned in the program.
- On successfully completing the program within 45 days and clearing the program assessments in your first attempt, you will be eligible to receive a learning Incentive of INR 10,000.
- In case you fail to clear the assessments in your first attempt, or do not complete the program within 45 days from the receipt of the training link, you will not be eligible for any learning incentive.
- To clear the assessments, you will need to score a minimum of 60% marks in each assessment test. In case are not able to score the required 60% in your first attempt, you will get two additional attempts where you will need to score a minimum of 65% marks to successfully clear the assessments.
- During each re-attempt, reasonable help, guidance and appropriate refresher training sessions will be provided to you.

Your employment with Accenture is subject to you successfully completing the program assessments mentioned above. In case you are not able to clear the program assessments in three attempts, your offer will stand revoked.

After successful completion of the aforementioned assessments, and after joining the Company, you will need to undergo further training program(s), with specified timeframes, for the specific skill-set assigned to you. Periodic tests will be conducted throughout this training program and you are expected to clear all of them. You will need to score a minimum of 60% marks in each of these tests to clear the Accenture-specific training program. If you are unable to score 60% in your first attempt, you will get two more opportunities to take the test and score the required passing percentage. Your employment with Accenture is subject to you successfully completing the Accenture-specific training program. If you are unable to clear the Accenture-specific training program tests in three attempts, your services with the Company shall be terminated as per Clause 10 outlined in the Terms of Employment.

After acceptance of the offer of employment or any time during the course of your employment with the Company you may be required to undergo drug/alcohol/substance test based on the project you are deployed. This offer and your employment with Accenture are contingent upon you completing particular tests as per the requirements of the Company and in the instance of failing these tests namely the drug/alcohol/substance test, Accenture may, in its sole discretion, elect to terminate or suspend your employment immediately.

In the event a government body/authority exercising its jurisdiction and statutory power/authority seeks information pertaining to any aspect of your employment, the Company shall provide such information to the government body/authority without any notification to you. The foregoing shall be applicable to information pertaining to your employment being shared in pursuance of statutory requirements/compliance. You may belong to this category and your details will be disclosed to these authorities.

To indicate your acceptance of this offer and Terms of Employment with Accenture, please confirm your acceptance/rejection by logging on to Accenture Recruitment Portal (https://india.jobs.accenture.com/default.aspx) using your unique reference number, candidate identification (CID) and mobile number within 7 days (Seven days) from the date of this letter post which the link will be disabled for you. If we do not receive your response before the expiration of 7 days (Seven days) from the date of this letter, the terms of this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. Further, at the time of joining you are required to provide all documentation identified in Annexure (II) along with the singed copy of this offer letter and Terms of Employment.

After accepting this offer,we encourage you visit Countdown to the Company (http://careers.accenture.com/Microsites/countdown/Pages/welcome-india.aspx). This on-line, interactive welcome site will help you successfully navigate the first days, weeks and months of your career at Accenture. It will also provide an interesting overview of Company history - as well as tips on how to develop yourself (and your career) in the future.

In case you have any feedback/ suggestion or have any query, feel free to write an e-mail to: https://indiacampus.accenture.com/candidate

We look forward to hearing from you regarding your decision to join the Company. I wish you a successful career ahead of you and look forward to your joining us.

Yours sincerely,

Mahesh Vasudeo Zurale
Senior Managing Director
Lead, Advanced Technology Center, India

ACKNOWLEDGED AND AGREED:

[*Insert full legal name*]

ANNEXURE 1

COMPENSATION & BENEFITS

Annual Total Cash compensation structure as per the Company guidelines is:

Total Cash Compensation Elements	
	Annual (INR)
(A) Annual Fixed Compensation	383000
(B) Local Variable Bonus (LVB) earning potential (at maximum 8.5%)	32500
Maximum Annual Total earning potential (A+B)	415500
Joining Bonus (Refer to the Section C)	25,000
(D) Additional Benefits	
Gratuity as per law#	9500
Insurance Premium(notional value)	
Total Cash Compensation + Total Additional Benefits (A+B+C+D)	450000

(A) Annual Fixed Compensation

• Your annual fixed compensation is INR 383000. This includes allowances structured in accordance with the Company compensation guidelines and applicable statutory norms. Please note the annual fixed compensation includes employer's contribution to Provident Fund, as applicable.

TDS is deducted as applicable from your income.

(B) Local Variable Bonus (LVB)

•As part of your annual total cash compensation, you will be eligible to participate in the FY21 Local Variable Bonus programme (LVB). Your indicative pay-out can range from 0% to 8.5% of the prorated fixed pay in the Fiscal year, subject to the overall terms and conditions of the LVB, including but not limited to your individual performance achievements and the Company's performance. In addition to these two components, your LVB is also linked to your Individual Utilization. The Company may, at any time and in its sole and absolute discretion, amend, suspend, withdraw vary and/or modify any of the terms and conditions of the LVB programme guidelines The LVB will be paid out subject to you being on the roles of the Company on the date of disbursement of these pay outs and will be prorated based on your tenure in Accenture India and considering the period of leave without pay during the said fiscal year.

(C) Joining Bonus

You are also eligible for a joining bonus and an additional bonus as per the terms mentioned below.

• Joining Bonus: of INR 25,000 payable upon joining the organization and will be paid out along with salary of the month of joining or succeeding pay month. In case you leave, or your services are separated from the Company (except for ramp down or redundancies by the Company) before completion of 1 year from the date of joining, then this whole amount shall be recovered from you.

Note: For International Worker Only*

• As per Indian Provident Fund (PF) regulations, membership to the Provident Fund is mandatory for all International Workers. Exemptions if any, shall be as per the existing law. Please note that since your cost to the Company (CTC) includes employee's as well as employer's contribution to Provident Fund, appropriate adjustment in your monthly salary will be made for Provident Fund contributions as per applicable laws/regulation in existence (or amendments from time to time). Withdrawal (if any) from Provident Fund is regulated by the government of India and is subject to government approvals and prevailing laws (amended from time to time). Any person desirous of such withdrawal need to comply with applicable law and procedures laid down by the authorities.

* As defined by applicable law from time to time.

Benefits applicable for current Company financial year:

In addition to your annual total cash compensation, you will be eligible for following benefits, which will be governed by Company policy:

1. Effective your date of joining, Medical Insurance for self, spouse and 2 dependent children up to INR 300,000 per annum. Premium for this will be paid by the Company.
    a. You have the option of availing Accenture negotiated rates to cover your parents, parent's in-law & any additional child under a separate Insurance plan up to INR 500,000 per annum. The entire premium for this will have to be borne by you. This plan allows for coverage of pre-existing ailments.
    b. For Permissible claims under the Medical Insurance plans detailed above, you will be required to contribute a defined percentage of each claim, as under:
        • 10% of such claims for self, spouse and 2 dependent children
        • 20% of such claims for parents, parent"s in-law and additional children under the separate Insurance plan
2. Personal Accident coverage for self, up to three times your gross annual fixed compensation
3. Life Insurance coverage equivalent to one time of your annual fixed compensation with minimum cover of INR 5,00,000

In addition to the above, you will also be eligible for the following benefits:

1. Gratuity amount is an approximation of your eligibility and the final payout of any gratuity amount will be determined in accordance with the applicable provisions of the Payment of Gratuity Act, 1972, as per the Company policy.
2. One time relocation allowance subject to a maximum of INR 2,500 on submission of actual supporting as per policy.
3. Transport facility, as per Company guidelines, can be availed at no cost.

Details pertaining to relocation allowance will be provided to you at the time of joining the Company. In the unlikely event you choose to leave the Company, or your services are terminated, before the completion of 1 year of employment with the Company, the relocation assistance will be construed as debt due and payable by you and should be repaid on termination of your employment. Any dues payable by you on termination will be recovered from your final settlement to the extent possible.

The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the Medical Insurance, Personal Accident Insurance and Life Insurance and Relocation Assistance program guidelines.

From the date of your joining, the compensation and benefits mentioned in this annexure will be applicable to you until any further communication from the Company.

Following the implementation to the GST regulations with effect from July 1st 2017, please note the treatment to any continuing obligations that you have, pursuant to any signing/joining/relocation/retention bonus as per the terms of your employment, will be as under:

Any signing, joining, relocation or retention bonus received by you will be paid along with salary of the relevant or succeeding pay month. This amount is recoverable as per your employment terms, if your service commitment with Accenture change. Any such recovery or adjustment shall be made from your salary pertaining to the service month before your last working day in the Company. Any shortfalls will be adjusted against any further amounts due and payable to you.

ANNEXURE II

Mandatory documentation at the time of onboarding:

1. Two copies of your recent passport size photographs.
2. Original marksheet of all semester (PG/UG).
3. Original provisional degree certificate or convocation degree certificate.
4. Copy of X, XII and all semester mark sheets of PG & UG Degrees.
5. Copy of Degree/PG/Diploma (as applicable) certificates.
6. Passport copy, if available (if not please apply immediately).
7. Pan Card
8. Copy of Aadhaar Card or copy of receipt of Aadhaar enrolment number which we request you to voluntarily provide for meeting the UAN generation requirement and any other compliance required by governing regulating authorities like EPFO, ESIC and others. Please note that by voluntarily sharing your Aadhaar details, you are also authorizing us to share it with third parties under contract with the company and bound by confidentiality provisions to meet any regulatory requirements and internal procedures of the company including but not limited to making verifications.

Date: 29th of April 2021
Name: PERAM SAI MANJU
Roll Number: 17481A1262

Sub: Letter of Intent

Dear **PERAM SAI MANJU**

We are pleased to offer you the position of **Customer Care Executive.** You shall report for a comprehensive training program on **May/June/Jul** at 10:00 AM.

Your Monthly CTC will be **Rs.12,200/- + Incentives & Tenure bonus**. The details of your salary break up are provided to you in the annexure.

The offer is subject to:

- You submitting the degree certificate and all your mark sheets at the time of joining.
- A satisfactory reference from the list of referees furnished by you at the time of joining.
- A satisfactory medical opinion, if required, from a registered medical practitioner (RMP) nominated by the company.
- Submission of satisfactory proofs regarding information declared by you, i.e. your age, educational qualification, previous work experience and relieving letter from your last employer etc.

You will be under training which will vary for a period from 2 to 8 weeks depending on the performance and the project that you would be assigned. Your continuity in the organization is subject to successful clearance of training evaluation.

You will be on probation for a period of 6 months and will be confirmed on rolls upon successful completion of the probation (The probation is inclusive of the training period).

We are looking forward to you building a successful career with ALLSEC.

Best Wishes,

For **Allsec Technologies Limited,**

Authorized Signatory
Human Resources Department

Cognizant

22-Mar-2021

Dear Ponipireddy Vandana,
B.Tech/B.E., Information Technology
Gudlavalleru Engineering College,Gudlavalleru

Candidate ID – 15017160

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**.You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-.** This includes an annual target incentive of INR **22,500 /-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR Rs.**450,740/-.** This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for 3 months and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

3.1 Cognizant Internship:

a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.

b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program.

3.2 Continuous Skill Development (CSD) Program:

a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrollment into the program.

b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

3.3 GenC Training Post joining:

a) Cognizant continues to invest in skill building of the entry-level talent and GenC training is a formal on-the-job training offered to trainees based on the business specific skilling needs. The terms and conditions of this training will be governed by Cognizant GenC program guidelines.

b) The Cognizant Internship or the Continuous Skill Development (CSD) completion qualify as the entry criteria to the GenC training and is used as basis towards your allocation to projects/roles.

We look forward to you joining us. Should you have any further questions or clarifications, please log into https://campus2Cognizant.cognizant.com

Yours sincerely,
For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President – Human Resources

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature: **Date:**

Cognizant

Compensation and Benefits

Name:	Ponipireddy Vandana	**Designation:**	Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7349	88,188
	Annual Gross Compensation		**359,988**
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		**382,488**
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		**401,988**

As an associate you are also entitled to the following additional benefits:

• Floating Medical Insurance Coverage
• Round the Clock Group Personal Accident Insurance coverage
• Group Term Life Insurance
• Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
• Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

Leave & Vacation:

• From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

SI No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

• From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
• In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity leave by adhering to the conditions as specified in the Cognizant India Leave policy

Provident Fund Wages:

• For the purpose of computing PF Wages to Provident Fund, Pension Fund & EDLI Scheme, PF Wages shall be Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout".
• Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser

Employees State Insurance:

• Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter.
• Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month.
• ESI shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period.

* **Flexible Benefit Plan:** Your compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to
1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** **Incentive Indication:** Incentive amount may be higher, lower, or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is prorated to the duration spent with Cognizant India for the calendar year and will be paid to you only if you are active on Cognizant's payroll on the day of incentive payout.

*** **Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same. Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

Date: 29th of April 2021
Name: **POTNURU DAKSHAYANI**
Roll Number: **17481A1267**

Sub: Letter of Intent

Dear POTNURU DAKSHAYANI

We are pleased to offer you the position of **Customer Care Executive.** You shall report for a comprehensive training program on **May/June/Jul** at 10:00 AM.

Your Monthly CTC will be **Rs.12,200/- + Incentives & Tenure bonus**. The details of your salary break up are provided to you in the annexure.

The offer is subject to:

- You submitting the degree certificate and all your mark sheets at the time of joining.
- A satisfactory reference from the list of referees furnished by you at the time of joining.
- A satisfactory medical opinion, if required, from a registered medical practitioner (RMP) nominated by the company.
- Submission of satisfactory proofs regarding information declared by you, i.e. your age, educational qualification, previous work experience and relieving letter from your last employer etc.

You will be under training which will vary for a period from 2 to 8 weeks depending on the performance and the project that you would be assigned. Your continuity in the organization is subject to successful clearance of training evaluation.

You will be on probation for a period of 6 months and will be confirmed on rolls upon successful completion of the probation (The probation is inclusive of the training period).

We are looking forward to you building a successful career with ALLSEC.

Best Wishes,

For **Allsec Technologies Limited,**

Authorized Signatory
Human Resources Department

17481A1269

Infosys Certification: Congratulations! You have been selected for the role of Systems Engineer

1 message

InfyTQ <InfyTQ@infosys.com> Mon 7 Dec, 2020 at 4:37 PM
To: vyshnavipuligadda19@gmail.com <vyshnavipuligadda19@gmail.com>

INFY TQ

Infosys

INFOSYS CERTIFICATION

Dear Vyshnavi Puligadda,

Hope you are doing well.

We are delighted to inform that **you have been selected for the role of Systems Engineer at Infosys after successfully clearing the Infosys Certification and Interview process.**

Under our recruitment program, you will now get an exclusive opportunity to appear for the selection process of higher roles such as the Systems Engineer Specialist and the Power Programmer. If you do not qualify for the higher role through upgrade test, you will retain the job offer for the role of Systems Engineer at Infosys.

Please note, this is a conditional job offer subject to your background verification. If any falsification of data is found during your background verification process, Infosys will revoke the job offer made to you.

In case of any queries, please write to us at [illegible] or get in touch with your placement office. InfyTQ related emails sent to any other Infosys email ID will not be responded to.

We look forward to interacting with you again.

Best regards,

Team InfyTQ

Infosys Limited

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Cognizant

23-Mar-2021

Dear Puligadda Vyshnavi,
B.Tech/B.E., Information Technology
Gudlavalleru Engineering College,Gudlavalleru

Candidate ID – 15017440

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**.You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-.** This includes an annual target incentive of INR **22,500 /-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR Rs.**450,740/-.** This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for 3 months and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

3.1 Cognizant Internship:

a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.

b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program.

3.2 Continuous Skill Development (CSD) Program:

a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrollment into the program.

b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

3.3 GenC Training Post joining:

a) Cognizant continues to invest in skill building of the entry-level talent and GenC training is a formal on-the-job training offered to trainees based on the business specific skilling needs. The terms and conditions of this training will be governed by Cognizant GenC program guidelines.

b) The Cognizant Internship or the Continuous Skill Development (CSD) completion qualify as the entry criteria to the GenC training and is used as basis towards your allocation to projects/roles.

We look forward to you joining us. Should you have any further questions or clarifications, please log into https://campus2Cognizant.cognizant.com

Yours sincerely,
For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President – Human Resources

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature: **Date:**

Cognizant

Compensation and Benefits

Name:	Puligadda Vyshnavi	**Designation:**	Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7349	88,188
	Annual Gross Compensation		**359,988**
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		**382,488**
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		**401,988**

As an associate you are also entitled to the following additional benefits:

• Floating Medical Insurance Coverage
• Round the Clock Group Personal Accident Insurance coverage
• Group Term Life Insurance
• Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
• Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

Leave & Vacation:

• From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

SI No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

• From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
• In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity leave by adhering to the conditions as specified in the Cognizant India Leave policy

Provident Fund Wages:

• For the purpose of computing PF Wages to Provident Fund, Pension Fund & EDLI Scheme, PF Wages shall be Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout".
• Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser

Employees State Insurance:

• Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter.
• Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month.
• ESI shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period.

* **Flexible Benefit Plan:** Your compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to
1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** **Incentive Indication:** Incentive amount may be higher, lower, or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is prorated to the duration spent with Cognizant India for the calendar year and will be paid to you only if you are active on Cognizant's payroll on the day of incentive payout.

*** **Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same. Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

Date: 29th of April 2021
Name: RAJULAPATI ARAVINDA MANIKANTA
Roll Number: 17481A1272

Sub: Letter of Intent

Dear RAJULAPATI ARAVINDA MANIKANTA

We are pleased to offer you the position of **Customer Care Executive.** You shall report for a comprehensive training program on **May/June/Jul** at 10:00 AM.

Your Monthly CTC will be **Rs.12,200/- + Incentives & Tenure bonus**. The details of your salary break up are provided to you in the annexure.

The offer is subject to:

- You submitting the degree certificate and all your mark sheets at the time of joining.
- A satisfactory reference from the list of referees furnished by you at the time of joining.
- A satisfactory medical opinion, if required, from a registered medical practitioner (RMP) nominated by the company.
- Submission of satisfactory proofs regarding information declared by you, i.e. your age, educational qualification, previous work experience and relieving letter from your last employer etc.

You will be under training which will vary for a period from 2 to 8 weeks depending on the performance and the project that you would be assigned. Your continuity in the organization is subject to successful clearance of training evaluation.

You will be on probation for a period of 6 months and will be confirmed on rolls upon successful completion of the probation.(The probation is inclusive of the training period).

We are looking forward to you building a successful career with ALLSEC.

Best Wishes,

For **Allsec Technologies Limited,**

Authorized Signatory
Human Resources Department

ALLSEC TECHNOLOGIES LTD.
Regd. Office : 46-C, Velachery Main Road, Velachery, Chennai - 600 042
Tel : +91.44.4299 7000 web : www.allsectech.com
Corporate Identity Number : L72300TN1988PLC041033, Email : contactus@allsectech.com

19-1274

MiMomentous

Delivering vital solutions
Mobile | Analytics | Technology

Date: March 04, 2021

To
Ms. Dhatri Ravi,
Visakhapatnam.

Letter of Appointment

Dear **Ms. Dhatri Ravi,**

Further to our discussion it gives us great pleasure in extending this offer of employment to you to work sat **IMomentous Software Pvt Ltd.** As a **Product Integration Engineer I** with effect from date, March 15, 2021. We request you to acknowledge with your acceptance on or before March 06, 2021, failing which this offer expires.

1. Your annual Gross salary will be **Rs.5,05,817** (Five Lakhs Five Thousand Eight Hundred and Seventeen Rupees only) per annum all inclusive.Your employment, with us will be governed by Terms & Conditions as detailed in the Employment Agreement in Annexure-A.The breakup of salary would be entitled to HRA and other allowances and company policies as mentioned in Annexure-B.

2. Your place of work will be at Visakhapatnam. However, your services are transferable, and you may be assigned to any location in India or abroad where the company or anyone of its associates or customers, conducts business.While on transfer you will be governed by the rules, regulations and conditions of services of that location.

3. The company will be working 5 days a week, twenty four hours a day. You will be expected to attend office and work-expect travelling on business-assigned to you by your superiors.You will be required to work 5 days a week and your weekly off may not necessarily be on weekends.

4. The Company may terminate your service at any time by giving 90 days notice or basic salary in lieu thereof. However due to exigencies of business the Company may at its sole discretion reject the salary in lieu of notice and ask you to serve the entire or part of the notice period. You shall not be deemed to have been relieved of your services except upon issue of a letter by the Company to that effect. The aim of this clause is to minimise unnecessary disruption of business.

5. Absence for a continuous period of 8 days without prior approval of your superior (including overstay of leave /training), would be treated as abandonment of service.

6.The salary shall be paid on 1st of every month.

7. You will be on probation for a period of 3 months from the date of joining, In this probation period your services may be terminated with the immediate effect. In probation period, you will be entitled with 3 leaves.

8. Completion of probation period, you are entitled to 24 days leave Per Annum.

9. Whilst employed by the company:

- You will be not permitted to undertake any other employment or engage in any external activities of a commercial nature without the prior written approval.

- You will be required to effectively carry out all duties and responsibilities assigned to you by your manager and others authorized by the company to assign such duties and resposibilities.Your performance will be subject to annual appraisal by your manager.

- Expect in the proper course of employment, or thereafter, you shall not divulge to any third party information regarding the affairs or business matters of the company or information regarding its customers without prior written approval. All information that comes to your knowledge by reasons of your employment with the company is deemed to be confidential.

- You confirm that you have disclosed fully all of your business interests in the company –whether or not they are similar to or in conflict with the business(s) or activities of the company, and all circumstances in respect of which there is , or there might be perceived, a conflict interests between **IMomentous Software Pvt Ltd.** and you or any immediate relatives. Also you agree to disclose fully and immediately to your company any such interests or circumstances which may arise during your employment.

- You will be required to apply and maitain the highest standards of personal conduct and integrity and comply with all company policies and procedures. All acts subversive of good conduct and discipline like insubordination, gross negligence, corruption, fraud, forgery, misappropriation etc, would warrant strong disciplinary action from the company.

- Upon separation from the company, you will be required to immediately return the company, all the assets and property (including leased properties) of the company including documents, files, books, papers and memos in possession or custody.

- Any violation of the above mentioned or any other company procedures and policies would attract action as per company's disciplinary policy in force.

8. Any and all of the terms and conditions of service may be modified or changed at the Company's discretion.

The terms of this offer are intended to be kept strictly confidential

All other terms and conditions will be governed by the company's policies as stated from time to time.

Kindly sign and return a copy of this letter as confirmation of your acceptance of this appointment and the terms and conditions of your employment.

We welcome you and wish you every success in your career with IMomentous Software Pvt Ltd

With warm regards,	I accept and agree
For IMomentous Software Pvt Ltd.	**Name: Ms. Dhatri Ravi,**
Manager HR **Date:** March 04, 2021	**Signature:** **Date:** March 04, 2021

MiMomentous

Delivering vital solutions
Mobile | Analytics | Technology

ANNEXURE – B

SALARY BREAK-UP OF Ms. Dhatri Ravi	
DESIGNATION	Product Integration Engineer I
DIVISION	Technical Solutions
LOCATION	Visakhapatnam
ANNUAL SALARY	4,50,000
COMPANY PERFORMANCE LINKED BONUS	45,000
GRATUITY *	10,817
CTC	5,05,817
Break-up	
SALARY COMPONENTS	AMOUNT
Basic	18,750
HRA	7,500
Tax free Allowance	3,333
Meal Coupons	2,200
Mobile & Internet	2,000
News Paper	1,000
Special Allowance	2,717
MONTHLY SALARY	37,500
Annual Provident Fund	43,200
Note - Provident Fund, Professional Tax & Income Tax as per the presently applicable law	
Benefits	
Group Medical Insurance Policy Rs. 200,000	
*Annual Leave Encashment	
Free Lunch & Dinner	

With warm regards,

For IMomentous Software Pvt Ltd.

Manager HR
Date: March 04, 2021

I accept and agree

Name: Ms. Dhatri Ravi,

Signature:
Date: March 04, 2021

Hill No-2, NON-SEZ, Madhurawada, Ward-5, Vishakhapatanam – 530045.
Contact: 0891-2978999

Gmail

IT PLACEMENTS <itplacementsinfo@gmail.com>

Fwd: Infosys Limited | Virtual Onboarding Survey

1 message

Mahesh <maheshdravuri@gmail.com> Fri, Jul 16, 2021 at 6:21 PM
To: itplacementsinfo@gmail.com

17481A1275

---------- Forwarded message ---------
From: **Infosys Limited** <offers@infosys.com>
Date: Fri, 9 Jul, 2021, 5:56 pm
Subject: Infosys Limited | Virtual Onboarding Survey
To: maheshdravuri@gmail.com <maheshdravuri@gmail.com>

Dear Candidate,

Greetings! We hope you and your family are safe and well.

As we are initiating our virtual onboarding process for Freshers, we request you to provide us with some vital system information.

Kindly click here to update your details at the earliest.

Please note, it is essential for you to update details on the link shared above for us to accelerate your virtual onboarding process.

If you have any queries, please write to us at offer_update@infosys.com.

We look forward to welcoming you at Infosys.

Regards,

Talent Acquisition

Infosys Limited

APPOINTMENT LETTER

June 2, 2021

Dear **LAKSHMI NARAYANA SANDADI**,

Welcome to Wipro Limited (Company/Wipro') and congratulations on your appointment as **Project Engineer.** The terms of your employment with the Company is listed below. Please be informed that the terms may be modified pursuant to changes in the Company policy updated from time to time.

1. Appointment Details:

a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.

b. You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.

c. The retirement age is 58 years.

d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company ,in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.

e. We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.

f. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.

g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining,

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2. Compensation:

You will be eligible for:

a. Compensation and benefits in accordance with Annexure III - Salary Offer Sheet.

b. Variable Pay - The details of this component are listed in Annexure V. The Variable Pay program may be changed or modified in part or full thereof from time to time, at the sole discretion of the Company.

c. Other compensation and benefits in accordance with Company policy as modified and intimated to you from time to time.

d. Your salary will be reviewed periodically as per Company policy.

e. Changes in your compensation are at the Company's discretion and will be subject to and on the basis of your effective performance and the performance results of the Company during your period of employment and other relevant criteria.

3. Other Benefits:

You will also be eligible for:

a. Leave, holidays and working hours as applicable to your stream and location of posting.

b. Perquisites, if any, as applicable to your band and stream and / or based on functional requirements as determined by the Company.

c. Participation in the Company's Provident Fund Scheme (PF) as per the policies applicable to your band and stream.

d. Leave Travel Assistance (LTA) as per the Company's policy.

e. Wipro Medical Assistance Scheme (MAS) provided you are not covered under the purview of the ESI Act.

f. Employee Benefits Program sponsored and administered by the Company for management employees, comprising of pension plan or gratuity plan, survivor benefit plan and industrial injury benefits.

g. Please refer to the detailed policies in the Company's intranet portal i.e. **mywipro.wipro.com**

4. Responsibilities:

a. In view of your position and office, you would be expected to perform all responsibilities effectively, diligently and to the best of your ability and ensure results. There may be times when you will be expected to work extra hours to achieve the above when the job so requires. At all times, you are required not to engage in activities that have or will have an adverse impact on the reputation / image and business of the Company, whether directly or indirectly.

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b. You may be required to undertake travel for business purposes for which you will be eligible for reimbursement of travel expenses as per the Company policy applicable to you.

c. We are committed to ensure 'Integrity' in all aspects of the Company's functioning. You are expected to comply with all the applicable policies of the Company including the Code of Business Conduct and Ethics ('Policies') as they form an integral part of the terms of your employment with Wipro. Consequently, you are required to understand the scope and intent behind these policies and to comply with the same. These Policies are updated / modified on a periodic basis and new policies may be introduced and notified to employees from time to time and you will be required to comply with the same.

d. Consistent with (c) above, any matter or situation or incident that may arise that could potentially result, or has resulted, in any violation of the Policies or the terms of your employment, shall immediately be brought to the notice of your Business Unit Head and appropriate disciplinary action will be initiated.

5. Conflict of Interest:

a. You are required to engage yourself exclusively in the work assigned by Wipro and you shall not take up any independent or individual assignments (whether part time or full time, in an advisory capacity or otherwise) directly or indirectly without the express written consent of your Business Unit Head.

b. You shall ensure that you shall not, directly or indirectly, engage in any activity or have any interest in, or perform any services for any person who is involved in activities, which are or shall be in conflict with the interests of Wipro.

c. The Conflict of Interest Policy also refers to the need on your part, during your employment and for a period of one year from the cessation of your employment with the Company (irrespective of the circumstances of, or the reasons for, the cessation) not to solicit, induce or encourage:

   i. Any employee of the Company to terminate their employment with the Company or to accept employment with any competitor, supplier or any customer with whom you have a connection pursuant to your employment with the Company.

   ii. Any customer or vendor of the Company to move his existing business with the Company to a third party or to terminate his business relationship with the Company.

   iii. Any existing employee to become associated with, or perform services of any type for any third party.

d. In case of any conflict or doubt, please discuss the matter with your Business Unit Head, to understand the Company's position on this and resolve the conflict.

6. Confidentiality:

a. In consideration of the opportunities, training and access to new techniques and know-how that will be made available to you, you will be required to comply with the Confidentiality Policy of the Company. Therefore, please maintain all Confidential Information as defined from time to time in the Confidentiality Policy of the Company, as secret and confidential and do not use or disclose any such Confidential Information except as may be required under obligation of law or as may be required by the Company and in the course of your employment. This covenant shall endure during your employment and beyond the cessation of your employment with the Company (irrespective of the circumstances of, or the reasons for, the cessation).

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b. In your work for Wipro, you will be expected not to use or disclose any confidential information, including trade secrets, of any former employer or other person with whom you have an obligation of confidentiality and by signing below you affirm that you have no conflicting obligations or non-compete agreements that would prevent you from working without limitation for the Company.

7. Assignment of Intellectual Property

In connection with your employment and during the term of your employment, upon conception or creation, you shall disclose and assign to Wipro as its exclusive property, all inventions, ideas, concepts, discoveries, techniques, and improvements (including, without limitation, legal documents, training materials, computer software and associated materials) developed or conceived by you solely or jointly with others (whether or not during business hours), and shall comply with the Policies of Wipro in relation to Intellectual Property.

8. Non-Compete

In the course of your employment with the Company you will be providing services to customers or clients of the Company during which process you will be handling sensitive information including but not limited to key customers of the Company, competitor information, customer sensitive information ('Confidential Information'). You acknowledge and recognize that Confidential Information available to you, if leaked, would cause irreparable harm to the Company and its protection is of utmost importance to the Company. You confirm that for a period of six (6) months after separation of your employment from the Company (irrespective of the circumstances of or the reason for the separation), you will not accept any offer of employment from a customer or client with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of separation.

9. General:

This offer of appointment is subject to the precondition that you have not provided us with any false declaration and/or documentation or willfully suppressed any material information. If at any point of time, it is brought to our notice that you have submitted fabricated documentation or made false representation or willfully suppressed material information, you shall be liable to be removed from service with immediate effect and the Company reserves its right to initiate appropriate action as per applicable policy and /or enforce remedies available to us under law.

Please note that you are required to inform us if there are any agreements, oral or written, which you have entered into and which may relate to or affect your commitments under this employment contract.

a. You acknowledge that you have understood the terms of this employment contract and that you are aware that the specific performance of the terms of this employment contract may be enforced legally, if required. In this connection, if any of the provisions of this letter of appointment are declared or found to be void or unenforceable due to any reason whatsoever, the remaining provisions of this letter shall continue in full force and effect.

b. These employment terms supersede and replace any existing agreement or understanding, if any, between the Company and you on the same subject matter.

c. You warrant that you are not prevented by any court or by any other administrative or judicial authority or order from providing the services required under this employment contract. In the event that you are not a citizen of the country of posting, you should have a valid work permit to work in the country of posting.

d. Your appointment shall be treated as withdrawn in case:

i. You have not scored minimum aggregate marks of 60% in your 10th Standard or equivalent education.
ii. You have not scored minimum aggregate marks of 60% in your 12th Standard or equivalent education.
iii. For Graduates: You have not scored minimum aggregate marks of 60% in your graduation.
iv. For Post Graduates: You have not scored minimum aggregate marks of 60% in your graduation and 60% in post-graduation.
v. You have any pending backlogs/ arrears on the date of appointment.

Please note that at any stage, whether during your online test and/or interview process or upon joining the Company, if it is brought to our notice that you have indulged in malpractices or used illegal means to clear your online assessment, the Company shall withdraw or revoke the offer with immediate effect and we reserve our rights to take suitable action against you as we may deem fit.

10. Training Agreement:

As part of your smooth transition from campus to corporate, the Company shall be providing you extensive training through learning interventions from the time of your selection to on-boarding. You shall be provided an opportunity to learn in Pre-Joining programs, Self-directed learning modules, MOOCs, in-classroom learning, on-the-job training, Top Gear modules, and / or customer specific tools and technology learning. Through this extensive training the Company makes significant investment for your project readiness and successful journey in the projects. In consideration of the Company reposing confidence in you and providing you with the opportunity to undergo the training as detailed above and in consideration of the company bearing all the costs in connection with the training besides paying you normal salary and benefits, you solemnly agree to complete the training and continue your employment with the company for a period of **atleast** 12 months commencing from the date of your joining. In case you choose to leave the Company before the expiration of the said period or if your services are terminated before the expiration of the said period, for any reason whatsoever, you shall **be liable** to pay to the Company liquidated damages of up to Rs. 75,000/-(Rupees Seventy Five Thousand only) in the manner defined in the training agreement, signed by you with the Company.

11. Notice Period & Termination:

Your employment with the Company shall be terminable, without reasons, by either party giving one-month notice during probationary period and three months' notice on confirmation. The Company reserves the right to pay or recover salary in lieu of notice period. Further, the Company may at its discretion relieve you from such date as it may deem fit even prior to the expiry of the notice period. However, if the Company desires you to continue the employment during the notice period you shall do so. Notice period and termination of employment contract shall be governed by the applicable internal policies of the Company as updated from time to time.

On acceptance of separation notice, you will immediately hand over to the Company before you are relieved, all correspondence, specifications, formulae, books, documents, cost data, market data, literature, drawings, effects and comply with all the relieving formalities required by the Company. Further, you shall not make or retain any copies of these items.

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12. Pre Joining Program (PJP):

During the time period between your offer and onboarding, the Company will provide you an online, self-directed learning opportunity through a Pre Joining Program(PJP). You will be given a specific technology track to learn and we urge you to utilize this opportunity to gain hands-on experience so as to enable you to obtain a suitable project.
Please confirm that the above terms and conditions are acceptable to you and that you accept the appointment by submitting a signed copy of this letter of appointment with your original signature on the date of joining.

Yours sincerely,
For **Wipro Limited,**

Aparna Shailen
General Manager - Human Resources

I have read, understood and agree to accept the employment on the terms and conditions herein.

I shall be reporting for duty on __ /__ /____

Name: _____

Signature: _____ Date: __ /__ /____

Place: _____

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ANNEXURE I

DECLARATION ON CONFLICT OF INTEREST

Wipro Limited has adopted a conflict of interest policy in respect of its employees. This policy is intended to avoid conflict between the personal interest of an employee and the interest of the company in dealings with suppliers, customers and all other organizations or individuals doing or seeking to do business with the company.

Noted below are a few examples of conflict of interest:

a. For an employee or any dependent member of his family to have an interest in any organization, which has business dealings with the company where there is an opportunity for preferential treatment to be given or received, except where such an interest comprises of securities in widely held corporations which are quoted and sold in the open market or the interest is not material.

b. For an employee or any dependent member of his family to buy, sell or lease any kind of property, facilities or equipment from or to the company or any affiliate or to any company, firm or individual who is or is seeking to become a contractor, supplier or customer, except with the knowledge and consent of top management.

c. For an employee to serve as an officer, director or in any other management capacity or as a consultant of another company or organization doing or seeking to do business with the company or an affiliate except with the knowledge and consent of top management.

d. For an employee to use or release to a third party any data on decisions, plans, competitive bids or any other information concerning the company, which might be prejudicial to the interest of the company.

e. For an employee or any dependent member of his family to accept commission, a share in profits or other payments, loans (other than with established banking or financial institutions), services excessive entertainment and travel or gifts of more than nominal value from any individual or organization doing or seeking to do business with the company.

I have read the above mentioned 'Conflict of Interest' policy and I declare that there is no 'Conflict of Interest' in my employment. If in future any conflict arises, I will immediately inform my supervisor and notify the top management.

Name:

Date: __/___/_____ **Signature:.....……**

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Compliance to Company's Code of Conduct to Regulate, Monitor and Report Trading (Code) by Insiders

Insider Trading is prohibited by both Law as well as by Wipro Limited's (hereinafter to as the "Company") internal policy. Insider trading generally involves the act of subscribing/buying/ selling or dealing in the Company's Securities, while in possession of any Unpublished Price Sensitive Information (hereinafter referred to as "UPSI") about the Company. It also involves disclosing or procuring any UPSI about the Company to/from others who could subscribe or buy or sell or deal in the Company's Securities.
As an employee of the Company you are considered as an Insider and accordingly advised as below:

1. Trading when in possession of UPSI: Employees are strictly prohibited from trading in the Securities of the Company when in possession of UPSI concerning the Company. Trading in securities of the Company is also prohibited for certain designated employees when the trading window is closed. For details please contact: policyclearinghouse@wipro.com.

2. Communication or procurement of Unpublished Price Sensitive Information (UPSI): Employee shall seek, communicate, provide or allow access to "UPSI of the Company to others only for legitimate purposes, performance of duties and discharge of legal obligations and strictly on a need-to-know basis. Employees are strictly prohibited from the following:

a) Counseling or disclosing or communicating UPSI to any other person including spouse and/or relatives, except on a need to know basis.

b) Counseling as well as expressing opinions or making any recommendations to any person on the Securities of the Company when in possession of any UPSI.

c) Unauthorized disclosure or communication of UPSI.

d) Procuring any UPSI from others

3. Individual and Personal Responsibility: As per the Code, Company can take appropriate actions like wage freeze, suspension, termination of employment on employees involved in Insider Trading. Insider trading also attracts severe civil and criminal penalties not only on the Insider but also on the Company in certain circumstances. The penalties levied on the employee will not be borne by the Company and the employee individually is responsible.

4. Disclosure requirements: Every employee of the Company and their Immediate Relatives shall disclose to the Company the number of securities acquired or disposed of within two trading days of the transaction if the value of the securities traded, whether in one transaction or a series of transactions over any calendar quarter, aggregates to a traded value in excess of ten lakh rupees. For more details on procedures and guidelines, employees are requested to refer the Company's Code of Conduct to Regulate, Monitor and Report Trading by Insiders. Or write to policyclearinghouse@wipro.com

ANNEXURE II

PERSONAL INFORMATION AS REQUIRED UNDER INFORMATION TECHNOLOGY ACT, 2000

I ----------, confirm that I am voluntarily sharing my Personal Information including documents with Wipro Limited ('Wipro') for the following purposes:

a. validating my Curriculum Vitae and retaining records on the same for any future reference/verification;

a. processing my job application including background verification checks;

b. employment-related actions including record keeping, processing compensation and benefits and any action required in the context of my employment with Wipro.

In this context, I also agree to the retention of such Personal Information including documents by Wipro for any future reference/verification and authorize Wipro to transfer the same to a third party.
I understand that 'Personal Information' means any information including documents, relating to me that is available with Wipro and is capable of identifying me."

Name:

Date: __/__/____

Signature.....

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ANNEXURE III

SALARY OFFER SHEET

Name: LAKSHMI NARAYANA SANDADI

Career Group: TRB – II

Position : Project Engineer

You shall receive salary as detailed below.

COMPONENT	AMOUNT (INR)
Basic	11,670
HRA	5,835
Bonus	2,334
Wipro Benefits Plan (WBP)	4,849
Total Fixed Cash	**24,688**
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
Total Fixed Compensation	**27,108**
Other Compensation Benefits	
Health benefit (Medical)	600
Variable Pay	
Target Variable Pay	1,459
Target Cost to Company per month	**29,167**
Total Cost to Company per annum	**3,50,004**

*Notional sum indicating contribution of 5.31 % of your basic towards provision of Gratuity. Employees will be eligible for payment of gratuity as per the Wipro Policy for the same.

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Apart from the standard salary components, **Project Engineers** are also entitled to the following unique **Company Benefits** to help you manage during exigency.

- **a.** Onetime Interest free loan of Rs. 20,000/- towards housing deposits or towards purchase of a two wheeler
- **b.** Onetime Interest free contingency loan of lesser of Rs. 50,000/- and 2 months gross towards housing deposits or illness, death in immediate family or self-marriage
- **c.** Medical assistance of Rs.15,000 per annum for employees who are not covered under the ESI scheme.
- **d.** Medical Insurance Coverage up to Rs 2lac per annum.

Date: __/___/_____ **Signature:.....…….**

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ANNEXURE – IV

I hereby confirm that I shall submit the required academic certificates including but not limited to mark sheet and Provisional or Convocation Degree Certificate within 3 months from my date of joining. I understand that my employment is subject to my aggregate meeting the Company's eligibility criteria and submission of the above mentioned documents.

I hereby declare that all the particulars mentioned above are true to the best of my knowledge. In the event of my failure to submit the above mentioned documents or in case of any discrepancy, I shall be liable for immediate termination of my employment with the Company.

Name:

Date: __/___/_____ **Signature:.....……**

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ANNEXURE – V

Variable Pay - A BRIEF OVERVIEW

Variable Pay Policy Summary & Computation:

Variable Pay is a variable component in your salary stack which would be paid out on a quarterly basis. It would be linked to the following parameters:

For employees joining in billable roles, variable pay will be linked to Individual billability, i.e. the number of days employee is billed in a quarter. This factor is applicable only for employees joining in billable roles in Bands Team Rainbow, A1, A2, A3, B1, B2 and B3 and who have variable pay as part of their salary stack.

For employees joining in above Bands in Support roles and central functions, and who have variable pay as part of their salary stack, variable pay will be linked to company's financial parameters. Financial metrics is linked based on specific role for each employee in each quarter, as per the respective financial year policy.

The Variable Pay program may be changed / altered or modified in part or full thereof from time to time, at the sole discretion of the management. It is mandatory for you to complete the quarter for which the Variable Pay applies i.e. you should be on the rolls of the Company on the last working day of the quarter to be eligible for payout under the program.

The detailed policy will be made available on myWipro->myPolicies->Common Policies Across Countries->my Financials->Variable Pay Policy FY 2021-22.

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SOME ADDITIONAL INFORMATION ON THE SALARY OFFER

Basic, Additional Allowance and Bonus:

This are fixed monthly components of your salary and are taxable. They do not vary every month, and are fixed for a particular period.

House Rental Allowance:

HRA is given to the extent of 50% of your Basic. HRA exemption is applicable as per IT rules on submission of rent receipts.

Wipro Benefit Plan (WBP):

Wipro Benefits Plan (WBP) is basket of various allowances/ expenses considered for Income Tax exemption. Under WBP, you will be granted Leave Travel Allowance and Education Allowance. Benefits regarding the use of Telephone/Mobile phone, Non-transferable Meal card can also be availed under the Plan. The actual expenses incurred towards these components are eligible for exemption as per the prescribed Income Tax rules applicable. Thus, you will be subjected to tax for the portion of the allowances that is not exempt. The Income Tax exemption for benefits availed are subject to submission of proofs or other conditions as may be prescribed in this policy. Wipro will grant a Group Allowance, which will be computed after reducing the aggregate cost of allowances/benefits availed under WBP and related recovery of Perquisite Tax and associated charges. Following are your WBP Entitlements:

1. **Leave Travel Allowance:**

   New employees are eligible for LTA provided leave is taken as per the rules of Wipro. For details on Income Tax exemption please refer to myWipro on joining. The maximum LTA that can be considered for IT exemption is Rs 50,000.

2. **Telephone/Mobile Phone Allowances:**

   The amounts paid by you towards telephone rentals (both landline and mobile) rentals are also towards broadband/ modem hub/ routers/ GPRS etc. for internet usage plans are eligible for IT exception up to Rs. 19,800 per annum under WBP as per prescribed limit in the policy. No expenses in respect of rentals or other charges for pre-paid connections will be eligible under this head.

3. **Non-transferable Meal card:**

   An amount of Rs. 1100 / 2,750 per month towards purchase of Non-Transferable Meal card is eligible for IT exemption under WBP.

4. **Education Allowance:**

   An amount of Rs.100 (additional 300 in case of child in hostel) per child per month up to a maximum of 2 children is eligible for IT exemption under WBP.

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5. **New Pension System:**

You can contribute between 5% up to 10% of your Basic towards NPS and declare it under WBP. This will be over and above Sec 80C investments.

Retirement Benefits:

It consists of:

a. **Provident fund-** Where basic is higher than INR 15,000- 12% of your Basic towards Provident Fund. In cases where basic is lower than INR 15,000- Minimum of 12% of (Basic + WBP + Additional (Where applicable) or INR 1800 pm

a. Notional sum indicating contribution of 5.31 % of your basic towards provision for gratuity.

Employees will be eligible for payment of gratuity as per the Wipro policy on the same.

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Wipro Limited
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Travel, Accommodation, Food & Other Miscellaneous Expenses

Travel

a. You would be entitled for Rs. 1500 from the date of appointment as a lump sum amount that will be credited with your first month salary. You may utilize this amount towards Travel and you would not need to submit bills towards usage of this amount.

a. There is no provision for reimbursement/allowance towards any expenses incurred in lieu of attending training or classes at different locations in the same city.

Accommodation, Food & other Miscellaneous Expenses

a. You would be entitled for Rs.1000 per day for 8 days (total amount of Rs.8,000) from the date of joining. You may utilize this amount towards accommodation, food & other miscellaneous expenses. This would be paid as a lump sum amount that will be credited with your first month salary and you would not need to submit bills towards usage of this amount.

b. If your posting location (the location where you would be based out of after training) is different from the training location (location where you undergo initial training), you would be entitled for the following:

   i. Settlement and Miscellaneous Expenses: Rs.1200 per day for 7 days (total amount of Rs. 8,400) from the date of reporting to the posting location. You may utilize this amount towards boarding, lodging, conveyance & other miscellaneous expenses.

b. Any location change after reporting to posting location will be treated as relocation/transfer and will be covered under the Transfer policy for Team Rainbow. For details you can refer the policy at myWipro-> My Policies -> India->My Travel>Transfer Policy-Team Rainbow.

c. Campus joiners would not be eligible for accommodation at the Wipro guest houses.

Please note in the event that the employee leaves the organization within 6 months from the date of joining, all payments processed under Joining & Relocation Entitlements shall be recovered from the employee at the time of exit.

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SUMMARY - SOCIAL SECURITY & OTHER BENEFITS*

Medical

1. Medical Assistance Program (MAS)**: This is a medical scheme covering you, your spouse and your children to the extent of Rs.15000 per annum. **This scheme is not applicable for employees covered under the Employee State Insurance Act (ESI).** This limit will be prorated based on your joining and exiting months in a financial year. The amount mentioned as Medical allowance in your salary stack is a notional figure and it indicates average outflow per month and per employee towards MAS. Medical is a reimbursable amount, i.e., it will be paid at actuals on making a claim.

2. Mediclaim: You are eligible for a floater coverage of Rs 2,00,000 per annum for family (self, spouse & children) towards hospitalization. There will be a deduction from your monthly payroll depending on your marital/family status towards the base sum insured premium,10% of the claim amount has to be borne by you.
   If you wish to enhance the coverage, Top up cover options are also available for a highly negotiated premium. More details on the policy are available on My Policies Section in myWipro which is accessible on joining.

   Base Medical insurance is to be availed by the employee as default. It is accounted for in deductions as a nominal monthly charge. Top-Up cover is voluntary and charged as applicable during renewal timelines.

3. Annual Health check: Company paid Annual health check-up program is available for employees above 40 years of age.

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Gratuity Benefit**: Up to Rs. 20,00,000

This provides you a lump sum benefit up to a maximum of INR 20 LPA to be calculated and payable as per applicable laws.

Survivor Benefit Pension Program**:

The Survivor Benefit Plan's objective is to provide a monthly income to the surviving spouse and children of an employee, in the unfortunate event of death while in service. The pension payable is based on last drawn basic salary at the time of death, number of years till retirement, number and age of surviving members.
E.g. If an employee is in Grade B3 with basic of Rs. 15,000 per month and the remaining period before retirement at time of his death is 20 years and he has a surviving spouse and two eligible children, the supplementary Pension payable per month would be as follows: Basic * No of years to Retirement * Grade Factor * % based on number and age of surviving members.
I.e. 15,000 x 20 x 2.7%* x 80% = Rs. 6,480 per month as supplementary pension payable. *Grade Factor is a band specific pre-defined pension Accrual rate.

Loans:

Interest Free Loan: An interest free loan of Rs. 20,000 as per policy is available to facilitate your settling down. The amount is primarily intended to cover housing deposit/assistance towards purchase of two wheeler. This is recovered in 10 equal installments.

Contingency Loan: An Interest free contingency loan of Rs. 50,000 or two months monthly gross whichever is lower as per policy can be availed in case of contingency. This would be recovered in 20 equal installments. Any loan taken above Rs. 20,000 will be liable to tax on the notional interest cost as per CBDT rules.

** These benefits are subject to the terms and conditions of the company policy and cannot be converted to fixed cash.

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1. **Your Life and Accident Cover**:

a. Group Personal Accident Insurance (GPAI) Program: Rs. 12,00,000 Through GPAI you are covered by way of round-the-clock risk coverage against any accidents occurring while at work or outside of work resulting in partial or total disablement or casualty. Employees can also get an extra coverage for a nominal and highly negotiated premium.

b. Group Term Life Insurance: Rs. 14, 00,000 in the unfortunate event of death on account of either accidents or natural causes, your surviving family members would be eligible for an insurance cover under this policy. This sum insured is inclusive of cover as per EDLI (Employee Deposit Linked Insurance). Employees can also get an extra coverage for a nominal and highly negotiated premium.

Please note: More details on the above mentioned policies are available on My Policies Section in My Wipro accessible on joining. Access through My Wipro -> My Policies ->India > My Financials -> Group Life Insurance/ Personal Accident
The policies mentioned here are policies of the Company as on date, this is subject to change in future as per policies of the Company from time to time.

1. **Voluntary Superannuation Policy (VSS)**

Wipro Voluntary Superannuation Plan offers an easy and convenient way to help you lead a happy and tension free life by planning your retirement. Starting contribution to pension plan at an early age gives you enough time to contribute towards building your retirement corpus and leverage the compounding interest earned by the corpus year on year. You simply have to choose the scheme that suits your investment horizon and risk tolerance.

A voluntary defined contribution Plan wherein you will have an option to enroll and choose your Pension Service Provider (PSP) within 30 days from the date of joining the company.
We currently have tie-ups with two leading PSPs to manage the superannuation funds. LIC & ICICI offer a superannuation scheme which offers interest on accumulated balance every year. ICICI Prudential also has an Unit Linked Superannuation scheme which offers you a market linked return, range of fund options to suit your risk appetite & transparent fund management.

The enrollment option can be exercised only once in the service with the organization and cannot be reversed once made. VSS enrollment window period will, also, be available once every financial year. The Company, on behalf of the member employee, shall contribute 15% of basic salary, towards the scheme selected by the member. In case 15% of basic exceeds Rs.1,50,000 per annum, member employee will have an option to restrict the contribution to Rs.1,50,000 per annum to avoid perquisite tax (perquisite tax is applicable on contributions exceeding Rs.1,50,000 every year).

Annual pension contribution amount is re-adjusted from fixed cash component and will reflect under 'Pension' component in the salary stack of the enrolled member. The accumulated contribution amount and the interest earned (or the corpus) can be utilized to avail the retirement benefits.
For further clarity, please refer the Policy on My Wipro -> My Information Sources > India -> My Financials-> Deferred Benefits-> Voluntary Superannuation Scheme. After reviewing the related documents if you wish to enroll into VSS, please log onto My Wipro-> My data->My Financials-> Pension, and exercise the option within 30 days of joining the Company. In case you miss enrolling into VSS in this window period, you can do the same in the window period that is available for all employees once every financial year.

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HRD/3T/1002138353/21-22

July 22, 2021

Mr. Sandadi Lakshmi Narayana
2-100/A
Dabbakupalli(V)
Vijayawada-521402
India

Ph: +91-9963425869

Dear Sandadi,

Welcome to Infosys!

Today, the corporate landscape is dynamic and the world ahead is full of possibilities! None of the amazing things we do at Infosys would be possible without an equally amazing culture, the environment where ideas can flourish and where you are empowered to move forward as far as your ideas will take you.

At Infosys, we assure that your career will never stand still, we will inspire you to build what's next and we will navigate further, together. Our journey of learnability, values and trusted relationships with our clients continue to be the cornerstones of our organization and these values are upheld only because of our people.

We look forward to working with you and wish you success in your career with us.

Warm regards,

RICHARD LOBO
EVP and Head Human Resources - Infosys Limited

Signature Not Verified
Digitally signed by Richard Lobo
Date: 2021.07.22 18:12:11 IST
Reason: Digitally Signed
Location: Bangalore

INFOSYS LIMITED
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Bangalore 560 100, India
T 91 80 2852 0261
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askus@infosys.com
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Company Confidential - This communication is confidential between you and Infosys Limited

HRD/1002138353/21-22 July 22, 2021

Mr. Sandadi Lakshmi Narayana
2-100/A
Dabbakupalli(V)
Vijayawada-521402
India

Ph: +91-9963425869

Dear Sandadi,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer** .

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **30-Aug-2021.**

Location

Your location of training is **MYSORE, India** . The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location."

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise."*

Training

The training program will consist of classroom/virtual training and on-the-job training. The duration of the classroom/virtual training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and successful completion of the training.

Probation and Confirmation

You will be on probation for a period of 12 months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

Leave

You are entitled to Earned Leave, right from your date of joining. You will be eligible for 15 working days of earned leave annually, during probation. On confirmation as a permanent employee you will be eligible for 20 working days of leave annually.

Leave is credited on a quarterly basis. The leave eligibility shall begin in the quarter of your joining the Company, on a pro-rata basis. Leave year is the calendar year and not the fiscal year.

An illustration with other relevant information have been given in the Information Sheet. The Company`s Policies also provide for Maternity, Paternity and Bereavement Leave. Further details will be provided to you at the time of joining.

Agreement

Our offer to you as **Systems Engineer** is subject to the execution of the Service Agreement. The Service Agreement details the scope, terms and conditions of your employment, the necessary training and the contractual obligations towards Infosys from the date of your joining and up to a period of 12 months from the date of allocation to a Practice Unit. The date of allocation to a Practice Unit is generally the first day of the subsequent month post completion of training. You will be required to complete the formalities on the Service Agreement at the time of joining. Please note, non-execution of the notarized Service Agreement will result in denial of employment with the Company.

Compensation and Benefits

Salary

Your Total Gross Salary during training will be **INR 25,000 per month** and Total Gross Salary post allocation will be **INR 30,000 per month** . The break-up of your salary has been provided in the Compensation Details sheet in Annexure - I and Annexure - II.

Training Performance - linked Incentive

You will be eligible for a Training Performance-linked Incentive (TPI) upon allocation to a Practice Unit, to a maximum of 20% of your Fixed Gross Salary, based on your performance in the training. The details of this scheme will be communicated on your joining. Please refer to the Compensation Details sheet for more details.

Ex - Gratia / Bonus

You will be eligible for an Ex-Gratia/ Bonus payout which is calculated at 20% of the Basic Salary as mentioned in the Compensation Details sheet at Annexure - I of this letter. The mode of payment for Financial Year 2021-22 will be as follows:

95% of the bonus amount mentioned in the Compensation Details sheet will be paid out on a monthly basis. The balance amount will be paid out in the end of the financial year.

Basket of Allowances (BOA)

The Basket of Allowances will be paid to you as part of your salary every month.

You will have the flexibility of choosing the components and amounts under such components as per the options provided to you on the Company Intranet, based on your preferences and income tax plans

National Pension Scheme

We offer all our India based employees the option to contribute towards the National Pension Scheme. This is an optional retirement benefit introduced by the Government of India for all its citizens. It enables accumulation of retirement corpus during active employment with add-on tax breaks. Please refer to the Information Sheet at Annexure - IV for more details.

Insurance

You will be eligible to participate in a Group Health Insurance Scheme. You may choose to enhance the coverage with other participatory optional health insurance plans (Platinum, Gold and Silver). You will be covered by default under the Standard Plan which provides you and your family (your spouse and two children up to the age of 22 years) with a cover of INR 4,00,000 per annum.

You will be covered under the Group Life Insurance Scheme, managed by Infosys Welfare Trust which provides you with a total Life Insurance cover of **INR 62,00,000** of which **INR 32,00,000** is covered towards natural death, and **INR 30,00,000** towards an accidental death. All employees become members of Infosys Welfare Trust, by one-time payment of **INR 250** and fixed monthly contribution of **INR 250** .

The details of the Scheme would be available to you when you join the Company.

Notice Period

During the probation period, if your performance is found to be unsatisfactory or if it does not meet the prescribed criteria, your training/employment can be terminated by the Company with one-month notice or salary thereof. On confirmation, you will be required to give three month's notice or salary thereof in case you decide to leave our services, subject to the Company's discretion. Where circumstances make it necessary, the Company will have the discretion to relieve you only at the end of the three months' notice period. Similarly, the Company can terminate your services by giving three months notice or salary thereof.

In the event you do not successfully complete your training, or you are involved in an act that constitutes misconduct, your training/employment can be terminated by the Company with immediate effect without notice.

Background Checks

The Company may, at its discretion conduct background checks prior to or after your expected joining date to validate your identity, the address provided by you, your education details and details of your prior work experience if any, and to conduct any criminal checks. You expressly consent to the Company conducting such background checks. In this connection, you are required to furnish the documents listed in Offer Annexure for India.

If you fail to submit the necessary documents as required by the Company within the specified time period or if the Company is not satisfied, with the outcome of the background checks, the Company, in its sole discretion, reserves the right to withdraw this offer without notice and compensation or to take any appropriate action against you, including, but not limited to termination of your employment.

When a background check raises any concerns regarding any of the details furnished by you and the Company feels the need to further validate such facts, the Company may at its sole discretion, ask you for further information, to substantiate the details that you have earlier provided to the Company, before initiating appropriate action.

Please note that Infosys requires you to furnish a copy of your passport at the time of joining. If you are unable to do so, the Company will initiate a criminal background check.

Other Terms and Conditions

You agree not to undertake employment, whether full-time or part-time, as the Director / Partner / Member / Employee of any other organization / entity engaged in any form of business activity without the consent of Infosys. The consent may be given subject to any terms and conditions that the Company may think fit and may be withdrawn at any time at the discretion of the Company.

Our offer to you as a **Systems Engineer** is conditional upon your having fully completed your graduation/post-graduation, without any active backlog papers and with a pass percentage not lesser than as specified in our campus recruitment program 2020-21. These eligibility criteria for the Role of a Systems Engineer, has already been clearly communicated to you and your college during the selection process. You will also have completed all studies, course requirements and examinations required for the award of the educational qualification recorded by you in your application for employment with Infosys.

You will produce all marks sheets and other relevant documents, at least till the penultimate semester. All these proofs will need to be submitted on the day of joining. Further, you should have been declared as passed by the relevant examination authority. The determination of the adequacy or authenticity of all or any of the proofs and any condonation of delay in submission of the same will be at the Company's discretion.

You hereby acknowledge and agree to abide by all internal Policies of the Company, which you will be able to access, upon joining, on the Intranet 'Sparsh'. These Policies cover various human resources and administrative topics and procedures. The Company reserves the right to change these Policies at any time in its absolute discretion.

Based on the nature of your work and business requirements, you may be required to work on rotational shifts. If you are required to work on rotational shifts, you will be duly intimated of the change in your shift timings. During rotational shifts, you will continue to be bound by the provisions of the working hour policy of the Company. If the rotational shifts require you to work night shifts, the policy on night shift allowance of the Company (if in force) will be made applicable to you.

You shall be required to sign certain mandatory agreements, including but not limited to the Confidentiality, Intellectual Property Rights, the Code of Business Conduct and Ethics and your employment shall be governed by all the rules and regulations, as amended from time to time, of the Company as applicable to your employment with us. This offer is also conditional upon your acceptance and execution of the Non-Compete Agreement (Annexure-III).

This offer of employment constitutes the entire agreement between you and the Company regarding the terms of your employment and it is the complete, final, and exclusive embodiment of your agreement with regard to this subject matter and supersedes any other promises, warranties, representations or agreements, whether written or oral. It is entered into without reliance on any promise or representation other than those expressly contained herein, and it cannot be modified or amended except in writing signed by an authorized officer of the Company.

If any of the terms or conditions of this offer are found to be illegal or unenforceable, such terms shall be treated as severable from the rest of the terms and conditions of this offer and the remaining terms and conditions shall continue in force.

This agreement shall be governed by the laws of India and you hereby agree to the exclusive jurisdiction of the courts in Bangalore, India.

As a token of your acceptance of this offer, please bring a duly signed duplicate copies of the letter and all the accompanying annexures, on the date of joining.

We welcome you to the Infosys family and wish you a rewarding career over the years to come.

Yours sincerely,

RICHARD LOBO
EVP and Head Human Resources - Infosys Limited

I have read, understood and agree to the terms and conditions as set forth in this offer letter.

Date: _____, 20_____

_____
Sign your name

_____ _____
Print your full Name Location

Signature Not Verified
Digitally signed by Richard Lobo
Date: 2021.07.22 18:12:11 IST
Reason: Digitally Signed
Location: Bangalore

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ANNEXURE - I
(Compensation during the Training)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	**Mr. Sandadi Lakshmi Narayana**
ROLE	**Systems Engineer**
ROLE DESIGNATION	**Systems Engineer Trainee**

1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	**22,328**

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary*	722
FIXED GROSS SALARY (1+2+3)	**25,000**
TOTAL GROSS SALARY	**25,000**

OTHER BENEFITS

Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time

*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act

ANNEXURE - II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	**Mr. Sandadi Lakshmi Narayana**
ROLE	**Systems Engineer**
ROLE DESIGNATION	**Systems Engineer Trainee**

1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	**22,328**

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary*	722
FIXED GROSS SALARY (1+2+3)	**25,000**

4. INCENTIVE COMPONENTS	**At an indicative Payout of 5%**	**At indicative Payout of 10%**	**At indicative Payout of 20%**
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	**1,250**	**2,500**	**5,000**
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)			**26,250**
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)			**27,500**
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)			**30,000**

OTHER BENEFITS

Scheme	**Eligible Amount In INR**	**Interest**	**Monthly Instalments**	**Margin Money** (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time

*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act

17-1280

Cognizant

22-Mar-2021

Dear Tadisetty Navya Navya,
B.Tech/B.E., Information Technology
Gudlavalleru Engineering College,Gudlavalleru

Candidate ID – 15017192

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**.You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR 401,986/-. This includes an annual target incentive of INR 22,500/- as well as Cognizant's contribution of INR 19,500/- towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR Rs.450,740/-. This includes an annual target incentive of INR 22,500/- as well as Cognizant's contribution towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for 3 months and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

3.1 Cognizant Internship:

a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.

b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program.

3.2 Continuous Skill Development (CSD) Program:

a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrollment into the program.

b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

3.3 GenC Training Post joining:

a) Cognizant continues to invest in skill building of the entry-level talent and GenC training is a formal on-the-job training offered to trainees based on the business specific skilling needs. The terms and conditions of this training will be governed by Cognizant GenC program guidelines.

b) The Cognizant Internship or the Continuous Skill Development (CSD) completion qualify as the entry criteria to the GenC training and is used as basis towards your allocation to projects/roles.

We look forward to you joining us. Should you have any further questions or clarifications, please log into https://campus2Cognizant.cognizant.com

Yours sincerely,
For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President – Human Resources

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature: **Date:**

Compensation and Benefits

Name: Tadisetty Navya Navya **Designation:** Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7349	88,188
	Annual Gross Compensation		**359,988**
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		**382,488**
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		**401,988**

As an associate you are also entitled to the following additional benefits:

- Floating Medical Insurance Coverage
- Round the Clock Group Personal Accident Insurance coverage
- Group Term Life Insurance
- Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
- Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

Leave & Vacation:

- From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

Sl No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

- From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
- In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity leave by adhering to the conditions as specified in the Cognizant India Leave policy

Provident Fund Wages:

• For the purpose of computing PF Wages to Provident Fund, Pension Fund & EDLI Scheme, PF Wages shall be Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout".
• Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser

Employees State Insurance:

• Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter.
• Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month.
• ESI shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period.

* **Flexible Benefit Plan:** Your compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to
1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** **Incentive Indication:** Incentive amount may be higher, lower, or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is prorated to the duration spent with Cognizant India for the calendar year and will be paid to you only if you are active on Cognizant's payroll on the day of incentive payout.

*** **Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same. Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

17-1282

MiMomentous

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Date: March 04, 2021

To
Ms. Thammana Jahnavi Naga Venkata Praneetha,
Visakhapatnam.

Letter of Appointment

Dear **Ms. Thammana Jahnavi Naga Venkata Praneetha,**

Further to our discussion it gives us great pleasure in extending this offer of employment to you to work sat **IMomentous Software Pvt Ltd.** As a **Product Integration Engineer I** with effect from date, March 15, 2021. We request you to acknowledge with your acceptance on or before March 06, 2021, failing which this offer expires.

1. Your annual Gross salary will be **Rs.5,05,817** (Five Lakhs Five Thousand Eight Hundred and Seventeen Rupees only) per annum all inclusive.Your employment, with us will be governed by Terms & Conditions as detailed in the Employment Agreement in Annexure-A.The breakup of salary would be entitled to HRA and other allowances and company policies as mentioned in Annexure-B.

2. Your place of work will be at Visakhapatnam. However, your services are transferable, and you may be assigned to any location in India or abroad where the company or anyone of its associates or customers, conducts business.While on transfer you will be governed by the rules, regulations and conditions of services of that location.

3. The company will be working 5 days a week, twenty four hours a day. You will be expected to attend office and work-expect travelling on business-assigned to you by your superiors.You will be required to work 5 days a week and your weekly off may not necessarily be on weekends.

4. The Company may terminate your service at any time by giving 90 days notice or basic salary in lieu thereof. However due to exigencies of business the Company may at its sole discretion reject the salary in lieu of notice and ask you to serve the entire or part of the notice period. You shall not be deemed to have been relieved of your services except upon issue of a letter by the Company to that effect. The aim of this clause is to minimise unnecessary disruption of business.

5. Absence for a continuous period of 8 days without prior approval of your superior (including overstay of leave /training), would be treated as abandonment of service.

6.The salary shall be paid on 1st of every month.

7. You will be on probation for a period of 3 months from the date of joining, In this probation period your services may be terminated with the immediate effect. In probation period, you will be entitled with 3 leaves.

8. Completion of probation period, you are entitled to 24 days leave Per Annum.

9. Whilst employed by the company:

- You will be not permitted to undertake any other employment or engage in any external activities of a commercial nature without the prior written approval.

- You will be required to effectively carry out all duties and responsibilities assigned to you by your manager and others authorized by the company to assign such duties and resposibilities.Your performance will be subject to annual appraisal by your manager.

- Expect in the proper course of employment, or thereafter, you shall not divulge to any third party information regarding the affairs or business matters of the company or information regarding its customers without prior written approval. All information that comes to your knowledge by reasons of your employment with the company is deemed to be confidential.

- You confirm that you have disclosed fully all of your business interests in the company –whether or not they are similar to or in conflict with the business(s) or activities of the company, and all circumstances in respect of which there is , or there might be perceived, a conflict interests between **IMomentous Software Pvt Ltd.** and you or any immediate relatives. Also you agree to disclose fully and immediately to your company any such interests or circumstances which may arise during your employment.

- You will be required to apply and maitain the highest standards of personal conduct and integrity and comply with all company policies and procedures. All acts subversive of good conduct and discipline like insubordination, gross negligence, corruption, fraud, forgery, misappropriation etc, would warrant strong disciplinary action from the company.

- Upon separation from the company, you will be required to immediately return the company, all the assets and property (including leased properties) of the company including documents, files, books, papers and memos in possession or custody.

- Any violation of the above mentioned or any other company procedures and policies would attract action as per company's disciplinary policy in force.

8. Any and all of the terms and conditions of service may be modified or changed at the Company's discretion.

The terms of this offer are intended to be kept strictly confidential

All other terms and conditions will be governed by the company's policies as stated from time to time.

Kindly sign and return a copy of this letter as confirmation of your acceptance of this appointment and the terms and conditions of your employment.

We welcome you and wish you every success in your career with IMomentous Software Pvt Ltd

With warm regards,	**I accept and agree**
For **IMomentous Software Pvt Ltd.**	**Name: Ms. Thammana Jahnavi Naga Venkata Praneetha,**
Manager HR Date: March 04, 2021	**Signature:** **Date:** March 04, 2021

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ANNEXURE – B

SALARY BREAK-UP OF Ms. Thammana Jahnavi Naga Venkata Praneetha	
DESIGNATION	Product Integration Engineer I
DIVISION	Technical Solutions
LOCATION	Visakhapatnam
ANNUAL SALARY	4,50,000
COMPANY PERFORMANCE LINKED BONUS	45,000
GRATUITY *	10,817
CTC	**5,05,817**
Break-up	
SALARY COMPONENTS	**AMOUNT**
Basic	18,750
HRA	7,500
Tax free Allowance	3,333
Meal Coupons	2,200
Mobile & Internet	2,000
News Paper	1,000
Special Allowance	2,717
MONTHLY SALARY	**37,500**
Annual Provident Fund	**43,200**
Note – Provident Fund, Professional Tax & Income Tax as per the presently applicable law	
Benefits	
Group Medical Insurance Policy Rs. 200,000	
*Annual Leave Encashment	
Free Lunch & Dinner	

With warm regards,

For iMomentous Software Pvt Ltd.

Manager HR
Date: March 04, 2021

I accept and agree

Name: Ms. Thammana Jahnavi Naga Venkata Praneetha,

Signature:
Date: March 04, 2021

Hill No-2, NON-SEZ, Madhurawada, Ward-5, Vishakhapatanam – 530045.
Contact: 0891-2978999

17-1290

RefNo-MPHTH CO2021-0369

Dear Geetha Naga Sai,

College Name: Gudlavalleru Engineering College.

Greetings from Mphasis!!

Please ignore the last email. Congratulations on clearing the preliminary interview. We would like to offer you a conditional position at Mphasis Ltd. The details of the offer of the conditional position are enumerated below:

You will be offered the position of 'Associate Software Engineer' in Band S, Level 2 with Mphasis. The gross compensation will be INR 4,00,000(INR Four Lakhs only) per annum.

A training agreement for 24 months from your date of joining needs to be signed with Mphasis. In case of default, an amount of INR 1,00,000 will be recovered from the employee.

You are required to work in any shift as per business requirement.

You are required to be flexible to relocate to any Mphasis location as per the business requirement. In case of any location constraints, we will not be able to take your candidature forward and will proceed with LOI Cancellation

You are required to perform any role within Applications Tower of Mphasis – Applications Development, Applications Testing, Application Production Support etc. as per business requirement.

As you are currently in your final year of graduation and are gearing to start working, Mphasis can be the right place for you to build a long fruitful career. We believe we have a historic opportunity of building a world class company. We also believe Mphasis is very unique in several ways, some of which are:

Equal strengths in APPs, ITO and BPO

Being a flat, open and communicative organization

Organization ethos that encourages, promotes and rewards empowerment

Flawless execution and leadership

Please note that this serves as a good-faith Letter of Intent. It is contingent upon you:

1. Successfully completing your graduation (BE/ B Tech/ MCA) and scoring the aggregate percentage, as set by Mphasis, in the final academic examinations

2. Securing the required percentage in the evaluation at the end of your 3 months training program at Mphasis

3. Satisfactory completion of the background verification process that Mphasis will conduct at the time of your joining.

4. On successful verification of documents and certificates provided by you.

Your joining date will be communicated after you clear the above conditions.

Important Note: It is made clear that the above is not an offer for employment at Mphasis and is subject to the recipient fulfilling the conditions specified in this letter of intent, Mphasis reserves the right to cancel or recall this letter of intent at any time without assigning any reason.

Mphasis intends to onboard 2021 passing out candidates anytime between June 1, 2021 to April 30, 2022. In the event you fail to respond to Mphasis within 15 days of Mphasis's communicating the onboarding date, this Letter of Intent stands revoked and terminated.

Below list of documents are mandatory during the onboarding process:

1. PAN card
2. Aadhar card
3. Passport

All semester marks sheets and graduation certificate

We look forward to welcoming you to The Mphasis Learning Academy. Should you need any further information, write to campushires@mphasis.com.

Thanks and Regards

Mphasis – Campus Team

Information transmitted by this e-mail is proprietary to Mphasis, its associated companies and/ or its customers and is intended for use only by the individual or entity to which it is addressed, and may contain information that is privileged, confidential or exempt from disclosure under applicable law. If you are not the intended recipient or it appears that this mail has been forwarded to you without proper authority, you are notified that any use or dissemination of this information in any manner is strictly prohibited. In such cases, please notify us immediately at mail.master@mphasis.com and delete this mail from your records.

Date: 29th of April 2021
Name: VUYYURU GEETHA NAGA SAI
Roll Number: 17481A1290

Sub: Letter of Intent

Dear VUYYURU GEETHA NAGA SAI

We are pleased to offer you the position of **Customer Care Executive.** You shall report for a comprehensive training program on **May/June/Jul** at 10:00 AM.

Your Monthly CTC will be **Rs.12,200/- + Incentives & Tenure bonus**. The details of your salary break up are provided to you in the annexure.

The offer is subject to:

- You submitting the degree certificate and all your mark sheets at the time of joining.
- A satisfactory reference from the list of referees furnished by you at the time of joining.
- A satisfactory medical opinion, if required, from a registered medical practitioner (RMP) nominated by the company.
- Submission of satisfactory proofs regarding information declared by you, i.e. your age, educational qualification, previous work experience and relieving letter from your last employer etc.

You will be under training which will vary for a period from 2 to 8 weeks depending on the performance and the project that you would be assigned. Your continuity in the organization is subject to successful clearance of training evaluation.

You will be on probation for a period of 6 months and will be confirmed on rolls upon successful completion of the probation (The probation is inclusive of the training period).

We are looking forward to you building a successful career with ALLSEC.

Best Wishes,

For **Allsec Technologies Limited,**

Authorized Signatory
Human Resources Department

Offer: Computer Consultancy
Ref: TCSL/DT20206773209/Hyderabad
Date: 10/01/2021

Ms. Supraja Yakkati
4-183,Avanigadda,Krishna DistrictGaddevari Ramalayam Street,
Opp Jayakrishna Motors,
Vijayawada-521121,
Andhra Pradesh.
Tel# 91-6300795831

Dear Supraja Yakkati,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year.Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

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Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of ₹**14,784**/**-** per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

1. **House Rent Allowance (HRA)**
   Your HRA will be ₹**5,914**/**-** per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. **Leave Travel Allowance**
   You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

3. **Food Card**
   You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias.As per the Pre-Defined structure you will be eligible for a Food Card with an amount of ₹**500**/**-** being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.

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PERFORMANCE PAY

Monthly Performance Pay
You will receive a monthly performance pay of ₹**1,700**/**-**. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

Quarterly Variable Allowance
Your variable allowance will be ₹**600**/**-** per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

Quarterly Variable Allowance is subject to review on your first anniversary and may undergo a change based on the actual performance of the Company, your business unit and your own ongoing individual performance. The payment is subject to your being active on the company rolls on the date of announcement of Quarterly Variable Allowance.

This Pay/Allowance shall be treated as productivity bonus in lieu of statutory profit bonus.

Performance Pay will be effective upon successful completion of the TCS Xplore Programme.

CITY ALLOWANCE

You will be eligible for a City Allowance of ₹**200**/**-** per month. This is specific to India and is linked to your base branch. In the event of a change in your base branch this amount may undergo a change. It will stand to be discontinued while on international assignments. This allowance is fully taxable and subject to review.

XPLORE/ LEARNING INCENTIVES

You will be eligible for Readiness Incentive AND/ OR Competency Incentive, basis your performance in TCS Xplore Program. The incentives gives you an additional earning potential of upto Rs.60,000 over and above your CTC during the first year.

OTHER BENEFITS

Health Insurance Scheme
TCSL brings the benefit of health insurance cover to you and your dependants under the company's Health Insurance Scheme(HIS).

HIS offers the following benefits:

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1. **Basic Cover**

   i. Entitlement - Includes domiciliary expenses up to ₹6,000/- per insured person per annum and basic hospitalization expenses up to ₹2,00,000/- per insured person per annum.

   ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

2. **Higher Hospitalisation**

   Coverage under Higher Hospitalisation is mandatory. Under this scheme, you and your enrolled dependents will be automatically covered under Higher Hospitalisation benefits.

   i. Entitlement - You and your enrolled dependants will be entitled for ₹12, 00,000/- as a family floater coverage towards hospitalisation expenses, over and above the individual basic coverage.

   ii. Premium - For Higher Hospitalisation, a part of the premium will be recovered from your salary and the differential premium will be borne by TCSL.

Maternity Leave

Women employees are eligible to avail maternity leave of twenty six weeks. Adopting or commissioning mother,may avail maternity leave for twelve weeks. For more details on the benefits and eligibility, once you join, please refer TCS India Policy - Maternity Leave.

Tata Sons and Consultancy Services Employees' Welfare Trust (TWT)

You will become a member of the TWT, on completion of continuous association of one year from the date of joining TCSL. A nominal annual membership fee of ₹250/- will be recovered from you for the same. The Trust provides financial assistance by way of grants/ loans in accordance with the rules framed by the Trust from time to time for medical and educational purposes and in case of death of members while in service.

Loans

You will be eligible for loans, as per TCSL's loan policy.

Professional Memberships

You will be eligible for reimbursement of expenses towards professional membership as per TCSL's policy.

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RETIRALS

Provident Fund
You will be a member of the Provident Fund as per the provisions of "The Employees Provident Fund and Miscellaneous Provisions Act, 1952", and TCSL will contribute 12% of your basic salary every month as per the provisions of the said Act.

Gratuity
You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

TERMS AND CONDITIONS

1. **Aggregate Percentage Requirements**
   Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above (or equivalent CGPA as per the conversion formula prescribed by the Board / University) in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and highest qualification (Graduation/ Post Graduation as applicable) which includes successful completion of your final semester/year without any pending arrears/backlogs. As per the TCSL eligibility criteria, marks/CGPA obtained during the normal duration of the course only will be considered to decide on the eligibility.

   As communicated to you through various forums during the recruitment process, your appointment is subject to completion of your course within the stipulated time as specified by your University/Institute and as per TCSL selection guidelines.

   It is mandatory to declare the gaps/arrears/backlogs, if any, during your academics and work experience. The management reserves the right to withdraw/revoke the offer/appointment at any time at its sole discretion in case any discrepancy or false information is found in the details submitted by you.

2. **Pre requisites for Joining**
   To enable your readiness to work on assignments upon joining, we have put together a comprehensive learning program named TCS Xplore which is made available to you digitally. This foundation program will include Online learning content, Webinars, practice sessions & proctored assessments. Further to accepting this Offer letter, you are required to enroll for the TCS Xplore Program and start your learning journey with TCSL. TCSL will make Xplore program available for you upon your offer acceptance. Please note that your joining is subject to successful completion of your TCS Xplore program including the proctored assessment. We encourage you to complete your pre-learning, through TCS Xplore, well before your expected date of joining to avoid delays in onboarding.

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3. **Training Period**
You will be required to undergo class room and on the job training in the first twelve months (including the TCS Xperience Programme as set out herein below), during which period you will be appraised for satisfactory performance during/after which TCSL would normally confirm you.

This confirmation will be communicated to you in writing. If your performance is found unsatisfactory during the training period, the company may afford you opportunities to assist you and enable you to improve your performance. If your performance is still found unsatisfactory, TCSL may terminate your traineeship forthwith.

However, TCSL may even otherwise at its sole discretion terminate the traineeship any time if your performance is not found satisfactory. The terms and conditions of the training will be governed by TCSL's training policy. TCSL reserves the right to modify or amend the training policy.

If you remain unauthorizedly absent for a consecutive period of 3 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of TCS Xperience trainees without any further intimation/separate communication to you.

4. **Working Hours**
Your working hours are governed by applicable law. You may be required to work in shifts and/or over time depending upon the business exigencies as permitted by law.

5. **Mobility**
TCSL reserves the right to transfer you at any of its offices, work sites, or associated or affiliated companies in India or outside India, on the terms and conditions as applicable to you at the time of transfer.

6. **Compensation Structure / Salary components**
The compensation structure/salary components are subject to change as per TCSL's compensation policy from time to time at its sole discretion.

7. **Increments and Promotions**
Your performance and contribution to TCSL will be an important consideration for salary increments and promotions. Salary increments and promotions will be based on TCSL's Compensation and Promotion policy.

8. **Alternative Occupation / Employment**
Either during the period of your traineeship or during the period of your employment as a

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confirmed employee of TCSL, you are not permitted to undertake any other employment, business, assume any public or private office, honorary or remunerative, without the prior written permission of TCSL.

9. Confidentiality Agreement

As part of your acceptance of this appointment as an employee with TCS you are required to maintain strict confidentiality of the intellectual property rights protected information and other business information of TCS and its clients which may be revealed to you by TCS or which may in the course of your engagement with TCS come your possession or knowledge unless specifically authorized to do so in writing by TCS. This Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

10. Service Agreement

As TCSL will be incurring considerable expenditure on your training, you will be required to execute an agreement, to serve TCSL for a minimum period of 1 year after joining, failing which, you (and your surety) will be liable to pay TCSL ₹50,000/-towards the training expenditure. Service agreement duration of one year refers to continuous service of 12 months from date of joining TCSL and excludes the duration of Leave without pay (LWP) and/or unauthorized absence, if any.

11. Overseas International Assignment Agreement

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related documents pertaining to the international assignment for which you are being placed In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period clause mentioned below.

This is to ensure that the knowledge and information gained by you during your assignment is shared and available to TCSL and its associates.This transfer of knowledge and information is essential for TCSL to continue to serve its clients and customers better.If you are deputed internationally for training,you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of training.

12. Terms and Conditions

The above terms and conditions are specific to India and there can be changes to the said terms and conditions in case of deputation on international assignments.

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Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

13. TATA Code of Conduct

You are required to sign the TATA Code of Conduct and follow the same in your day-to-day conduct as an associate of TCSL.

14. Notice Period

During your tenure with TCSL, either you or TCSL may terminate your traineeship / employment under this Agreement by providing 90 days written notice. The company reserves the right, to ask you to complete the notice period or adjust the earned vacation in lieu of entire or partial notice period. If your services, behaviour and/ or performance are not found satisfactory, TCSL may terminate your services by giving notice as mentioned herein above. No notice or payment in lieu thereof shall be applicable if your services are discontinued/terminated on account of any misconduct either during your traineeship period or upon completion of the traineeship period.

You will be liable to pay TCSL ₹50,000/- in case you fail to serve TCSL for a minimum period of 1 year after joining in accordance with the Service Agreement clause.

If you are covered under International Assignment Agreement, either you or TCSL can terminate the traineeship/appointment by giving 90 calendar days written notice as set out in the Separation Policy of TCSL. TCSL reserves the right if it is in the interest of the business and current assignment, to ask you to complete your notice period.

15. Retirement

You will retire from the services of TCSL on reaching your 60th birthday as per the proof of age submitted by you at the time of joining.

16. Pre-employment Medical Certificate

You are required to submit a Medical Certificate of Fitness (in the format prescribed by TCSL) which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS to the Induction Coordinator.

17. Employment of Non Indian Citizens

In case, you are not a citizen of India, this offer is subject to your obtaining a work permit and / or any other permissions and / or documentation as prescribed by the Government of India.

18. Background Check

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining.If the background check reveals unfavourable results, you will be liable to disciplinary action

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including termination of traineeship/service without notice.

19. Submission of Documents

Please note that you should initiate and complete the upload of mandatory documents on the nextstep portal as soon as the offer letter is accepted (subject to availability of the documents)

Please carry the below listed **Original** Documents for verification on your joining day.

- Permanent Account Number (PAN) Card - You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary
- Aadhaar Card
- Standard X and XII/Diploma mark sheets & Certificate
- Degree certificate/Provisional Degree Certificate and mark sheets for all semesters of Graduation
- Degree certificate and mark sheets for all semesters of your Post Graduation(if you are a Postgraduate)
- Overseas Citizenship of India (applicable if you are not an Indian Nationality). For Srilankan Refugee, a Refugee Identity card along with Work Permit is required
- Birth Affidavit on Rs100 stamp paper, if Birth Certificate not in English
- Any other affidavits on Rs100 stamp paper if applicable (name affidavit for multiple names, signature affidavits, address affidavits etc.)
- Passport / Acknowledgement letter of passport application
- Gap/Break in career affidavit on Rs100 stamp paper, if gap is more than 6 months
- 4 passport sized photographs
- Medical Certificate (Should be made on the format provided by TCS along with the Joining letter)
- An affidavit/notarized undertaking (Non-Criminal Affidavit, should be made on the format provided by TCSL) stating :
  *There is no criminal offence registered/pending against you
  *There is no disciplinary case pending against you in the university

- If you were employed, a formal Relieving letter & Experience letter from your previous employer

The original documents will be returned to you after verification.

In addition to the above original documents, Please carry Xerox copies of the below documents

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*PAN Card (Permanent Account Number)
*Aadhaar Card (Not applicable for Nepal & Bhutan Citizenship)
*Passport
*NSR E-Card

20. TCS Xperience Program

On joining TCSL, you will be given the benefit of formal training (TCS Xperience Program) at our offices, as identified, for such period as TCSL may decide.

The said training forms a critical part of your employment with TCSL and is an ongoing process. TCSL continues to make investment on training and continuing education of its professionals. This will be of immense value to you as a professional and a large part of the ownership and commitment has to come from you.

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training. If you are requested to join TCSL inspite of you not completing the Xplore proctored assessment, you will be provided Xplore training on premise and the above said evaluation process will stand good. The evaluation criteria which will be very transparent will be used as a basis for allocating people to projects/roles. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.

21. Letter of Appointment

You will be issued a letter of appointment at the time of your joining and after completing joining formalities as per TCSL policy.

22. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from time to time.The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

23. Compliance to all clauses

You should fulfill all the terms and conditions mentioned in this letter of offer. Failure to fulfill one or more of the terms and conditions and/or failure to clear one or more tests successfully would entitle TCSL to withdraw this offer letter anytime at its sole discretion.

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24. Data Privacy Clause:

(a) Your personal data collected and developed during recruitment process will be processed in accordance with the TCS Data Privacy Policy. The personal data referred therein are details related to contact, family, education, personal identifiers issued by government, social profile, background references, previous employment and experience, medical history, skillset, proficiency and certifications, job profile and your career aspirations.

(b) It will be processed for various organizational purposes such as recruitment, onboarding, background check, project assignment, performance management, job rotation, career development including at leadership level, diversity and inclusion initiatives, global mobility, wellness program, statutory and legal requirements and specific organizational initiatives in force during your tenure in TCS.

(c) After you join TCS, there would be more sets of Personal Information (PI) attributes processed for various legitimate purposes. All of it will be processed with compliance to applicable laws and the TCS Data Privacy Policy. In some scenarios of your PI processing, you will be provided with appropriate notice and/or explicit consent might be obtained from time to time.

(d) For the purposes mentioned above, your required PI may be shared with specific vendor organizations who provide services to TCS, e.g. background check, health insurance, counselling, travel, transport and visa, payroll services, associate engagement activities, and financial and taxation services.

(e) As TCS is a global company, your PI may be shared with entities outside India, limited for the purposes mentioned above and/or in this offer letter.

(f) In case of oversees deputation, available privacy rights would be governed as per regulatory provisions and / or TCS policies/notice provided applicable at your overseas location.

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Withdrawal of Offer
If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

K Ganesan
Global Head Talent Acquisition & AIP

Click here or use a QR code scanner from your mobile to validate the offer letter

Encl: Annexure 1: Benefits and Gross Salary
Annexure 2: List of TCS Xplore Centres
Annexure 3: Confidentiality and IP Terms

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GROSS SALARY SHEET **Annexure 1**

Name	**Supraja Yakkati**
Designation	**Assistant System Engineer-Trainee**
Institute Name	**Gudlavalleru Engg. College, A P**

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
Retention Incentive	NA	0
TOTAL GROSS	27,415	3,36,877
Xplore/ Learning Incentive****		Upto 60,000

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore Program.

**The Performance Pay is applicable upon successful completion of the TCS Xplore Program.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

**** Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
GROSS BOUQUET OF BENEFITS	7,646	91,752

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Annexure 2

Ahmedabad TCS XP HR Lead Tata Consultancy Services, Garima Park,IT/ITES SEZ,Plot # 41, Gandhinagar - 382007	**Bangalore** TCS XP HR Lead Tata Consultancy Services, Gate 1, No 42, Think campus, Electronic City phase II, Bangalore - 560100,Karnataka
BUBANESHWAR TCS XP HR Lead Tata Consultancy Services, Training Lab Venue:-Barabati, IRC Block, Ground Floor, Tata Consultancy Services Limited, (UNIT-II) - BARBATI SEZ, IT/ITES SPECIAL ECONOMIC ZONE (SEZ),PLOT NO. 35, CHANDAKA INDUSTRIAL ESTATE, PATIA, Bhubaneswar - 751024	**Chennai** TCS XP HR Lead Tata Consultancy Services, 415/21-24, Kumaran Nagar, Old Mahabalipuram Rd, TNHB, Sholinganallur, Chennai, Tamil Nadu 600119
DELHI – Gurgoan TCS XP HR Lead Tata Consultancy Services, Block C, Kings Canyon, ASF Insignia, Gurgaon - Faridabad Road, Gawal Pahari, Gurgaon - 122003, Haryana	**DELHI – Noida** TCS XP HR Lead Tata Consultancy Services, Plot No. A-44 & A-45,Ground, 1st to 5th Floor & 10th floor, Glaxy Business Park, Block - C & D, Sector - 62, Noida - 201 309,UP
Guwahati TCS XP HR Lead Tata Consultancy Services, 5th Floor, NEDFi House,G.S. Road, Dispur,Guwahati - 781006,Assam	**Hyderabad** TCS XP HR Lead Tata Consultancy Services, Q City, Nanakramguda, Hyderabad
INDORE TCS XP HR Lead Tata Consultancy Services, IT/ITES SEZ, Scheme No. 151 & 169-B, Super Corridor, Village Tigariya Badshah & Bada Bangarda, Tehsil Hatod, Indore - 452018, Madhya Pradesh	**KOLKATA** TCS XP HR Lead Tata Consultancy Services Limited, Ecospace 1B building, 2nd Floor, Plot - IIF/12 ,New Town, Rajarhat, Kolkata - 700160,West Bengal OR Auditorium,2nd Floor, Wanderers Building,Delta Park - Lords
KOCHI TCS XP HR Lead Tata Consultancy Services, TCS centre, Infopark Road Infopark Campus, Infopark , Kakkanad, Kerala 682042	**MUMBAI** TCS XP HR Lead Tata Consultancy Services, Yantra Park, Pokharan Road Number 2, TCS Approach Rd, Thane, West, Thane, Maharashtra 400606
NAGPUR TCS XP HR Lead Tata Consultancy Services Limited, Mihan-Sez, Nagpur, Telhara, Maharashtra 441108,	**PUNE** TCS XP HR Lead Tata Consultancy Services, Plot No. 2 & 3, MIDC-SEZ, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, Pune - 411057,Maharashtra
Trivandrum TCS XP HR Lead Tata Consultancy Serives, Peepul Park, Technopark Campus ,Kariyavattom P.O. Trivandrum - 695581, India	

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Annexure 3

Confidentiality and IP Terms and Conditions

Confidentiality and IP Terms and Conditions - Annexure 3:

1. **Confidential Information**
   "Confidential Information" shall mean all Inventions and Know-how, information and material of TCS (including for avoidance of doubt any Confidential Information of its Clients) that comes into the possession or know of the Associate and shall include the following:

   (a) Any and all information processing programs, software, properties, items, information, data, material or any nature whatsoever or any parts thereof, additions thereto and materials related thereto, produced or created at any time by TCS or the Associate in the course of or in connection with or arising out of the Associate's association with TCS. Program/Software shall mean source code and/or machine instructions wherever resident and on whatever media and all related documentation and software,

   (b) All other information and material of TCS relating to design, method of construction, manufacture, operation, specifications, use and services of the TCS equipment and components, including, but not limited to, engineering and laboratory notebooks, reports, process data, test data, performance data, inventions, trade secrets, systems, software, object codes, source codes, copyrighted matters, methods, drawings, computations, calculations, computer programs, narrations, flow charts and all documentation therefore and all copies thereof (including for avoidance of doubt any such material belonging to the Clients of TCS).

   (c) Corporate strategies and other confidential and proprietary material and information, which could cause competitive harm to TCS if disclosed,

   (d) Customer and prospective customer lists, and

   (e) All other information and material, which may be created, developed, conceived, gathered or collected or obtained by the Associate in the course of or arising out of the association with TCS or while in or in connection with or for the purposes of his/her association with TCS or any of the operations and entrusted by TCS to the Associate.

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2. **Associate's Obligations**
Associate agrees to treat the Confidential Information as strictly confidential and a trade secret of TCS. Associate agrees not to use, or cause to be used, or disclose or divulge or part with either directly or indirectly the Confidential Information for the benefit of or to any third parties except for or on behalf of or as directed or authorized by TCS or to a person having a valid contract with or need under TCS, any Confidential Information. Upon termination of employment, the Associate agrees to surrender to TCS all Confidential Information that he or she may then possess or have under his or her control.

3. **Intellectual Property Rights**
Associate agrees and confirms that all intellectual property rights in the Confidential Information shall at all times vest in and remain with or belong to TCS and Associate shall have no right title or claim of any nature whatsoever in the Confidential Information. Associate shall promptly disclose to an authorized officer of TCS all inventions, ideas, innovations, discoveries, improvements, suggestions, or reports and enhancements made, created, developed, conceived or devised by him or her arising out of his or her engagement with TCS, including in the course of provision of services to the Clients of TCS and Associate hereby agrees and confirms that all such intellectual property rights shall at all times vest in and remain vested in TCS and agrees to transfer and assign to TCS any interests Associate may have in such intellectual property rights including any interest in and to any domestic or foreign patent rights, trademarks, trade names copyrights and trade secret rights therein and any renewals thereof. On request of TCS, Associate shall execute from time to time, during or after the termination of his or her employment, such further instruments, including without limitations, applications for letters of patent, trademarks, trade names and copyrights or assignments thereof, as may be deemed necessary or desirable by TCS to perfect the title of TCS in the intellectual property rights and to effectuate the provisions hereof. All expenses of filling or prosecuting any application for patents, trademarks, trade names, or copyrights shall be borne solely by TCS, but Associate shall co-ordinate in filing and / or prosecuting any such applications. Associate hereby expressly waives any "artist's rights" or "moral rights", which Associate might otherwise have in such intellectual property rights.

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4. **Prior knowledge**
Associate acknowledges that prior to his or her appointment by TCS, he or she had no knowledge of the Confidential Information of TCS and that such Confidential Information is of a confidential and secret character and is vital to the continued success of TCS's business. Associate further acknowledges that he or she is associated with TCS in a capacity in which he or she will become acquainted with all or part of such Confidential Information. In order to safeguard the legitimate interests of TCS in such Confidential Information, it is necessary for TCS to protect such Confidential Information by holding it secret and confidential.

5. **Use of third party material**
Associate expressly agrees that it shall not in the course of his or her association with TCS and while working on the premises or facilities of TCS or its Clients or in connection with the development of any intellectual property rights or work for or on behalf of TCS, use any third party material or intellectual property rights except those intellectual property rights provided by TCS or expressly authorised by TCS or without having proper authorisation or license or approval of the respective owner of such intellectual property rights.

6. **Security policies and Guidelines.**
Associate agrees to abide by and be bound by any and all policies, documents, guidelines and processes including IP, Security and Confidentiality of TCS in force from time to time whether expressly endorsed or not.

7. **Restriction on Associate's Rights**
Associate agrees that he or she shall not make, have made, replicate, reproduce, use, sell, incorporate or otherwise exploit, for his or her own use or for any other purpose, any of the Confidential Information including intellectual properties of TCS that is or may be revealed to him or her by TCS or which may in the course of his or her employment with TCS come into his or her possession or knowledge unless specifically authorized to do so in writing by TCS.

8. **No License**
TCS and Associate agree that no license under any patent or copyright now existing or hereafter obtained by TCS is granted, agreed to be granted, or implied by the terms of this Agreement, or by the disclosure to Associate of the Confidential Information.

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9. Equitable Rights

Associate acknowledges that any Confidential Information that comes into the possession and / or knowledge of Associate is of a unique, highly confidential and proprietary nature. It is further acknowledged by Associate that the disclosure, distribution, dissemination and / or release by Associate of the Confidential Information without the prior written consent of TCS or any breach of this Agreement by Associate will cause TCS to suffer severe, immediate and irreparable damage and that upon any such breach or any threat thereof, TCS shall without prejudice to any other remedies available to it, be entitled to appropriate equitable relief including the relief of specific performance and injunctive relief, in addition to whatever remedies it might have at law.

10. General

(a) The provisions hereof shall be interpreted, determined and enforced in accordance with the laws of India.

(b) In the event of any dispute or disagreement over the interpretation of any of the terms herein contained or may claim or liability of any party including that of surety, the same shall be referred to a person to be nominated by TCS, whose decision shall be final and binding upon the parties hereto. Subject to the above, the arbitration shall be governed by the Arbitration and Conciliation Act, 1999 or any modifications or re-enactment thereof. Associate confirms that the fact that the arbitrator shall be a nominee of TCS shall not be a ground for objecting to such arbitration or challenging the decision of the arbitrator. The venue of arbitration shall be Mumbai. Subject to the above arbitration clause, the Parties agreed to the binding jurisdiction of the Courts at Mumbai under the laws of India.

(c) If any provision hereof shall be found by a judicial tribunal to be contrary to governing law, it shall be deemed null and void without annulling or rendering invalid the remainder of the Agreement and if the invalid portion is such that the remainder cannot be sustained without it, the Parties herein shall find a suitable replacement to the invalid portion that shall be legally valid.

(d) This Confidentiality clause along with other documents executed by Associate or referenced in any such documents constitutes the entire understanding between the parties and supersedes all prior agreements and understandings pertaining to the subject matter thereof. No delay of omission of either Party in exercising or enforcing any of their rights or remedies hereunder shall constitute a waiver thereof.

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(e) This Confidentiality clause may not be amended except in writing signed by authorized representatives of both parties.

(f) The obligations of Associate in terms of this Confidentiality clause shall continue during the term of or in the course of the employment of the Associate with TCS and shall continue thereafter in perpetuity.

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July 4, 2021

Ms. Kumkapalla Chinmai Devi
D. No: 6/89, Peddi Veedhi,
Near Kummari Cheruvu
Gudivada-521301
India

Ph: +91-9848334425

Dear Kumkapalla,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer** .

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **19-Jul-2021.**

Location

Your location of training is **MYSORE, India** . The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location."

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise."*

Training

The training program will consist of classroom/virtual training and on-the-job training. The duration of the classroom/virtual training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and successful completion of the training.

Mindtree
A Larsen & Toubro Group Company

Date:08-Jul-2021

To

Kumkapalla Chinmai Devi
INDIA

Dear Kumkapalla Chinmai Devi,

Sub: Offer of Training and Employment

1. This has reference to the selection process for employment opportunity at Mindtree in the campus of Kalinga.

2. We take pleasure in informing you that you have been selected for appointment in Mindtree as an ENGINEER in the Salary Grade C1 subject to the following terms and conditions.

2.1. a) You should complete the Degree which you are now pursuing without any backlog (subjects where you have not obtained the passing marks) at the time of joining

b) Secure 60% aggregate in the degree. Aggregate is calculated as follows:

$$\text{Aggregate} = \frac{\text{(Total of marks obtained in all the subjects from the first to last semester)}}{\text{(Total of maximum marks in all the subjects from first to last semester)}}$$

$$\text{Aggregate \%} = \text{Aggregate} * 100$$

c) Provide a copy of the degree certificate or provisional degree certificate along with mark sheets of all semesters on your day of joining.

2.2. You shall initially undergo training at Mindtree, Kalinga, Bhubaneswar, Odisha and undergo Orchard Learning Programme conducted by Mindtree, Kalinga which helps you to transition to the Corporate world of technology solutions. The details of the programme and the training location will be provided separately closer towards the joining date. Mindtree reserves the right to change the training campus location based on business needs.

2.3. Your joining location would be Mindtree Kalinga, Bhubaneswar and joining date would be communicated in subsequent emails.

Mindtree
A Larsen & Toubro Group Company

2.4. Your onboarding date would be shared with you based on your participation and achieving required milestones as per the pre- orchard learning program calendar which will be shared by you upon acceptance of this offer.

2.5. The period of Orchard is 90 days and on successful completion of the programme, you shall be deployed at a location as per the business requirement of Mindtree.

2.6. The other terms and conditions of your appointment at Mindtree is in Annexure - A. Besides, you will be governed by the rules, regulations and policies of Mindtree which will be in force from time to time

2.7. You shall bring with you the following documents at the time of reporting for Training at Mindtree, Kalinga, Bhubaneshwar, for completing the joining formalities.

- 10th, 12th and graduation (all semesters) mark sheets originals and 2 sets of photocopies
- Degree completion/provisional certificate originals and 2 sets of photocopies
- Pan card originals and 2 photocopies
- Aadhaar card originals and 2 photocopies
- Voter ID / Driving license originals and 2 photocopies
- 4 passport size photographs

If the above terms and conditions are acceptable, you may confirm your acceptance by digitally signing this offer within 5 days from the date of receipt of this mail and offer document.

If you have any questions or need any clarification, please do not hesitate to contact us at campus@mindtree.com.

We wish you a long and successful career with Mindtree.

We look forward to working with you soon.

Thank you,
For Mindtree Limited

Rosalee M Kombial
Vice President-People Function

Mindtree
A Larsen & Toubro Group Company

Enclosed: Annexure to your Offer of Employment

Acceptance of the offer

I, Kumkapalla Chinmai Devi, agree to accept the employment on the terms and conditions mentioned in this Offer of Employment and the annexure.

Your Signature	
Your Name in Capital letters	KUMKAPALLA CHINMAI DEVI

Annexure 1

Compensation stack during the Orchard Learning Program **(from the date of joining till the date of confirmation)**

Name : **Kumkapalla Chinmai Devi**

Salary Grade : **C1**

Designation : **ENGINEER**

Stipend : **INR 26,000 per month**.

Payment will be after deduction of below amount from the monthly stipend:

- **INR 6000** per month covering for accommodation on twin share basis on a subsidized cost if your training location is Mindtree Kalinga (excluding food expenses)
- Food expenses will have to be borne by you.
- Premium for Insurance during your learning program will be **INR 550 per month**.
- Applicable taxes like Professional tax and Income tax, prevailing at the time of pay out.

You will be covered for Insurance benefits as prevailing at the time of joining and the coverage for 2021 - 2022 is as follows.

- Group Medical Coverage (GMC) for you and your family. The standard coverage under GMC is INR 500,000 per annum per family.Family means your spouse and children (up to 2 children). Parents/Parents-in-law or siblings or any other relationships are not covered.
- Group Term Life (GTL) coverage for you and is up to INR 2,000,000.
- Group Personal Accident (GPA) coverage for you and is up to INR 1,500,000.

More details will be provided at the time of joining.

Mindtree
A Larsen & Toubro Group Company

Annexure 2

Compensation stack effective from date of confirmation

Name : Kumkapalla Chinmai Devi

Salary Grade : C1

Designation : ENGINEER

Detailed break up of your CTC components is given below (all figures are in INR and per annum)

Basic	180,000
HRA	89,916
Provident Fund	21,600
Gratuity	8,640
Insurance Benefits*	6,600
Allowance in Lieu of Reimbursement	45,252
Annual Gross	**352,008**
Bonus / Variable Compensation**	48,000
Annual Cost to Company	**400,008**

*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.

Additionally, you will be provided with the following options for enhancing your coverage under GMC.

- You will be given an option to increase the coverage from INR 500,000. Top up options with additional/higher insurance coverage are available as per policy. If you opt for this, the additional premium for the increased coverage will be deducted from your salary on a pro-rated basis.

- You will be given an option to cover your Parents or Parents-in-law. If you opt for this, the additional premium for the parental coverage will be deducted from your salary.

More details on these options will be provided to you at the time of your confirmation.

**The bonus component per annum is 12% of CTC. The payout will be governed by the Bonus plan applicable for the respective year. More details of the plan will be available on joining. The actual amount payable is inclusive of bonus, if any, as per the Bonus Act, 1965 and amendments thereto.

The structure of CTC shown above is indicative and by the time of your confirmation, there could be changes in the structure arising out of changes in the Income tax rules or Insurance or organization wide compensation philosophy changes. However, the CTC amount will be protected i.e., will remain the same.

Annexure - 3

Terms and conditions of the Offer of Training and Employment

1. All employees of Mindtree are referred to as Mindtree Minds. Mindtree Minds who join us from campuses are referred to as Campus Minds of the particular batch of **joining for convenience and identification.**

2. The term, 'the Company' refers to Mindtree Limited.

3. This letter contains broad terms and conditions of service governing this appointment which are subject to change from time to time **and shall have to be read along with the rules, regulations and policies of the Company.**

4. You are also bound by the terms relating to Non - Disclosure, Intellectual Property Assignment, Non-Solicitation, Confidentiality, Non-Compete agreement annexed hereto at Annexure 3, and Mindtree Code of Conduct. **You are requested to go through the documents carefully and understand the terms thereof before sending your acceptance.**

5. You are requested to contact the People Function team (HR team at Mindtree) for any clarifications on policies/rules/regulations, which are applicable to you. **Salary details are personal to you and you are expected to keep them confidential.** We expect you to keep the salary details confidential at all times.

6. Orchard Learning Program

6.1 On joining, you will be part of our Orchard Learning Program. The Orchard Learning Program will consist of new age methods that enable you with real world problem solving capabilities.

6.2 Orchard Learning Program spans for about 90 calendar days. However, the duration could be shortened or extended based on the business requirements and an individual's readiness for working on projects as determined by Mindtree.

6.3 The Orchard Learning Program is intensive and fast paced, requiring your focus and hard work, to learn effectively and demonstrate capabilities expected by Mindtree. You are required to ensure your 100% availability and undivided attention during the tenure of the program.

6.4 You will be continuously assessed and given feedback by experts throughout the learning program. You will be provided opportunities to demonstrate the acquired capabilities on skills such as Communication, design, programming, problem solving, presentation and professionalism on engineering, business and social projects. You must clear a set of mandatory capabilities, as the qualifying criteria, for successful completion of Orchard Learning Program. The details of qualifying criteria will be communicated to you upon your joining.

Your continued employment with Mindtree is subject to your meeting the qualifying criteria during and at the end of the Orchard Learning Program. If you meet the qualifying criteria for successful completion of the Orchard Learning Program, your employment with Mindtree will be confirmed through a written intimation shall be sent to you. If you do not meet the qualifying criteria, you will be asked to leave the services with no further assurances, risk or liability of Mindtree. Unless otherwise confirmed in writing, you will be deemed to be under the Orchard Learning Program.

7. Confirmation of Employment

7.1 Upon confirmation, your designation will be ENGINEER and in the Salary Grade of C1 will continue. The date of confirmation is reckoned as the start date of service for all practical purposes, including statutory requirements. Date of confirmation is the start date used for provident fund, gratuity, tenure calculation for performance management cycle, increments, progression, vacation or leaves as per general policy, loans and other benefits etc.

7.2 All confirmations will be aligned to the 16th of the same month or 1st day of the succeeding month post successful completion of the Orchard Learning Program. For e.g. if you successfully complete the Orchard Learning Program any day between 1st to 15th during the month of September 2021, the date of confirmation will be 16-Sept-2021 or if you successfully complete the Orchard Learning Program any day between 16th to 30th of September 2021, the date of confirmation will be 01-Oct-2021.

7.3 The duration between the successful completion of the Orchard Learning Program and the date of confirmation is considered as part of the Orchard Learning Program.

7.4 On confirmation, your work location will be decided based on the business requirements. You are expected to report at your work location as advised.

7.5 Your joining may be revoked or your confirmation will be withheld, if any of the required joining formalities, for e.g., submission of all marks cards, degree certificates, etc., are not complied with.

7.6 Determination of adequacy and authenticity of the proofs submitted will be at the sole discretion of the Company.

8. Background check & references

We would be conducting a background and reference check prior to or after your expected date of joining to validate your identity and the address provided by you and to conduct any criminal checks.

Your employment with us and your continuation in service is contingent upon (i) our obtaining a satisfactory report on the background check conducted by our approved agency relating to details provided in your application etc. and (ii) your eligibility to work for the Company such as no non-compete restrictions.

If any of the information provided by you is found to be inaccurate now or later, or if you suppress any material information, Mindtree at its sole discretion can take necessary action including but not limited to termination of employment with or without notice or compensation. In certain client projects, our clients may request additional checks, which you shall comply with.

In securing this offer, you have represented that you have certain educational qualifications. Hence, we understand that you shall provide proofs of such qualifications as applicable which we find satisfactory when asked by us or our background check agencies.

In the event of non-cooperation with the background check process, including but not limited to non-submission of requested documents and lack of response to calls and/or mails, Mindtree may, at its sole discretion, choose to terminate the employment contract between Mindtree and you with or without notice or compensation.

9. Compensation and benefits

9.1 During the Orchard learning program, you will be paid a stipend of INR 26,000 per month.Please refer Annexure 1 for details. On successful completion of the Orchard learning program, your employment with Mindtree stands confirmed. On confirmation, your total compensation would be INR 400,008.00 per annum Please refer to Annexure 2 for details. All payouts are aligned to salary payout, which is the last working day of the month, unless otherwise mentioned. Any payment will be after deduction of applicable taxes prevailing at the time of payout.

9.2 You will be covered under insurance from the date of joining, as detailed in Annexure 1.

9.3 You will be eligible for relocation benefits for the relocation from Mindtree Kalinga to your work location, as per the existing relocation policies for Campus Minds.

9.4 The performance management and career progression will be as per the existing policies.

9.5 You will not be eligible for any loans or advances during the Orchard Learning Program. You will be required to be on the rolls of the Company and not serving the notice period, for you to be eligible for sanction of loans and salary advance, payment of year-end payout component of bonus (if applicable), compensation revisions, promotions etc. You will have to refund any amounts received by you when you are not entitled for the same.

9.6 Duration of unpaid vacations will not be considered while the Company is computing the tenure for benefits like gratuity, compensation revisions, promotions etc. which have a tenure eligibility component, amongst other criteria.

10. Vacation and leave

10.1 No leaves are allowed during the Orchard Learning Program except the statutory holidays and other Mindtree official holidays applicable to the Orchard Learning Program candidates in general.

10.2 Any absence during the Orchard Learning Program due to any grave personal emergency will be dealt on a case to case basis and will be considered as loss of pay and deducted from your stipend on pro-rata basis. Recovery of the amount towards loss of pay during the Orchard Learning Program may happen either during the Orchard Learning Program itself or the first month of confirmation or final settlement on cessation of employment, as the case may be.

10.3 On confirmation, you will be eligible for leaves as per the general leave policy as in force in the Company from time to time.

11. Termination of employment

11.1 During Orchard Learning Program

a) Termination for cause

Your employment with Mindtree will be terminated without any notice or stipend or compensation in lieu of notice in the below circumstances which you agree are reasonable and acceptable:

- Failing to meet the qualification criteria during the Orchard Learning Program assessment
- Unauthorized absence during the Orchard Learning Program
- Non-compliance to Mindtree integrity policy and other disciplinary expectations.

Examples of acts which cause termination on disciplinary grounds are employing unfair means during assessments, submitting fake bills for any reimbursements, submitting fake medical certificates, submitting fake documents, misuse of access cards, not being available in office without prior intimations and for unreasonable durations, not clearing background verification checks, misuse of Company assets, violation of Company policies & Code of Conduct, indulging in acts of sexual harassment, persistent irregularity in attending the learning sessions without valid reasons, being absent for assessments without prior permission, becoming insolvent, absconding etc. This list is only indicative and not comprehensive.

If Mindtree terminates your employment, for reasons other than your performance (meeting the qualifying criteria during and at the end of the Orchard Learning Program) and disciplinary grounds, you will be terminated from employment with immediate effect and return Mindtree assets immediately.

b) Termination for convenience

If you wish to terminate your employment during the Orchard Learning Program, you will be required to notify your resignation in writing. On acceptance of your resignation, you will be intimated about your relieving date and you are expected to comply with all separation procedures and return of the Mindtree assets, within two working days.

11.2. After confirmation

a) Termination for cause

Mindtree may terminate your employment, with immediate effect, without any notice or salary or compensation in lieu of notice, on disciplinary grounds, which may include any act of integrity violations. Examples of acts which cause termination on disciplinary grounds are employing unfair means during assessments, submitting fake bills for any reimbursements, submitting fake medical certificates, submitting fake documents, misuse of access cards, not being available in office without prior intimations and for unreasonable durations, not clearing background verification checks, misuse of Company assets, violation of Company policies & Code of Conduct, indulging in acts of sexual harassment, persistent irregularity in attending the office without valid reasons, becoming insolvent, absconding etc. This list is only indicative and not comprehensive. In event of termination due to such reasons, you agree that notice requirements shall not apply. In case of your unauthorized absence, without intimation or permission or prior sanction of leave, or being absent beyond the period of leave originally granted or subsequently extended, for a period of 10 working days or more, it shall be considered that you are no longer interested in continuing employment with the Company, in such a case, it shall be deemed that you have abandoned your services. In such an event, the management shall terminate your services without any notice or salary or compensation in lieu of notice.

b) Termination for convenience

1. If you wish to terminate your employment, you will be required to give an advance notice of **three (3)months**, in writing to the company. If at your request, Mindtree agrees to relieve you before serving the full notice period, you will be liable to pay to Mindtree, the salary for the balance notice period along with other amount payable by you to Mindtree. Both Mindtree and you agree that this amount is fair and legally enforceable in the event of any default from your side. Mindtree, at its sole discretion, may provide waiver on the notice period. If there is any failure to comply with the separation procedures within a reasonable time frame, then it will be handled as Termination on disciplinary grounds. If Mindtree terminates your employment, for reasons other than disciplinary grounds, you will be given an advance notice of three months, in writing.

2. If Mindtree decides to relieve you before the completion of the notice period, the salary for the balance notice period would be paid to you after adjusting the amounts payable by you to Mindtree.

3. Salary for the purpose of notice period means the two components of Basic & Flexible Expenditure Plan (FEP), in your compensation at the time of termination of your employment.

11.3 Common guidelines to be complied with, on termination for any reason, and at any time of your employment

a) On termination of your employment for any reason, you shall comply Mindtree's separation procedures, sign all required documents and return all Mindtree assets with you. Mindtree will not be bound to pay the final dues, if any, till you have completed all the separation procedures and returned all the payments that Mindtree may have due from you under any loans, liens, or borrowings you may have made.

b) If there is any failure to comply with the separation procedures within a reasonable time frame, then it may be handled as termination on disciplinary grounds based on assessment of the circumstances.

c) Mindtree, at its sole discretion, may extend the time frame of notice period for compliance.

12. Nature of employment

12.1 The offer of appointment has been made on the basis that the declaration made by you during the selection process and subsequently at the time of joining are complete and correct and if it is found that you have concealed any information which have material bearing on your employment or you have made any wrong declaration, your employment may be termination without any notice, salary or payment in lieu of notice. **The Company reserves right to have your back ground check either directly or through an outside agency and by accepting the terms of appointment, your consent for the same is deemed to have been given.**

12.2 The employment at Mindtree is exclusive and you shall devote your full time for discharging the roles and responsibilities entrusted to you. You shall not take up any employment part-time or full time for consideration or on honorary basis without the prior written consent of Mindtree either during Orchard Learning Program or after your confirmation.

13. Other Agreements

You may be required to sign necessary agreements with Mindtree and its clients as required and complete various formalities as per those agreements at the time of joining and during the tenure with the Company. You may also be required to sign other agreements with the Company, as the Company may decide from time to time, in order to secure the interests of the Company and also to ensure your performance and adherence to all terms, conditions, rules and regulations of the Company.

14. Transfer

14.1 You could be transferred to any of other offices/branches/subsidiaries/affiliates, either domestic or abroad, should the need arise. You will abide by the Company's rules, regulations and policies, as may be in effect from time to time with respect to your function, grade or location where you work in.

14.2 On confirmation of your employment through the successful completion of the Orchard Learning Program, relocation from Mindtree Kalinga to the work location will be as per the existing relocation policy for Campus Minds.

15. Retirement and retirement benefits

15.1 Subject to your confirmation after the completion of training at Kalinga, your service in the Company is valid till the date of retirement (last day of the month of your sixtieth birthday). For this purpose the date of birth as declared in the application form for selection, will be treated as final.

15.2 Retirement benefits, i.e. Provident Fund and Gratuity, are effective from the date of confirmation.

15.3 Compliance will be as per the prevailing statutory requirements at any point of your employment with Mindtree.

16. Intellectual property

If you conceive any new or advanced methods of improving process/formulae/systems in relation to the operation of the Company or an intellectual property in course of your training or work, such developments will be fully communicated to the Company and the Company will have the full ownership sole right/property of the same. You hereby assign all intellectual property rights and moral rights to Mindtree.

17. Mindtree's Code of Conduct and Policies

17.1 Mindtree has a 'Code of Conduct' that is applicable during your stay at Mindtree's Global Learning Center at Mindtree Kalinga, Bhubaneswar, for the Orchard program as well as outside of Mindtree at any other Mindtree premises. The Code of Conduct also applies to your tenure with Mindtree after the completion of the training at Kalinga and your employment at Mindtree while at Mindtree location or at a Mindtree customer location.

17.2 You will be requested to sign your acceptance and adhere to these terms upon joining.

17.3 Any subsequent updates of the Policies and Code of Conduct shall automatically apply to your employment with Mindtree. You are required to keep yourself updated at all times of these Policies and Code of Conduct.

18. Tax implication

You are solely responsible for declarations and implications arising thereof for all personal income tax purposes.

19. Reimbursement of travel expense for joining Mindtree

Expenses incurred by you for joining at Mindtree Kalinga will be borne by you and will not be reimbursed by Mindtree.

20. Personal Safety and conduct

You understand that Kalinga is a residential facility and you shall accordingly upon leaving the campus for your outings or otherwise, have the responsibility of informing your family about your safety and whereabouts. While you are outside the Kalinga Campus or outside a Mindtree premise at your own volition, you shall be responsible for your conduct and personal safety. You shall indemnify Mindtree, its directors and employees from any claims, legal or financial arising out of your own actions or omissions or indulging in activities that endanger your personal safety and release Mindtree of all liabilities to you or your family arising from your acts or omissions.

End of Annexure 3

Mindtree
A Larsen & Toubro Group Company

Code of Conduct

Summary:

Mindtree Minds are expected to follow a professional code of conduct and work ethics. The intent of this document is to lay the ground rules for professional and disciplined behavior in the office premises and/or at client locations. Mindtree cannot anticipate all situations that may arise during your employment. When in doubt about an appropriate course of conduct, please contact your supervisor or a People Function representative.

Your employment with Mindtree is subject to your acceptance of this Code of Conduct Procedure. All Mindtree Minds are required to read, understand and sign the Code of Conduct procedures when they are hired.

Objective:

To define guidelines on the professional code of conduct and work ethics in the office premises and/or at client locations.

Eligibility/Applicability:

All Mindtree Minds, Mindtree's clients, vendors, partners etc.

Code of Conduct :

The policy details various scenarios under which Code of Conduct is monitored.

1) Personal Interest v/s Mindtree's interest

In day-to-day work scenarios, you could face situations where a possible course of action would advance your personal interests at the expense of the company. In such situations, you are expected to put the best interests of the company first. When in doubt, please check with People Function and/or your Manager.

2) Use of proprietary or confidential information of third party

You should not disclose to Mindtree, bring onto Mindtree's premises or induce Mindtree to use any confidential information that belongs to anyone other than Mindtree or yourself. You are instructed neither to make use of any confidential or proprietary information of a third party in the course of performing your job duties or services, nor include or incorporate any such information with or into any product or work that you create, design, or develop for or on behalf of Mindtree in the course of performing your duties or services unless you have the prior written consent of Mindtree. Reference to 'Mindtree' above includes Mindtree's clients, vendors and partners as well.

3) Office for Profit

Without the consent of Mindtree, you are prohibited from initiating or accepting any work as an Employee, consultant, adviser or as a member of board of directors of any other company. If you wish to seek approval for such outside work, please contact your People Function representative.

4) Vendor relationship

In your capacity as a Mindtree Mind or Consultant, neither you in the capacity of employee nor any of your immediate family members can be a vendor of Mindtree. You shall not accept advice, service, or gifts or presents in kind or cash from a vendor of Mindtree with a value greater than $25. If you receive any gifts from a vendor with a value greater than $25, or if a vendor engages in a pattern of offering you small gifts, please inform your reporting manager or ask People Function for guidance.

5) Using Mindtree's time and assets

You should not use Mindtree's or its customers' time or any of its assets for performing outside or personal work. In addition, you should not abet, entice, motivate, help, or coerce fellow employees to use such time and assets for outside or personal work that could reasonably be construed to have a detrimental effect on Mindtree.

6) Personal Relationship

Your spouse or any other member in your immediate family may be working with a competitor or vendor of Mindtree. This calls for extra-sensitivity to confidentiality of Mindtree's information as there is a possibility that the closeness in relationship could lead to inadvertently compromising Mindtree's interest. You are requested to be aware of the potential conflicts that might arise and inform the People Function accordingly.

If you are a member of an Enabling function such as People Function, Finance, IS etc you cannot have an immediate family member employed in another function/role in Mindtree, unless it has been explicitly approved by the head of People Function.

7) Equal Opportunity

Mindtree is an equal opportunity employer and makes employment decisions on the basis of merit. The Company seeks to have the best available individual(s) in every position. Mindtree prohibits unlawful discrimination based on race, color, citizenship, religion, sex, national origin, age, disability, or family, marital or veteran status, or any other characteristic protected by federal, state or local laws.

Mindtree is committed to complying with all applicable laws providing equal opportunities to individuals regardless of race, color, citizenship, religion, sex, national origin, age, disability, or family, marital or veteran status, or any other characteristic protected by law. This responsibility applies to all persons involved in the operations of Mindtree and prohibits unlawful discrimination by any Mindtree Mind, including supervisors and coworkers.

Mindtree prohibits taking negative action against any Mindtree Mind for reporting a possible deviation from this policy or for cooperating in an investigation. Any Mindtree Mind who retaliates against another Mindtree Mind for reporting a possible deviation from this policy or for cooperating in an investigation will be subject to disciplinary action, up to and including termination of employment.

8) Dating/Romantic/Sexual Relationships

Mindtree recognizes that sometimes employees enter into personal relationships in the workplace, and this provision is not intended to prohibit such relationships. However, certain romantic or sexual relationships can interfere with the smooth operation of its business. Some of these relationships can also result in actual or potential disclosure of confidential or sensitive information and can have other detrimental effects. Mindtree reserves the right to determine when a relationship presents a problem in the workplace.

Without limiting its discretion to address problematic relationships or situations, Mindtree offers the following guidelines:

During working time and in working areas, employees must keep personal exchanges limited so that others are not distracted or offended, and so that productivity is maintained. During nonworking time, such as lunches, breaks and before and after work periods, employees may have appropriate personal conversations in non-work areas as long as their conversations and behaviors could not be perceived as offensive or uncomfortable to a reasonable person. Employees are strictly prohibited from engaging in conduct that would be deemed inappropriate by a reasonable person while on company premises, regardless of whether they are working at the time.

Mindtree generally considers employee off-duty conduct as private, as long as the conduct does not create problems within the workplace. Exceptions to this principle, however, involve 1) romantic or sexual relationships between supervisors and subordinates (regardless of the reporting structure) or 2) romantic or sexual relationships between any employee in the People Function or Finance departments and any other employee. Both employees involved in a relationship in either of these categories must immediately disclose to Mindtree the existence of a romantic or sexual relationship. Such required disclosure must be made in writing to People Function. People Function will provide an appropriate form upon request. Failure to make this disclosure may result in disciplinary action up to and including termination of employment. This disclosure will enable Mindtree to determine whether, given the relative positions of the individuals involved, action should be taken.

If Mindtree determines that action must be taken, it may ask one or both of the employees to transfer to another position, location, or project. If a transfer proposed by Mindtree is refused, or if Mindtree determines that the situation cannot be adequately addressed by transfer (or if Mindtree determines that transfer otherwise would not be in the best interests of Mindtree), Mindtree may terminate the employment of one or both employees. Mindtree has the sole discretion to determine whether a problem exists and how to address it. Accordingly, Mindtree is not limited to transfer and discipline/termination as its only options.

9) Personal Behavior

Mindtree expects all Mindtree Minds to be honest and fair in dealing with people, customers, vendors, competitors or others because you are the brand ambassador of Mindtree and your actions help to form others' impressions about Mindtree.

10) Breach of Discipline

As discussed above, Mindtree expects all Mindtree Minds to behave in a professional manner. Listed below are categories of inappropriate conduct that may lead to disciplinary action, up to and including termination of employment from Mindtree (This list is just illustrative and not exhaustive).

"Theft, fraud, forgery, embezzlement, misappropriation; dishonesty, harassment, indecent behavior, sexual advances, suggestive remarks, racial slurs, derogatory remarks/discrimination on - disability, veteran status, national origin, sexual orientation, race, color, religion, political affiliation, sex, or age. The list also includes forwarding/ viewing pornographic material at work or on work computers or other devices, willful insubordination, disobedience, absence without leave, habitually irregular attendance, neglect of work, willful damage of company property, disclosing/divulging trade secrets/confidential information/special processes/methodologies, unfair dealing with parties, false representation/misrepresentation, false recording/reporting of information, drunkenness, riotous behavior, commission of certain criminal offense(s), aiding or abetting any act listed herein, willful breach of law/rule / policy / guideline/procedure, working under the influence of alcohol or illegal drugs, creating/encouraging an offensive work environment, etc."

In the event Mindtree receives information suggesting that you may have engaged in any of the conduct described above, People Function personnel may require you to undergo necessary tests/assessments/inquiry as appropriate. You will be expected to cooperate in any investigation People Function or Mindtree management conducts or directs. Mindtree reserves the right to test Mindtree Minds for drug and alcohol use for cause or when a client requires testing.

11) Usage of Assets

As a Mindtree Mind, you will come in contact with the below mentioned assets as part of your job. You shall not disclose or divulge any of these assets without permission. You also shall not give false information, misinterpret or misquote any of these assets.

Information which can safely be construed as intellectual property or as copyrightable material includes the following -

- Product of ideas and hard work
- Confidential data
- Any business/functional plan
- Personal information
- Design
- Processes and know-how
- Any internal databases
- Patents /application
- Copyrighted material
- Methodologies, Services etc.

You will also ensure that company confidential information is not used for -

- Benefiting a third party,
- Having reciprocal dealings for personal benefits,
- Acquiring pirated, illegal unlicensed software,
- Receiving or giving extensive gifts/presents,
- Following any practices that lead to monopolies or restrict trade,
- Causing any violation of legal or statutory requirements, etc.

Please understand that unintentional disclosure of proprietary information can be just as harmful as intentional disclosure. Hence you are directed not to disclose Mindtree's confidential information to anyone (including fellow employees, if you are unsure of whether to divulge or not) unless otherwise required or permitted by law or directed by Mindtree management.

12) Workplace Etiquettes

Workplace etiquette and housekeeping of personal space is a discipline. You must keep your desk space area clean at all times and should put away any papers, books, files, stationery, etc. when you close work for the day. You must ensure that you maintain minimum noise levels at all times so as not to disturb others. Please be conscious of Mindtree's Green council policy while using company / customer provided resources like printers, stationery, etc.

All Mindtree facilities/ campuses are designated as non-smoking zones. If you wish to smoke at work, please make use of designated smoking areas only.

It is imperative to safeguard the assets (computers, telephones, LCD, etc.) of the company from dishonest, illegal or willfully negligent acts. It is a serious violation to remove any assets from the company or use for personal benefit.

13) Information Disclosure

As a Mindtree Mind, you are expected to maintain the confidentiality of Mindtree's trade secrets and private or confidential information. Trade secrets may include information regarding the development of systems, processes, products, know-how and technology. If in doubt about whether a document or other information should be considered confidential, please contact your supervisor or People Function representative.

Mindtree Minds should not speak to the media on Mindtree's behalf without contacting company spokesperson/public relations personnel. All media inquiries should be directed to them.

You must be aware that Mindtree subscribes to the provisions and guidelines of security controls as defined under ISO 27001 in the current form and with any subsequent changes. In Mindtree, you are expected to adhere to the defined compliance under the security policy. Any breach of information security controls may result in disciplinary action up to and including termination of employment.

14) Information privacy

For privacy related rights please refer to the Data Privacy Policy available in People hub and *https://www.mindtree.com*.

Agreed and Accepted

Signature :

Name :

Date :

17-12-93

BE YOURSELF,
MAKE A DIFFERENCE.

accenture

Strictly Private and Confidential

Date:26-Jun-2021

Chinmai Devi Kumka Palla
C9886842

D. No. 6/89, near Kummari Cheruvu, Pedda Veedhi, Gudivada.

9848334425

Dear **Chinmai Devi Kumka Palla,**

Based on our recent discussion with you, we are pleased to extend an offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Center, India as per the below terms and conditions:

Job Profile - Application Development Associate

Management Level - 12

Job Family Group- Software Engineering

Please refer to:

- Annexure I for the compensation and benefits details
- Annexure II for the documentation to be submitted by you
- Terms of Employment

Your employment with Accenture will be governed by the clauses mentioned in the attached "Terms of Employment". You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 65% and above or 6.5 CGPA and above in the current degree as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

Reference Id: 405f9249-62f4-4a9b-a65d-b1615807cd25_1
Signed By: Mahesh Vasudeo Zurale

You agree and affirm that the information (personal or otherwise) shared by you at the time of registration is accurate, factually correct, and complete and no material information has been withheld by you. Accenture is providing this offer of employment basis preliminary information provided by you at the registration stage and a declaration concerning your agreement with the eligibility criteria. You understand and acknowledge that your employment with Accenture shall be subject to further verification of details and materials/ documents provided to Accenture as well as any further verification deemed necessary to finalize your candidature. You shall continue to meet the eligibility criteria up till and on the date of joining Accenture (if applicable) and agree that Accenture has the right to revoke the offer of employment, in case of failure of verification, or if you are not meeting the eligibility criteria or in case of any misrepresentation at your end.

Your onboarding date will be intimated to you over a separate e-mail by Accenture onboarding team few weeks prior to your actual onboarding date. You will receive an email from Onboarding.doc.asc@accenture.com. You are expected to confirm to the same by responding to our email and share your acceptance to join us on the stipulated date.

Pre-Onboard Learning Module: To provide our new joiners with a unique learning experience, Accenture has designed a special online learning module called - Technology Fundamentals Online Learning Program (Hereinafter referred to as "program"). This program further provide details about the training opportunities and terms of training/assessments that were shared with you in your Letter of Intent. To ensure that you have ample time to learn at your own pace, and prepare for the ensuing assessments, you will have complete access to the program for 45 days from the date you receive the training link.

Details of the program and assessment are as below:

- The program is hosted on a virtual platform that you can access from anywhere and it will provide you with all the information and trainings that you need to begin your career at Accenture.
- After going through all the learning modules, you will be required to go through Technology Fundamentals Assessments based on what you have learned in the program.
- On successfully completing the program within 45 days and clearing the program assessments in your first attempt, you will be eligible to receive a learning incentive of INR 10,000.
- In case you fail to clear the assessments in your first attempt, or do not complete the program within 45 days from the receipt of the training link, you will not be eligible for any learning incentive.
- To clear the assessments, you will need to score a minimum of 60% marks in each assessment test. In case are not able to score the required 60% in your first attempt, you will get two additional attempts where you will need to score a minimum of 65% marks to successfully clear the assessments.
- During each re-attempt, reasonable help, guidance and appropriate refresher training sessions will be provided to you.

Your employment with Accenture is subject to you successfully completing the program assessments mentioned above. In case you are not able to clear the program assessments in three attempts, your offer will stand revoked.

After successful completion of the aforementioned assessments, and after joining the Company, you will need to undergo further training program(s), with specified timeframes, for the specific skill-set assigned to you. Periodic tests will be conducted throughout this training program and you are expected to clear all of them. You will need to score a minimum of 60% marks in each of these tests to clear the Accenture-specific training program. If you are unable to score 60% in your first attempt, you will get two more opportunities to take the test and score the required passing percentage. Your employment with Accenture is subject to you successfully completing the Accenture-specific training program. If you are unable to clear the Accenture-specific training program tests in three attempts, your services with the Company shall be terminated as per Clause 10 outlined in the Terms of Employment.

After acceptance of the offer of employment or any time during the course of your employment with the Company you may be required to undergo drug/alcohol/substance test based on the project you are deployed. This offer and your employment with Accenture are contingent upon you completing particular tests as per the requirements of the Company and in the instance of failing these tests namely the drug/alcohol/substance test, Accenture may, in its sole discretion, elect to terminate or suspend your employment immediately.

In the event a government body/authority exercising its jurisdiction and statutory power/authority seeks information pertaining to any aspect of your employment, the Company shall provide such information to the government body/authority without any notification to you. The foregoing shall be applicable to information pertaining to your employment being shared in pursuance of statutory requirements/compliance. You may belong to this category and your details will be disclosed to these authorities.

To indicate your acceptance of this offer and Terms of Employment with Accenture, please confirm your acceptance/rejection by logging on to Accenture Recruitment Portal (https://india.jobs.accenture.com/default.aspx) using your unique reference number, candidate identification (CID) and mobile number within 7 days (Seven days) from the date of this letter post which the link will be disabled for you. If we do not receive your response before the expiration of 7 days (Seven days) from the date of this letter, the terms of this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. Further, at the time of joining you are required to provide all documentation identified in Annexure **(II)** along with the singed copy of this offer letter and Terms of Employment.

After accepting this offer,we encourage you visit Countdown to the Company (http://careers.accenture.com/Microsites/countdown/Pages/welcome-india.aspx). This on-line, interactive welcome site will help you successfully navigate the first days, weeks and months of your career at Accenture. It will also provide an interesting overview of Company history - as well as tips on how to develop yourself (and your career) in the future.

In case you have any feedback/ suggestion or have any query, feel free to write an e-mail to: https://indiacampus.accenture.com/candidate

We look forward to hearing from you regarding your decision to join the Company. I wish you a successful career ahead of you and look forward to your joining us.

Yours sincerely,

Mahesh Vasudeo Zurale
Senior Managing Director
Lead, Advanced Technology Center, India

ACKNOWLEDGED AND AGREED:

[*Insert full legal name*]

ANNEXURE 1

COMPENSATION & BENEFITS

Annual Total Cash compensation structure as per the Company guidelines is:

Total Cash Compensation Elements	
	Annual (INR)
(A) Annual Fixed Compensation	383000
(B) Local Variable Bonus (LVB) earning potential (at maximum 8.5%)	32500
Maximum Annual Total earning potential (A+B)	415500
Joining Bonus (Refer to the Section C)	25,000
(D) Additional Benefits	
Gratuity as per law#	9500
Insurance Premium(notional value)	
Total Cash Compensation + Total Additional Benefits (A+B+C+D)	450000

(A) Annual Fixed Compensation

• Your annual fixed compensation is INR 383000. This includes allowances structured in accordance with the Company compensation guidelines and applicable statutory norms. Please note the annual fixed compensation includes employer's contribution to Provident Fund, as applicable.

TDS is deducted as applicable from your income.

(B) Local Variable Bonus (LVB)

•As part of your annual total cash compensation, you will be eligible to participate in the FY21 Local Variable Bonus programme (LVB). Your indicative pay-out can range from 0% to 8.5% of the prorated fixed pay in the Fiscal year, subject to the overall terms and conditions of the LVB, including but not limited to your individual performance achievements and the Company's performance. In addition to these two components, your LVB is also linked to your Individual Utilization. The Company may, at any time and in its sole and absolute discretion, amend, suspend, withdraw vary and/or modify any of the terms and conditions of the LVB programme guidelines The LVB will be paid out subject to you being on the rolls of the Company on the date of disbursement of these pay outs and will be prorated based on your tenure in Accenture India and considering the period of leave without pay during the said fiscal year.

(C) Joining Bonus

You are also eligible for a joining bonus and an additional bonus as per the terms mentioned below.

- Joining Bonus: of INR 25,000 payable upon joining the organization and will be paid out along with salary of the month of joining or succeeding pay month. In case you leave, or your services are separated from the Company (except for ramp down or redundancies by the Company) before completion of 1 year from the date of joining, then this whole amount shall be recovered from you.

Note: For International Worker Only*

- As per Indian Provident Fund (PF) regulations, membership to the Provident Fund is mandatory for all International Workers. Exemptions if any, shall be as per the existing law. Please note that since your cost to the Company (CTC) includes employee's as well as employer's contribution to Provident Fund, appropriate adjustment in your monthly salary will be made for Provident Fund contributions as per applicable laws/regulation in existence (or amendments from time to time). Withdrawal (if any) from Provident Fund is regulated by the government of India and is subject to government approvals and prevailing laws (amended from time to time). Any person desirous of such withdrawal need to comply with applicable law and procedures laid down by the authorities.

* As defined by applicable law from time to time.

Benefits applicable for current Company financial year:

In addition to your annual total cash compensation, you will be eligible for following benefits, which will be governed by Company policy:

1. Effective your date of joining, Medical Insurance for self, spouse and 2 dependent children up to INR 300,000 per annum. Premium for this will be paid by the Company.
   a. You have the option of availing Accenture negotiated rates to cover your parents, parent's in-law & any additional child under a separate insurance plan up to INR 500,000 per annum. The entire premium for this will have to be borne by you. This plan allows for coverage of pre-existing ailments.
   b. For Permissible claims under the Medical Insurance plans detailed above, you will be required to contribute a defined percentage of each claim, as under:
      - 10% of such claims for self, spouse and 2 dependent children
      - 20% of such claims for parents, parent's in-law and additional children under the separate insurance plan
2. Personal Accident coverage for self, up to three times your gross annual fixed compensation
3. Life Insurance coverage equivalent to one time of your annual fixed compensation with minimum cover of INR 5,00,000

In addition to the above, you will also be eligible for the following benefits:

1. Gratuity amount is an approximation of your eligibility and the final payout of any gratuity amount will be determined in accordance with the applicable provisions of the Payment of Gratuity Act, 1972, as per the Company policy.
2. One time relocation allowance subject to a maximum of INR 2,500 on submission of actual supporting as per policy.
3. Transport facility, as per Company guidelines, can be availed at no cost.

Details pertaining to relocation allowance will be provided to you at the time of joining the Company. In the unlikely event you choose to leave the Company, or your services are terminated, before the completion of 1 year of employment with the Company, the relocation assistance will be construed as debt due and payable by you and should be repaid on termination of your employment. Any dues payable by you on termination will be recovered from your final settlement to the extent possible.

The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the Medical Insurance, Personal Accident Insurance and Life Insurance and Relocation Assistance program guidelines.

From the date of your joining, the compensation and benefits mentioned in this annexure will be applicable to you until any further communication from the Company.

Following the implementation to the GST regulations with effect from July 1st 2017, please note the treatment to any continuing obligations that you have, pursuant to any signing/joining/relocation/retention bonus as per the terms of your employment, will be as under:

Any signing, joining, relocation or retention bonus received by you will be paid along with salary of the relevant or succeeding pay month. This amount is recoverable as per your employment terms, if your service commitment with Accenture change. Any such recovery or adjustment shall be made from your salary pertaining to the service month before your last working day in the Company. Any shortfalls will be adjusted against any further amounts due and payable to you.

ANNEXURE II

Mandatory documentation at the time of onboarding:

1. Two copies of your recent passport size photographs.
2. Original marksheet of all semester (PG/UG).
3. Original provisional degree certificate or convocation degree certificate.
4. Copy of X, XII and all semester mark sheets of PG & UG Degrees.
5. Copy of Degree/PG/Diploma (as applicable) certificates.
6. Passport copy, if available (if not please apply immediately).
7. Pan Card
8. Copy of Aadhaar Card or copy of receipt of Aadhaar enrolment number which we request you to voluntarily provide for meeting the UAN generation requirement and any other compliance required by governing regulating authorities like EPFO, ESIC and others. Please note that by voluntarily sharing your Aadhaar details, you are also authorizing us to share it with third parties under contract with the company and bound by confidentiality provisions to meet any regulatory requirements and internal procedures of the company including but not limited to making verifications.

HRD/3T/1002135657/21-22

July 22, 2021

Mr. Haripreetham Sangoju
41-29-24,Tirupathimedicals,2Ndfloor,Chalasaninagar,
Ranigarithota,Krishnalanka
Vijayawada-520013
India

Ph: +91-9110792188

Dear Haripreetham,

Welcome to Infosys!

Today, the corporate landscape is dynamic and the world ahead is full of possibilities! None of the amazing things we do at Infosys would be possible without an equally amazing culture, the environment where ideas can flourish and where you are empowered to move forward as far as your ideas will take you.

At Infosys, we assure that your career will never stand still, we will inspire you to build what's next and we will navigate further, together. Our journey of learnability, values and trusted relationships with our clients continue to be the cornerstones of our organization and these values are upheld only because of our people.

We look forward to working with you and wish you success in your career with us.

Warm regards,

RICHARD LOBO
EVP and Head Human Resources - Infosys Limited

Signature Not Verified
Digitally signed by Richard Lobo
Date: 2021.07.22 20:18:13 IST
Reason: Digitally Signed
Location: Bangalore

INFOSYS LIMITED
CIN: L85110KA1981PLC013115
44, Infosys Avenue
Electronics City, Hosur Road
Bangalore 560 100, India
T 91 80 2852 0261
F 91 80 2852 0362
askus@infosys.com
www.infosys.com

Company Confidential - This communication is confidential between you and Infosys Limited

HRD/1002135657/21-22 July 22, 2021

Mr. Haripreetham Sangoju
41-29-24,Tirupathimedicals,2Ndfloor,Chalasaninagar,
Ranigarithota,Krishnalanka
Vijayawada-520013
India

Ph: +91-9110792188

Dear Haripreetham,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer** .

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **30-Aug-2021.**

Location

Your location of training is **MYSORE, India** . The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location."

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise."*

Training

The training program will consist of classroom/virtual training and on-the-job training. The duration of the classroom/virtual training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and successful completion of the training.

Probation and Confirmation

You will be on probation for a period of 12 months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

Leave

You are entitled to Earned Leave, right from your date of joining. You will be eligible for 15 working days of earned leave annually, during probation. On confirmation as a permanent employee you will be eligible for 20 working days of leave annually.

Leave is credited on a quarterly basis. The leave eligibility shall begin in the quarter of your joining the Company, on a pro-rata basis. Leave year is the calendar year and not the fiscal year.

An illustration with other relevant information have been given in the Information Sheet. The Company`s Policies also provide for Maternity, Paternity and Bereavement Leave. Further details will be provided to you at the time of joining.

Agreement

Our offer to you as **Systems Engineer** is subject to the execution of the Service Agreement. The Service Agreement details the scope, terms and conditions of your employment, the necessary training and the contractual obligations towards Infosys from the date of your joining and up to a period of 12 months from the date of allocation to a Practice Unit. The date of allocation to a Practice Unit is generally the first day of the subsequent month post completion of training. You will be required to complete the formalities on the Service Agreement at the time of joining. Please note, non-execution of the notarized Service Agreement will result in denial of employment with the Company.

Compensation and Benefits

Salary

Your Total Gross Salary during training will be **INR 25,000 per month** and Total Gross Salary post allocation will be **INR 30,000 per month** . The break-up of your salary has been provided in the Compensation Details sheet in Annexure - I and Annexure - II.

Training Performance - linked Incentive

You will be eligible for a Training Performance-linked Incentive (TPI) upon allocation to a Practice Unit, to a maximum of 20% of your Fixed Gross Salary, based on your performance in the training. The details of this scheme will be communicated on your joining. Please refer to the Compensation Details sheet for more details.

Ex - Gratia / Bonus

You will be eligible for an Ex-Gratia/ Bonus payout which is calculated at 20% of the Basic Salary as mentioned in the Compensation Details sheet at Annexure - I of this letter. The mode of payment for Financial Year 2021-22 will be as follows:

95% of the bonus amount mentioned in the Compensation Details sheet will be paid out on a monthly basis. The balance amount will be paid out in the end of the financial year.

Basket of Allowances (BOA)

The Basket of Allowances will be paid to you as part of your salary every month.

You will have the flexibility of choosing the components and amounts under such components as per the options provided to you on the Company Intranet, based on your preferences and income tax plans

National Pension Scheme

We offer all our India based employees the option to contribute towards the National Pension Scheme. This is an optional retirement benefit introduced by the Government of India for all its citizens. It enables accumulation of retirement corpus during active employment with add-on tax breaks. Please refer to the Information Sheet at Annexure - IV for more details.

Insurance

You will be eligible to participate in a Group Health Insurance Scheme. You may choose to enhance the coverage with other participatory optional health insurance plans (Platinum, Gold and Silver). You will be covered by default under the Standard Plan which provides you and your family (your spouse and two children up to the age of 22 years) with a cover of INR 4,00,000 per annum.

You will be covered under the Group Life Insurance Scheme, managed by Infosys Welfare Trust which provides you with a total Life Insurance cover of **INR 62,00,000** of which **INR 32,00,000** is covered towards natural death, and **INR 30,00,000** towards an accidental death. All employees become members of Infosys Welfare Trust, by one-time payment of **INR 250** and fixed monthly contribution of **INR 250** .

The details of the Scheme would be available to you when you join the Company.

Notice Period

During the probation period, if your performance is found to be unsatisfactory or if it does not meet the prescribed criteria, your training/employment can be terminated by the Company with one-month notice or salary thereof. On confirmation, you will be required to give three month's notice or salary thereof in case you decide to leave our services, subject to the Company's discretion. Where circumstances make it necessary, the Company will have the discretion to relieve you only at the end of the three months' notice period. Similarly, the Company can terminate your services by giving three months notice or salary thereof.

In the event you do not successfully complete your training, or you are involved in an act that constitutes misconduct, your training/employment can be terminated by the Company with immediate effect without notice.

Background Checks

The Company may, at its discretion conduct background checks prior to or after your expected joining date to validate your identity, the address provided by you, your education details and details of your prior work experience if any, and to conduct any criminal checks. You expressly consent to the Company conducting such background checks. In this connection, you are required to furnish the documents listed in Offer Annexure for India.

If you fail to submit the necessary documents as required by the Company within the specified time period or if the Company is not satisfied, with the outcome of the background checks, the Company, in its sole discretion, reserves the right to withdraw this offer without notice and compensation or to take any appropriate action against you, including, but not limited to termination of your employment.

When a background check raises any concerns regarding any of the details furnished by you and the Company feels the need to further validate such facts, the Company may at its sole discretion, ask you for further information, to substantiate the details that you have earlier provided to the Company, before initiating appropriate action.

Please note that Infosys requires you to furnish a copy of your passport at the time of joining. If you are unable to do so, the Company will initiate a criminal background check.

Other Terms and Conditions

You agree not to undertake employment, whether full-time or part-time, as the Director / Partner / Member / Employee of any other organization / entity engaged in any form of business activity without the consent of Infosys. The consent may be given subject to any terms and conditions that the Company may think fit and may be withdrawn at any time at the discretion of the Company.

Our offer to you as a **Systems Engineer** is conditional upon your having fully completed your graduation/post-graduation, without any active backlog papers and with a pass percentage not lesser than as specified in our campus recruitment program 2020-21. These eligibility criteria for the Role of a Systems Engineer, has already been clearly communicated to you and your college during the selection process. You will also have completed all studies, course requirements and examinations required for the award of the educational qualification recorded by you in your application for employment with Infosys.

You will produce all marks sheets and other relevant documents, at least till the penultimate semester. All these proofs will need to be submitted on the day of joining. Further, you should have been declared as passed by the relevant examination authority. The determination of the adequacy or authenticity of all or any of the proofs and any condonation of delay in submission of the same will be at the Company's discretion.

You hereby acknowledge and agree to abide by all internal Policies of the Company, which you will be able to access, upon joining, on the Intranet 'Sparsh'. These Policies cover various human resources and administrative topics and procedures. The Company reserves the right to change these Policies at any time in its absolute discretion.

Based on the nature of your work and business requirements, you may be required to work on rotational shifts. If you are required to work on rotational shifts, you will be duly intimated of the change in your shift timings. During rotational shifts, you will continue to be bound by the provisions of the working hour policy of the Company. If the rotational shifts require you to work night shifts, the policy on night shift allowance of the Company (if in force) will be made applicable to you.

You shall be required to sign certain mandatory agreements, including but not limited to the Confidentiality, Intellectual Property Rights, the Code of Business Conduct and Ethics and your employment shall be governed by all the rules and regulations, as amended from time to time, of the Company as applicable to your employment with us. This offer is also conditional upon your acceptance and execution of the Non-Compete Agreement (Annexure-III).

This offer of employment constitutes the entire agreement between you and the Company regarding the terms of your employment and it is the complete, final, and exclusive embodiment of your agreement with regard to this subject matter and supersedes any other promises, warranties, representations or agreements, whether written or oral. It is entered into without reliance on any promise or representation other than those expressly contained herein, and it cannot be modified or amended except in writing signed by an authorized officer of the Company.

If any of the terms or conditions of this offer are found to be illegal or unenforceable, such terms shall be treated as severable from the rest of the terms and conditions of this offer and the remaining terms and conditions shall continue in force.

This agreement shall be governed by the laws of India and you hereby agree to the exclusive jurisdiction of the courts in Bangalore, India.

As a token of your acceptance of this offer, please bring a duly signed duplicate copies of the letter and all the accompanying annexures, on the date of joining.

We welcome you to the Infosys family and wish you a rewarding career over the years to come.

Yours sincerely,

RICHARD LOBO
EVP and Head Human Resources - Infosys Limited

I have read, understood and agree to the terms and conditions as set forth in this offer letter.

Date: _____, 20_____

_____
Sign your name

_____ _____
Print your full Name Location

Signature Not Verified
Digitally signed by Richard Lobo
Date: 2021.07.22 20:18:13 IST
Reason: Digitally Signed
Location: Bangalore

INFOSYS LIMITED
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F 91 80 2852 0362
askus@infosys.com
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ANNEXURE - I
(Compensation during the Training)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	**Mr. Haripreetham Sangoju**
ROLE	**Systems Engineer**
ROLE DESIGNATION	**Systems Engineer Trainee**

1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	**22,328**

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary*	722
FIXED GROSS SALARY (1+2+3)	**25,000**
TOTAL GROSS SALARY	**25,000**

OTHER BENEFITS

Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time

*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act

ANNEXURE - II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	**Mr. Haripreetham Sangoju**
ROLE	**Systems Engineer**
ROLE DESIGNATION	**Systems Engineer Trainee**

1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	**22,328**

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary*	722
FIXED GROSS SALARY (1+2+3)	**25,000**

4. INCENTIVE COMPONENTS	**At an indicative Payout of 5%**	**At indicative Payout of 10%**	**At indicative Payout of 20%**
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	**1,250**	**2,500**	**5,000**
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)			**26,250**
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)			**27,500**
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)			**30,000**

OTHER BENEFITS

Scheme	**Eligible Amount In INR**	**Interest**	**Monthly Instalments**	**Margin Money** (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time

*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act

Cognizant

17-12A0

28-Apr-2021

Dear Dasari Gayatri Devi,
B.Tech/B.E., Information Technology
Gudlavalleru Engineering College,Gudlavalleru

Candidate ID – 15017443

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**.You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR Rs.**450,740/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory professional reference checks and you securing a **minimum** of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for 3 months and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

3.1 Cognizant Internship:

a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.

b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program.

3.2 Continuous Skill Development (CSD) Program:

a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrollment into the program.

b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

3.3 GenC Training Post joining:

a) Cognizant continues to invest in skill building of the entry-level talent and GenC training is a formal on-the-job training offered to trainees based on the business specific skilling needs. The terms and conditions of this training will be governed by Cognizant GenC program guidelines.

b) The Cognizant Internship or the Continuous Skill Development (CSD) completion qualify as the entry criteria to the GenC training and is used as basis towards your allocation to projects/roles.

We look forward to you joining us. Should you have any further questions or clarifications, please log into https://campus2Cognizant.cognizant.com

Yours sincerely,
For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President – Human Resources

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature: **Date:**

Compensation and Benefits

Name: Dasari Gayatri Devi **Designation:** Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7349	88,188
	Annual Gross Compensation		**359,988**
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		**382,488**
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		**401,988**

As an associate you are also entitled to the following additional benefits:

- Floating Medical Insurance Coverage
- Round the Clock Group Personal Accident Insurance coverage
- Group Term Life Insurance
- Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
- Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

Leave & Vacation:

- From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

Sl No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

- From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
- In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity leave by adhering to the conditions as specified in the Cognizant India Leave policy

Provident Fund Wages:

• For the purpose of computing PF Wages to Provident Fund, Pension Fund & EDLI Scheme, PF Wages shall be Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout".
• Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser

Employees State Insurance:

• Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter.
• Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month.
• ESI shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period.

* **Flexible Benefit Plan**: Your compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to
1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** **Incentive Indication:** Incentive amount may be higher, lower, or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is prorated to the duration spent with Cognizant India for the calendar year and will be paid to you only if you are active on Cognizant's payroll on the day of incentive payout.

*** Advance Statutory Bonus is in line with the provisions of Payment of Bonus Act, 1966.

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same. Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

17-12A0

TATA

Offer: Computer Consultancy
Ref: TCSL/CT20182476494/Hyderabad
Date: 22/06/2021

Ms. Gayatri Devi Dasari
4/72Lakshmi Nagar Colony,
Pammaru Road,
Gudivada-521301,
Andhra Pradesh.
Tel# 91-9381131417

Dear Gayatri Devi Dasari,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer of employment.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Systems Engineer** in Grade **C1**. You will be assigned a role in the **TCS Digital (TCS Digital)** Unit, which is subject to change as per the business requirements of TCSL.

Your gross salary including all benefits will be **₹7,00,022/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Deccanpark, No 1 Software Units Layout, Madhapur, Hyderabad 500 081 India
Tel: 91 40 6667 2000 Fax: 91 40 6667 2222 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

TATA

GROSS SALARY SHEET

Annexure 1

Name	Gayatri Devi Dasari
Designation	Systems Engineer
Institute Name	Gudavalleru Engg. College, A.P.

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	15,000	1,80,000
Bouquet Of Benefits #	26,522	3,18,264
2) Performance Pay		
Monthly Performance Pay	4,300	51,600
Quarterly Variable Allowance*	3,100	37,200
3) Annual Components/Retirals		
Health Insurance**	NA	7,900
Provident Fund	1,800	21,600
Gratuity	721	8,658
Total of Annual Components & Retirals	2,522	38,158
Retention Incentive	NA	70,000
4) City Allowance	400	4,800
TOTAL GROSS	51,844	7,00,922
Xplore/ Learning Incentive* **		Upto 60,000

#Refer to Table 2 for TCSL defined Structure. In case you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore Program.

**The Performance Pay is applicable upon successful completion of the TCS Xplore Program.

** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

***Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. Table 2: TCSL defined structure for BoB (All Components in INR)

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

Component Category	Monthly	Annual
House Rent Allowance	7,500	90,000
Leave Travel Assistance	1,250	15,000
Food Card	500	6,000
Personal Allowance	17,272	2,07,264
GROSS BOUQUET OF BENEFITS	26,522	3,18,264

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Deccanpark, No 1 Software Units Layout, Madhapur, Hyderabad 500 081 India
Tel: 91 40 6667 2000 Fax: 91 40 6667 2222 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Gmail

IT PLACEMENTS <itplacementsinfo@gmail.com>

Fwd: Infosys Limited | Virtual Onboarding Survey 17481A12A0

1 message

Gayatri dasari <gayatridasari0@gmail.com> Fri, Jul 16, 2021 at 2:51 PM
To: Itplacementsinfo@gmail.com

---------- Forwarded message ---------
From: **Infosys Limited** <offers@infosys.com>
Date: Fri, 9 Jul 2021, 5:32 pm
Subject: Infosys Limited | Virtual Onboarding Survey
To: gayatridasari0@gmail.com <gayatridasari0@gmail.com>

Dear Candidate,

Greetings! We hope you and your family are safe and well.

As we are initiating our virtual onboarding process for Freshers, we request you to provide us with some vital system information.

Kindly click here to update your details at the earliest.

Please note, it is essential for you to update details on the link shared above for us to accelerate your virtual onboarding process.

If you have any queries, please write to us at offer_update@infosys.com.

We look forward to welcoming you at Infosys.

Regards,

Talent Acquisition

Infosys Limited

Cognizant

17. 12 A1

22-Mar-2021

Dear Pullepu Sravya Harini,
B.Tech/B.E., Information Technology
Gudlavalleru Engineering College,Gudlavalleru

Candidate ID – 15017702

Thank you for exploring career opportunities with Cognizant **Technology Solutions India Private Limited ("Cognizant").**You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,968/-.** This includes an annual target incentive of INR **22,500 /-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR **Rs.450,740/-.** This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement.** You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for 3 months and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

3.1 Cognizant Internship:

a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.

b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program.

3.2 Continuous Skill Development (CSD) Program:

a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrollment into the program.

b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

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a) Cognizant continues to invest in skill building of the entry-level talent and GenC training is a formal on-the-job training offered to trainees based on the business specific skilling needs. The terms and conditions of this training will be governed by Cognizant GenC program guidelines.

b) The Cognizant Internship or the Continuous Skill Development (CSD) completion qualify as the entry criteria to the GenC training and is used as basis towards your allocation to projects/roles.

We look forward to you joining us. Should you have any further questions or clarifications, please log into https://campus2Cognizant.cognizant.com

Yours sincerely,
For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President – Human Resources

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature: **Date:**

Compensation and Benefits

Name: Pullapu Sravya Harin: **Designation:** Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7349	88,188
	Annual Gross Compensation		**359,988**
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		**382,488**
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		**401,988**

As an associate you are also entitled to the following additional benefits:

- Floating Medical Insurance Coverage
- Round the Clock Group Personal Accident Insurance coverage
- Group Term Life Insurance
- Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
- Gratuity, on separation after 4 years and 240 calender days of continuous service, payable as per Payment of Gratuity Act

Leave & Vacation:

- From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

Sl No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

- From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
- In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity leave by adhering to the conditions as specified in the Cognizant India Leave policy

Provident Fund Wages:

• For the purpose of computing PF Wages to Provident Fund, Pension Fund & EDLI Scheme, PF Wages shall be Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout".
• Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser

Employees State Insurance:

• Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter.
• Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month.
• ESI shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period.

* **Flexible Benefit Plan:** Your compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to
1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** **Incentive Indication:** Incentive amount may be higher, lower, or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is prorated to the duration spent with Cognizant India for the calendar year and will be paid to you only if you are active on Cognizant's payroll on the day of incentive payout.

*** **Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same. Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

12-12 A1

APPOINTMENT LETTER

June 2, 2021

Dear SRAVYA HARINI PULLEPU,

Welcome to Wipro Limited (Company/Wipro) and congratulations on your appointment as **Project Engineer**. The terms of your employment with the Company is listed below. Please be informed that the terms may be modified pursuant to changes in the Company policy updated from time to time.

1. Appointment Details:

a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.

b. You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.

c. The retirement age is 58 years.

d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company ,in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.

e. We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.

f. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.

g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining.

Registered Office:
Wipro Limited
Doddakannelli
Sarjapur Road
Bengaluru 560035
India
T : +91 (80) 2844 0011
F : +91 (80) 2844 0054
E : info@wipro.com
W : wipro.com
C : L32102KA1945PLC020800

20688856

ANNEXURE III

SALARY OFFER SHEET

Name: SRAVYA HARINI PULLEPU

Career Group: TRB – II

Position : Project Engineer

You shall receive salary as detailed below.

COMPONENT	AMOUNT (INR)
Basic	11,670
HRA	5,836
Bonus	2,334
Wipro Benefits Plan (WBP)	4,849
Total Fixed Cash	24,688
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
Total Fixed Compensation	27,108
Other Compensation Benefits	
Health benefit (Medical)	600
Variable Pay	
Target Variable Pay	1,459
Target Cost to Company per month	29,167
Total Cost to Company per annum	3,50,004

*Notional sum indicating contribution of 5.31 % of your basic towards provision of Gratuity. Employees will be eligible for payment of gratuity as per the Wipro Policy for the same.

M

Congratulations! You have cleared our Interview process

1 message

Campus Offers <Campus.Offers@mindtree.com> Fri, 2 Jul, 2021 at 12:37 PM

[X]

Dear Talent,

Congratulations on clearing our selection process. You have been shortlisted to receive an offer for the role of Software Engineer at Mindtree!

Next steps are as follows:

1. Offer Release (7th July'2021 to 15th July'2021 tentatively)
2. Campus Connect Session (6th July'2021, 11:00 AM)

Please note the following:

* You will receive a mail from career.alert@mindtree.com<mailto:career.alert@mindtree.com>, once we start processing your offer. Please do not click Opt out or perform any actions when you receive the alert mail
* Offer should be signed digitally within 12 hours of receipt via email
* In case any malpractice, violation or ineligibility criteria is found it will lead to immediate disqualification from the process
* In case any malpractice, violation or ineligibility criteria is found after the offer is released/signed or after joining as well, it will lead to immediate revocation of offer or employment termination.

Regards,

Campus Talent Acquisition Team

Mindtree

[X]

http://www.mindtree.com/email/disclaimer.html

HRD/3T/1002130958/21-22

July 22, 2021

Ms. Manogna Rekha Pamarthi
3-234/B
Old Sbi Road
Vijayawada-521165
India

Ph: +91-9704111328

Dear Manogna,

Welcome to Infosys!

Today, the corporate landscape is dynamic and the world ahead is full of possibilities! None of the amazing things we do at Infosys would be possible without an equally amazing culture, the environment where ideas can flourish and where you are empowered to move forward as far as your ideas will take you.

At Infosys, we assure that your career will never stand still, we will inspire you to build what's next and we will navigate further, together. Our journey of learnability, values and trusted relationships with our clients continue to be the cornerstones of our organization and these values are upheld only because of our people.

We look forward to working with you and wish you success in your career with us.

Warm regards,

RICHARD LOBO
EVP and Head Human Resources - Infosys Limited

Signature Not Verified
Digitally signed by Richard Lobo
Date: 2021.07.22 18:17:37 IST
Reason: Digitally Signed
Location: Bangalore

INFOSYS LIMITED
CIN: L85110KA1981PLC013115
44, Infosys Avenue
Electronics City, Hosur Road
Bangalore 560 100, India
T 91 80 2852 0261
F 91 80 2852 0362
askus@infosys.com
www.infosys.com

Company Confidential - This communication is confidential between you and Infosys Limited

HRD/1002130958/21-22 July 22, 2021

Ms. Manogna Rekha Pamarthi
3-234/B
Old Sbi Road
Vijayawada-521165
India

Ph: +91-9704111328

Dear Manogna,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer** .

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **30-Aug-2021.**

Location

Your location of training is **MYSORE, India** . The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location."

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise."*

Training

The training program will consist of classroom/virtual training and on-the-job training. The duration of the classroom/virtual training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and successful completion of the training.

Probation and Confirmation

You will be on probation for a period of 12 months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

Leave

You are entitled to Earned Leave, right from your date of joining. You will be eligible for 15 working days of earned leave annually, during probation. On confirmation as a permanent employee you will be eligible for 20 working days of leave annually.

Leave is credited on a quarterly basis. The leave eligibility shall begin in the quarter of your joining the Company, on a pro-rata basis. Leave year is the calendar year and not the fiscal year.

An illustration with other relevant information have been given in the Information Sheet. The Company`s Policies also provide for Maternity, Paternity and Bereavement Leave. Further details will be provided to you at the time of joining.

Agreement

Our offer to you as **Systems Engineer** is subject to the execution of the Service Agreement. The Service Agreement details the scope, terms and conditions of your employment, the necessary training and the contractual obligations towards Infosys from the date of your joining and up to a period of 12 months from the date of allocation to a Practice Unit. The date of allocation to a Practice Unit is generally the first day of the subsequent month post completion of training. You will be required to complete the formalities on the Service Agreement at the time of joining. Please note, non-execution of the notarized Service Agreement will result in denial of employment with the Company.

Compensation and Benefits

Salary

Your Total Gross Salary during training will be **INR 25,000 per month** and Total Gross Salary post allocation will be **INR 30,000 per month** . The break-up of your salary has been provided in the Compensation Details sheet in Annexure - I and Annexure - II.

Training Performance - linked Incentive

You will be eligible for a Training Performance-linked Incentive (TPI) upon allocation to a Practice Unit, to a maximum of 20% of your Fixed Gross Salary, based on your performance in the training. The details of this scheme will be communicated on your joining. Please refer to the Compensation Details sheet for more details.

Ex - Gratia / Bonus

You will be eligible for an Ex-Gratia/ Bonus payout which is calculated at 20% of the Basic Salary as mentioned in the Compensation Details sheet at Annexure - I of this letter. The mode of payment for Financial Year 2021-22 will be as follows:

95% of the bonus amount mentioned in the Compensation Details sheet will be paid out on a monthly basis. The balance amount will be paid out in the end of the financial year.

Basket of Allowances (BOA)

The Basket of Allowances will be paid to you as part of your salary every month.

You will have the flexibility of choosing the components and amounts under such components as per the options provided to you on the Company Intranet, based on your preferences and income tax plans

National Pension Scheme

We offer all our India based employees the option to contribute towards the National Pension Scheme. This is an optional retirement benefit introduced by the Government of India for all its citizens. It enables accumulation of retirement corpus during active employment with add-on tax breaks. Please refer to the Information Sheet at Annexure - IV for more details.

Insurance

You will be eligible to participate in a Group Health Insurance Scheme. You may choose to enhance the coverage with other participatory optional health insurance plans (Platinum, Gold and Silver). You will be covered by default under the Standard Plan which provides you and your family (your spouse and two children up to the age of 22 years) with a cover of INR 4,00,000 per annum.

You will be covered under the Group Life Insurance Scheme, managed by Infosys Welfare Trust which provides you with a total Life Insurance cover of **INR 62,00,000** of which **INR 32,00,000** is covered towards natural death, and **INR 30,00,000** towards an accidental death. All employees become members of Infosys Welfare Trust, by one-time payment of **INR 250** and fixed monthly contribution of **INR 250** .

The details of the Scheme would be available to you when you join the Company.

Notice Period

During the probation period, if your performance is found to be unsatisfactory or if it does not meet the prescribed criteria, your training/employment can be terminated by the Company with one-month notice or salary thereof. On confirmation, you will be required to give three month's notice or salary thereof in case you decide to leave our services, subject to the Company's discretion. Where circumstances make it necessary, the Company will have the discretion to relieve you only at the end of the three months' notice period. Similarly, the Company can terminate your services by giving three months notice or salary thereof.

In the event you do not successfully complete your training, or you are involved in an act that constitutes misconduct, your training/employment can be terminated by the Company with immediate effect without notice.

Background Checks

The Company may, at its discretion conduct background checks prior to or after your expected joining date to validate your identity, the address provided by you, your education details and details of your prior work experience if any, and to conduct any criminal checks. You expressly consent to the Company conducting such background checks. In this connection, you are required to furnish the documents listed in Offer Annexure for India.

If you fail to submit the necessary documents as required by the Company within the specified time period or if the Company is not satisfied, with the outcome of the background checks, the Company, in its sole discretion, reserves the right to withdraw this offer without notice and compensation or to take any appropriate action against you, including, but not limited to termination of your employment.

When a background check raises any concerns regarding any of the details furnished by you and the Company feels the need to further validate such facts, the Company may at its sole discretion, ask you for further information, to substantiate the details that you have earlier provided to the Company, before initiating appropriate action.

Please note that Infosys requires you to furnish a copy of your passport at the time of joining. If you are unable to do so, the Company will initiate a criminal background check.

Other Terms and Conditions

You agree not to undertake employment, whether full-time or part-time, as the Director / Partner / Member / Employee of any other organization / entity engaged in any form of business activity without the consent of Infosys. The consent may be given subject to any terms and conditions that the Company may think fit and may be withdrawn at any time at the discretion of the Company.

Our offer to you as a **Systems Engineer** is conditional upon your having fully completed your graduation/post-graduation, without any active backlog papers and with a pass percentage not lesser than as specified in our campus recruitment program 2020-21. These eligibility criteria for the Role of a Systems Engineer, has already been clearly communicated to you and your college during the selection process. You will also have completed all studies, course requirements and examinations required for the award of the educational qualification recorded by you in your application for employment with Infosys.

You will produce all marks sheets and other relevant documents, at least till the penultimate semester. All these proofs will need to be submitted on the day of joining. Further, you should have been declared as passed by the relevant examination authority. The determination of the adequacy or authenticity of all or any of the proofs and any condonation of delay in submission of the same will be at the Company's discretion.

You hereby acknowledge and agree to abide by all internal Policies of the Company, which you will be able to access, upon joining, on the Intranet 'Sparsh'. These Policies cover various human resources and administrative topics and procedures. The Company reserves the right to change these Policies at any time in its absolute discretion.

Based on the nature of your work and business requirements, you may be required to work on rotational shifts. If you are required to work on rotational shifts, you will be duly intimated of the change in your shift timings. During rotational shifts, you will continue to be bound by the provisions of the working hour policy of the Company. If the rotational shifts require you to work night shifts, the policy on night shift allowance of the Company (if in force) will be made applicable to you.

You shall be required to sign certain mandatory agreements, including but not limited to the Confidentiality, Intellectual Property Rights, the Code of Business Conduct and Ethics and your employment shall be governed by all the rules and regulations, as amended from time to time, of the Company as applicable to your employment with us. This offer is also conditional upon your acceptance and execution of the Non-Compete Agreement (Annexure-III).

This offer of employment constitutes the entire agreement between you and the Company regarding the terms of your employment and it is the complete, final, and exclusive embodiment of your agreement with regard to this subject matter and supersedes any other promises, warranties, representations or agreements, whether written or oral. It is entered into without reliance on any promise or representation other than those expressly contained herein, and it cannot be modified or amended except in writing signed by an authorized officer of the Company.

If any of the terms or conditions of this offer are found to be illegal or unenforceable, such terms shall be treated as severable from the rest of the terms and conditions of this offer and the remaining terms and conditions shall continue in force.

This agreement shall be governed by the laws of India and you hereby agree to the exclusive jurisdiction of the courts in Bangalore, India.

As a token of your acceptance of this offer, please bring a duly signed duplicate copies of the letter and all the accompanying annexures, on the date of joining.

We welcome you to the Infosys family and wish you a rewarding career over the years to come.

Yours sincerely,

RICHARD LOBO
EVP and Head Human Resources - Infosys Limited

I have read, understood and agree to the terms and conditions as set forth in this offer letter.

Date: _____, 20_____

_____
Sign your name

_____ _____
Print your full Name Location

Signature Not Verified
Digitally signed by Richard Lobo
Date: 2021.07.22 18:17:37 IST
Reason: Digitally Signed
Location: Bangalore

INFOSYS LIMITED
CIN: L85110KA1981PLC013115
44, Infosys Avenue
Electronics City, Hosur Road
Bangalore 560 100, India
T 91 80 2852 0261
F 91 80 2852 0362
askus@infosys.com
www.infosys.com

ANNEXURE - I
(Compensation during the Training)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	**Ms. Manogna Rekha Pamarthi**
ROLE	**Systems Engineer**
ROLE DESIGNATION	**Systems Engineer Trainee**

1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	**22,328**

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary*	722
FIXED GROSS SALARY (1+2+3)	**25,000**
TOTAL GROSS SALARY	**25,000**

OTHER BENEFITS

Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time

*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act

ANNEXURE - II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	**Ms. Manogna Rekha Pamarthi**
ROLE	**Systems Engineer**
ROLE DESIGNATION	**Systems Engineer Trainee**

1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	**22,328**

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary*	722
FIXED GROSS SALARY (1+2+3)	**25,000**

4. INCENTIVE COMPONENTS	**At an indicative Payout of 5%**	**At indicative Payout of 10%**	**At indicative Payout of 20%**
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	**1,250**	**2,500**	**5,000**
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)			**26,250**
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)			**27,500**
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)			**30,000**

OTHER BENEFITS

Scheme	**Eligible Amount In INR**	**Interest**	**Monthly Instalments**	**Margin Money** (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time

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Infosys
Navigate your next

HRD/3T/1002131314/21-22

July 4, 2021

Ms. Mareddy Rajarajeswari
House No:5-37.H.Nidamanur,Naguluppala Padu(Mandal),
Prakasam(Dist).
Ongole-523183
India

Ph: +91-9398626826

Dear Mareddy,

Welcome to Infosys!

Today, the corporate landscape is dynamic and the world ahead is full of possibilities! None of the amazing things we do at Infosys would be possible without an equally amazing culture, the environment where ideas can flourish and where you are empowered to move forward as far as your ideas will take you.

At Infosys, we assure that your career will never stand still, we will inspire you to build what's next and we will navigate further, together. Our journey of learnability, values and trusted relationships with our clients continue to be the cornerstones of our organization and these values are upheld only because of our people.

We look forward to working with you and wish you success in your career with us.

Warm regards,

RICHARD LOBO
EVP and Head Human Resources - Infosys Limited

Digitally signed by Richard Lobo
Date: 2021.07.04 12:19:30 IST
Reason: Digitally Signed
Location: Bangalore

INFOSYS LIMITED
CIN: L85110KA1981PLC013115
44, Infosys Avenue
Electronics City, Hosur Road
Bangalore 560 100, India
T 91 80 2852 0261
F 91 80 2852 0362
askus@infosys.com
www.infosys.com

Company Confidential - This communication is confidential between you and Infosys Limited

Probation and Confirmation

You will be on probation for a period of 12 months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

Leave

You are entitled to Earned Leave, right from your date of joining. You will be eligible for 15 working days of earned leave annually, during probation. On confirmation as a permanent employee you will be eligible for 20 working days of leave annually.

Leave is credited on a quarterly basis. The leave eligibility shall begin in the quarter of your joining the Company, on a pro-rata basis. Leave year is the calendar year and not the fiscal year.

An illustration with other relevant information have been given in the Information Sheet. The Company's Policies also provide for Maternity, Paternity and Bereavement Leave. Further details will be provided to you at the time of joining.

Agreement

Our offer to you as **Systems Engineer** is subject to the execution of the Service Agreement. The Service Agreement details the scope, terms and conditions of your employment, the necessary training and the contractual obligations towards Infosys from the date of your joining and up to a period of 12 months from the date of allocation to a Practice Unit. The date of allocation to a Practice Unit is generally the first day of the subsequent month post completion of training. You will be required to complete the formalities on the Service Agreement at the time of joining. Please note, non-execution of the notarized Service Agreement will result in denial of employment with the Company.

Compensation and Benefits

Salary

Your Total Gross Salary during training will be **INR 25,000 per month** and Total Gross Salary post allocation will be **INR 30,000 per month** . The break-up of your salary has been provided in the Compensation Details sheet in Annexure - I and Annexure – II.

Training Performance - linked Incentive

You will be eligible for a Training Performance-linked Incentive (TPI) upon allocation to a Practice Unit, to a maximum of 20% of your Fixed Gross Salary, based on your performance in the training. The details of this scheme will be communicated on your joining. Please refer to the Compensation Details sheet for more details.

Notice Period

During the probation period, if your performance is found to be unsatisfactory or if it does not meet the prescribed criteria, your training/employment can be terminated by the Company with one-month notice or salary thereof. On confirmation, you will be required to give three month's notice or salary thereof in case you decide to leave our services, subject to the Company's discretion. Where circumstances make it necessary, the Company will have the discretion to relieve you only at the end of the three months' notice period. Similarly, the Company can terminate your services by giving three months notice or salary thereof.

In the event you do not successfully complete your training, or you are involved in an act that constitutes misconduct, your training/employment can be terminated by the Company with immediate effect without notice.

Background Checks

The Company may, at its discretion conduct background checks prior to or after your expected joining date to validate your identity, the address provided by you, your education details and details of your prior work experience if any, and to conduct any criminal checks. You expressly consent to the Company conducting such background checks. In this connection, you are required to furnish the documents listed in Offer Annexure for India.

If you fail to submit the necessary documents as required by the Company within the specified time period or if the Company is not satisfied, with the outcome of the background checks, the Company, in its sole discretion, reserves the right to withdraw this offer without notice and compensation or to take any appropriate action against you, including, but not limited to termination of your employment.

When a background check raises any concerns regarding any of the details furnished by you and the Company feels the need to further validate such facts, the Company may at its sole discretion, ask you for further information, to substantiate the details that you have earlier provided to the Company, before initiating appropriate action.

Please note that Infosys requires you to furnish a copy of your passport at the time of joining. If you are unable to do so, the Company will initiate a criminal background check.

Other Terms and Conditions

You agree not to undertake employment, whether full-time or part-time, as the Director / Partner / Member / Employee of any other organization / entity engaged in any form of business activity without the consent of Infosys. The consent may be given subject to any terms and conditions that the Company may think fit and may be withdrawn at any time at the discretion of the Company.

As a token of your acceptance of this offer, please bring a duly signed duplicate copies of the letter and all the accompanying annexures, on the date of joining.

We welcome you to the Infosys family and wish you a rewarding career over the years to come.

Yours sincerely,

RICHARD LOBO
EVP and Head Human Resources - Infosys Limited

I have read, understood and agree to the terms and conditions as set forth in this offer letter.

Date: _____ _____, 20_____

_____ _____
Sign your name

_____ _____
Print your full Name Location

Digitally signed by Richard Lobo
Date: 2021.07.06 18:59:32 IST
Reason: Digitally Signed
Location: Bangalore

INFOSYS LIMITED
CIN: L85110KA1981PLC013115
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Electronics City, Hosur Road
Bangalore 560 100, India
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F 91 80 2852 0362
askus@infosys.com
www.infosys.com

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ANNEXURE - II
(Compensation post Unit allocation)

COMPENSATION DETAILS
(All figures in INR per month)

NAME	Ms. Mareddy Rajarajeswari
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee

1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	[illegible]
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328
2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150
3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary*	722
FIXED GROSS SALARY (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At indicative Payout of 10%	At indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)			26,250
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)			27,500
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)			30,000

OTHER BENEFITS

Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time

*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act

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APPOINTMENT LETTER

July 10, 2021

Dear Mareddy Rajarajeswari,

Welcome to Wipro Limited (Company/Wipro) and congratulations on your appointment as **Project Engineer**. The terms of your employment with the Company is listed below. Please be informed that the terms may be modified pursuant to changes in the Company policy updated from time to time.

1. Appointment Details:

a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.

b. You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.

c. The retirement age is 58 years.

d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.

e. We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.

f. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.

g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining.

2. Compensation:

You will be eligible for:

a. Compensation and benefits in accordance with Annexure III - Salary Offer Sheet.

b. Variable Pay - The details of this component are listed in Annexure V. The Variable Pay program may be changed or modified in part or full thereof from time to time, at the sole discretion of the Company.

c. Other compensation and benefits in accordance with Company policy as modified and intimated to you from time to time.

d. Your salary will be reviewed periodically as per Company policy.

e. Changes in your compensation are at the Company's discretion and will be subject to and on the basis of your effective performance and the performance results of the Company during your period of employment and other relevant criteria.

3. Other Benefits:

You will also be eligible for:

may be required under obligation of law or as may be required by the Company and in the course of your employment. This covenant shall endure during your employment and beyond the cessation of your employment with the Company (irrespective of the circumstances of, or the reasons for, the cessation).

b. In your work for Wipro, you will be expected not to use or disclose any confidential information, including trade secrets, of any former employer or other person with whom you have an obligation of confidentiality and by signing below you affirm that you have no conflicting obligations or non-compete agreements that would prevent you from working without limitation for the Company.

7. Assignment of Intellectual Property

In connection with your employment and during the term of your employment, upon conception or creation, you shall disclose and assign to Wipro as its exclusive property, all inventions, ideas, concepts, discoveries, techniques, and improvements (including, without limitation, legal documents, training materials, computer software and associated materials) developed or conceived by you solely or jointly with others (whether or not during business hours), and shall comply with the Policies of Wipro in relation to Intellectual Property.

8. Non-Compete

In the course of your employment with the Company you will be providing services to customers or clients of the Company during which process you will be handling sensitive information including but not limited to key customers of the Company, competitor information, customer sensitive information ('Confidential Information'). You acknowledge and recognize that Confidential Information available to you, if leaked, would cause irreparable harm to the Company and its protection is of utmost importance to the Company. You confirm that for a period of six (6) months after separation of your employment from the Company (irrespective of the circumstances of or the reason for the separation), you will not accept any offer of employment from a customer or client with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of separation.

9. General:

This offer of appointment is subject to the precondition that you have not provided us with any false declaration and/or documentation or willfully suppressed any material information. If at any point of time, it is brought to our notice that you have submitted fabricated documentation or made false representation or willfully suppressed material information, you shall be liable to be removed from service with immediate effect and the Company reserves its right to initiate appropriate action as per applicable policy and /or enforce remedies available to us under law.

Please note that you are required to inform us if there are any agreements, oral or written, which you have entered into and which may relate to or affect your commitments under this employment contract.

a. You acknowledge that you have understood the terms of this employment contract and that you are aware that the specific performance of the terms of this employment contract may be enforced legally, if required. In this connection, if any of the provisions of this letter of appointment are declared or found to be void or unenforceable due to any reason whatsoever, the remaining provisions of this letter shall continue in full force and effect.

b. These employment terms supersede and replace any existing agreement or understanding, if any, between the Company and you on the same subject matter.

c. You warrant that you are not prevented by any court or by any other administrative or judicial authority or order from providing the services required under this employment contract. In the event that you are not a citizen of the country of posting, you should have a valid work permit to work in the country of posting.

d. Your appointment shall be treated as withdrawn in case:

i. You have not scored minimum aggregate marks of 60% in your 10 th Standard or equivalent education.
ii. You have not scored minimum aggregate marks of 60% in your 12 th Standard or equivalent education.
iii. For Graduates: You have not scored minimum aggregate marks of 60% in your graduation.
iv. For Post Graduates: You have not scored minimum aggregate marks of 60% in your graduation and 60% in post-graduation.
v. You have any pending backlogs/ arrears on the date of appointment.

Please note that at any stage, whether during your online test and/or interview process or upon joining the Company, if it is brought to our notice that you have indulged in malpractices or used illegal means to clear your online assessment, the Company shall withdraw or revoke the offer with immediate effect and we reserve our rights to take suitable action against you as we may deem fit.

received, except where such an interest comprises of securities in widely held corporations which are quoted and sold in the open market or the interest is not material.

b. For an employee or any dependent member of his family to buy, sell or lease any kind of property, facilities or equipment from or to the company or any affiliate or to any company, firm or individual who is or is seeking to become a contractor, supplier or customer, except with the knowledge and consent of top management.

c. For an employee to serve as an officer, director or in any other management capacity or as a consultant of another company or organization doing or seeking to do business with the company or an affiliate except with the knowledge and consent of top management.

d. For an employee to use or release to a third party any data on decisions, plans, competitive bids or any other information concerning the company, which might be prejudicial to the interest of the company.

e. For an employee or any dependent member of his family to accept commission, a share in profits or other payments, loans (other than with established banking or financial institutions), services excessive entertainment and travel or gifts of more than nominal value from any individual or organization doing or seeking to do business with the company.

I have read the above mentioned 'Conflict of Interest' policy and I declare that there is no 'Conflict of Interest' in my employment. If in future any conflict arises, I will immediately inform my supervisor and notify the top management.

Compliance to Company's Code of Conduct to Regulate, Monitor and Report Trading (Code) by Insiders

Insider Trading is prohibited by both Law as well as by Wipro Limited's (hereinafter to as the "Company") internal policy. Insider trading generally involves the act of subscribing/buying/ selling or dealing in the Company's Securities, while in possession of any Unpublished Price Sensitive Information (hereinafter referred to as "UPSI") about the Company. It also involves disclosing or procuring any UPSI about the Company to/from others who could subscribe or buy or sell or deal in the Company's Securities.

As an employee of the Company you are considered as an Insider and accordingly advised as below:

1. Trading when in possession of UPSI: Employees are strictly prohibited from trading in the Securities of the Company when in possession of UPSI concerning the Company. Trading in securities of the Company is also prohibited for certain designated employees when the trading window is closed. For details please contact: policyclearinghouse@wipro.com.

2. Communication or procurement of Unpublished Price Sensitive Information (UPSI): Employee shall seek, communicate, provide or allow access to "UPSI of the Company to others only for legitimate purposes, performance of duties and discharge of legal obligations and strictly on a need to know basis. Employees are strictly prohibited from the following:

a. Counseling or disclosing or communicating UPSI to any other person including spouse and/or relatives, except on a need to know basis.

b. Counseling as well as expressing opinions or making any recommendations to any person on the Securities of the Company when in possession of any UPSI.

c. Unauthorized disclosure or communication of UPSI.

d. Procuring any UPSI from others

3. Individual and Personal Responsibility: As per the Code, Company can take appropriate actions like wage freeze, suspension, termination of employment on employees involved in Insider Trading. Insider trading also attracts severe civil and criminal penalties not only on the Insider but also on the Company in certain circumstances. The penalties levied on the employee will not be borne by the Company and the employee individually is responsible.

4. Disclosure requirements: Every employee of the Company and their Immediate Relatives shall disclose to the Company the number of securities acquired or disposed of within two trading days of the transaction if the value of the securities traded, whether in one transaction or a series of transactions over any calendar quarter, aggregates to a traded value in excess of ten lakh rupees. For more details on procedures and guidelines, employees are requested to refer the Company's Code of Conduct to Regulate, Monitor and Report Trading by Insiders. Or write to policyclearinghouse@wipro.com.

ANNEXURE II

PERSONAL INFORMATION AS REQUIRED UNDER INFORMATION TECHNOLOGY ACT, 2000

I hereby confirm that I shall submit the required academic certificates including but not limited to mark sheet and Provisional or Convocation Degree Certificate within 3 months from my date of joining. I understand that my employment is subject to my aggregate meeting the Company's eligibility criteria and submission of the above mentioned documents.

I hereby declare that all the particulars mentioned above are true to the best of my knowledge. In the event of my failure to submit the above mentioned documents or in case of any discrepancy, I shall be liable for immediate termination of my employment with the Company.

ANNEXURE – V

Variable Pay - A BRIEF OVERVIEW

Variable Pay Policy Summary & Computation:

Variable Pay is a variable component in your salary stack which would be paid out on a quarterly basis. It would be linked to the following parameters:

For employees joining in billable roles, variable pay will be linked to individual billability i.e. the number of days employee is billed in a quarter. This factor is applicable only for employees joining in billable roles in Bands Team Rainbow, A1, A2, A3, B1, B2 and B3 and who have variable pay as part of their salary stack.

For employees joining in above Bands in Support roles and central functions, and who have variable pay as part of their salary stack, variable pay will be linked to company's financial parameters. Financial metrics is linked based on specific role for each employee in each quarter, as per the respective financial year policy.

The Variable Pay program may be changed / altered or modified in part or full thereof from time to time, at the sole discretion of the management. It is mandatory for you to complete the quarter for which the Variable Pay applies i.e. you should be on the rolls of the Company on the last working day of the quarter to be eligible for payout under the program.

The detailed policy will be made available on myWipro->myPolicies->Common Policies Across Countries->my Financials->Variable Pay Policy FY 2021-22.

SOME ADDITIONAL INFORMATION ON THE SALARY OFFER

Basic, Additional Allowance and Bonus

This are fixed monthly components of your salary and are taxable. They do not vary every month, and are fixed for a particular period.

House Rental Allowance:

HRA is given to the extent of 50% of your Basic. HRA exemption is applicable as per IT rules on submission of rent receipts.

Wipro Benefit Plan (WBP):

Wipro Benefits Plan (WBP) is basket of various allowances/ expenses considered for Income Tax exemption. Under WBP, you will be granted Leave Travel Allowance and Education Allowance. Benefits regarding the use of Telephone/Mobile phone, Non-transferable Meal card can also be availed under the Plan. The actual expenses incurred towards these components are eligible for exemption as per the prescribed Income Tax rules applicable. Thus, you will be subjected to tax for the portion of the allowances that is not exempt. The Income Tax exemption for benefits availed are subject to submission of proofs or other conditions as may be prescribed in this policy. Wipro will grant a Group Allowance, which will be computed after reducing the aggregate cost of allowances/benefits availed under WBP and related recovery of Perquisite Tax and associated charges. Following are your WBP Entitlements:

1. Leave Travel Allowance:

   New employees are eligible for LTA provided leave is taken as per the rules of Wipro. For details on Income Tax exemption please refer to myWipro on joining. The maximum LTA that can be considered for IT exemption is Rs 50,000.

2. **Telephone/Mobile Phone Allowances:**

   The amounts paid by you towards telephone rentals (both landline and mobile) rentals are also towards broadband/ modem hub/ routers/ GPRS etc. for internet usage plans are eligible for IT exception up to Rs. 19,800 per annum under WBP as per prescribed limit in the policy. No expenses in respect of rentals or other

1. Medical Assistance Program (MAS)**: This is a medical scheme covering you, your spouse and your children to the extent of Rs.15000 per annum. **This scheme is not applicable for employees covered under the Employee State Insurance Act (ESI).** This limit will be prorated based on your joining and exiting months in a financial year. The amount mentioned as Medical allowance in your salary slack is a notional figure and it indicates average outflow per month and per employee towards MAS. Medical is a reimbursable amount. i.e., it will be paid at actuals on making a claim.

2. Mediclaim: You are eligible for a floater coverage of Rs 2,00,000 per annum for family (self, spouse & children) towards hospitalization. There will be a deduction from your monthly payroll depending on your marital/family status towards the base sum insured premium. 10% of the claim amount has to be borne by you.

   If you wish to enhance the coverage, Top up cover options are also available for a highly negotiated premium. More details on the policy are available on My Policies Section in myWipro which is accessible on joining.

   Base Medical insurance is to be availed by the employee as default. It is accounted for in deductions as a nominal monthly charge. Top-Up cover is voluntary and charged as applicable during renewal timelines.

3. Annual Health check: Company paid Annual health check-up program is available for employees above 40 years of age.

Gratuity Benefit**: Up to Rs. 20,00,000

This provides you a lump sum benefit up to a maximum of INR 20 LPA to be calculated and payable as per applicable laws

Survivor Benefit Pension Program**:

The Survivor Benefit Plan's objective is to provide a monthly income to the surviving spouse and children of an employee, in the unfortunate event of death while in service. The pension payable is based on last drawn basic salary at the time of death, number of years till retirement, number and age of surviving members.

E.g. If an employee is in Grade B3 with basic of Rs. 15,000 per month and the remaining period before retirement at time of his death is 20 years and he has a surviving spouse and two eligible children, the supplementary Pension payable per month would be as follows: Basic * No of years to Retirement * Grade Factor * % based on number and age of surviving members.

i.e. 15,000 x 20 x 2.7%* x 80% = Rs. 6,480 per month as supplementary pension payable. *Grade Factor is a band specific predefined pension Accrual rate.

Loans.

Interest Free Loan: An interest free loan of Rs. 20,000 as per policy is available to facilitate your settling down. The amount is primarily intended to cover housing deposit/assistance towards purchase of two wheeler. This is recovered in 10 equal installments.

Contingency Loan: An Interest free contingency loan of Rs. 50,000 or two months monthly gross whichever is lower as per policy can be availed in case of contingency. This would be recovered in 20 equal installments. Any loan taken above Rs. 20,000 will be liable to tax on the notional interest cost as per CBDT rules.

**: These benefits are subject to the terms and conditions of the company policy and cannot be converted to fixed cash.

1. Your Life and Accident Cover :

a. Group Personal Accident Insurance (GPAI) Program: Rs. 12,00,000 Through GPAI you are covered by way of round-the-clock risk coverage against any accidents occurring while at work or outside of work resulting in partial or total disablement,or casualty. Employees can also get an extra coverage for a nominal and highly negotiated premium.

b. Group Term Life Insurance: Rs. 14, 00,000 In the unfortunate event of death on account of either accidents or natural causes, your surviving family members would be eligible for an Insurance cover under this policy. This sum insured is inclusive of cover as per EDLI (Employee Deposit Linked Insurance). Employees can also get an extra coverage for a nominal and highly negotiated premium.

   Please note: More details on the above mentioned policies are available on My Policies Section in My Wipro accessible on joining. Access through My Wipro -> My Policies ->India > My Financials -> Group Life Insurance/ Personal Accident

   The policies mentioned here are policies of the Company as on date, this is subject to change in future as per policies of the Company from time to time.

Mindtree
A Larsen & Toubro Group Company

Date: 19-Jun-2021

To

Mareddy Rajarajeswari
INDIA

Dear Mareddy Rajarajeswari,

Sub: Offer of Training and Employment

1. This has reference to the selection process for employment opportunity at Mindtree in the campus of Kalinga.

2. We take pleasure in informing you that you have been selected for appointment in Mindtree as an ENGINEER in the Salary Grade C1 subject to the following terms and conditions.

2.1. a) You should complete the Degree which you are now pursuing without any backlog (subjects where you have not obtained the passing marks) at the time of joining

b) Secure 60% aggregate in the degree. Aggregate is calculated as follows:

$$\text{Aggregate} = \frac{\text{(Total of marks obtained in all the subjects from the first to last semester)}}{\text{(Total of maximum marks in all the subjects from first to last semester)}}$$

$$\text{Aggregate \%} = \text{Aggregate} * 100$$

c) Provide a copy of the degree certificate or provisional degree certificate along with mark sheets of all semesters on your day of joining.

2.2. You shall initially undergo training at Mindtree, Kalinga, Bhubaneswar, Odisha and undergo Orchard Learning Programme conducted by Mindtree, Kalinga which helps you to transition to the Corporate world of technology solutions. The details of the programme and the training location will be provided separately closer towards the joining date. Mindtree reserves the right to change the training campus location based on business needs.

2.3. Your joining location would be Mindtree Kalinga, Bhubaneswar and joining date would be communicated in subsequent emails.

M. Rajarajeswari

Mindtree
A Larsen & Toubro Group Company

2.4. Your onboarding date would be shared with you based on your participation and achieving required milestones as per the pre- orchard learning program calendar which will be shared by you upon acceptance of this offer.

2.5. The period of Orchard is 90 days and on successful completion of the programme, you shall be deployed at a location as per the business requirement of Mindtree.

2.6. The other terms and conditions of your appointment at Mindtree is in Annexure - A. Besides, you will be governed by the rules, regulations and policies of Mindtree which will be in force from time to time

2.7. You shall bring with you the following documents at the time of reporting for Training at Mindtree, Kalinga, Bhubaneshwar, for completing the joining formalities.

- 10th, 12th and graduation (all semesters) mark sheets originals and 2 sets of photocopies
- Degree completion/provisional certificate originals and 2 sets of photocopies
- Pan card originals and 2 photocopies
- Aadhaar card originals and 2 photocopies
- Voter ID / Driving license originals and 2 photocopies
- 4 passport size photographs

If the above terms and conditions are acceptable, you may confirm your acceptance by digitally signing this offer within 5 days from the date of receipt of this mail and offer document.

If you have any questions or need any clarification, please do not hesitate to contact us at campus@mindtree.com.

We wish you a long and successful career with Mindtree.

We look forward to working with you soon.

Thank you,
For Mindtree Limited

Rosalee

Rosalee M Kombial
Vice President-People Function

M. Rajarajeswari

Mindtree
A Larsen & Toubro Group Company

Enclosed: Annexure to your Offer of Employment

Acceptance of the offer

I, Mareddy Rajarajeswari, agree to accept the employment on the terms and conditions mentioned in this Offer of Employment and the annexure.

Your Signature	M. RajaRajeswari
Your Name in Capital letters	MAREDDY RAJARAJESWARI

Annexure 1

Compensation stack during the Orchard Learning Program **(from the date of joining till the date of confirmation)**

Name : **Mareddy Rajarajeswari**

Salary Grade : **C1**

Designation : **ENGINEER**

Stipend : **INR 26,000 per month**.

Payment will be after deduction of below amount from the monthly stipend:

- **INR 6000** per month covering for accommodation on twin share basis on a subsidized cost if your training location is Mindtree Kalinga (excluding food expenses)
- Food expenses will have to be borne by you.
- Premium for Insurance during your learning program will be **INR 550 per month**.
- Applicable taxes like Professional tax and Income tax, prevailing at the time of pay out.

You will be covered for Insurance benefits as prevailing at the time of joining and the coverage for 2021 - 2022 is as follows.

- Group Medical Coverage (GMC) for you and your family. The standard coverage under GMC is INR 500,000 per annum per family.Family means your spouse and children (up to 2 children). Parents/Parents-in-law or siblings or any other relationships are not covered.
- Group Term Life (GTL) coverage for you and is up to INR 2,000,000.
- Group Personal Accident (GPA) coverage for you and is up to INR 1,500,000.

More details will be provided at the time of joining.

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Annexure 2

Compensation stack effective from date of confirmation

Name : Mareddy Rajarajeswari

Salary Grade : C1

Designation : ENGINEER

Detailed break up of your CTC components is given below (all figures are in INR and per annum)

Basic	180,000
HRA	89,916
Provident Fund	21,600
Gratuity	8,640
Insurance Benefits*	6,600
Allowance in Lieu of Reimbursement	45,252
Annual Gross	**352,008**
Bonus / Variable Compensation**	48,000
Annual Cost to Company	**400,008**

*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. Rajarajeswari

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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 500,000. Top up options with additional/higher insurance coverage are available as per policy. If you opt for this, the additional premium for the increased coverage will be deducted from your salary on a pro-rated basis.

- You will be given an option to cover your Parents or Parents-in-law. If you opt for this, the additional premium for the parental coverage will be deducted from your salary.

More details on these options will be provided to you at the time of your confirmation.

**The bonus component per annum is 12% of CTC. The payout will be governed by the Bonus plan applicable for the respective year. More details of the plan will be available on joining. The actual amount payable is inclusive of bonus, if any, as per the Bonus Act, 1965 and amendments thereto.

The structure of CTC shown above is indicative and by the time of your confirmation, there could be changes in the structure arising out of changes in the Income tax rules or Insurance or organization wide compensation philosophy changes. However, the CTC amount will be protected i.e., will remain the same.

M. Rajarajeswari

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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 3, and Mindtree Code of Conduct. **You are requested to go through the documents carefully and understand the terms thereof before sending your acceptance.**

5. You are requested to contact the People Function team (HR team at Mindtree) for any clarifications on policies/rules/regulations, which are applicable to you. **Salary details are personal to you and you are expected to keep them confidential.** We expect you to keep the salary details confidential at all times.

6. Orchard Learning Program

6.1 On joining, you will be part of our Orchard Learning Program. The Orchard Learning Program will consist of new age methods that enable you with real world problem solving capabilities.

6.2 Orchard Learning Program spans for about 90 calendar days. However, the duration could be shortened or extended based on the business requirements and an individual's readiness for working on projects as determined by Mindtree.

6.3 The Orchard Learning Program is intensive and fast paced, requiring your focus and hard work, to learn effectively and demonstrate capabilities expected by Mindtree. You are required to ensure your 100% availability and undivided attention during the tenure of the program.

6.4 You will be continuously assessed and given feedback by experts throughout the learning program. You will be provided opportunities to demonstrate the acquired capabilities on skills such as Communication, design, programming, problem solving, presentation and professionalism on engineering, business and social projects. You must clear a set of mandatory capabilities, as the qualifying criteria, for successful completion of Orchard Learning Program. The details of qualifying criteria will be communicated to you upon your joining.

M. Rajarajeswari

Your continued employment with Mindtree is subject to your meeting the qualifying criteria during and at the end of the Orchard Learning Program. If you meet the qualifying criteria for successful completion of the Orchard Learning Program, your employment with Mindtree will be confirmed through a written intimation shall be sent to you. If you do not meet the qualifying criteria, you will be asked to leave the services with no further assurances, risk or liability of Mindtree. Unless otherwise confirmed in writing, you will be deemed to be under the Orchard Learning Program.

7. Confirmation of Employment

7.1 Upon confirmation, your designation will be ENGINEER and in the Salary Grade of C1 will continue. The date of confirmation is reckoned as the start date of service for all practical purposes, including statutory requirements. Date of confirmation is the start date used for provident fund, gratuity, tenure calculation for performance management cycle, increments, progression, vacation or leaves as per general policy, loans and other benefits etc.

7.2 All confirmations will be aligned to the 16th of the same month or 1st day of the succeeding month post successful completion of the Orchard Learning Program. For e.g. if you successfully complete the Orchard Learning Program any day between 1st to 15th during the month of September 2021, the date of confirmation will be 16-Sept-2021 or if you successfully complete the Orchard Learning Program any day between 16th to 30th of September 2021, the date of confirmation will be 01-Oct-2021.

7.3 The duration between the successful completion of the Orchard Learning Program and the date of confirmation is considered as part of the Orchard Learning Program.

7.4 On confirmation, your work location will be decided based on the business requirements. You are expected to report at your work location as advised.

7.5 Your joining may be revoked or your confirmation will be withheld, if any of the required joining formalities, for e.g., submission of all marks cards, degree certificates, etc., are not complied with.

7.6 Determination of adequacy and authenticity of the proofs submitted will be at the sole discretion of the Company.

8. Background check & references

We would be conducting a background and reference check prior to or after your expected date of joining to validate your identity and the address provided by you and to conduct any criminal checks.

Your employment with us and your continuation in service is contingent upon (i) our obtaining a satisfactory report on the background check conducted by our approved agency relating to details provided in your application etc. and (ii) your eligibility to work for the Company such as no non-compete restrictions.

M. Rajarajeswari

If any of the information provided by you is found to be inaccurate now or later, or if you suppress any material information, Mindtree at its sole discretion can take necessary action including but not limited to termination of employment with or without notice or compensation. In certain client projects, our clients may request additional checks, which you shall comply with.

In securing this offer, you have represented that you have certain educational qualifications. Hence, we understand that you shall provide proofs of such qualifications as applicable which we find satisfactory when asked by us or our background check agencies.

In the event of non-cooperation with the background check process, including but not limited to non-submission of requested documents and lack of response to calls and/or mails, Mindtree may, at its sole discretion, choose to terminate the employment contract between Mindtree and you with or without notice or compensation.

9. Compensation and benefits

9.1 During the Orchard learning program, you will be paid a stipend of INR 26,000 per month.Please refer Annexure 1 for details. On successful completion of the Orchard learning program, your employment with Mindtree stands confirmed. On confirmation, your total compensation would be INR 400,008.00 per annum Please refer to Annexure 2 for details. All payouts are aligned to salary payout, which is the last working day of the month, unless otherwise mentioned. Any payment will be after deduction of applicable taxes prevailing at the time of payout.

9.2 You will be covered under insurance from the date of joining, as detailed in Annexure 1.

9.3 You will be eligible for relocation benefits for the relocation from Mindtree Kalinga to your work location, as per the existing relocation policies for Campus Minds.

9.4 The performance management and career progression will be as per the existing policies.

9.5 You will not be eligible for any loans or advances during the Orchard Learning Program. You will be required to be on the rolls of the Company and not serving the notice period, for you to be eligible for sanction of loans and salary advance, payment of year-end payout component of bonus (if applicable), compensation revisions, promotions etc. You will have to refund any amounts received by you when you are not entitled for the same.

9.6 Duration of unpaid vacations will not be considered while the Company is computing the tenure for benefits like gratuity, compensation revisions, promotions etc. which have a tenure eligibility component, amongst other criteria.

M. Rajarajeswari

10. Vacation and leave

10.1 No leaves are allowed during the Orchard Learning Program except the statutory holidays and other Mindtree official holidays applicable to the Orchard Learning Program candidates in general.

10.2 Any absence during the Orchard Learning Program due to any grave personal emergency will be dealt on a case to case basis and will be considered as loss of pay and deducted from your stipend on pro-rata basis. Recovery of the amount towards loss of pay during the Orchard Learning Program may happen either during the Orchard Learning Program itself or the first month of confirmation or final settlement on cessation of employment, as the case may be.

10.3 On confirmation, you will be eligible for leaves as per the general leave policy as in force in the Company from time to time.

11. Termination of employment

11.1 During Orchard Learning Program

a) Termination for cause

Your employment with Mindtree will be terminated without any notice or stipend or compensation in lieu of notice in the below circumstances which you agree are reasonable and acceptable:

- Failing to meet the qualification criteria during the Orchard Learning Program assessment
- Unauthorized absence during the Orchard Learning Program
- Non-compliance to Mindtree integrity policy and other disciplinary expectations.

Examples of acts which cause termination on disciplinary grounds are employing unfair means during assessments, submitting fake bills for any reimbursements, submitting fake medical certificates, submitting fake documents, misuse of access cards, not being available in office without prior intimations and for unreasonable durations, not clearing background verification checks, misuse of Company assets, violation of Company policies & Code of Conduct, indulging in acts of sexual harassment, persistent irregularity in attending the learning sessions without valid reasons, being absent for assessments without prior permission, becoming insolvent, absconding etc. This list is only indicative and not comprehensive.

If Mindtree terminates your employment, for reasons other than your performance (meeting the qualifying criteria during and at the end of the Orchard Learning Program) and disciplinary grounds, you will be terminated from employment with immediate effect and return Mindtree assets immediately.

b) Termination for convenience

If you wish to terminate your employment during the Orchard Learning Program, you will be required to notify your resignation in writing. On acceptance of your resignation, you will be intimated about your relieving date and you are expected to comply with all separation procedures and return of the Mindtree assets, within two working days.

M. Rajarajeswari

11.2. After confirmation

a) Termination for cause

Mindtree may terminate your employment, with immediate effect, without any notice or salary or compensation in lieu of notice, on disciplinary grounds, which may include any act of integrity violations. Examples of acts which cause termination on disciplinary grounds are employing unfair means during assessments, submitting fake bills for any reimbursements, submitting fake medical certificates, submitting fake documents, misuse of access cards, not being available in office without prior intimations and for unreasonable durations, not clearing background verification checks, misuse of Company assets, violation of Company policies & Code of Conduct, indulging in acts of sexual harassment, persistent irregularity in attending the office without valid reasons, becoming insolvent, absconding etc. This list is only indicative and not comprehensive. In event of termination due to such reasons, you agree that notice requirements shall not apply. In case of your unauthorized absence, without intimation or permission or prior sanction of leave, or being absent beyond the period of leave originally granted or subsequently extended, for a period of 10 working days or more, it shall be considered that you are no longer interested in continuing employment with the Company, in such a case, it shall be deemed that you have abandoned your services. In such an event, the management shall terminate your services without any notice or salary or compensation in lieu of notice.

b) Termination for convenience

1. If you wish to terminate your employment, you will be required to give an advance notice of **three (3)months**, in writing to the company. If at your request, Mindtree agrees to relieve you before serving the full notice period, you will be liable to pay to Mindtree, the salary for the balance notice period along with other amount payable by you to Mindtree. Both Mindtree and you agree that this amount is fair and legally enforceable in the event of any default from your side. Mindtree, at its sole discretion, may provide waiver on the notice period. If there is any failure to comply with the separation procedures within a reasonable time frame, then it will be handled as Termination on disciplinary grounds. If Mindtree terminates your employment, for reasons other than disciplinary grounds, you will be given an advance notice of three months, in writing.

2. If Mindtree decides to relieve you before the completion of the notice period, the salary for the balance notice period would be paid to you after adjusting the amounts payable by you to Mindtree.

3. Salary for the purpose of notice period means the two components of Basic & Flexible Expenditure Plan (FEP), in your compensation at the time of termination of your employment.

M. Rajarajeswari

11.3 Common guidelines to be complied with, on termination for any reason, and at any time of your employment

a) On termination of your employment for any reason, you shall comply Mindtree's separation procedures, sign all required documents and return all Mindtree assets with you. Mindtree will not be bound to pay the final dues, if any, till you have completed all the separation procedures and returned all the payments that Mindtree may have due from you under any loans, liens, or borrowings you may have made.

b) If there is any failure to comply with the separation procedures within a reasonable time frame, then it may be handled as termination on disciplinary grounds based on assessment of the circumstances.

c) Mindtree, at its sole discretion, may extend the time frame of notice period for compliance.

12. Nature of employment

12.1 The offer of appointment has been made on the basis that the declaration made by you during the selection process and subsequently at the time of joining are complete and correct and if it is found that you have concealed any information which have material bearing on your employment or you have made any wrong declaration, your employment may be termination without any notice, salary or payment in lieu of notice. **The Company reserves right to have your back ground check either directly or through an outside agency and by accepting the terms of appointment, your consent for the same is deemed to have been given.**

12.2 The employment at Mindtree is exclusive and you shall devote your full time for discharging the roles and responsibilities entrusted to you. You shall not take up any employment part-time or full time for consideration or on honorary basis without the prior written consent of Mindtree either during Orchard Learning Program or after your confirmation.

13. Other Agreements

You may be required to sign necessary agreements with Mindtree and its clients as required and complete various formalities as per those agreements at the time of joining and during the tenure with the Company. You may also be required to sign other agreements with the Company, as the Company may decide from time to time, in order to secure the interests of the Company and also to ensure your performance and adherence to all terms, conditions, rules and regulations of the Company.

M. Rajarajeswari

14. Transfer

14.1 You could be transferred to any of other offices/branches/subsidiaries/affiliates, either domestic or abroad, should the need arise. You will abide by the Company's rules, regulations and policies, as may be in effect from time to time with respect to your function, grade or location where you work in.

14.2 On confirmation of your employment through the successful completion of the Orchard Learning Program, relocation from Mindtree Kalinga to the work location will be as per the existing relocation policy for Campus Minds.

15. Retirement and retirement benefits

15.1 Subject to your confirmation after the completion of training at Kalinga, your service in the Company is valid till the date of retirement (last day of the month of your sixtieth birthday). For this purpose the date of birth as declared in the application form for selection, will be treated as final.

15.2 Retirement benefits, i.e. Provident Fund and Gratuity, are effective from the date of confirmation.

15.3 Compliance will be as per the prevailing statutory requirements at any point of your employment with Mindtree.

16. Intellectual property

If you conceive any new or advanced methods of improving process/formulae/systems in relation to the operation of the Company or an intellectual property in course of your training or work, such developments will be fully communicated to the Company and the Company will have the full ownership sole right/property of the same. You hereby assign all intellectual property rights and moral rights to Mindtree.

M. Rajarajeswari

17. Mindtree's Code of Conduct and Policies

17.1 Mindtree has a 'Code of Conduct' that is applicable during your stay at Mindtree's Global Learning Center at Mindtree Kalinga, Bhubaneswar, for the Orchard program as well as outside of Mindtree at any other Mindtree premises. The Code of Conduct also applies to your tenure with Mindtree after the completion of the training at Kalinga and your employment at Mindtree while at Mindtree location or at a Mindtree customer location.

17.2 You will be requested to sign your acceptance and adhere to these terms upon joining.

17.3 Any subsequent updates of the Policies and Code of Conduct shall automatically apply to your employment with Mindtree. You are required to keep yourself updated at all times of these Policies and Code of Conduct.

18. Tax implication

You are solely responsible for declarations and implications arising thereof for all personal income tax purposes.

19. Reimbursement of travel expense for joining Mindtree

Expenses incurred by you for joining at Mindtree Kalinga will be borne by you and will not be reimbursed by Mindtree.

20. Personal Safety and conduct

You understand that Kalinga is a residential facility and you shall accordingly upon leaving the campus for your outings or otherwise, have the responsibility of informing your family about your safety and whereabouts. While you are outside the Kalinga Campus or outside a Mindtree premise at your own volition, you shall be responsible for your conduct and personal safety. You shall indemnify Mindtree, its directors and employees from any claims, legal or financial arising out of your own actions or omissions or indulging in activities that endanger your personal safety and release Mindtree of all liabilities to you or your family arising from your acts or omissions.

End of Annexure 3

M. Rajarajeswari

Mindtree
A Larsen & Toubro Group Company

Code of Conduct

Summary:

Mindtree Minds are expected to follow a professional code of conduct and work ethics. The intent of this document is to lay the ground rules for professional and disciplined behavior in the office premises and/or at client locations. Mindtree cannot anticipate all situations that may arise during your employment. When in doubt about an appropriate course of conduct, please contact your supervisor or a People Function representative.

Your employment with Mindtree is subject to your acceptance of this Code of Conduct Procedure. All Mindtree Minds are required to read, understand and sign the Code of Conduct procedures when they are hired.

Objective:

To define guidelines on the professional code of conduct and work ethics in the office premises and/or at client locations.

Eligibility/Applicability:

All Mindtree Minds, Mindtree's clients, vendors, partners etc.

Code of Conduct :

The policy details various scenarios under which Code of Conduct is monitored.

1) Personal Interest v/s Mindtree's interest

In day-to-day work scenarios, you could face situations where a possible course of action would advance your personal interests at the expense of the company. In such situations, you are expected to put the best interests of the company first. When in doubt, please check with People Function and/or your Manager.

2) Use of proprietary or confidential information of third party

You should not disclose to Mindtree, bring onto Mindtree's premises or induce Mindtree to use any confidential information that belongs to anyone other than Mindtree or yourself. You are instructed neither to make use of any confidential or proprietary information of a third party in the course of performing your job duties or services, nor include or incorporate any such information with or into any product or work that you create, design, or develop for or on behalf of Mindtree in the course of performing your duties or services unless you have the prior written consent of Mindtree. Reference to 'Mindtree' above includes Mindtree's clients, vendors and partners as well.

3) Office for Profit

Without the consent of Mindtree, you are prohibited from initiating or accepting any work as an Employee, consultant, adviser or as a member of board of directors of any other company. If you wish to seek approval for such outside work, please contact your People Function representative.

4) Vendor relationship

In your capacity as a Mindtree Mind or Consultant, neither you in the capacity of employee nor any of your immediate family members can be a vendor of Mindtree. You shall not accept advice, service, or gifts or presents in kind or cash from a vendor of Mindtree with a value greater than $25. If you receive any gifts from a vendor with a value greater than $25, or if a vendor engages in a pattern of offering you small gifts, please inform your reporting manager or ask People Function for guidance.

5) Using Mindtree's time and assets

You should not use Mindtree's or its customers' time or any of its assets for performing outside or personal work. In addition, you should not abet, entice, motivate, help, or coerce fellow employees to use such time and assets for outside or personal work that could reasonably be construed to have a detrimental effect on Mindtree.

6) Personal Relationship

Your spouse or any other member in your immediate family may be working with a competitor or vendor of Mindtree. This calls for extra-sensitivity to confidentiality of Mindtree's information as there is a possibility that the closeness in relationship could lead to inadvertently compromising Mindtree's interest. You are requested to be aware of the potential conflicts that might arise and inform the People Function accordingly.

If you are a member of an Enabling function such as People Function, Finance, IS etc you cannot have an immediate family member employed in another function/role in Mindtree, unless it has been explicitly approved by the head of People Function.

7) Equal Opportunity

Mindtree is an equal opportunity employer and makes employment decisions on the basis of merit. The Company seeks to have the best available individual(s) in every position. Mindtree prohibits unlawful discrimination based on race, color, citizenship, religion, sex, national origin, age, disability, or family, marital or veteran status, or any other characteristic protected by federal, state or local laws.

Mindtree is committed to complying with all applicable laws providing equal opportunities to individuals regardless of race, color, citizenship, religion, sex, national origin, age, disability, or family, marital or veteran status, or any other characteristic protected by law. This responsibility applies to all persons involved in the operations of Mindtree and prohibits unlawful discrimination by any Mindtree Mind, including supervisors and coworkers.

Mindtree prohibits taking negative action against any Mindtree Mind for reporting a possible deviation from this policy or for cooperating in an investigation. Any Mindtree Mind who retaliates against another Mindtree Mind for reporting a possible deviation from this policy or for cooperating in an investigation will be subject to disciplinary action, up to and including termination of employment.

8) Dating/Romantic/Sexual Relationships

Mindtree recognizes that sometimes employees enter into personal relationships in the workplace, and this provision is not intended to prohibit such relationships. However, certain romantic or sexual relationships can interfere with the smooth operation of its business. Some of these relationships can also result in actual or potential disclosure of confidential or sensitive information and can have other detrimental effects. Mindtree reserves the right to determine when a relationship presents a problem in the workplace.

Without limiting its discretion to address problematic relationships or situations, Mindtree offers the following guidelines:

During working time and in working areas, employees must keep personal exchanges limited so that others are not distracted or offended, and so that productivity is maintained. During nonworking time, such as lunches, breaks and before and after work periods, employees may have appropriate personal conversations in non-work areas as long as their conversations and behaviors could not be perceived as offensive or uncomfortable to a reasonable person. Employees are strictly prohibited from engaging in conduct that would be deemed inappropriate by a reasonable person while on company premises, regardless of whether they are working at the time.

Mindtree generally considers employee off-duty conduct as private, as long as the conduct does not create problems within the workplace. Exceptions to this principle, however, involve 1) romantic or sexual relationships between supervisors and subordinates (regardless of the reporting structure) or 2) romantic or sexual relationships between any employee in the People Function or Finance departments and any other employee. Both employees involved in a relationship in either of these categories must immediately disclose to Mindtree the existence of a romantic or sexual relationship. Such required disclosure must be made in writing to People Function. People Function will provide an appropriate form upon request. Failure to make this disclosure may result in disciplinary action up to and including termination of employment. This disclosure will enable Mindtree to determine whether, given the relative positions of the individuals involved, action should be taken.

If Mindtree determines that action must be taken, it may ask one or both of the employees to transfer to another position, location, or project. If a transfer proposed by Mindtree is refused, or if Mindtree determines that the situation cannot be adequately addressed by transfer (or if Mindtree determines that transfer otherwise would not be in the best interests of Mindtree), Mindtree may terminate the employment of one or both employees. Mindtree has the sole discretion to determine whether a problem exists and how to address it. Accordingly, Mindtree is not limited to transfer and discipline/termination as its only options.

9) Personal Behavior

Mindtree expects all Mindtree Minds to be honest and fair in dealing with people, customers, vendors, competitors or others because you are the brand ambassador of Mindtree and your actions help to form others' impressions about Mindtree.

10) Breach of Discipline

As discussed above, Mindtree expects all Mindtree Minds to behave in a professional manner. Listed below are categories of inappropriate conduct that may lead to disciplinary action, up to and including termination of employment from Mindtree (This list is just illustrative and not exhaustive).

"Theft, fraud, forgery, embezzlement, misappropriation; dishonesty, harassment, indecent behavior, sexual advances, suggestive remarks, racial slurs, derogatory remarks/discrimination on - disability, veteran status, national origin, sexual orientation, race, color, religion, political affiliation, sex, or age. The list also includes forwarding/ viewing pornographic material at work or on work computers or other devices, willful insubordination, disobedience, absence without leave, habitually irregular attendance, neglect of work, willful damage of company property, disclosing/divulging trade secrets/confidential information/special processes/methodologies, unfair dealing with parties, false representation/misrepresentation, false recording/reporting of information, drunkenness, riotous behavior, commission of certain criminal offense(s), aiding or abetting any act listed herein, willful breach of law/rule / policy / guideline/procedure, working under the influence of alcohol or illegal drugs, creating/encouraging an offensive work environment, etc."

In the event Mindtree receives information suggesting that you may have engaged in any of the conduct described above, People Function personnel may require you to undergo necessary tests/assessments/inquiry as appropriate. You will be expected to cooperate in any investigation People Function or Mindtree management conducts or directs. Mindtree reserves the right to test Mindtree Minds for drug and alcohol use for cause or when a client requires testing.

11) Usage of Assets

As a Mindtree Mind, you will come in contact with the below mentioned assets as part of your job. You shall not disclose or divulge any of these assets without permission. You also shall not give false information, misinterpret or misquote any of these assets.

Information which can safely be construed as intellectual property or as copyrightable material includes the following -

- Product of ideas and hard work
- Confidential data
- Any business/functional plan
- Personal information
- Design
- Processes and know-how
- Any internal databases
- Patents /application
- Copyrighted material
- Methodologies, Services etc.

You will also ensure that company confidential information is not used for -

- Benefiting a third party,
- Having reciprocal dealings for personal benefits,
- Acquiring pirated, illegal unlicensed software,
- Receiving or giving extensive gifts/presents,
- Following any practices that lead to monopolies or restrict trade,
- Causing any violation of legal or statutory requirements, etc.

Please understand that unintentional disclosure of proprietary information can be just as harmful as intentional disclosure. Hence you are directed not to disclose Mindtree's confidential information to anyone (including fellow employees, if you are unsure of whether to divulge or not) unless otherwise required or permitted by law or directed by Mindtree management.

12) Workplace Etiquettes

Workplace etiquette and housekeeping of personal space is a discipline. You must keep your desk space area clean at all times and should put away any papers, books, files, stationery, etc. when you close work for the day. You must ensure that you maintain minimum noise levels at all times so as not to disturb others. Please be conscious of Mindtree's Green council policy while using company / customer provided resources like printers, stationery, etc.

All Mindtree facilities/ campuses are designated as non-smoking zones. If you wish to smoke at work, please make use of designated smoking areas only.

It is imperative to safeguard the assets (computers, telephones, LCD, etc.) of the company from dishonest, illegal or willfully negligent acts. It is a serious violation to remove any assets from the company or use for personal benefit.

13) Information Disclosure

As a Mindtree Mind, you are expected to maintain the confidentiality of Mindtree's trade secrets and private or confidential information. Trade secrets may include information regarding the development of systems, processes, products, know-how and technology. If in doubt about whether a document or other information should be considered confidential, please contact your supervisor or People Function representative.

Mindtree Minds should not speak to the media on Mindtree's behalf without contacting company spokesperson/public relations personnel. All media inquiries should be directed to them.

You must be aware that Mindtree subscribes to the provisions and guidelines of security controls as defined under ISO 27001 in the current form and with any subsequent changes. In Mindtree, you are expected to adhere to the defined compliance under the security policy. Any breach of information security controls may result in disciplinary action up to and including termination of employment.

14) Information privacy

For privacy related rights please refer to the Data Privacy Policy available in People hub and *https://www.mindtree.com*.

Agreed and Accepted

Signature : M. Rajarajeswari

Name : Mareddy Rajarajeswa

Date : Jun 19, 2021

19-1947

HEXAWARE

Letter of Intent (LOI)

26 October 2020

Maneesha Alaparthi
Gudlavalleru Engineering College
Vijaywada

Dear Maneesha Alaparthi,

We are pleased to inform you that you have successfully cleared the Campus pre-selection process and have been provisionally shortlisted for employment as **"Graduate Engineer Trainee"** subject to the conditions below.

As the next step, you will undergo and successfully clear our industry readiness program covering a foundation course on Soft skills and technical skills and one of the Centers of Excellence training programs on Digital, Fullstack, Automation, AI , ML, Analytics, PEGA and Cloud.

You agree to join Hexaware after successful completion of the program as per specified company guidelines and not participate in any other selection process of another company.

Upon Joining Hexaware, in the training period you will be entitled to the remunerations indicated below as per the role:

1. **Graduate Engineer Trainee** - Your will receive a Stipend of Rs.15000/-pm for a period of 6 months and on successful completion you will be paid a salary of Rs.3.50 Lac per annum

You are required to sign a service agreement for a period of 2 years upon joining Hexaware. You will receive a formal letter of appointment (on probation basis) with all the terms and conditions post joining the organization.

You will, at all times, will observe secrecy and confidentiality in respect of any technical, trade or business data or any other information that might come to your knowledge or possession and which, according to the company, are necessarily confidential and form valuable property of the company and not made available to the trade. Further, you will not disclose such data or information without written consent from the company to anyone other than the company's officials who are

authorized to receive the same. Even after you have ceased to be in the training, the confidentiality obligations shall be perpetual and binding on you and you shall not disclose them to anyone.

HEXAWARE

As a token of your acceptance that you have read and understood this Letter of Intent, please send in your confirmation to campusconnect@hexaware.com confirming your acceptance to joining Hexaware. You shall sign the "Non- Disclosure Agreement" (NDA) and you shall abide by the terms and conditions mentioned therein.

Yours faithfully,
For HEXAWARE TECHNOLOGIES LIMITED

Monica Mathur

Monica Mathur
Vice President, Recruitment-India & APAC

A. Manasa

HEXAWARE TECHNOLOGIES LTD.
[illegible]

12=7

Cognizant

19-12-17

22-Mar-2021

Dear Alaparthi Maneesha,
B.Tech/B.E., Information Technology
Gudlavalleru Engineering College,Gudlavalleru

Candidate ID – 15017509

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited.("Cognizant")**.You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation** and **Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR Rs.**450,740/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for 3 months and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

3.1 Cognizant Internship:

a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.

b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program.

3.2 Continuous Skill Development (CSD) Program:

a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrollment into the program.

b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

3.3 GenC Training Post joining:

a) Cognizant continues to invest in skill building of the entry-level talent and GenC training is a formal on-the-job training offered to trainees based on the business specific skilling needs. The terms and conditions of this training will be governed by Cognizant GenC program guidelines.

b) The Cognizant Internship or the Continuous Skill Development (CSD) completion qualify as the entry criteria to the GenC-Training and is used as basis towards your allocation to projects/roles.

We look forward to you joining us. Should you have any further questions or clarifications, please log into https://campus2Cognizant.cognizant.com

Yours sincerely,
For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President – Human Resources

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature: **Date:**

Compensation and Benefits

Name: Alaparthi Maneesha **Designation:** Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7349	88,188
	Annual Gross Compensation		**359,988**
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		**382,488**
	Company's contribution towards benefits (Mecical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		**401,988**

As an associate you are also entitled to the following additional benefits:

- Floating Medical Insurance Coverage
- Round the Clock Group Personal Accident Insurance coverage
- Group Term Life Insurance
- Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
- Gratuity: on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

Leave & Vacation:

- From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

Sl No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

- From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
- In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity leave by adhering to the conditions as specified in the Cognizant India Leave policy

Provident Fund Wages:

- For the purpose of computing PF Wages to Provident Fund, Pension Fund & EDLI Scheme, PF Wages shall be Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout".
- Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser

Employees State Insurance:

- Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter.
- Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month.
- ESI shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period.

* **Flexible Benefit Plan:** Your compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to
1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** **Incentive Indication:** Incentive amount may be higher, lower, or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is prorated to the duration spent with Cognizant India for the calendar year and will be paid to you only if you are active on Cognizant's payroll on the day of incentive payout.

*** **Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

<u>Note:</u> Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same. Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

17-12 47.

TATA

Offer: Computer Consultancy
Ref: TCSL/DT20184444429/Hyderabad
Date: 11/01/2021

Ms. Maneesha Alaparthi
Kanuru ,Vijayawada,D-No:6-66Uma Shanker Nagar,
Kanuru,
Vijayawada-520007,
Andhra Pradesh,
Tel# 91-8125526610

Dear Maneesha Alaparthi.

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,33,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year.Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Deccanpark, No 1 Software Units Layout, Madhapur, Hyderabad 500 081 India
Tel: 91 40 6667 2000 Fax: 91 40 6667 2222 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

TATA

GROSS SALARY SHEET

Annexure 1

Name	Maneesha Alaparthi
Designation	Assistant System Engineer-Trainee
Institute Name	Gudlavalleru Engg. College, A P

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,846	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance^	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
Retention Incentive	NA	0
TOTAL GROSS	27,416	3,36,877
Xplore/ Learning Incentive****		Upto 60,000

Refer to Table 2 for TCSL defined Structure. In case you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

^ Amount depicted will be paid out on a quarterly basis upon successful completion of the TCS Xplore Program

**The Performance Pay is applicable upon successful completion of the TCS Xplore Program.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount

**** Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
GROSS BOUQUET OF BENEFITS	7,646	91,752

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Deccanpark, No 1 Software Units Layout, Madhapur, Hyderabad 500 081 India
Tel: 91 40 6667 2000 Fax: 91 40 6667 2222 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

July 27, 2021

HRD/3T/21-22/1002132000

Ms. Maneesha Alaparthi
Candidate ID: 1002132000
Near Gudivada,Ventrapragada,D:No:3-27
Near Gudivada,Ventrapragada,D:No:3-27
Gudivada- 521263
Gudivada
India
Ph: (91) 63030 84119

Dear Maneesha,

SUB: LETTER OF INTENT TO HIRE

Congratulations! Further to your application for Employment with Infosys Limited ('Company') and the subsequent selection process, we are delighted to communicate to you our intent to make you an offer for the position of **Systems Engineer** in Job Level 3 with the company. Your DoJ is **December 13, 2021** and you will receive the Letter of Appointment with all the elaborates soon.

This letter of intent would be superseded by a formal employment contract. The employment contract will detail out the scope, terms and conditions of your employment with the company, break up of your salary, proposed location of posting, date of joining etc.

Please be advised that our offer to you will be conditional upon you having successfully completed your graduation / post-graduation qualification and having completed all course requirements and examinations required for the award of the educational qualification mentioned by you in your application for employment with the Company. You are required to submit all marks sheets and other relevant documents (if any), on the day you join the Company. Further, you should have been declared as passed by the relevant examination authority. Please note that the determination of the adequacy or authenticity of all or any of the proofs and any condoning delay in submission of the same will be at the Company's absolute and sole discretion.

Should you meet the conditions of employment, your **Total Gross Salary** includes a Performance Incentive and will be **INR 360000** per annum. The complete breakdown of the compensation and increment will be provided in the Letter of Appointment.

This is a letter of intent only. It is not intended to be, and shall not constitute in any way a binding or legal agreement, or impose any legal obligation or duty on either you or the Company. Should you have any questions regarding the above, please do not hesitate to write to us at offer_update@infosys.com.

Welcome to Infosys Ltd. We are confident you will be able to make a significant contribution to the success of Infosys Limited. We wish you a long, rewarding and fulfilling career and look forward to working with you.

Yours sincerely,

RICHARD LOBO
EVP and Head Human Resources – Infosys Limited

17- 12A7

Gmail

alaparthi maneesha <alaparthi.maneesha@gmail.com>

EPAM Recruitment - Survey On Preferred Technology

1 message

Shared EPAM-RDIN Hiring <epam-rdin_hiring@epam.com> Mon, Jul 5, 2021 at 6:48 PM

BCC is intentional :

HIRING PROCESS

Dear Participants,

Hope you are doing good and staying safe!

We are excited to announce that you are through with all the rounds of interview. Congratulations on clearing the Hiring Process.

As part of pre-onboarding process, we would like to get preferred technology you want to work for. However EPAM will take a final decision in allocation of technology based on the project demand we have.

Please choose the technology you would like to work for in epam, from the below list, if offered and onboarded. You will undergo 3 months training program on the technology you will be assigned.

Please use the below link to submit your response by today end of the day.

https://forms.office.com/Pages/ResponsePage.aspx?id=0HIbtJ9OJkyKafJ62fJHTDBk1-rJ0BPcaWrRYU2oS5UQ1BTNFRCV1c4TEdFVjdIVkExT0VJMFJWVC4u

RAJESH GANNAMANI

Recruiter

Hyderabad, India epam.com

CONFIDENTIALITY CAUTION AND DISCLAIMER
This message is intended only for the use of the individual(s) or entity(ies) to which it is addressed and contains information that is legally privileged and confidential. If you are not the intended recipient, or the person responsible for delivering the message to the intended recipient, you are hereby notified that any dissemination, distribution or copying of this communication is strictly prohibited. All unintended recipients are obliged to delete this message and destroy any printed copies.

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YOU'RE ONE OF A KIND.
YOU'RE AN #EPAMER!

25

Congratulations and Welcome to EPAM!

We are excited to have you onboard in what we are sure will be an exciting journey! We wish that you achieve all that you aspire for in your career here at EPAM.

At EPAM, our people are the source of our success and we are committed to providing numerous opportunities for smart, self-motivated, pro-active and collaborative individuals to learn and grow. We invest in EPAMers around the world, helping to find and develop the brightest minds and to build dynamic, lasting careers.

EPAM Systems, Inc. (NYSE: EPAM) has leveraged its software engineering expertise to become a leading global product development, digital platform engineering, and top digital and product design agency since its inception in 1993. Through its 'Engineering DNA' and innovative strategy, consulting, and design capabilities, EPAM works in collaboration with its customers to deliver next-gen solutions that turn complex business challenges into real business outcomes. EPAM's global teams serve customers in over 25 countries across North America, Europe, Asia and Australia. EPAM is a recognized market leader in multiple categories among top global independent research agencies and was one of only four technology companies to appear on Forbes 25 Fastest Growing Public Tech Companies list every year of publication since 2013.

As we wait for you to come onboard and experience this dynamic culture, we recommend that you make time to go through www.welcome.epam.in to understand life and culture at EPAM India.

Please do remember to send in your offer acceptance acknowledgement on the new hire portal, the link for which has been emailed to you. This portal also includes information on the list of activities planned for you in the first few days of your joining, to ensure that your assimilation in the EPAM system is smooth and hassle-free. In case you have more questions, or are facing some issues, please raise them on the portal and our team will revert with a response at the earliest opportunity.

Congratulations once again for becoming an EPAMer. You surely are one of a kind!

Regards,

Srinivas Reddy

EPAM India GDO Head

EPAM Systems India Private Limited
CORP. OFFICE (HYDERABAD): Salarpuria Sattva Knowledge City, 10th, 11th & 12th Floors, Unit 263, Plot No. 2, Phase 1, Survey No. 83/1, Raidurg Village, Serilingampally Mandal, Ranga Reddy District, Hyderabad, Telangana - 500081. INDIA. Ph.: +91 40 4797 9900. GSTIN: 6AAACW2012R1Z6

PUNE: SmartWorks Business Center Pvt Ltd, Suite 8, Level 1, West Wing, Nyati Unitree, Sainrat Ashok Road, Yerwada, Pune, Maharashtra - 411006. INDIA. Ph.: +91 20 4913 6000. GSTIN: 27AAACW2012R2Z4

CIN: U74140TG1997PTC028582
E-mail: corporateindia@epam.com
www.epam.com

<epam>

Strictly Private & Confidential

Jul 11, 2021

To,

Naneesha Alaparthi,
Near VijayaLakshmi Theater
Opposite Patha Petrol Bunk, Kodanda Ramalayam Road
D.no: 1-122, Kantipadu
Krishna District, Andhra Pradesh - 521121

Dear Naneesha Alaparthi,

Sub: Offer of Appointment as Intern

Congratulations!!

Subsequent to the discussion we had recently with you, we are pleased to offer you an Internship with EPAM Systems India Private Limited (the **Company**) as per the terms and conditions mentioned below :-

1. **DATE OF JOINING**

   Your Internship will commence from **Aug 02, 2021** for a duration of **04 months** ending on **December 03, 2021**

2. **DESIGNATION**

   Intern

3. **COMPENSATION**

   During your Internship period, you shall be eligible for a Stipend of **INR 15,000 (Rupees Fifteen Thousand Only) per month with applicable statutory deductions as detailed in Annexure-I**

4. **LEAVE**

   You will be entitled to 12 Days leave in a calendar year on a monthly accrual basis (1 per month).

5. **Holidays**

   Interns based out of Hyderabad, Pune and Bengaluru location are entitled to 9 Mandatory and 3 Open Optional Holidays can be availed as per the Intern's choice on any day in the year for regional festival/personal event. Interns working out of client locations shall follow the client holiday calendar.

   - Interns joining between January - March are entitled to all three optional holidays for the first calendar year.
   - Interns joining between April - September are entitled to two optional holidays for the first calendar year.
   - New Interns joining between October - December are entitled to one optional holiday for the first calendar year.

6. Working Hours

The Company follows 05 working days a week, with Saturday and Sunday as weekly days off for General shift Interns. The core working hours are from 9 AM to 6 PM. These working hours and working days may vary depending on project requirements and at the Company's discretion with reasonable notice, in accordance with applicable laws. If you are designated to work shifts, you shall be eligible for shift allowance as per Company policy.

7. PLACEMENT OF WORK.

i) Your place of work will be at Hyderabad.
ii) You may be required to work in any Position, Department or Shift as you may be assigned from time to time.
iii) During your Internship, you may be transferred to any of the establishments of the Company or its associated Companies in which case you will be governed by the rules and regulations applicable to that establishment.

8. INSURANCE BENEFITS

You shall be covered under the following Insurance benefits from the date of joining

Group Medical Health Insurance	Medical Insurance covering 1 + 6 (Self + Spouse + 03 Children + 02 Parents/ Parents-in laws) for **INR 10,00,000/-** family floater per annum. Intern contribution **INR 5,500** per year which will be deducted in 1st month payroll on pro-rata basis from your date of joining to 31st Dec. Contribution amount will be considered as tax exemption under **sec 80 D**
Group Personal Accidental Insurance	**Level A1 to A4 & B1 – INR 15 Lakhs; Level A5, B2 & B3 – INR 25 Lakhs; Level B4 & above – INR 35 Lakhs at company cost**
Term Life Insurance	Term Life Insurance at the Company's cost for a minimum sum of INR 20 Lakhs or 3 X of yearly gross salary, whichever is higher

9. **SECRECY**

i) Your Internship is a full-time assignment and you shall devote your whole time and attention to the interest of the Company and shall not engage yourself in any other business/occupation, whatsoever.

ii) You shall not conduct yourself in any manner inconsistent with the position or responsibility occupied by you.

iii) You shall not, at any time, during your Internship or thereafter, disclose to any person, firm or Company any information concerning the affairs of the Company or disclose, without the written permission of the Company, any information which is or may be of a confidential nature.

iv) You are required to sign the non-disclosure agreement in the prescribed format which shall form a part of these terms and conditions.

10. **Key policies, procedures and practices**

During your Internship with EPAM (and where applicable after your Internship has terminated), you must comply with all of the Company's policies and procedures and any legal and/or statutory and/or regulatory obligations, including (but not limited to) EPAM policies and procedures on, and any other obligations relating to, anti-bribery

and corruption. Failure to do so may result in disciplinary action being taken against you.

You should familiarize yourself with all policies and procedures that apply to your grade and business area as set out on intranet. info.epam.com

11. STATUTORY

All statutory payments are demonstrated based on current applicable practice and law and may be subject to changes in law from time to time. Further, any changes/modification to statutory payments, due to change and/or amendment in law, shall not be treated as a change in service condition(s) and therefore no notice of such change will be provided to you. However, the Company shall endeavor to inform you, via separate communication, about any changes/modification to statutory payment.

Gratuity - Upon cessation of Internship and, if applicable, subsequent employment after completion of continuous service of at least five (4) years and 152 days with the Company, you will be eligible for a gratuity as per the Payment of Gratuity Act 1972. The amount towards gratuity accrual forms a part of the above-mentioned compensation.

Provident Fund:- You will be covered under the Provident Fund (PF) scheme wherein, the Company will Contribute towards PF at the statutory rate as may be defined by the government from time to time. Your contribution and the Company's contribution have been included as a part of the above-mentioned compensation. Your contribution towards PF will be made from your monthly stipend.

ESIC (Employees' State Insurance Corporation) - In the event that you are eligible, you will be covered under the Employees' State Insurance Act, according to which the Company will contribute towards ESIC at the statutory rate. Your contribution and the Company's contribution form a part of the above-mentioned compensation.

12. Internship to Full Time Employee (FTE):

If you meet the criteria below and subject to sufficient business need, the expectation is that the Company will consider you for a full time employee position at the end of your internship. The Company will assess your performance based on the below criteria:

i) a minimum performance review rating 'Meets Expectation' (on scale of 5 rating and 5 being highest)

ii) your successful completion of graduation from your respective College/University, and

iii) your ongoing, active engagement with the Company (Not Resigned/On-notice) on the review date.

Please refer to Annexure -II for FTE Terms and conditions.

13. TERMINATION OF SERVICE

I) This offer is our formal contract and must be read and accepted in conjunction with the Employment Agreement, Proprietary Agreement and Disclosure of Interest. In addition to these terms and conditions stated in the above documents, there are other Company policies and procedures which you agree to observe and follow during your Internship and, if applicable, subsequent employment with EPAM. These Company policies and procedures may be varied from time to time.

i) If at any time, in the opinion of the Company, which shall be final, you are deemed insolvent or are found to be guilty of dishonesty, disobedience, disorderly behavior, negligence, indiscipline, absence from duty without permission or of any conduct unbecoming of the status and the post you hold in the Company's interests or of violation of one or more terms of this letter, your services may be terminated immediately.

iii) You have been offered this position on good faith that all the information and documents provided by you at the time of engagement for this Internship are true and correct. Your continued engagement is contingent upon satisfactory background verification. EPAM reserves the right to terminate your engagement without notice if the information and documents provided by you are found incorrect. EPAM warrants the right to recover the costs incurred to perform the check and withhold your salary thereby.

iv) **Absences from Work:** Approval should be obtained in advance from your line manager for absence during working hours. If unexpected circumstances mean that this is not possible, you should inform your line manager as soon as possible. Absence without approval and/ or explanation will be dealt with under the disciplinary procedure which could result in disciplinary action being taken against you by the Company and which may result in the termination of your Internship.

14. **Notice Period**

During the Internship program, your services can be terminated by giving **10** days' notice in writing or payment of stipend in lieu of notice on either side. In case of shorter notice, the liability will be restricted to payment for the proportionate period which falls short of the notice period. If during the notice period you are absent without permission, your services can be terminated without any notice. Any reduction/ waiver of the notice period shall be at the sole discretion of the Company. The Company may adjust the balance of annual leave, while granting such a reduction/ waiver.

15. **RULES & REGULATIONS**

During your Internship, you will be governed by the rules, regulations of service and orders of the Company that may be in force and which may be amended, altered or extended from time to time. Your acceptance of this offer carries with it your agreement to observe all such rules, regulations and orders.

This offer will automatically lapse if not accepted within one (1) week from the date of this letter.

16. **RETIREMENT**

You shall automatically retire from the services of the Company on attaining the age of 60 years and shall have no claim to be continued in the services of the Company thereafter.

You are requested to submit a copy of all the below mentioned documents. All the documents are mandatory to submit on the day of your joining:

i) Certificates in proof of your educational qualifications (X, XII, Graduation, Masters for the years/semesters completed)
ii) Address and ID proof (Passport & PAN)
iii) Four passport size photographs (the background should be white)
iv) Resume

<epam>

Strictly Private & Confidential

You are requested to report for duty formally on or before Aug 02, 2021 at 10:30 AM.

ANNEXURE-I- INTERN

Name of the Intern : Nandeesha Aleparthi
Designation : **Intern**

Components	Per Month	Per Annum
Base Salary (A)	12600	151200
Employer PF	1800	21600
Employer ESI	600	7200
CTC	**15000**	**180000**
Intern PF	1800	21600
Intern ESI	221	2652
Gross Deduction (B)	**2021**	**24252**
Net Pay (A-B)	**10579**	**126948**

ANNEXURE-II

DATE OF JOINING

Your FTE will commence from **Dec 06th, 2021.**

DESIGNATION

Junior Software Engineer

NOTICE PERIOD : Your services can be terminated by giving 60 days' notice, in writing or payment of salary in lieu of notice on either side. In case of shorter notice, the liability will be restricted to payment for the proportionate period which falls short of the notice period. In case you opt to take leave during the notice-period, the notice period will be extended by the period of leave taken. If during the notice period you are absent without permission, your services can be terminated without any notice. Any reduction/ waiver to notice period shall be at the sole discretion of the Company. Company may adjust the balance of annual leave, while granting such a reduction/ waiver.

LEAVE: You will be entitled to 20 days' leave in a calendar year on a monthly accruals basis. If your joining is in between a calendar year, the said number of leaves shall be pro-rated. You can utilize advance leave against accrued leaves to a maximum of 5 days in 6 months, Jan to November 1.7 days per Month, December 1.3 days.

COMPENSATION: Your total salary per annum is INR 6,00,000 (Rupees Six Lakh Only). Details of your salary structure are given below.

FTE Compensation Break up

Components	Per Annum	Per Month
Basic	171,360	14,280
HRA	68,544	5,712
Bonus (Statutory)	16,800	1,400
Other Allowances	313,458	26,121
Gross	570,162	47,513
PF - Employer's Contribution	21,600	1,800
Gratuity	8,238	687
Fixed Compensation	600,000	50,000
Cost to Company	600,000	50,000

Other Allowances:

Other allowances includes Flexible benefits as a component to your salary structure that you can select from the list below to avail of tax benefits per the Income Tax Act provisions and as provided for in the payroll structure/policy of the company. Conditions and limitations may apply.

Lunch Allowance	Maximum of INR 2200/- per month
Telephone & Internet	Maximum of INR 2000/- per month
Children Education	Maximum of INR 100/- for education and INR 300/- for boarding expenses per child and for a maximum of two children
Leave Travel Assistance	Leave Travel Allowance is allowed twice in a block of four years as stipulated in the Income Tax Act
Business Attire	Maximum of INR 1000/- per month
Professional Development	Maximum of INR 1000/- per month
National Pension Scheme	Maximum 10% of Basic per month

Thanking you,

Yours faithfully
For EPAM Systems India Private Limited

SRINIVAS MUMMAREDDY
Digitally signed by SRINIVAS MUMMAREDDY
Date: 2021.07.10 15:35:46 +05'30'

Srinivas Reddy
Managing Director

OFFER LETTER ACCEPTANCE:

No signature is required from upon acceptance of this offer. By clicking the acceptance button, you have agreed to be bound by the terms & conditions upon which the offer of employment has been made. An acknowledgment of receipt of the acceptance will be sent to you. This contract is legally binding based on the laws of India.

Offer: Computer Consultancy
Ref: TCSL/DT20184444453/Hyderabad
Date: 31/10/2020

Ms. Naga Mallika Dusanapudi
14-51/A,
Vinayaka Street,
Ravigunta-521324,
Andhra Pradesh.
Tel# 91-9705457801

Dear Naga Mallika Dusanapudi,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year.Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

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Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of ₹**14,784**/**-** per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

1. **House Rent Allowance (HRA)**
   Your HRA will be ₹**5,914**/**-** per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. **Leave Travel Allowance**
   You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

3. **Food Card**
   You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias.As per the Pre-Defined structure you will be eligible for a Food Card with an amount of ₹**500**/**-** being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.

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PERFORMANCE PAY

Monthly Performance Pay
You will receive a monthly performance pay of ₹**1,700**/**-**. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

Quarterly Variable Allowance
Your variable allowance will be ₹**600**/**-** per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

Quarterly Variable Allowance is subject to review on your first anniversary and may undergo a change based on the actual performance of the Company, your business unit and your own ongoing individual performance. The payment is subject to your being active on the company rolls on the date of announcement of Quarterly Variable Allowance.

This Pay/Allowance shall be treated as productivity bonus in lieu of statutory profit bonus.

Performance Pay will be effective upon successful completion of the TCS Xplore Programme.

CITY ALLOWANCE

You will be eligible for a City Allowance of ₹**200**/**-** per month. This is specific to India and is linked to your base branch. In the event of a change in your base branch this amount may undergo a change. It will stand to be discontinued while on international assignments. This allowance is fully taxable and subject to review.

XPLORE/ LEARNING INCENTIVES

You will be eligible for Readiness Incentive AND/ OR Competency Incentive, basis your performance in TCS Xplore Program. The incentives gives you an additional earning potential of upto Rs.60,000 over and above your CTC during the first year.

OTHER BENEFITS

Health Insurance Scheme
TCSL brings the benefit of health insurance cover to you and your dependants under the company's Health Insurance Scheme(HIS).

HIS offers the following benefits:

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1. **Basic Cover**

   i. Entitlement - Includes domiciliary expenses up to ₹6,000/- per insured person per annum and basic hospitalization expenses up to ₹2,00,000/- per insured person per annum.

   ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

2. **Higher Hospitalisation**

   Coverage under Higher Hospitalisation is mandatory. Under this scheme, you and your enrolled dependents will be automatically covered under Higher Hospitalisation benefits.

   i. Entitlement - You and your enrolled dependants will be entitled for ₹12, 00,000/- as a family floater coverage towards hospitalisation expenses, over and above the individual basic coverage.

   ii. Premium - For Higher Hospitalisation, a part of the premium will be recovered from your salary and the differential premium will be borne by TCSL.

Maternity Leave

Women employees are eligible to avail maternity leave of twenty six weeks. Adopting or commissioning mother,may avail maternity leave for twelve weeks. For more details on the benefits and eligibility, once you join, please refer TCS India Policy - Maternity Leave.

Tata Sons and Consultancy Services Employees' Welfare Trust (TWT)

You will become a member of the TWT, on completion of continuous association of one year from the date of joining TCSL. A nominal annual membership fee of ₹250/- will be recovered from you for the same. The Trust provides financial assistance by way of grants/ loans in accordance with the rules framed by the Trust from time to time for medical and educational purposes and in case of death of members while in service.

Loans

You will be eligible for loans, as per TCSL's loan policy.

Professional Memberships

You will be eligible for reimbursement of expenses towards professional membership as per TCSL's policy.

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RETIRALS

Provident Fund
You will be a member of the Provident Fund as per the provisions of "The Employees Provident Fund and Miscellaneous Provisions Act, 1952", and TCSL will contribute 12% of your basic salary every month as per the provisions of the said Act.

Gratuity
You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

TERMS AND CONDITIONS

1. **Aggregate Percentage Requirements**
   Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above (or equivalent CGPA as per the conversion formula prescribed by the Board / University) in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and highest qualification (Graduation/ Post Graduation as applicable) which includes successful completion of your final semester/year without any pending arrears/backlogs. As per the TCSL eligibility criteria, marks/CGPA obtained during the normal duration of the course only will be considered to decide on the eligibility.

   As communicated to you through various forums during the recruitment process, your appointment is subject to completion of your course within the stipulated time as specified by your University/Institute and as per TCSL selection guidelines.

   It is mandatory to declare the gaps/arrears/backlogs, if any, during your academics and work experience. The management reserves the right to withdraw/revoke the offer/appointment at any time at its sole discretion in case any discrepancy or false information is found in the details submitted by you.

2. **Pre requisites for Joining**
   To enable your readiness to work on assignments upon joining, we have put together a comprehensive learning program named TCS Xplore which is made available to you digitally. This foundation program will include Online learning content, Webinars, practice sessions & proctored assessments. Further to accepting this Offer letter, you are required to enroll for the TCS Xplore Program and start your learning journey with TCSL. TCSL will make Xplore program available for you upon your offer acceptance. Please note that your joining is subject to successful completion of your TCS Xplore program including the proctored assessment. We encourage you to complete your pre-learning, through TCS Xplore, well before your expected date of joining to avoid delays in onboarding.

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3. **Training Period**
You will be required to undergo class room and on the job training in the first twelve months (including the TCS Xperience Programme as set out herein below), during which period you will be appraised for satisfactory performance during/after which TCSL would normally confirm you.

This confirmation will be communicated to you in writing. If your performance is found unsatisfactory during the training period, the company may afford you opportunities to assist you and enable you to improve your performance. If your performance is still found unsatisfactory, TCSL may terminate your traineeship forthwith.

However, TCSL may even otherwise at its sole discretion terminate the traineeship any time if your performance is not found satisfactory. The terms and conditions of the training will be governed by TCSL's training policy. TCSL reserves the right to modify or amend the training policy.

If you remain unauthorizedly absent for a consecutive period of 3 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of TCS Xperience trainees without any further intimation/separate communication to you.

4. **Working Hours**
Your working hours are governed by applicable law. You may be required to work in shifts and/or over time depending upon the business exigencies as permitted by law.

5. **Mobility**
TCSL reserves the right to transfer you at any of its offices, work sites, or associated or affiliated companies in India or outside India, on the terms and conditions as applicable to you at the time of transfer.

6. **Compensation Structure / Salary components**
The compensation structure/salary components are subject to change as per TCSL's compensation policy from time to time at its sole discretion.

7. **Increments and Promotions**
Your performance and contribution to TCSL will be an important consideration for salary increments and promotions. Salary increments and promotions will be based on TCSL's Compensation and Promotion policy.

8. **Alternative Occupation / Employment**
Either during the period of your traineeship or during the period of your employment as a

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confirmed employee of TCSL, you are not permitted to undertake any other employment, business, assume any public or private office, honorary or remunerative, without the prior written permission of TCSL.

9. Confidentiality Agreement

As part of your acceptance of this appointment as an employee with TCS you are required to maintain strict confidentiality of the intellectual property rights protected information and other business information of TCS and its clients which may be revealed to you by TCS or which may in the course of your engagement with TCS come your possession or knowledge unless specifically authorized to do so in writing by TCS. This Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

10. Service Agreement

As TCSL will be incurring considerable expenditure on your training, you will be required to execute an agreement, to serve TCSL for a minimum period of 1 year after joining, failing which, you (and your surety) will be liable to pay TCSL ₹50,000/-towards the training expenditure. Service agreement duration of one year refers to continuous service of 12 months from date of joining TCSL and excludes the duration of Leave without pay (LWP) and/or unauthorized absence, if any.

11. Overseas International Assignment Agreement

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related documents pertaining to the international assignment for which you are being placed In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period clause mentioned below.

This is to ensure that the knowledge and information gained by you during your assignment is shared and available to TCSL and its associates.This transfer of knowledge and information is essential for TCSL to continue to serve its clients and customers better.If you are deputed internationally for training,you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of training.

12. Terms and Conditions

The above terms and conditions are specific to India and there can be changes to the said terms and conditions in case of deputation on international assignments.

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13. TATA Code of Conduct

You are required to sign the TATA Code of Conduct and follow the same in your day-to-day conduct as an associate of TCSL.

14. Notice Period

During your tenure with TCSL, either you or TCSL may terminate your traineeship / employment under this Agreement by providing 90 days written notice. The company reserves the right, to ask you to complete the notice period or adjust the earned vacation in lieu of entire or partial notice period. If your services, behaviour and/ or performance are not found satisfactory, TCSL may terminate your services by giving notice as mentioned herein above. No notice or payment in lieu thereof shall be applicable if your services are discontinued/terminated on account of any misconduct either during your traineeship period or upon completion of the traineeship period.

You will be liable to pay TCSL ₹50,000/- in case you fail to serve TCSL for a minimum period of 1 year after joining in accordance with the Service Agreement clause.

If you are covered under International Assignment Agreement, either you or TCSL can terminate the traineeship/appointment by giving 90 calendar days written notice as set out in the Separation Policy of TCSL. TCSL reserves the right if it is in the interest of the business and current assignment, to ask you to complete your notice period.

15. Retirement

You will retire from the services of TCSL on reaching your 60th birthday as per the proof of age submitted by you at the time of joining.

16. Pre-employment Medical Certificate

You are required to submit a Medical Certificate of Fitness (in the format prescribed by TCSL) which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS to the Induction Coordinator.

17. Employment of Non Indian Citizens

In case, you are not a citizen of India, this offer is subject to your obtaining a work permit and / or any other permissions and / or documentation as prescribed by the Government of India.

18. Background Check

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining.If the background check reveals unfavourable results, you will be liable to disciplinary action

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including termination of traineeship/service without notice.

19. Submission of Documents

Please note that you should initiate and complete the upload of mandatory documents on the nextstep portal as soon as the offer letter is accepted (subject to availability of the documents)

Please carry the below listed **Original** Documents for verification on your joining day.

- Permanent Account Number (PAN) Card - You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary
- Aadhaar Card
- Standard X and XII/Diploma mark sheets & Certificate
- Degree certificate/Provisional Degree Certificate and mark sheets for all semesters of Graduation
- Degree certificate and mark sheets for all semesters of your Post Graduation(if you are a Postgraduate)
- Overseas Citizenship of India (applicable if you are not an Indian Nationality). For Srilankan Refugee, a Refugee Identity card along with Work Permit is required
- Birth Affidavit on Rs100 stamp paper, if Birth Certificate not in English
- Any other affidavits on Rs100 stamp paper if applicable (name affidavit for multiple names, signature affidavits, address affidavits etc.)
- Passport / Acknowledgement letter of passport application
- Gap/Break in career affidavit on Rs100 stamp paper, if gap is more than 6 months
- 4 passport sized photographs
- Medical Certificate (Should be made on the format provided by TCS along with the Joining letter)
- An affidavit/notarized undertaking (Non-Criminal Affidavit, should be made on the format provided by TCSL) stating :
  *There is no criminal offence registered/pending against you
  *There is no disciplinary case pending against you in the university

- If you were employed, a formal Relieving letter & Experience letter from your previous employer

The original documents will be returned to you after verification.

In addition to the above original documents, Please carry Xerox copies of the below documents

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*PAN Card (Permanent Account Number)
*Aadhaar Card (Not applicable for Nepal & Bhutan Citizenship)
*Passport
*NSR E-Card

20. TCS Xperience Program

On joining TCSL, you will be given the benefit of formal training (TCS Xperience Program) at our offices, as identified, for such period as TCSL may decide.

The said training forms a critical part of your employment with TCSL and is an ongoing process. TCSL continues to make investment on training and continuing education of its professionals. This will be of immense value to you as a professional and a large part of the ownership and commitment has to come from you.

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training. If you are requested to join TCSL inspite of you not completing the Xplore proctored assessment, you will be provided Xplore training on premise and the above said evaluation process will stand good. The evaluation criteria which will be very transparent will be used as a basis for allocating people to projects/roles. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.

21. Letter of Appointment

You will be issued a letter of appointment at the time of your joining and after completing joining formalities as per TCSL policy.

22. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from time to time.The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

23. Compliance to all clauses

You should fulfill all the terms and conditions mentioned in this letter of offer. Failure to fulfill one or more of the terms and conditions and/or failure to clear one or more tests successfully would entitle TCSL to withdraw this offer letter anytime at its sole discretion.

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24. Data Privacy Clause:

(a) Your personal data collected and developed during recruitment process will be processed in accordance with the TCS Data Privacy Policy. The personal data referred therein are details related to contact, family, education, personal identifiers issued by government, social profile, background references, previous employment and experience, medical history, skillset, proficiency and certifications, job profile and your career aspirations.

(b) It will be processed for various organizational purposes such as recruitment, onboarding, background check, project assignment, performance management, job rotation, career development including at leadership level, diversity and inclusion initiatives, global mobility, wellness program, statutory and legal requirements and specific organizational initiatives in force during your tenure in TCS.

(c) After you join TCS, there would be more sets of Personal Information (PI) attributes processed for various legitimate purposes. All of it will be processed with compliance to applicable laws and the TCS Data Privacy Policy. In some scenarios of your PI processing, you will be provided with appropriate notice and/or explicit consent might be obtained from time to time.

(d) For the purposes mentioned above, your required PI may be shared with specific vendor organizations who provide services to TCS, e.g. background check, health insurance, counselling, travel, transport and visa, payroll services, associate engagement activities, and financial and taxation services.

(e) As TCS is a global company, your PI may be shared with entities outside India, limited for the purposes mentioned above and/or in this offer letter.

(f) In case of oversees deputation, available privacy rights would be governed as per regulatory provisions and / or TCS policies/notice provided applicable at your overseas location.

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Withdrawal of Offer
If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

K Ganesan
Global Head Talent Acquisition & AIP

Click here or use a QR code scanner from your mobile to validate the offer letter

Encl: Annexure 1: Benefits and Gross Salary
Annexure 2: List of TCS Xplore Centres
Annexure 3: Confidentiality and IP Terms

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GROSS SALARY SHEET **Annexure 1**

Name	**Naga Mallika Dusanapudi**
Designation	**Assistant System Engineer-Trainee**
Institute Name	**Gudlavalleru Engg. College, A P**

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
Retention Incentive	NA	0
TOTAL GROSS	27,415	3,36,877
Xplore/ Learning Incentive****		Upto 60,000

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore Program.

**The Performance Pay is applicable upon successful completion of the TCS Xplore Program.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

**** Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
GROSS BOUQUET OF BENEFITS	7,646	91,752

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Annexure 2

Ahmedabad TCS XP HR Lead Tata Consultancy Services, Garima Park,IT/ITES SEZ,Plot # 41, Gandhinagar - 382007	**Bangalore** TCS XP HR Lead Tata Consultancy Services, Gate 1, No 42, Think campus, Electronic City phase II, Bangalore - 560100,Karnataka
BUBANESHWAR TCS XP HR Lead Tata Consultancy Services, Training Lab Venue:-Barabati, IRC Block, Ground Floor, Tata Consultancy Services Limited, (UNIT-II) - BARBATI SEZ, IT/ITES SPECIAL ECONOMIC ZONE (SEZ),PLOT NO. 35, CHANDAKA INDUSTRIAL ESTATE, PATIA, Bhubaneswar - 751024	**Chennai** TCS XP HR Lead Tata Consultancy Services, 415/21-24, Kumaran Nagar, Old Mahabalipuram Rd, TNHB, Sholinganallur, Chennai, Tamil Nadu 600119
DELHI – Gurgoan TCS XP HR Lead Tata Consultancy Services, Block C, Kings Canyon, ASF Insignia, Gurgaon - Faridabad Road, Gawal Pahari, Gurgaon - 122003, Haryana	**DELHI – Noida** TCS XP HR Lead Tata Consultancy Services, Plot No. A-44 & A-45,Ground, 1st to 5th Floor & 10th floor, Glaxy Business Park, Block - C & D, Sector - 62, Noida - 201 309,UP
Guwahati TCS XP HR Lead Tata Consultancy Services, 5th Floor, NEDFi House,G.S. Road, Dispur,Guwahati - 781006,Assam	**Hyderabad** TCS XP HR Lead Tata Consultancy Services, Q City, Nanakramguda, Hyderabad
INDORE TCS XP HR Lead Tata Consultancy Services, IT/ITES SEZ, Scheme No. 151 & 169-B, Super Corridor, Village Tigariya Badshah & Bada Bangarda, Tehsil Hatod, Indore - 452018, Madhya Pradesh	**KOLKATA** TCS XP HR Lead Tata Consultancy Services Limited, Ecospace 1B building, 2nd Floor, Plot - IIF/12 ,New Town, Rajarhat, Kolkata - 700160,West Bengal OR Auditorium,2nd Floor, Wanderers Building,Delta Park - Lords
KOCHI TCS XP HR Lead Tata Consultancy Services, TCS centre, Infopark Road Infopark Campus, Infopark , Kakkanad, Kerala 682042	**MUMBAI** TCS XP HR Lead Tata Consultancy Services, Yantra Park, Pokharan Road Number 2, TCS Approach Rd, Thane, West, Thane, Maharashtra 400606
NAGPUR TCS XP HR Lead Tata Consultancy Services Limited, Mihan-Sez, Nagpur, Telhara, Maharashtra 441108,	**PUNE** TCS XP HR Lead Tata Consultancy Services, Plot No. 2 & 3, MIDC-SEZ, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, Pune - 411057,Maharashtra
Trivandrum TCS XP HR Lead Tata Consultancy Serives, Peepul Park, Technopark Campus ,Kariyavattom P.O. Trivandrum - 695581, India	

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Annexure 3

Confidentiality and IP Terms and Conditions

Confidentiality and IP Terms and Conditions - Annexure 3:

1. **Confidential Information**
   "Confidential Information" shall mean all Inventions and Know-how, information and material of TCS (including for avoidance of doubt any Confidential Information of its Clients) that comes into the possession or know of the Associate and shall include the following:

   (a) Any and all information processing programs, software, properties, items, information, data, material or any nature whatsoever or any parts thereof, additions thereto and materials related thereto, produced or created at any time by TCS or the Associate in the course of or in connection with or arising out of the Associate's association with TCS. Program/Software shall mean source code and/or machine instructions wherever resident and on whatever media and all related documentation and software,

   (b) All other information and material of TCS relating to design, method of construction, manufacture, operation, specifications, use and services of the TCS equipment and components, including, but not limited to, engineering and laboratory notebooks, reports, process data, test data, performance data, inventions, trade secrets, systems, software, object codes, source codes, copyrighted matters, methods, drawings, computations, calculations, computer programs, narrations, flow charts and all documentation therefore and all copies thereof (including for avoidance of doubt any such material belonging to the Clients of TCS).

   (c) Corporate strategies and other confidential and proprietary material and information, which could cause competitive harm to TCS if disclosed,

   (d) Customer and prospective customer lists, and

   (e) All other information and material, which may be created, developed, conceived, gathered or collected or obtained by the Associate in the course of or arising out of the association with TCS or while in or in connection with or for the purposes of his/her association with TCS or any of the operations and entrusted by TCS to the Associate.

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2. **Associate's Obligations**
Associate agrees to treat the Confidential Information as strictly confidential and a trade secret of TCS. Associate agrees not to use, or cause to be used, or disclose or divulge or part with either directly or indirectly the Confidential Information for the benefit of or to any third parties except for or on behalf of or as directed or authorized by TCS or to a person having a valid contract with or need under TCS, any Confidential Information. Upon termination of employment, the Associate agrees to surrender to TCS all Confidential Information that he or she may then possess or have under his or her control.

3. **Intellectual Property Rights**
Associate agrees and confirms that all intellectual property rights in the Confidential Information shall at all times vest in and remain with or belong to TCS and Associate shall have no right title or claim of any nature whatsoever in the Confidential Information. Associate shall promptly disclose to an authorized officer of TCS all inventions, ideas, innovations, discoveries, improvements, suggestions, or reports and enhancements made, created, developed, conceived or devised by him or her arising out of his or her engagement with TCS, including in the course of provision of services to the Clients of TCS and Associate hereby agrees and confirms that all such intellectual property rights shall at all times vest in and remain vested in TCS and agrees to transfer and assign to TCS any interests Associate may have in such intellectual property rights including any interest in and to any domestic or foreign patent rights, trademarks, trade names copyrights and trade secret rights therein and any renewals thereof. On request of TCS, Associate shall execute from time to time, during or after the termination of his or her employment, such further instruments, including without limitations, applications for letters of patent, trademarks, trade names and copyrights or assignments thereof, as may be deemed necessary or desirable by TCS to perfect the title of TCS in the intellectual property rights and to effectuate the provisions hereof. All expenses of filling or prosecuting any application for patents, trademarks, trade names, or copyrights shall be borne solely by TCS, but Associate shall co-ordinate in filing and / or prosecuting any such applications. Associate hereby expressly waives any "artist's rights" or "moral rights", which Associate might otherwise have in such intellectual property rights.

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4. **Prior knowledge**
Associate acknowledges that prior to his or her appointment by TCS, he or she had no knowledge of the Confidential Information of TCS and that such Confidential Information is of a confidential and secret character and is vital to the continued success of TCS's business. Associate further acknowledges that he or she is associated with TCS in a capacity in which he or she will become acquainted with all or part of such Confidential Information. In order to safeguard the legitimate interests of TCS in such Confidential Information, it is necessary for TCS to protect such Confidential Information by holding it secret and confidential.

5. **Use of third party material**
Associate expressly agrees that it shall not in the course of his or her association with TCS and while working on the premises or facilities of TCS or its Clients or in connection with the development of any intellectual property rights or work for or on behalf of TCS, use any third party material or intellectual property rights except those intellectual property rights provided by TCS or expressly authorised by TCS or without having proper authorisation or license or approval of the respective owner of such intellectual property rights.

6. **Security policies and Guidelines.**
Associate agrees to abide by and be bound by any and all policies, documents, guidelines and processes including IP, Security and Confidentiality of TCS in force from time to time whether expressly endorsed or not.

7. **Restriction on Associate's Rights**
Associate agrees that he or she shall not make, have made, replicate, reproduce, use, sell, incorporate or otherwise exploit, for his or her own use or for any other purpose, any of the Confidential Information including intellectual properties of TCS that is or may be revealed to him or her by TCS or which may in the course of his or her employment with TCS come into his or her possession or knowledge unless specifically authorized to do so in writing by TCS.

8. **No License**
TCS and Associate agree that no license under any patent or copyright now existing or hereafter obtained by TCS is granted, agreed to be granted, or implied by the terms of this Agreement, or by the disclosure to Associate of the Confidential Information.

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9. Equitable Rights

Associate acknowledges that any Confidential Information that comes into the possession and / or knowledge of Associate is of a unique, highly confidential and proprietary nature. It is further acknowledged by Associate that the disclosure, distribution, dissemination and / or release by Associate of the Confidential Information without the prior written consent of TCS or any breach of this Agreement by Associate will cause TCS to suffer severe, immediate and irreparable damage and that upon any such breach or any threat thereof, TCS shall without prejudice to any other remedies available to it, be entitled to appropriate equitable relief including the relief of specific performance and injunctive relief, in addition to whatever remedies it might have at law.

10. General

(a) The provisions hereof shall be interpreted, determined and enforced in accordance with the laws of India.

(b) In the event of any dispute or disagreement over the interpretation of any of the terms herein contained or may claim or liability of any party including that of surety, the same shall be referred to a person to be nominated by TCS, whose decision shall be final and binding upon the parties hereto. Subject to the above, the arbitration shall be governed by the Arbitration and Conciliation Act, 1999 or any modifications or re-enactment thereof. Associate confirms that the fact that the arbitrator shall be a nominee of TCS shall not be a ground for objecting to such arbitration or challenging the decision of the arbitrator. The venue of arbitration shall be Mumbai. Subject to the above arbitration clause, the Parties agreed to the binding jurisdiction of the Courts at Mumbai under the laws of India.

(c) If any provision hereof shall be found by a judicial tribunal to be contrary to governing law, it shall be deemed null and void without annulling or rendering invalid the remainder of the Agreement and if the invalid portion is such that the remainder cannot be sustained without it, the Parties herein shall find a suitable replacement to the invalid portion that shall be legally valid.

(d) This Confidentiality clause along with other documents executed by Associate or referenced in any such documents constitutes the entire understanding between the parties and supersedes all prior agreements and understandings pertaining to the subject matter thereof. No delay of omission of either Party in exercising or enforcing any of their rights or remedies hereunder shall constitute a waiver thereof.

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(e) This Confidentiality clause may not be amended except in writing signed by authorized representatives of both parties.

(f) The obligations of Associate in terms of this Confidentiality clause shall continue during the term of or in the course of the employment of the Associate with TCS and shall continue thereafter in perpetuity.

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1748/A1282

M

HackWithInfy 2020: Pre-placement Interview Results

Inbox x

HackWithInfy <HackWithInfy@infosys.com>
To: nagamallika.r9@gmail.com; <nagamallika.d9@gmail.com>

Fri, 13 Nov 2020 at 8:12 pm

#HackWithInfy
Code. Collaborate. Conquer.

Infosys

Dear Nagamallika Duddupudi,

Hope you and your loved ones are doing well.

Thank you for participating in the pre placement interview that was offered to you for your remarkable performance in HackWithInfy 2020. The evaluation for the pre-placement interview round has been completed

Congratulations! You have been shortlisted for the Systems Engineer-Specialist role at Infosys after successfully clearing the pre-placement interview round.

In case you have any query, please write to us at HackWithInfy@infosys.com. Please note, HackWithInfy related mails to any other Infosys email address will not be responded to.

We will share the joining process with you in the due course of time. We look forward to welcome you into our Infosys family.

Stay safe. Stay strong.

Warm regards,

Team HackWithInfy

Infosys Ltd.

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PRIVATE & CONFIDENTIAL

February 22, 2021

Dusanapudi Nagamallika
14-15/A, Ravigunta, Bantumilli mandal,
Krishna District, Andhra Pradesh-521329

LETTER OF INTERNSHIP (TRAINEE)

Dear **Dusanapudi Nagamallika**,

On behalf of the entire Wiley community, we would like to formally welcome you to the mthree Internship Program, in partnership with Wiley India Pvt Ltd.

During your application process, you have already shown how talented, motivated, and driven you are. Becoming an mthree intern will now empower you to translate your excellent academic knowledge to becoming a first class, job ready graduate. This program supports final year students/graduates like you and will help you to progress yourself into a strong candidate for an elite role, through one of mthree's prestigious FinTech clients.

Led by our subject matter experts, mthree in partnership with Wiley delivers cutting-edge, role-specific technology training. You will be engaged in a supportive environment that promotes open discussions, collaboration, and intensive learning as a team. Additionally, once you successfully complete your internship training, you may secure your very first graduate role in technology via the mthree Alumni Program.

As an mthree intern, Wiley agrees to provide the training course to you for a specified period, which shall normally be **up to 7 weeks**. Your training will start from **February 22, 2021**.

You agree to attend the training six days a week (Monday to Friday full day, Saturday half day) at times stipulated by mthree and Wiley. You agree to devote your full time, attention and abilities to the tasks and assignments set out in the training course.

You agree to comply with our procedures and standards, including health and safety and equal opportunities at all times during the training course. During the training course, you may have access to confidential information in relation to the trainer or its clients. You agree not to use or disclose this information to any person either during the period of the training course or at any time afterwards. During your training, it is expected that you will be 100% committed to the training course. Subject to the successful completion of the training course, mthree and Wiley will work to secure you interviews with a prestigious client of mthree, and if successful, you would then join the mthree Alumni Programme, at terms then communicated to you. As an mthree Alumni, you will be deployed at the client site and your place of work will be **Bengaluru/Mumbai or other locations that you have pre-agreed to.**

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You will not be offered an opportunity to interview for a placement if:

1. You do not commence your training course;
2. You commence training, but do not attend your training course for its duration or fail to follow mthree's reasonable requests; or
3. You fail to meet the standards required on the training course, which is determined by assessments and at mthree's and Wiley's sole discretion.

Nothing contained herein shall be construed as giving rise to a Contract of Employment between Wiley / mthree and you. Further, by execution of this Agreement you fully understand and appreciate that nothing contained herein shall be construed as an offer and/or guarantee of employment by Wiley / mthree.

It is hereby again clarified that nothing contained in this Agreement nor any actions taken by or arrangements entered into between Wiley / mthree and you shall be construed as or deemed to create any partnership or joint venture or employer-employee relationship between Wiley / mthree and you. It is clearly understood by you that you are not an employee of Wiley / mthree. Hence, you will not be entitled to any fringe benefits, including health insurance benefits, paid vacation, or any other employee benefits or other statutory benefits. No payments under this Agreement shall be deemed to be compensation or salary to you entitling you to any employee benefits from Wiley / mthree. You acknowledge and understand that you are not covered by Wiley / mthree's worker's compensation or any other insurance of Wiley / mthree. You hereby agree to indemnify Wiley / mthree against any tax, levy, penalty, damage or compensation which Wiley / mthree may be liable to deduct, withhold or pay because of you being held under the law of any country to be an employee of Wiley / mthree.

Overall, the training's objective is to prepare you for both interviews with our clients and ensure you are equipped with the skills to work in the prestigious financial services sector. If you are as excited as we are, please go ahead signing this Agreement and we look forward to seeing you in the Training Academy!

Signed for and on behalf of Wiley India Private Limited by

Signature of Authorised Signatory.....

Name and Designation of Authorised Signatory **VIKAS GUPTA, MANAGING DIRECTOR**

I accept the terms outlined in this Contract.

Signature of Intern.....D.Nagamallika

Name of Intern : **Dusanapudi Nagamallika**

Mindtree
A Larsen & Toubro Group Company

Date:08-Jul-2021

To

Nagamallika Dusanapudi
INDIA

Dear Nagamallika Dusanapudi,

Sub: Offer of Training and Employment

1. This has reference to the selection process for employment opportunity at Mindtree in the campus of Kalinga.

2. We take pleasure in informing you that you have been selected for appointment in Mindtree as an ENGINEER in the Salary Grade C1 subject to the following terms and conditions.

2.1. a) You should complete the Degree which you are now pursuing without any backlog (subjects where you have not obtained the passing marks) at the time of joining

b) Secure 60% aggregate in the degree. Aggregate is calculated as follows:

$$\text{Aggregate} = \frac{\text{(Total of marks obtained in all the subjects from the first to last semester)}}{\text{(Total of maximum marks in all the subjects from first to last semester)}}$$

$$\text{Aggregate \%} = \text{Aggregate} * 100$$

c) Provide a copy of the degree certificate or provisional degree certificate along with mark sheets of all semesters on your day of joining.

2.2. You shall initially undergo training at Mindtree, Kalinga, Bhubaneswar, Odisha and undergo Orchard Learning Programme conducted by Mindtree, Kalinga which helps you to transition to the Corporate world of technology solutions. The details of the programme and the training location will be provided separately closer towards the joining date. Mindtree reserves the right to change the training campus location based on business needs.

2.3. Your joining location would be Mindtree Kalinga, Bhubaneswar and joining date would be communicated in subsequent emails.

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2.4. Your onboarding date would be shared with you based on your participation and achieving required milestones as per the pre- orchard learning program calendar which will be shared by you upon acceptance of this offer.

2.5. The period of Orchard is 90 days and on successful completion of the programme, you shall be deployed at a location as per the business requirement of Mindtree.

2.6. The other terms and conditions of your appointment at Mindtree is in Annexure - A. Besides, you will be governed by the rules, regulations and policies of Mindtree which will be in force from time to time

2.7. You shall bring with you the following documents at the time of reporting for Training at Mindtree, Kalinga, Bhubaneshwar, for completing the joining formalities.

- 10th, 12th and graduation (all semesters) mark sheets originals and 2 sets of photocopies
- Degree completion/provisional certificate originals and 2 sets of photocopies
- Pan card originals and 2 photocopies
- Aadhaar card originals and 2 photocopies
- Voter ID / Driving license originals and 2 photocopies
- 4 passport size photographs

If the above terms and conditions are acceptable, you may confirm your acceptance by digitally signing this offer within 5 days from the date of receipt of this mail and offer document.

If you have any questions or need any clarification, please do not hesitate to contact us at campus@mindtree.com.

We wish you a long and successful career with Mindtree.

We look forward to working with you soon.

Thank you,
For Mindtree Limited

Rosalee M Kombial
Vice President-People Function

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Enclosed: Annexure to your Offer of Employment

Acceptance of the offer

I, Nagamallika Dusanapudi, agree to accept the employment on the terms and conditions mentioned in this Offer of Employment and the annexure.

Your Signature	
Your Name in Capital letters	NAGAMALLIKA DUSANAPUDI

Annexure 1

Compensation stack during the Orchard Learning Program **(from the date of joining till the date of confirmation)**

Name : **Nagamallika Dusanapudi**

Salary Grade : **C1**

Designation : **ENGINEER**

Stipend : **INR 26,000 per month**.

Payment will be after deduction of below amount from the monthly stipend:

- **INR 6000** per month covering for accommodation on twin share basis on a subsidized cost if your training location is Mindtree Kalinga (excluding food expenses)
- Food expenses will have to be borne by you.
- Premium for Insurance during your learning program will be **INR 550 per month**.
- Applicable taxes like Professional tax and Income tax, prevailing at the time of pay out.

You will be covered for Insurance benefits as prevailing at the time of joining and the coverage for 2021 - 2022 is as follows.

- Group Medical Coverage (GMC) for you and your family. The standard coverage under GMC is INR 500,000 per annum per family.Family means your spouse and children (up to 2 children). Parents/Parents-in-law or siblings or any other relationships are not covered.
- Group Term Life (GTL) coverage for you and is up to INR 2,000,000.
- Group Personal Accident (GPA) coverage for you and is up to INR 1,500,000.

More details will be provided at the time of joining.

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Annexure 2

Compensation stack effective from date of confirmation

Name : Nagamallika Dusanapudi

Salary Grade : C1

Designation : ENGINEER

Detailed break up of your CTC components is given below (all figures are in INR and per annum)

Basic	180,000
HRA	89,916
Provident Fund	21,600
Gratuity	8,640
Insurance Benefits*	6,600
Allowance in Lieu of Reimbursement	45,252
Annual Gross	**352,008**
Bonus / Variable Compensation**	48,000
Annual Cost to Company	**400,008**

*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.

Additionally, you will be provided with the following options for enhancing your coverage under GMC.

- You will be given an option to increase the coverage from INR 500,000. Top up options with additional/higher insurance coverage are available as per policy. If you opt for this, the additional premium for the increased coverage will be deducted from your salary on a pro-rated basis.

- You will be given an option to cover your Parents or Parents-in-law. If you opt for this, the additional premium for the parental coverage will be deducted from your salary.

More details on these options will be provided to you at the time of your confirmation.

**The bonus component per annum is 12% of CTC. The payout will be governed by the Bonus plan applicable for the respective year. More details of the plan will be available on joining. The actual amount payable is inclusive of bonus, if any, as per the Bonus Act, 1965 and amendments thereto.

The structure of CTC shown above is indicative and by the time of your confirmation, there could be changes in the structure arising out of changes in the Income tax rules or Insurance or organization wide compensation philosophy changes. However, the CTC amount will be protected i.e., will remain the same.

Annexure - 3

Terms and conditions of the Offer of Training and Employment

1. All employees of Mindtree are referred to as Mindtree Minds. Mindtree Minds who join us from campuses are referred to as Campus Minds of the particular batch of **joining for convenience and identification.**

2. The term, 'the Company' refers to Mindtree Limited.

3. This letter contains broad terms and conditions of service governing this appointment which are subject to change from time to time **and shall have to be read along with the rules, regulations and policies of the Company.**

4. You are also bound by the terms relating to Non - Disclosure, Intellectual Property Assignment, Non-Solicitation, Confidentiality, Non-Compete agreement annexed hereto at Annexure 3, and Mindtree Code of Conduct. **You are requested to go through the documents carefully and understand the terms thereof before sending your acceptance.**

5. You are requested to contact the People Function team (HR team at Mindtree) for any clarifications on policies/rules/regulations, which are applicable to you. **Salary details are personal to you and you are expected to keep them confidential.** We expect you to keep the salary details confidential at all times.

6. Orchard Learning Program

6.1 On joining, you will be part of our Orchard Learning Program. The Orchard Learning Program will consist of new age methods that enable you with real world problem solving capabilities.

6.2 Orchard Learning Program spans for about 90 calendar days. However, the duration could be shortened or extended based on the business requirements and an individual's readiness for working on projects as determined by Mindtree.

6.3 The Orchard Learning Program is intensive and fast paced, requiring your focus and hard work, to learn effectively and demonstrate capabilities expected by Mindtree. You are required to ensure your 100% availability and undivided attention during the tenure of the program.

6.4 You will be continuously assessed and given feedback by experts throughout the learning program. You will be provided opportunities to demonstrate the acquired capabilities on skills such as Communication, design, programming, problem solving, presentation and professionalism on engineering, business and social projects. You must clear a set of mandatory capabilities, as the qualifying criteria, for successful completion of Orchard Learning Program. The details of qualifying criteria will be communicated to you upon your joining.

Your continued employment with Mindtree is subject to your meeting the qualifying criteria during and at the end of the Orchard Learning Program. If you meet the qualifying criteria for successful completion of the Orchard Learning Program, your employment with Mindtree will be confirmed through a written intimation shall be sent to you. If you do not meet the qualifying criteria, you will be asked to leave the services with no further assurances, risk or liability of Mindtree. Unless otherwise confirmed in writing, you will be deemed to be under the Orchard Learning Program.

7. Confirmation of Employment

7.1 Upon confirmation, your designation will be ENGINEER and in the Salary Grade of C1 will continue. The date of confirmation is reckoned as the start date of service for all practical purposes, including statutory requirements. Date of confirmation is the start date used for provident fund, gratuity, tenure calculation for performance management cycle, increments, progression, vacation or leaves as per general policy, loans and other benefits etc.

7.2 All confirmations will be aligned to the 16th of the same month or 1st day of the succeeding month post successful completion of the Orchard Learning Program. For e.g. if you successfully complete the Orchard Learning Program any day between 1st to 15th during the month of September 2021, the date of confirmation will be 16-Sept-2021 or if you successfully complete the Orchard Learning Program any day between 16th to 30th of September 2021, the date of confirmation will be 01-Oct-2021.

7.3 The duration between the successful completion of the Orchard Learning Program and the date of confirmation is considered as part of the Orchard Learning Program.

7.4 On confirmation, your work location will be decided based on the business requirements. You are expected to report at your work location as advised.

7.5 Your joining may be revoked or your confirmation will be withheld, if any of the required joining formalities, for e.g., submission of all marks cards, degree certificates, etc., are not complied with.

7.6 Determination of adequacy and authenticity of the proofs submitted will be at the sole discretion of the Company.

8. Background check & references

We would be conducting a background and reference check prior to or after your expected date of joining to validate your identity and the address provided by you and to conduct any criminal checks.

Your employment with us and your continuation in service is contingent upon (i) our obtaining a satisfactory report on the background check conducted by our approved agency relating to details provided in your application etc. and (ii) your eligibility to work for the Company such as no non-compete restrictions.

If any of the information provided by you is found to be inaccurate now or later, or if you suppress any material information, Mindtree at its sole discretion can take necessary action including but not limited to termination of employment with or without notice or compensation. In certain client projects, our clients may request additional checks, which you shall comply with.

In securing this offer, you have represented that you have certain educational qualifications. Hence, we understand that you shall provide proofs of such qualifications as applicable which we find satisfactory when asked by us or our background check agencies.

In the event of non-cooperation with the background check process, including but not limited to non-submission of requested documents and lack of response to calls and/or mails, Mindtree may, at its sole discretion, choose to terminate the employment contract between Mindtree and you with or without notice or compensation.

9. Compensation and benefits

9.1 During the Orchard learning program, you will be paid a stipend of INR 26,000 per month.Please refer Annexure 1 for details. On successful completion of the Orchard learning program, your employment with Mindtree stands confirmed. On confirmation, your total compensation would be INR 400,008.00 per annum Please refer to Annexure 2 for details. All payouts are aligned to salary payout, which is the last working day of the month, unless otherwise mentioned. Any payment will be after deduction of applicable taxes prevailing at the time of payout.

9.2 You will be covered under insurance from the date of joining, as detailed in Annexure 1.

9.3 You will be eligible for relocation benefits for the relocation from Mindtree Kalinga to your work location, as per the existing relocation policies for Campus Minds.

9.4 The performance management and career progression will be as per the existing policies.

9.5 You will not be eligible for any loans or advances during the Orchard Learning Program. You will be required to be on the rolls of the Company and not serving the notice period, for you to be eligible for sanction of loans and salary advance, payment of year-end payout component of bonus (if applicable), compensation revisions, promotions etc. You will have to refund any amounts received by you when you are not entitled for the same.

9.6 Duration of unpaid vacations will not be considered while the Company is computing the tenure for benefits like gratuity, compensation revisions, promotions etc. which have a tenure eligibility component, amongst other criteria.

10. Vacation and leave

10.1 No leaves are allowed during the Orchard Learning Program except the statutory holidays and other Mindtree official holidays applicable to the Orchard Learning Program candidates in general.

10.2 Any absence during the Orchard Learning Program due to any grave personal emergency will be dealt on a case to case basis and will be considered as loss of pay and deducted from your stipend on pro-rata basis. Recovery of the amount towards loss of pay during the Orchard Learning Program may happen either during the Orchard Learning Program itself or the first month of confirmation or final settlement on cessation of employment, as the case may be.

10.3 On confirmation, you will be eligible for leaves as per the general leave policy as in force in the Company from time to time.

11. Termination of employment

11.1 During Orchard Learning Program

a) Termination for cause

Your employment with Mindtree will be terminated without any notice or stipend or compensation in lieu of notice in the below circumstances which you agree are reasonable and acceptable:

- Failing to meet the qualification criteria during the Orchard Learning Program assessment
- Unauthorized absence during the Orchard Learning Program
- Non-compliance to Mindtree integrity policy and other disciplinary expectations.

Examples of acts which cause termination on disciplinary grounds are employing unfair means during assessments, submitting fake bills for any reimbursements, submitting fake medical certificates, submitting fake documents, misuse of access cards, not being available in office without prior intimations and for unreasonable durations, not clearing background verification checks, misuse of Company assets, violation of Company policies & Code of Conduct, indulging in acts of sexual harassment, persistent irregularity in attending the learning sessions without valid reasons, being absent for assessments without prior permission, becoming insolvent, absconding etc. This list is only indicative and not comprehensive.

If Mindtree terminates your employment, for reasons other than your performance (meeting the qualifying criteria during and at the end of the Orchard Learning Program) and disciplinary grounds, you will be terminated from employment with immediate effect and return Mindtree assets immediately.

b) Termination for convenience

If you wish to terminate your employment during the Orchard Learning Program, you will be required to notify your resignation in writing. On acceptance of your resignation, you will be intimated about your relieving date and you are expected to comply with all separation procedures and return of the Mindtree assets, within two working days.

11.2. After confirmation

a) Termination for cause

Mindtree may terminate your employment, with immediate effect, without any notice or salary or compensation in lieu of notice, on disciplinary grounds, which may include any act of integrity violations. Examples of acts which cause termination on disciplinary grounds are employing unfair means during assessments, submitting fake bills for any reimbursements, submitting fake medical certificates, submitting fake documents, misuse of access cards, not being available in office without prior intimations and for unreasonable durations, not clearing background verification checks, misuse of Company assets, violation of Company policies & Code of Conduct, indulging in acts of sexual harassment, persistent irregularity in attending the office without valid reasons, becoming insolvent, absconding etc. This list is only indicative and not comprehensive. In event of termination due to such reasons, you agree that notice requirements shall not apply. In case of your unauthorized absence, without intimation or permission or prior sanction of leave, or being absent beyond the period of leave originally granted or subsequently extended, for a period of 10 working days or more, it shall be considered that you are no longer interested in continuing employment with the Company, in such a case, it shall be deemed that you have abandoned your services. In such an event, the management shall terminate your services without any notice or salary or compensation in lieu of notice.

b) Termination for convenience

1. If you wish to terminate your employment, you will be required to give an advance notice of **three (3)months**, in writing to the company. If at your request, Mindtree agrees to relieve you before serving the full notice period, you will be liable to pay to Mindtree, the salary for the balance notice period along with other amount payable by you to Mindtree. Both Mindtree and you agree that this amount is fair and legally enforceable in the event of any default from your side. Mindtree, at its sole discretion, may provide waiver on the notice period. If there is any failure to comply with the separation procedures within a reasonable time frame, then it will be handled as Termination on disciplinary grounds. If Mindtree terminates your employment, for reasons other than disciplinary grounds, you will be given an advance notice of three months, in writing.

2. If Mindtree decides to relieve you before the completion of the notice period, the salary for the balance notice period would be paid to you after adjusting the amounts payable by you to Mindtree.

3. Salary for the purpose of notice period means the two components of Basic & Flexible Expenditure Plan (FEP), in your compensation at the time of termination of your employment.

11.3 Common guidelines to be complied with, on termination for any reason, and at any time of your employment

a) On termination of your employment for any reason, you shall comply Mindtree's separation procedures, sign all required documents and return all Mindtree assets with you. Mindtree will not be bound to pay the final dues, if any, till you have completed all the separation procedures and returned all the payments that Mindtree may have due from you under any loans, liens, or borrowings you may have made.

b) If there is any failure to comply with the separation procedures within a reasonable time frame, then it may be handled as termination on disciplinary grounds based on assessment of the circumstances.

c) Mindtree, at its sole discretion, may extend the time frame of notice period for compliance.

12. Nature of employment

12.1 The offer of appointment has been made on the basis that the declaration made by you during the selection process and subsequently at the time of joining are complete and correct and if it is found that you have concealed any information which have material bearing on your employment or you have made any wrong declaration, your employment may be termination without any notice, salary or payment in lieu of notice. **The Company reserves right to have your back ground check either directly or through an outside agency and by accepting the terms of appointment, your consent for the same is deemed to have been given.**

12.2 The employment at Mindtree is exclusive and you shall devote your full time for discharging the roles and responsibilities entrusted to you. You shall not take up any employment part-time or full time for consideration or on honorary basis without the prior written consent of Mindtree either during Orchard Learning Program or after your confirmation.

13. Other Agreements

You may be required to sign necessary agreements with Mindtree and its clients as required and complete various formalities as per those agreements at the time of joining and during the tenure with the Company. You may also be required to sign other agreements with the Company, as the Company may decide from time to time, in order to secure the interests of the Company and also to ensure your performance and adherence to all terms, conditions, rules and regulations of the Company.

14. Transfer

14.1 You could be transferred to any of other offices/branches/subsidiaries/affiliates, either domestic or abroad, should the need arise. You will abide by the Company's rules, regulations and policies, as may be in effect from time to time with respect to your function, grade or location where you work in.

14.2 On confirmation of your employment through the successful completion of the Orchard Learning Program, relocation from Mindtree Kalinga to the work location will be as per the existing relocation policy for Campus Minds.

15. Retirement and retirement benefits

15.1 Subject to your confirmation after the completion of training at Kalinga, your service in the Company is valid till the date of retirement (last day of the month of your sixtieth birthday). For this purpose the date of birth as declared in the application form for selection, will be treated as final.

15.2 Retirement benefits, i.e. Provident Fund and Gratuity, are effective from the date of confirmation.

15.3 Compliance will be as per the prevailing statutory requirements at any point of your employment with Mindtree.

16. Intellectual property

If you conceive any new or advanced methods of improving process/formulae/systems in relation to the operation of the Company or an intellectual property in course of your training or work, such developments will be fully communicated to the Company and the Company will have the full ownership sole right/property of the same. You hereby assign all intellectual property rights and moral rights to Mindtree.

17. Mindtree's Code of Conduct and Policies

17.1 Mindtree has a 'Code of Conduct' that is applicable during your stay at Mindtree's Global Learning Center at Mindtree Kalinga, Bhubaneswar, for the Orchard program as well as outside of Mindtree at any other Mindtree premises. The Code of Conduct also applies to your tenure with Mindtree after the completion of the training at Kalinga and your employment at Mindtree while at Mindtree location or at a Mindtree customer location.

17.2 You will be requested to sign your acceptance and adhere to these terms upon joining.

17.3 Any subsequent updates of the Policies and Code of Conduct shall automatically apply to your employment with Mindtree. You are required to keep yourself updated at all times of these Policies and Code of Conduct.

18. Tax implication

You are solely responsible for declarations and implications arising thereof for all personal income tax purposes.

19. Reimbursement of travel expense for joining Mindtree

Expenses incurred by you for joining at Mindtree Kalinga will be borne by you and will not be reimbursed by Mindtree.

20. Personal Safety and conduct

You understand that Kalinga is a residential facility and you shall accordingly upon leaving the campus for your outings or otherwise, have the responsibility of informing your family about your safety and whereabouts. While you are outside the Kalinga Campus or outside a Mindtree premise at your own volition, you shall be responsible for your conduct and personal safety. You shall indemnify Mindtree, its directors and employees from any claims, legal or financial arising out of your own actions or omissions or indulging in activities that endanger your personal safety and release Mindtree of all liabilities to you or your family arising from your acts or omissions.

End of Annexure 3

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Code of Conduct

Summary:

Mindtree Minds are expected to follow a professional code of conduct and work ethics. The intent of this document is to lay the ground rules for professional and disciplined behavior in the office premises and/or at client locations. Mindtree cannot anticipate all situations that may arise during your employment. When in doubt about an appropriate course of conduct, please contact your supervisor or a People Function representative.

Your employment with Mindtree is subject to your acceptance of this Code of Conduct Procedure. All Mindtree Minds are required to read, understand and sign the Code of Conduct procedures when they are hired.

Objective:

To define guidelines on the professional code of conduct and work ethics in the office premises and/or at client locations.

Eligibility/Applicability:

All Mindtree Minds, Mindtree's clients, vendors, partners etc.

Code of Conduct :

The policy details various scenarios under which Code of Conduct is monitored.

1) Personal Interest v/s Mindtree's interest

In day-to-day work scenarios, you could face situations where a possible course of action would advance your personal interests at the expense of the company. In such situations, you are expected to put the best interests of the company first. When in doubt, please check with People Function and/or your Manager.

2) Use of proprietary or confidential information of third party

You should not disclose to Mindtree, bring onto Mindtree's premises or induce Mindtree to use any confidential information that belongs to anyone other than Mindtree or yourself. You are instructed neither to make use of any confidential or proprietary information of a third party in the course of performing your job duties or services, nor include or incorporate any such information with or into any product or work that you create, design, or develop for or on behalf of Mindtree in the course of performing your duties or services unless you have the prior written consent of Mindtree. Reference to 'Mindtree' above includes Mindtree's clients, vendors and partners as well.

3) Office for Profit

Without the consent of Mindtree, you are prohibited from initiating or accepting any work as an Employee, consultant, adviser or as a member of board of directors of any other company. If you wish to seek approval for such outside work, please contact your People Function representative.

4) Vendor relationship

In your capacity as a Mindtree Mind or Consultant, neither you in the capacity of employee nor any of your immediate family members can be a vendor of Mindtree. You shall not accept advice, service, or gifts or presents in kind or cash from a vendor of Mindtree with a value greater than $25. If you receive any gifts from a vendor with a value greater than $25, or if a vendor engages in a pattern of offering you small gifts, please inform your reporting manager or ask People Function for guidance.

5) Using Mindtree's time and assets

You should not use Mindtree's or its customers' time or any of its assets for performing outside or personal work. In addition, you should not abet, entice, motivate, help, or coerce fellow employees to use such time and assets for outside or personal work that could reasonably be construed to have a detrimental effect on Mindtree.

6) Personal Relationship

Your spouse or any other member in your immediate family may be working with a competitor or vendor of Mindtree. This calls for extra-sensitivity to confidentiality of Mindtree's information as there is a possibility that the closeness in relationship could lead to inadvertently compromising Mindtree's interest. You are requested to be aware of the potential conflicts that might arise and inform the People Function accordingly.

If you are a member of an Enabling function such as People Function, Finance, IS etc you cannot have an immediate family member employed in another function/role in Mindtree, unless it has been explicitly approved by the head of People Function.

7) Equal Opportunity

Mindtree is an equal opportunity employer and makes employment decisions on the basis of merit. The Company seeks to have the best available individual(s) in every position. Mindtree prohibits unlawful discrimination based on race, color, citizenship, religion, sex, national origin, age, disability, or family, marital or veteran status, or any other characteristic protected by federal, state or local laws.

Mindtree is committed to complying with all applicable laws providing equal opportunities to individuals regardless of race, color, citizenship, religion, sex, national origin, age, disability, or family, marital or veteran status, or any other characteristic protected by law. This responsibility applies to all persons involved in the operations of Mindtree and prohibits unlawful discrimination by any Mindtree Mind, including supervisors and coworkers.

Mindtree prohibits taking negative action against any Mindtree Mind for reporting a possible deviation from this policy or for cooperating in an investigation. Any Mindtree Mind who retaliates against another Mindtree Mind for reporting a possible deviation from this policy or for cooperating in an investigation will be subject to disciplinary action, up to and including termination of employment.

8) Dating/Romantic/Sexual Relationships

Mindtree recognizes that sometimes employees enter into personal relationships in the workplace, and this provision is not intended to prohibit such relationships. However, certain romantic or sexual relationships can interfere with the smooth operation of its business. Some of these relationships can also result in actual or potential disclosure of confidential or sensitive information and can have other detrimental effects. Mindtree reserves the right to determine when a relationship presents a problem in the workplace.

Without limiting its discretion to address problematic relationships or situations, Mindtree offers the following guidelines:

During working time and in working areas, employees must keep personal exchanges limited so that others are not distracted or offended, and so that productivity is maintained. During nonworking time, such as lunches, breaks and before and after work periods, employees may have appropriate personal conversations in non-work areas as long as their conversations and behaviors could not be perceived as offensive or uncomfortable to a reasonable person. Employees are strictly prohibited from engaging in conduct that would be deemed inappropriate by a reasonable person while on company premises, regardless of whether they are working at the time.

Mindtree generally considers employee off-duty conduct as private, as long as the conduct does not create problems within the workplace. Exceptions to this principle, however, involve 1) romantic or sexual relationships between supervisors and subordinates (regardless of the reporting structure) or 2) romantic or sexual relationships between any employee in the People Function or Finance departments and any other employee. Both employees involved in a relationship in either of these categories must immediately disclose to Mindtree the existence of a romantic or sexual relationship. Such required disclosure must be made in writing to People Function. People Function will provide an appropriate form upon request. Failure to make this disclosure may result in disciplinary action up to and including termination of employment. This disclosure will enable Mindtree to determine whether, given the relative positions of the individuals involved, action should be taken.

If Mindtree determines that action must be taken, it may ask one or both of the employees to transfer to another position, location, or project. If a transfer proposed by Mindtree is refused, or if Mindtree determines that the situation cannot be adequately addressed by transfer (or if Mindtree determines that transfer otherwise would not be in the best interests of Mindtree), Mindtree may terminate the employment of one or both employees. Mindtree has the sole discretion to determine whether a problem exists and how to address it. Accordingly, Mindtree is not limited to transfer and discipline/termination as its only options.

9) Personal Behavior

Mindtree expects all Mindtree Minds to be honest and fair in dealing with people, customers, vendors, competitors or others because you are the brand ambassador of Mindtree and your actions help to form others' impressions about Mindtree.

10) Breach of Discipline

As discussed above, Mindtree expects all Mindtree Minds to behave in a professional manner. Listed below are categories of inappropriate conduct that may lead to disciplinary action, up to and including termination of employment from Mindtree (This list is just illustrative and not exhaustive).

"Theft, fraud, forgery, embezzlement, misappropriation; dishonesty, harassment, indecent behavior, sexual advances, suggestive remarks, racial slurs, derogatory remarks/discrimination on - disability, veteran status, national origin, sexual orientation, race, color, religion, political affiliation, sex, or age. The list also includes forwarding/ viewing pornographic material at work or on work computers or other devices, willful insubordination, disobedience, absence without leave, habitually irregular attendance, neglect of work, willful damage of company property, disclosing/divulging trade secrets/confidential information/special processes/methodologies, unfair dealing with parties, false representation/misrepresentation, false recording/reporting of information, drunkenness, riotous behavior, commission of certain criminal offense(s), aiding or abetting any act listed herein, willful breach of law/rule / policy / guideline/procedure, working under the influence of alcohol or illegal drugs, creating/encouraging an offensive work environment, etc."

In the event Mindtree receives information suggesting that you may have engaged in any of the conduct described above, People Function personnel may require you to undergo necessary tests/assessments/inquiry as appropriate. You will be expected to cooperate in any investigation People Function or Mindtree management conducts or directs. Mindtree reserves the right to test Mindtree Minds for drug and alcohol use for cause or when a client requires testing.

11) Usage of Assets

As a Mindtree Mind, you will come in contact with the below mentioned assets as part of your job. You shall not disclose or divulge any of these assets without permission. You also shall not give false information, misinterpret or misquote any of these assets.

Information which can safely be construed as intellectual property or as copyrightable material includes the following -

- Product of ideas and hard work
- Confidential data
- Any business/functional plan
- Personal information
- Design
- Processes and know-how
- Any internal databases
- Patents /application
- Copyrighted material
- Methodologies, Services etc.

You will also ensure that company confidential information is not used for -

- Benefiting a third party,
- Having reciprocal dealings for personal benefits,
- Acquiring pirated, illegal unlicensed software,
- Receiving or giving extensive gifts/presents,
- Following any practices that lead to monopolies or restrict trade,
- Causing any violation of legal or statutory requirements, etc.

Please understand that unintentional disclosure of proprietary information can be just as harmful as intentional disclosure. Hence you are directed not to disclose Mindtree's confidential information to anyone (including fellow employees, if you are unsure of whether to divulge or not) unless otherwise required or permitted by law or directed by Mindtree management.

12) Workplace Etiquettes

Workplace etiquette and housekeeping of personal space is a discipline. You must keep your desk space area clean at all times and should put away any papers, books, files, stationery, etc. when you close work for the day. You must ensure that you maintain minimum noise levels at all times so as not to disturb others. Please be conscious of Mindtree's Green council policy while using company / customer provided resources like printers, stationery, etc.

All Mindtree facilities/ campuses are designated as non-smoking zones. If you wish to smoke at work, please make use of designated smoking areas only.

It is imperative to safeguard the assets (computers, telephones, LCD, etc.) of the company from dishonest, illegal or willfully negligent acts. It is a serious violation to remove any assets from the company or use for personal benefit.

13) Information Disclosure

As a Mindtree Mind, you are expected to maintain the confidentiality of Mindtree's trade secrets and private or confidential information. Trade secrets may include information regarding the development of systems, processes, products, know-how and technology. If in doubt about whether a document or other information should be considered confidential, please contact your supervisor or People Function representative.

Mindtree Minds should not speak to the media on Mindtree's behalf without contacting company spokesperson/public relations personnel. All media inquiries should be directed to them.

You must be aware that Mindtree subscribes to the provisions and guidelines of security controls as defined under ISO 27001 in the current form and with any subsequent changes. In Mindtree, you are expected to adhere to the defined compliance under the security policy. Any breach of information security controls may result in disciplinary action up to and including termination of employment.

14) Information privacy

For privacy related rights please refer to the Data Privacy Policy available in People hub and *https://www.mindtree.com*.

Agreed and Accepted

Signature :

Name :

Date :

UOLO EDTECH PRIVATE LIMITED

Registered office: Plot No-C-1006, Rajnigandha Apartment Sector 10, Dwarka, Delhi DL 110075 IN
CIN: U74899DL2022PTC360472, email: pallavpandey@gmail.com, Ph: +91 9811287981

STANDARD TERMS OF APPOINTMENT

1. DUTIES AND RESPONSIBILITIES

1.1 The Company will expect you to work with a high standard of initiative, efficiency and economy.

1.2 It is specifically understood by you that during terms of your employment, you shall neither seek nor accept to be employed, engaged, hired by or in any manner whatsoever, render services to any third party either in India or abroad whether on deputation or otherwise. This obligation shall be binding on you whether the said third party is engaged in similar business or otherwise.

1.3 You shall not give out to anyone during the period of your service and even afterwards by word of mouth or otherwise, particulars or details of our development or other processes, technical know-how, security arrangements, administrative and / or organizational matter of confidential or secret nature, which may be your privilege to know by virtue of your being our employee.

1.4 You shall keep confidential all the information and material provided to you by the Company or by its clients concerning their affairs to enable you to perform the service. This excludes only such information as is already known to the public which also you will not release, use or disclose except with prior written permission of the Company. Your obligation is to keep such information confidential shall survive even on termination or cancellation of the employment.

1.5 You will be responsible for the safekeeping and return in good condition and order of all the properties of the Company, which may be in your use, custody, care or charge. For the loss of any asset of the Company in your possession, caused by carelessness, negligence and/ or mishandling, the Company will have right to assess on its own basis and recover the damages of all such material from you and to take such other action as it deems proper in the event of your failure to account for such material or property to its satisfaction.

2. TERMINATION OF PERMANENT SERVICE

2.1 If you absent yourself without leave approval or remain absent beyond the period of leave originally granted or subsequently extended, you shall be considered as having voluntarily terminated your employment without giving any notice, unless you i) return to work within 7 days of commencement of such absence, and ii) give an explanation to the satisfaction of the Company.

2.2 Your services are liable to be terminated in case of continued misconduct or indiscipline.

2.3 Your services are liable to be terminated in case of performance below expectations.

2.4 Company can terminate your services and take legal action on the breach of the Confidentiality and Non-solicitation provisions.

2.5 Notwithstanding anything written in the preceding paragraphs, your services are terminable either by the Company or by you, by giving 15 days' notice in probation period & 1 (One) Month prior notice after probation. The exit formalities to follow as per the modalities in the company policy.

2.6 Notice period will be applicable from the date of acceptance of resignation only, and not from the date of resignation.

2.7 In case of separation of any nature (resignation, termination, retirement etc.) of an employee from Uolo EdTech, an employee is liable to provide complete handover up to the satisfaction of the manager. In an event of failure of the above, the notice period may get extended until the complete and satisfactory handover to his/ her manager.

2.8 Employees leaving before the incentive disbursal shall not be eligible for the incentive, if any.

2.9 You will automatically retire from the service of the Company on attaining the superannuating age of 58 years.

2.10 During the probationary period of 3 months and any extension thereof, you may terminate your employment by giving a prior written notice of 15 days. Likewise, the Company may terminate your services immediately, during the probationary period, without the need to provide any reasons and which shall be effective immediately upon written notification thereof by the Company. However, on confirmation the services can be terminated from either side by giving 1 (One) Month notice or salary in lieu thereof.

3. VALIDITY TERM OF EMPLOYMENT

The designation and place of posting assigned to you is subject to change depending upon work assignments from time to time.

3.1 You are appointed on the basis of your education and experience mentioned by you in your application/personal data form. In case the facts mentioned therein are found to be incorrect, this will result in termination of your appointment without any notice or salary in lieu thereof.

3.2 During your Probation period you are entitled to take 1 Standard Leave (as per Leave policy). In cases of emergency for any extra leave requests however the decision will be upon the management.

3.3 Details of your salary breakup with income per Annexure sent through your initial offer letter. You hereby authorized Uolo EdTech to make all salary payment required to be made to you by Uolo EdTech including reimbursement by directly crediting the amount to your bank account. The salary payout will be made latest by 5th of the following month. You will be eligible to the benefits of the Company's Leave Rules on your confirmation in the Company's Service. You will hand over the charge and the property/material of the Company in your possession at the time of cessation of your employment with the Company.

3.4 Acceptance by you of this letter by affixing your signature in appropriate places, affirms for your affirmation of being completely apprised and unconditionally consenting to abide by the rules and Regulations and the policies of Company as applicable or that in our offer and subsequent changes there to made from time to time vide an individual notice or by general update.

3.5 ** **Variable Pay/Performance Bonus** - Variable is paid purely based on individual and company performance, payable only if the employee is on the rolls of the company on the day of the payout. Employees serving notice period shall not be considered for the Variable pay/Performance Bonus.

Variable Pay will be purely based on basis of targets achievement and will be paid on prorate basis. Targets will be decided by the department head in the starting of every month. If you are not able to meet the expected targets then this amount will not be payable.

4. Intellectual Property Rights.

4.1 All information, inventions and discoveries or any interest in any copyright, patent and/or other property rights developed, made or conceived of by the Employee (i) in the course of the Employee's employment with the Company; or (ii) previously during the Employee's association with the Company, and/or during the course of his employment with the Company comes to know of any other process which the Employee has developed or may develop, (collectively "**Intellectual Property Rights**") shall vest solely and exclusively with the Company.

4.2 The Employee agrees and understands that any and all copyrightable works that are prepared by the Employee, within his scope of service, is "work for hire" under applicable law and the Company will be considered the first owner of such copyrightable works. To the extent that the Company is not considered

ICICI PRUDENTIAL LIFE INSURANCE

31 Aug 2021

Dear Bekkanti Gopi,

We are pleased to offer you the position of UNIT MANAGER in **Level 1** of our Company.

Components	Rs.Per annum
Basic	69,000
Supplementary Allowance	1,11,000
Flexible Compensation Plan	18,083
Employers Contribution to PF	21,600
Gratuity	3,317
Minimum Statutory bonus	7,000
Total Fixed Pay	2,30,000

The Company reserves the right to conduct background checks including your antecedent, Education and employment. Your continuation in employment will be subject to satisfactory reports being received from all the above mentioned sources.

Please note that this offer is made and is valid subject to your acceptance of the term/conditions of employment with us and may be withdrawn/modified if any information or representation furnished by you is found to be incorrect or if any material information is detected by us to have been suppressed/misrepresented by you or any action on your part is found to be in contravention to the terms and conditions of employment or the Company's Code of Conduct or any Applicable Anti-Bribery Law and the Anti-Corruption and Bribery Policy of the Company. This offer letter may be withdrawn by the Company without assigning any reason whatsoever for such withdrawal. This letter is not to be construed as your letter of appointment, which will be issued separately subject to the conditions mentioned above.

The Company shall have the right to transfer you to any of its departments / offices or depute you to group companies, anywhere in India. In case of deputation to a group Company, the terms and conditions of your employment including gross salary and benefits, etc. as stated in this letter will continue to be applicable.

ICICI PRUDENTIAL

31 Aug 2021

Dear Chandaluri Lakshmi Priya,

We are pleased to offer you the position of FINANCIAL SERVICES CONSULTANT in Level 1 of our Company.

Components	Rs.Per annum
Basic	69,000
Supplementary Allowance	1,11,000
Flexible Compensation Plan	18,083
Employers Contribution to PF	21,600
Gratuity	3,317
Minimum Statutory bonus	7,000
Total Fixed Pay	2,30,000

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ICICI PRUDENTIAL

You are required to submit the requisite documents & proofs of successful completion of your graduation course within 6 months of joining the organization.

We look forward to your joining the company and wish you a long and successful career with the organization.

Best Regards,

Vineet Tyagi Vice
President
Human Resources
ICICI Prudential Life Insurance Co. Ltd.

Registered Office : ICICI Prudential Life Insurance Company Limited
ICICI PruLife Towers, 1089, Appasaheb Marathe Marg, Prabhadevi, Mumbai - 400025, India.
Tel.: 4039 1600, 6644 1600 · Fax: 2437 6638 · Visit us at: www.iciciprulife.com CIN : U66010MH2000PLC127777

19 - 20

ICICI PRUDENTIAL LIFE INSURANCE

30 Aug 2021

Dear Gotru Surekha Surekha,

We are pleased to offer you the position of FINANCIAL SERVICES CONSULTANT in **Level** 1 of our Company.

Components	Rs.Per annum
Basic	69,000
Supplementary Allowance	1,11,000
Flexible Compensation Plan	18,083
Employers Contribution to PF	21,600
Gratuity	3,317
Minimum Statutory bonus	7,000
Total Fixed Pay	2,30,000

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We look forward to your joining the company and wish you a long and successful career with the organization.

Best Regards,

Vineet Tyagi
Vice President
Human Resources
ICICI Prudential Life Insurance Co. Ltd.

ICICI PRUDENTIAL

19-22

31 Aug 2021

Dear Gunabhattu Swajana Raju,

We are pleased to offer you the position of FINANCIAL SERVICES CONSULTANT in Level 1 of our Company.

Components	Rs.Per annum
Basic	69,000
Supplementary Allowance	1,11,000
Flexible Compensation Plan	18,083
Employers Contribution to PF	21,600
Gratuity	3,317
Minimum Statutory bonus	7,000
Total Fixed Pay	2,30,000

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ICICI PruLife Towers, 1089, Appasaheb Marathe Marg, Prabhadevi, Mumbai - 400025, India.
Tel.: +(91) 1800 6044 1600 · Fax: 2437 6638 · Visit us at: www.iciciprulife.com CIN : U66010MH2000PLC127777

ICICI PRUDENTIAL

You are required to submit the requisite documents & proofs of successful completion of your graduation course within 6 months of joining the organization.

We look forward to your joining the company and wish you a long and successful career with the organization.

Best Regards,

Vineet Tyagi Vice
President
Human Resources
ICICI Prudential Life Insurance Co. Ltd.

19-29

ICICI PRUDENTIAL LIFE INSURANCE

30 Aug 2021

Dear Kammaganti Mahesh,

We are pleased to offer you the position of UNIT MANAGER in **Level 1** of our Company.

Components	Rs.Per annum
Basic	69,000
Supplementary Allowance	1,11,000
Flexible Compensation Plan	18,083
Employers Contribution to PF	21,600
Gratuity	3,317
Minimum Statutory bonus	7,000
Total Fixed Pay	2,30,000

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You are required to submit the requisite documents & proofs of successful completion of your graduation course within 6 months of joining the organization.

We look forward to your joining the company and wish you a long and successful career with the organization.

Best Regards,

Vineet Tyagi
Vice President
Human Resources
ICICI Prudential Life Insurance Co. Ltd.

19-35

ICICI PRUDENTIAL

31 Aug 2021

Dear Kollipara Yamini,

We are pleased to offer you the position of FINANCIAL SERVICES CONSULTANT **In Level** 1 of our Company.

Components	Rs.Per annum
Basic	69,000
Supplementary Allowance	1,11,000
Flexible Compensation Plan	18,083
Employers Contribution to PF	21,600
Gratuity	3,317
Minimum Statutory bonus	7,000
Total Fixed Pay	2,30,000

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19-44

ICICI PRUDENTIAL

31 Aug 2021

Dear MAMIDI SRIDEVI,

We are pleased to offer you the position of FINANCIAL SERVICES CONSULTANT in Level 1 of our Company.

Components	Rs.Per annum
Basic	69,000
Supplementary Allowance	1,11,000
Flexible Compensation Plan	18,083
Employers Contribution to PF	21,600
Gratuity	3,317
Minimum Statutory bonus	7,000
Total Fixed Pay	2,30,000

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ICICI PRUDENTIAL

You are required to submit the requisite documents & proofs of successful completion of your graduation course within 6 months of joining the organization.

We look forward to your joining the company and wish you a long and successful career with the organization.

Best Regards,

Vineet Tyagi Vice
President
Human Resources
ICICI Prudential Life Insurance Co. Ltd.

Registered Office : ICICI Prudential Life Insurance Company Limited
ICICI PruLife Towers, 1089, Appasaheb Marathe Marg, Prabhadevi, Mumbai - 400025, India.
Tel.: 4039 1600, 6641 1600 - Fax: 2437 6638 - Visit us at: www.iciciprulife.com CIN : U66010MH2000PLC127837

ICICI PRUDENTIAL

19,46

25 Aug 2021

Dear MANDHA GNANA SRI,

We are pleased to offer you the position of UNIT MANAGER in Level 1 of our Company.

Components	Rs.Per annum
Basic	69,000
Supplementary Allowance	1,11,000
Flexible Compensation Plan	18,083
Employers Contribution to PF	21,600
Gratuity	3,317
Minimum Statutory bonus	7,000
Total Fixed Pay	**2,30,000**

The Company reserves the right to conduct background checks including your antecedent, Education and employment. Your continuation in employment will be subject to satisfactory reports being received from all the above mentioned sources.

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You are required to submit the requisite documents & proofs of successful completion of your graduation course within 6 months of joining the organization.

ICICI PRUDENTIAL

We look forward to your joining the company and wish you a long and successful career with the organization.

Best Regards,

Vineet Tyagi
Vice President
Human Resources
ICICI Prudential Life Insurance Co. Ltd.

ICICI PRUDENTIAL

19-51

31 Aug 2021

Dear MOHAMMAD SIDDIQ,

We are pleased to offer you the position of FINANCIAL SERVICES CONSULTANT in Level 1 of our Company.

Components	Rs.Per annum
Basic	69,000
Supplementary Allowance	1,11,000
Flexible Compensation Plan	18,083
Employers Contribution to PF	21,600
Gratuity	3,317
Minimum Statutory Bonus	7,000
Total Fixed Pay	2,30,000

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ICICI PRUDENTIAL

You are required to submit the requisite documents & proofs of successful completion of your graduation course within 6 months of joining the organization.

We look forward to your joining the company and wish you a long and successful career with the organization.

Best Regards,

Vineet Tyagi Vice
President
Human Resources
ICICI Prudential Life Insurance Co. Ltd.

ICICI PRUDENTIAL

19-61

31 Aug 2021

Dear D.Uji RAMA,

We are pleased to offer you the position of UNIT MANAGER in Level 1 of our Company.

Components	Rs.Per annum
Basic	69,000
Supplementary Allowance	1,11,000
Flexible Compensation Plan	18,083
Employers Contribution to PF	21,600
Gratuity	3,317
Minimum Statutory bonus	7,000
Total Fixed Pay	2,30,000

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Registered Office : ICICI Prudential Life Insurance Company Limited
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Tel.: 4039 1600, 6644 1600 · Fax: 2437 6638 · Visit us at: www.iciciprulife.com CIN : L66010MH2000PLC128431

ICICI PRUDENTIAL

You are required to submit the requisite documents & proofs of successful completion of your graduation course within 6 months of joining the organization.

We look forward to your joining the company and wish you a long and successful career with the organization.

Best Regards,

Vineet Tyagi Vice
President
Human Resources
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Tel.: 4039 1600, 6641 1600 · Fax: 2437 6638 · Visit us at: www.iciciprulife.com CIN : U66010MH2000PLC127927

ICICI PRUDENTIAL

19-76

31 Aug 2021

Dear SAYANI NAGA SAI,

We are pleased to offer you the position of FINANCIAL SERVICES CONSULTANT in Level 1 of our Company.

Components	Rs.Per annum
Basic	69,000
Supplementary Allowance	1,11,000
Flexible Compensation Plan	18,083
Employers Contribution to PF	21,600
Gratuity	3,317
Minimum Statutory bonus	7,000
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ICICI PRUDENTIAL

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We look forward to your joining the company and wish you a long and successful career with the organization.

Best Regards,

Vineet Tyagi Vice
President
Human Resources
ICICI Prudential Life Insurance Co. Ltd.

ICICI PRUDENTIAL

19-82

31 Aug 2021

Dear TEEDA HEMALATHA,

We are pleased to offer you the position of UNIT MANAGER in **Level 1** at our Company.

Components	Rs.Per annum
Basic	69,000
Supplementary Allowance	1,11,000
Flexible Compensation Plan	18,083
Employers Contribution to PF	21,600
Gratuity	3,317
Minimum Statutory bonus	7,000
Total Fixed Pay	2,30,000

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Best Regards,

Vineet Tyagi Vice
President
Human Resources
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ICICI PruLife Towers, 1089, Appasaheb Marathe Marg, Prabhadevi, Mumbai - 400025, India.
Tel.: 4039 1600 6644 1600 · Fax: 2437 6638 · Visit us at: www.icicipruLife.comCIN : U66010MH2000PLC127327

ICICI PRUDENTIAL LIFE INSURANCE

19-90

25 Aug 2021

Dear YEKULA RAJESH YEKULA RAJESH,

We are pleased to offer you the position of UNIT MANAGER in Level 1 of our Company.

Components	Rs.Per annum
Basic	69,000
Supplementary Allowance	1,11,000
Flexible Compensation Plan	18,083
Employers Contribution to PF	21,600
Gratuity	3,317
Minimum Statutory bonus	7,000
Total Fixed Pay	2,30,000

The Company reserves the right to conduct background checks including your antecedent, Education and employment. Your continuation in employment will be subject to satisfactory reports being received from all the above mentioned sources.

Please note that this offer is made and is valid subject to your acceptance of the term/conditions of employment with us and may be withdrawn/modified if any information or representation furnished by you is found to be incorrect or if any material information is detected by us to have been suppressed/misrepresented by you or any action on your part is found to be in contravention to the terms and conditions of employment or the Company's Code of Conduct or any Applicable Anti-Bribery Law and the Anti-Corruption and Bribery Policy of the Company. This offer letter may be withdrawn by the Company without assigning any reason whatsoever for such withdrawal. This letter is not to be construed as your letter of appointment, which will be issued separately subject to the conditions mentioned above.

The Company shall have the right to transfer you to any of its departments / offices or depute you to group companies, anywhere in India. In case of deputation to a group Company, the terms and conditions of your employment including gross salary and benefits, etc. as stated in this letter will continue to be applicable.

You are required to submit the requisite documents & proofs of successful completion of your graduation course within 6 months of joining the organization.

ICICI PRUDENTIAL

We look forward to your joining the company and wish you a long and successful career with the organization.

Best Regards,

Vineet Tyagi
Vice President
Human Resources
ICICI Prudential Life Insurance Co. Ltd.

D Mart

OFFER LETTER

GPC
Andhra Pradesh

Date: 23rd Aug 21

Dear Agalliscam Gayatha

Welcome to the DMart family!

On the basis of campus selections, we are happy to offer you the position of **Department Manager (Trainee)** at an annual compensation of **INR 3 Lakhs*** on Cost to Company basis.

We eagerly look forward to having you on board. Your date of joining would be in September 2021 tentatively. Any change would be communicated to you in due course.

You may be placed anywhere in India; your initial place of posting and other details will be communicated in due course before you join the organization.

We wish you a long and successful career with us!

Human Resources
Avenue Supermarts Ltd. (D-Mart)

* This is a provisional offer of employment subject to the following terms-

4. You should pass/clear all academic examinations/ backlogs before you join DMart. In case your results are not published by your joining date, you would have to submit the same within a maximum period of three months. Continuation of employment post submission of your mark sheet/certificate would be on the basis of you passing the respective examination.

5. You should be declared *Fit for employment* by a medical examination to be arranged by us.

6. All documents submitted by you in support of identity, address, academics are true (subject to verification).

Further details of your joining process will be communicated by our Human Resources team in due course.

ACKNOWLEDGEMENT & ACCEPTANCE

SIGNATURE _____ NAME: _____ DATE: _____

DMart

19-08

OFFER LETTER

GEC
Andhra Pradesh

Date: 23rd Aug 21

Dear Bommanapovina Nagu Mamatha,

Welcome to the DMart family!

On the basis of campus selections, we are happy to offer you the position of **Department Manager (Trainee)** at an annual compensation of **INR 3 Lakhs*** on Cost to Company basis.

We eagerly look forward to having you on board. Your date of joining would be in September 2021 tentatively. Any change would be communicated to you in due course.

You may be placed anywhere in India; your initial place of posting and other details will be communicated in due course before you join the organization.

We wish you a long and successful career with us!

Human Resources
Avenue Supermarts Ltd. (D-Mart)

* This is a provisional offer of employment subject to the following terms:

13. You should pass/clear all academic examinations/ backlogs before you join DMart. In case your results are not published by your joining date, you would have to submit the same within a maximum period of three months. Continuation of employment post submission of your mark sheet/certificate would be on the basis of you passing the respective examination.

14. You should be declared *fit for employment* by a medical examination to be arranged by us.

15. All documents submitted by you in support of identity, address, academics are true (subject to verification).

Further details of your joining process will be communicated by our Human Resources team in due course.

ACKNOWLEDGEMENT & ACCEPTANCE

SIGNATURE: _____ NAME: _____ DATE: _____

D Mart

19-12

OFFER LETTER

GEC
Anchrs Pradeep

Date: 29 Aug 21

Dear Chinma Goel

Welcome to the DMart family!

On the basis of campus selections, we are happy to offer you the position of **Department Manager (Trainee)** at an annual compensation of **INR 3 Lakhs** on Cost to Company basis.

We eagerly look forward to having you on board. Your date of joining would be in September 2021 tentatively. Any change would be communicated to you in due course.

You may be placed anywhere in India; your initial place of posting and other details will be communicated in due course before you join the organisation.

We wish you a long and successful career with us!

Human Resources
Avenue Supermarts Ltd. (D-Mart)

This is a provisional offer of employment subject to the following terms:-

15. You should pass/clear all academic examinations/ backlogs before you join DMart. In case your results are not published by your joining date, you would have to submit the same within a maximum period of three months. Continuation of employment post submission of your mark sheet/certificate would be on the basis of you passing the respective examination.

16. You should be declared fit for employment by a medical examination to be arranged by us.

17. All documents submitted by you in support of identity, address, academics are true (subject to verification).

Further details of your joining process will be communicated by your Human Resources team in due course.

ACKNOWLEDGEMENT & ACCEPTANCE

SIGNATURE: _____ NAME: _____ DATE: _____

D-Mart

19-14

OFFER LETTER

GEC
Andhra Pradesh

Date: 23rd Aug 21

Dear Chunduri Naga Siva Pujitha

Welcome to the DMart family!

On the basis of campus selections, we are happy to offer you the position of **Department Manager (Trainee)** at an annual compensation of INR 3 Lakhs* on Cost to Company basis.

We eagerly look forward to having you on board. Your date of joining would be in September 2021 tentatively. Any change would be communicated to you in due course.

You may be placed anywhere in India; your initial place of posting and other details will be communicated in due course before you join the organization.

We wish you a long and successful career with us!

Human Resources
Avenue Supermarts Ltd. (D-Mart)

* This is a provisional offer of employment subject to the following terms-

13. You should pass/clear all academic examinations/ backlogs before you join DMart. In case your results are not published by your joining date, you would have to submit the same within a maximum period of three months. Continuation of employment post submission of your mark sheet/certificate would be on the basis of you passing the respective examination.

14. You should be declared *Fit for employment* by a medical examination to be arranged by us.

15. All documents submitted by you in support of identity, address, academics are true (subject to verification).

Further details of your joining process will be communicated by our Human Resources team in due course.

ACKNOWLEDGEMENT & ACCEPTANCE

SIGNATURE: _____ NAME: _____ DATE: _____

19-16

DMart®

OFFER LETTER

GEC
Andhra Pradesh

Date: 23rd Aug-21

Dear Epuri Nagarjuna

Welcome to the DMart family!

On the basis of campus selections, we are happy to offer you the position of **Department Manager** (Trainee) at an annual compensation of **INR 3 Lakhs*** on Cost to Company basis.

We eagerly look forward to having you on board. Your date of joining would be in September 2021 tentatively. Any change would be communicated to you in due course.

You may be placed anywhere in India; your initial place of posting and other details will be communicated in due course before you join the organization.

We wish you a long and successful career with us!

Human Resources
Avenue Supermarts Ltd. (D-Mart)

* This is a provisional offer of employment subject to the following terms:-

25. You should pass/clear all academic examinations/ backlogs before you join DMart. In case your results are not published by your joining date, you would have to submit the same within a maximum period of three months. Continuation of employment post submission of your mark sheets/certificate would be on the basis of you passing the respective examination.

26. You should be declared fit for employment by a medical examination to be arranged by us.

27. All documents submitted by you in support of identity, address, academics are true (subject to verification).

Further details of your joining process will be communicated by our Human Resources team in due course.

ACKNOWLEDGEMENT & ACCEPTANCE

SIGNATURE: _____ NAME: _____ DATE: _____

19-55

DMart®

OFFER LETTER

GEC
Andhra Pradesh

Date: 23rd Aug 21

Dear Nagaman Rani

Welcome to the DMart family!

On the basis of charges selections, we are happy to offer you the position of Department Manager (Trainee) at an annual compensation of INR 3 Lakhs* on Cost to Company basis.

We hopefully look forward to having you on board. Your date of joining would be in September 2021 tentatively. Any change would be communicated to you in due course.

You may be placed anywhere in India, your initial place of posting and other details will be communicated in due course before you join the organization.

We wish you a long and successful career with us!

Human Resources
Avenue Supermarts Ltd. (D-Mart)

* This is a provisional offer of employment subject to the following terms:

1. You shall be passionate all academic examinations/ backlogs before you join DMart. In case your results are not published by your joining date, you would have to submit the same within a maximum period of three months. Continuation of employment post submission of your track sheet/certificate would be on the basis of you passing the respective examination.
2. You should be declared fit for employment by a medical examination to be arranged by us.
3. All documents submitted by you in support of identity, address, credentials are true (subject to verification).

Further details of your joining process will be communicated by our Human Resources team in due course.

ACKNOWLEDGEMENT & ACCEPTANCE

SIGNATURE: [signature] NAME: [signature] DATE: 25-8-2021

D Mart

OFFER LETTER

19-58

GEC
Andhra Pradesh

Date: 23rd Aug 21

Dear N. Naga Durga Bhavani

Welcome to the DMart family!

On the basis of campus selections, we are happy to offer you the position of **Department Manager (Trainee)** at an annual compensation of **INR 3 Lakhs*** on Cost to Company basis.

We eagerly look forward to having you on board. Your date of joining would be in September 2021 tentatively. Any change would be communicated to you in due course.

You may be placed anywhere in India, your initial place of posting and other details will be communicated in due course before you join the organization.

We wish you a long and successful career with us!

Human Resources
Avenue Supermarts Ltd. (D-Mart)

* This is a provisional offer of employment subject to the following terms-

13. You should pass/clear all academic examinations/ backlogs before you join DMart. In case your results are not published by your joining date, you would have to submit the same within a maximum period of three months. Continuation of employment post submission of your mark sheet/certificate would be on the basis of you passing the respective examination.

14. You should be declared *Fit for employment by* a medical examination to be arranged by us.

15. All documents submitted by you in support of identity, address, academics are true (subject to verification).

Further details of your joining process will be communicated by our Human Resources team in due course.

ACKNOWLEDGEMENT & ACCEPTANCE

SIGNATURE: _____ NAME: _____ DATE: _____

19-62

D-Mart

OFFER LETTER

GEC
Andhra Pradesh

Date: 23rd Aug 21

Dear Pallampati Sunna Sowrani

Welcome to the DMart family!

On the basis of [illegible] we are happy to offer you the position of Department Manager (Trainee) at an annual compensation of INR 5 Lakhs* on Cost to company basis.

We eagerly look to [illegible] having you on board. Your date of joining would be in September 2021 tentatively. Any change would be communicated to you in due course.

You may be [illegible] anywhere in India. Your initial place of posting and other details will be communicated in due course before you join me a guarantee.

We wish you a long and successful career [illegible]

Human Resources
Avenue Supermarts Ltd. (D-Mart)

* This is a provisional offer of employment subject to the following terms:

1. You should [illegible] examination/ hostages before you join DMart. In case your results are not published by your joining date, you would have to submit the same within a [illegible] period of three months. Continuation of employment post submission of your mark sheet/certificate would be on the basis of your passing and respective examination.

2. You should be declared *Fit for employment* by a medical examination to be arranged by us.

3. All documents submitted by you in support of [illegible], [illegible], [illegible] are true (subject to verification).

Further details of your joining process will be communicated by our Human Resources team in due course.

ACKNOWLEDGEMENT & ACCEPTANCE

SIGNATURE: P. Sunna Sowrani NAME: Pallampati Sunna Sowrani DATE: 25-08-2021

19-53

DMart

OFFER LETTER

GEC
Andhra Pradesh

Date: 23rd Aug 21

Dear TUMMALAPALLI MADHURI

Welcome to the DMart family!

On the basis of campus selections, we are happy to offer you the position of **Department Manager (Trainee)** at an annual compensation of INR 3 Lakhs* on Cost to Company basis.

We eagerly look forward to having you on board. Your date of joining would be in September 2021 tentatively. Any change would be communicated to you in due course.

You may be placed anywhere in India; your initial place of posting and other details will be communicated in due course before you join the organization.

We wish you a long and successful career with us!

Human Resources
Avenue Supermarts Ltd. (D-Mart)

*This is a provisional offer of employment subject to the following terms:-

29. You should pass/clear all academic examinations/ backlogs before you join DMart. In case your results are not published by your joining date, you would have to submit the same within a maximum period of three months. Continuation of employment post submission of your mark sheet/certificate would be on the basis of you passing the respective examination.

28. You should be declared fit for employment by a medical examination to be arranged by us.

30. All documents submitted by you in support of identity, address, academics are true (subject to verification)

Further details of your joining process will be communicated by our Human Resources team in due course.

ACKNOWLEDGEMENT & ACCEPTANCE

SIGNATURE _____ NAME: _____ DATE: ____

1986

DMart

OFFER LETTER

GEC
Andhra Pradesh

Date: 25th Aug 2

Dear Yarlagadda Sri Latha

Welcome to the DMart family!

On the basis of campus selections, we are happy to offer you the position of Department Manager (Trainee) at an annual compensation of INR 3 Lakhs* on Cost to Company basis.

We eagerly look forward to having you on board. Your date of joining would be in September 2021 tentatively. Any change would be communicated to you in due course.

You may be placed anywhere in India, your initial place of posting and other details will be communicated in due course before you join the organization.

We wish you a long and successful career with us!

Human Resources
Avenue Supermarts Ltd. (D-Mart)

* This is a provisional offer of employment subject to the following terms-

13. You should pass/clear all academic examinations/ backlogs before you join DMart. In case your results are not published by your joining date, you would have to submit the same within a maximum period of three months. Continuation of employment post submission of your mark sheet/certificate would be on the basis of you passing the respective examination.
14. You should be declared *fit for employment* by a medical examination to be arranged by us.
15. All documents submitted by you in support of identity, address, academics are true (subject to verification).

Further details of your joining process will be communicated by our Human Resources team in due course.

ACKNOWLEDGEMENT & ACCEPTANCE

SIGNATURE: _____ NAME: _____ DATE: _____

1989

OFFER LETTER

GEC
Andhra Pradesh

Date: 23rd Aug 21

Dear Yaragadda Ramya

Welcome to the DMart family!

On the basis of campus selections, we are happy to offer you the position of **Department Manager (Trainee)** at an annual compensation of INR 3 Lakhs* on Cost to Company basis.

We eagerly look forward to having you on board. Your date of joining would be in September 2021 tentatively. Any change would be communicated to you in due course.

You may be placed anywhere in India; your initial place of posting and other details will be communicated in due course before you join the organization.

We wish you a long and successful career with us!

Human Resources
Avenue Supermarts Ltd. (D-Mart)

* This is a provisional offer of employment subject to the following terms-

7. You should pass/clear all academic examinations/ backlogs before you join DMart. In case your results are not published by your joining date, you would have to submit the same within a maximum period of three months. Continuation of employment post submission of your mark sheet/certificate would be on the basis of you passing the respective examination.

8. You should be declared *fit for employment* by a medical examination to be arranged by us.

9. All documents submitted by you in support of identity, address, academics are true (subject to verification).

Further details of your joining process will be communicated by our Human Resources team in due course.

ACKNOWLEDGEMENT & ACCEPTANCE

SIGNATURE: NAME: DATE:

19-68

Regd. Office:
Wells Fargo Centre, Building 1A,
Divyasree SEZ, Survey No. 66/1
Raidurga Village, Serilingampalli,
Hyderabad, India - 500032
Tel: +91 40 4023 1000
Fax: +91 40 4023 1100
CIN: U74140TG2006PTC051601
wellsfargo.com

Wells Fargo International Solutions Private Limited
(Formerly known as Wells Fargo EGS (India) Private Limited)
Wells Fargo Centre
Orion IT/ITES SEZ
Divyasree NSL Infrastructure Private Limited SEZ
Survey No. 66/1, Raidurga Village
Serilingampalli Mandal, RR District
Hyderabad, India 500032
Tel: 91 40 4023 1000
Fax: 91 40 4023 1100
wellsfargo.com

September 20, 2021

Jaya Surya Pakala
D No:8-1042, Bapuji colony
sulkarapeta, Andhra Pradesh

OFFER OF EMPLOYMENT

Dear JAYA,

We are pleased to offer you a position at **Wells Fargo International Solutions Private Limited (formerly known as Wells Fargo EGS (India) Private Limited) ("Wells Fargo" or "Company")**, and your employment shall be effective from the Date of Joining as mentioned below, on the following terms and conditions:

- **Designation:** You will be designated as **Loan Documentation Specialist. Notwithstanding anything herein**, this offer is conditional on Wells Fargo receiving a satisfactory reference and background check on you, as well as not having an outside activity that is in conflict with Wells Fargo's interests. On your first day of employment **October 25, 2021 (DOJ)** you will need to report before 8:30 a.m. at Wells Fargo International Solutions Private Limited (formerly known as Wells Fargo EGS (India) Private Limited), Wells Fargo Centre, Building 1A, Orion IT/ITES SEZ, Divyasree NSL Infrastructure Private Limited SEZ, Survey No.66/1, Raidurga Village, Serilingampalli Mandal, RR District, Hyderabad 500032.
- **Compensation:** Your total annual fixed compensation (inclusive of contributions to be made towards various social security schemes such as Wells Fargo's contribution to Provident Fund), would be **INR 2,71,000/- (Rupees Two Lakh Seventy One Thousand Only)**. Please note that tax will be deducted at source from your gross compensation above in compliance with prevailing tax regulations. In addition, you will be covered by Wells Fargo's Variable Performance Pay plan, with an annual target of **INR 13,550/- (Rupees Thirteen Thousand Five Hundred Fifty Only)**. The detailed break up of the compensation offered to you is outlined in Annexure 'A' to this letter.
- **Place of Work:** You will be initially based in the Wells Fargo office in Hyderabad. However, Wells Fargo reserves the right to transfer you from one office to another, at its discretion during the term of your service. You may be required to work from different offices and in different shifts from time to time. Wells Fargo further reserves the right to change your shift timings, job title, designation, corporate title, reporting lines and reporting manager, in line with applicable laws, during the term of your service.
- **Duties:** You will perform all acts, duties and obligations and comply with such instructions as may be specified by Wells Fargo and which are reasonably consistent with your job title and profile. Wells Fargo may require you to undertake the duties of another position, viz. in addition to or instead of the above duties, it being understood that you will not be required to perform duties, which are not reasonably within your capabilities. Wells Fargo may also require you (as part of your duties of employment) to perform duties or services not only for Wells Fargo but also for any Group Company where such duties or services are of a similar status to or consistent with your position with Wells Fargo. For the purposes of this agreement, "Group Company" means any subsidiary or holding company of the Company, any subsidiary of such holding company, and any company in which the Company or any such holding company holds or controls directly or indirectly not less than 50% of the issued share capital.

- **Confidentiality:** As an employee of Wells Fargo, you will have access to Wells Fargo's Confidential Information. The Confidential Information remains sole property of Wells Fargo or any Group Company. You shall not, either during (except in the proper course of the your duties) or after the termination of your employment, without the prior written consent of the Company, directly or indirectly, divulge, use or otherwise disclose to any person whatsoever, the Confidential Information, either for your own or for another's benefit. You shall use your best endeavours to protect the Confidential Information and prevent unauthorised disclosure or misuse of the Confidential Information. You must immediately notify the Company should you suspect unauthorised disclosure or misuse of the Confidential Information and, where required, assist the Company in any proceedings taken by the Company for alleged unauthorised disclosure and/or misuse of the Confidential Information. You must comply with any other confidentiality agreement or private confidentiality undertakings as required by the Company from time to time to protect its business interests and those of its customers and any Group Company. For the purpose of this clause, "Confidential Information" means any trade secrets or confidential information relating to or belonging to the Company or any Group Company, in any form or format, including but not limited to: (i) business strategy, plans and dealings; (ii) product lines, services, prices and cost information, marketing plans; (iii) staff salaries and terms and conditions, personnel history; (iv) security, dealings, transactions, lists or details of any clients of the Company or any Group Company; (v) business accounts, finances, profit margins and financial records; (vi) business forms and operating procedures, policies and practices; (vii) technical data and software; (viii) intellectual property and inventions; (ix) any information in respect of which the Company or any Group Company is bound by an obligation of confidentiality to a third party; and (x) any information classified as private, internal use, confidential or restricted (or similar) under Wells Fargo's Information Classification Matrix (or any such document or policy from time to time in place); but does not include: (i) information that is with in the public domain; (ii) information required to be disclosed by law; (iii) information which the Company has consented to being disclosed; and (iv) information required to be disclosed as a necessary part of the your duties. You are directed not to bring any confidential or proprietary material of any former employer. Also, you represent that you are not subject to any restrictions that prevent you from working for Wells Fargo.

- **Intellectual Property:** For the purposes of this section, "Work" means any invention, discovery, design, improvement, formula, process, technique, literary or artistic work, or any other item in which Intellectual Property Rights subsist or are capable of subsistence and is wholly or partly created, made or discovered by you either (i) in the course of your employment with the Company, or (ii) otherwise using the facilities, resources, time or any other opportunity provided by the Company. "Intellectual Property Rights" means all existing and future rights which are capable of protection by copyright, patent, design, trademark or other registration or other forms of protection available in India or elsewhere. The Work and all Intellectual Property Rights in the Work will belong absolutely to the Company, and you agree to do all things necessary and execute any document required to give effect to this ownership. You shall communicate to the Company any Work created, made or discovered during your employment with the Company. You hereby consent to the use of all existing and future Works made by you in the course of your employment, and agree to waive any moral rights you may have in them, and consent to any act which amounts to an infringement of any such moral right, in favour of the Company. You also agree that this consent and waiver extends to any licensees and successors in title to the Company in respect of such works as well as to any persons who are authorised by the Company or its licensees and successors in title to do acts comprising the copyright of such works. You agree to execute any further document necessary to give effect to this. For the purpose of this clause, the expression "moral rights" includes the right to be identified as the author of the work, the right not to have any other person identified as the author of the work and the right not to have the work subjected to any derogatory treatment.

- **Non-Solicitation:** You acknowledge that during your employment with the Company you: (i) have or will become interested of Confidential Information regarding the business of the Company and Group Companies, and their respective employees and officers; and/or (ii) have the ability to influence your employees and officers of the Company and Group Companies; and/or (iii) have developed or will develop commercially valuable relationships with the suppliers and shareholders of the Company and Group Companies. You shall not during the Restricted Period (as defined below), directly or indirectly on your account or on behalf of or in association with any other Person, induce, solicit, collect or procure, or seek to induce, solicit, entice or procure any Protected Employee (as defined below) to leave the employment of the Company or Group Company. You also agree that you shall not during the Restricted Period, directly or indirectly on your account or on behalf of or in association with any other Person, directly or indirectly in relation to any contract or arrangement which the Company has with any supplier for the exclusive supply of goods or services to the Company and/or to Group Company for the duration of such contract or arrangement, interfere with the supply of goods or services to the Company from any supplier and/or induce

19-45

FACTSET) SEE THE ADVANTAGE

3/11/2021

Venkata SaiPriya Mandapati
1-290, Opposite small Ramalayam temple,
Santha road, Gudlavalleru,
AP-521356.

Offer of Employment

Dear Venkata SaiPriya

Congratulations!

We are pleased to confirm our offer of employment to you in our organization as **Research Analyst** with effect from **22 November, 2021** . You will be based in our **India, Hyderabad, DVS, SEZ-1 – Orion B4; FL 7,8,9,11 (Hyderabad - Divyasree 3)** office. We extend this offer and the opportunity with great confidence in your abilities based upon your credentials and the information shared during your interview. We feel that you will be able to make an outstanding contribution to our organization.

Your annual Cost to the Company is **2,57,700** and will be subject to statutory and other deductions as per employer policies and practices.

The details of your compensation breakdown are provided in the **Annexure A**.

Your compensation details are confidential and you may discuss it only with the undersigned in case of any clarification. It is our hope that your acceptance of our offer will be just the beginning of a mutually beneficial relationship with our organization.

Your employment with us will be governed by the Terms & Conditions as detailed in **Annexure B**.

Please provide your response indicating your acceptance of our offer as per the terms and conditions mentioned in the Annexure-B within 2 working days of receipt of this letter, after which period this offer shall lapse automatically.

We congratulate you on your appointment and wish you a long and successful career with us. We are confident that your contribution will take us further in our journey towards becoming market leaders. We

Copyright © 2019 [illegible] All rights reserved.

assure you of our support for your professional development and growth.

ANNEXURE-A

NAME: Venkata Sai Priya Mandapati
JOB TITLE: Research Analyst
DEPARTMENT: Content Operations India - SIRC - Concordance

MONTHLY AMOUNTS

6563 BASIC SALARY

ALLOWANCES:
2,625.00 HOUSE RENT ALLOWANCE
8,163.00 SPECIAL ALLOWANCE
1,400.00 STATUTORY BONUS

18,750.00 TOTAL FIXED BASE SALARY

BENEFITS:
1,800 EMPLOYER'S CONTRIBUTION TO PROVIDENT FUND
609 EMPLOYER ESI
316 GRATUITY

21,475 TOTAL COST TO THE COMPANY

YEARLY AMOUNTS

78,750.00 BASIC SALARY ALLOWANCES:
31,500.00 HOUSE RENT ALLOWANCE
97,950.00 SPECIAL ALLOWANCE
16,800.00 STATUTORY BONUS

manavi

Date: 01st Sep, 2021

Appointment Letter

Dear Mr Nitesh Kumar Ravulapati,

Subsequent to your interview and letter of offer, we take pleasure in appointing you in M/s Manavi Wealth Pvt. Ltd, Vijayawada as **Jr Executive-Marketing** from Sep 1st, 2021, during your period of employment, you would be governed by the following terms and conditions as amended from time to time by the management.

1. Remuneration:

You will be paid INR 12,000/- per month for the first 6 months.For the first six months you will be in probation and you will not be entitled for any Privileged leaves and after 6 months, based on your performance & other parameters you may be entitled for additional employee benefits like salary revision, leaves, bonus etc.,

2. Secrecy:

In performing your duties, you may receive or be exposed to confidential and trade secret information and documents of M/s. Manavi Wealth Pvt. Ltd., or its associated companies or its customers/partners. You are required not to divulge any such information, either directly or indirectly at any time, in any form to any party not authorized to be privy to such information or documents.

3. Non-Solicitation:

During your employment with *M/s. Manavi Wealth Pvt. Ltd*, you shall not assist any other firm or person to solicit business from Manavi Wealth or associated companies or its customers directly or indirectly and you shall not disclose Manavi Wealth's associated companies or its customers or its employee's contact details and any other information pertaining to them to any third party.

4. Notice period:

In case you wish to leave the organization for any reason, you have to give minimum **2 months of notice** to enable us to hire someone for the smooth transition and knowledge transfer. Considering the urgency and importance of pending tasks and follow ups with the business associates, it is essential that you understand this aspect and provide 2 month's notice without fail.

Sincerely,

For Manavi Wealth Pvt. Ltd,

K.S.V Narendra Kumar

K.S.V Narendra Kumar
CEO

www.manaviwealth.com

19-17

ValueLabs

Letter for Temporary Employment

Ref: VLG/2929/OT/21

Name: **Gail Yamini**
Address: D .NO.7-19-1,
Chinna Ramalayam Street,
Mudinepalli,Andhra Pradesh.

Date: **August 23, 2021**

Dear Yamini,

We are pleased to extend to you a formal offer of temporary employment as **Management Trainee** within the HR department at **ValueLabs LLP**. Your appointment is conditional on the terms and conditions stated in this letter.

1. **Duration:** Your temporary employment under this letter with the Company shall commence effective as of on **August 23, 2021** and end on **November 22, 2021.** As a temporary appointee, your employment may be extended by mutual agreement between you and the Company. It may also be ended or modified at any time, including prior to the scheduled End Date, should the needs of the Company change. While you would be notified of such a change, no formal written notice is required.

2. **Duties and Hours of Work:** You will be responsible to discharge all the services as were assigned to you from time to time and you have to and are expected to discharge duties in a diligent, trustworthy, business like and efficient manner. You will abide by the policies and procedures of the Company that will become applicable to you from time to time. You will devote substantially all of your full working time and attention to the performance of your duties as communicated to you from time to time. Without limiting the foregoing, you shall perform such hours of work as are necessary to fulfil your job function as determined by the Company, including abiding by the Company's formal hours of work from 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.** 16667/- (INR sixteen thousand six Hundred sixty seven only) per month. The Company is authorized to deduct or cause to be deducted from any payment or benefit under this Agreement all taxes and amounts required or authorized by law to be withheld.

6. **Leaves:** Any leaves granted to you shall be governed as per the existing Company policy on the subject. Due to the brief duration of this employment, the legislative provisions pertaining to maternity/paternity leave will not apply.

ValueLabs LLP
Plot # 17, Hitech City, Phase 2, Madhapur Hyderabad - 500081
Ph. +91-40-6623-9000 | Fax: +91 40-6623-9100 | www.valuelabs.com

Signature

bandhan

Bandhan / Hyd / 2022-2023/[illegible]

Date: 24/11/2022

Mounika Naveen

S/o Mounika Gudhapati

KRCH Colony, Kachiguda

Hyderabad

Telangana

SUB: Letter of Intent

Dear

With reference to your application and subsequent interview you had on [illegible], we are pleased to offer you the position of "**Sales Executive, Hyderabad**" in our organization. Your responsibilities and any of operations will be as per the terms and conditions stipulated and agreed upon at the time of interview and as per the documentary instructions issued by the management from time to time.

We actually welcome you to Bandhan Family in with you all success. Please acknowledge and confirm your acceptance.

You are requested to join your new assignment with us as early as possible, but not later than **1st December 2022** under intimation to us. Any delay in joining will have to be communicated to the company in time, in writing obtain approval from the company in writing and if failed to do, within the extended period, your offer stands cancelled.

Please bring following documents and submit the same at time of joining.

- Educational Testimonials with photo copies.
- Experience certificates.
- Relieving certificate from previous employer.
- Salary certificate of last employer.
- Bhag group certificate.
- 5- Passport size photographs.
- ID Proof (Voter card/Pan Card/Passport/Driving Licence)
- Residential Proof
- Medical fitness certificate given by M.R.R.S doctor.

For Bandhan Ceramic Pvt Ltd

For BANDHAN CERAMIC PVT LTD

SH K R Babu

Managing Director

Managing Director

BANDHAN CERAMIC PRIVATE LIMITED

Marbi Office: Office No. 6, Ground Floor, Pacific Business Park, Pune Firm Residency Building, B - A National Highway, Mahendrahargar, Murbi - 363 442.

Regd. Office: 1-6-45/1/H, Sy No 32/B, Dammaiguda Cross Road, Alwal, Hyderabad 500 010, Telangana.

E: +91 8297 722 723, +91 8297 726 726, [illegible]@bandhanfiles.com, www.bandhanfiles.com

bandhan

Bandhan / [illegible]

Date: 24/11/2022

Mr. [illegible]

[illegible]

KRCA Colony, [illegible]

[illegible]

[illegible]

Sole Terms of Appointment

With reference to your application for employment in our organization and the subsequent interview you had with us, the management is pleased to offer you an appointment for the post of " Sales Executive, Hyderabad " in our [illegible].

1. You will be paid a Gross salary of Rs.23,250 (Rupees Twenty Three Thousand Two Hundred Fifty Only) per month (all inclusive). It will be subject to deductions of PF, TDS, PT and other deductions if any as applicable under various rules.
2. You will be entitled to [illegible] of the company as are applicable to the [illegible] of your cadre as per rules of the company.
3. Your appointment in our organization is subject to being found Physically and mentally fit. Please get the medical check up certificate from a qualified and licensed medical [illegible] in allopathy, in your city, in the standard proforma.
4. Bandhan Ceramic Pvt Ltd reserves the right to conduct an antecedent check with your [illegible] and /or previous employer or any other source. If your antecedents found to be faulty, the company reserves the right to withdraw the appointment.
5. Your appointment will be on probation for a period of 6 months which may be extended by another 3 or 6 months, unless confirmed in writing, you will be deemed to be on probation. During probation period this contract of services can be terminated by you or by the management without assigning any reason and without any notice or pay in lieu thereof.
6. Upon your confirmation, if you are found to be guilty of any sort, at any point of time prior to or during your services in Bandhan) the management of Bandhan will [illegible] your services without giving any notice/ pay in lieu thereof. Upon your confirmation, your services are liable to be terminated at any time by the management after giving Three month's clear notice period or Two month's salary in lieu of the noticed period. On your confirmation, you shall also not leave the services of the company without giving Three Months advance written notice. On your failure to do so, you will be liable to pay Two Months salary (as per company rules) as notice pay to the company in lieu thereof. However, after Serving Bandhan for a period of 5 years or more such notice period will be reduced to One month, without any notice Pay.

7. At present your place of work [illegible] You can be transferred to any of our other concern, subsidiary concern, branch offices, or be posted to under the same management or otherwise anywhere in India or abroad or any establishment which may come into existence at any time here in after. You can be transferred from one department to other department, from one shift to other, or to a new department or in other department. On joining you shall work according to the work schedule/ working days/ working hour applicable to the employee in that particular place/ department/ shift where you may be transferred as the case may be. Consequent upon such transfer and the resulting change in the working days/working hours/work schedule and the working condition, you shall not be entitled to any extra remuneration or allowance or any other facilities.
8. You shall not take any part time/full time employment with any other person, firm or organisation whether honorary or paid, directly or indirectly without the written permission of the management which willotherwise be treated as misconduct.
9. It is understood that you will not divulge any secrets or the technical know-how that you attain during the course of your employment to any other person/firm/establishment/organisation while in service, or even after leaving the employment of the company. All the information relating to any design specification, format, procedure, trade secrets or any other information relating to the company and its affairs or business must be kept confidential, otherwise it will be treated a breach of trust having all the consequences.
10. You are liable to instant dismissal without notice for misbehavior, disobedience, incompetence, negligence of duties/assignment or any other illegal act.
11. In the matter of absence for a continuous period of ten day (including absence for which leave though applied but not granted) or when stayed for a period of ten days or more, it shall be presumed that you are not interested in our employment and shall automatically come to an end without any notice or intimation to you.
12. Your employment is subject to your keeping medically sound and remaining fit on reaching the age of superannuation i.e. 58 years, you will automatically cease to be in my employ in it of the company.
13. You will be governed by the standing orders, rules & regulations of the company & also by other general instructions of the company as enforced from time to time.
14. Clearance of full and final payment will be only considered on resign, in case of person leaving the company, or due to whatever reason, until and unless following points are served.
a. Collection of outstanding payments and ensuring that are no dues.
b. Getting balance confirmations from dealers periodically.
c. Not supposed to instruct dealers/ C & F to give materials to [illegible] or of [illegible] Pvt Ltd
d. Handing over all the information and details related to your area of responsibility during employment to your immediate superior.
15. Further, your services will be liable for termination by the company, without providing any notice period or notice pay, in the period of [illegible] on the [illegible] of conditions.
   a. If your performance is not found satisfactory.
   b. If you are found to be a habitual late comer.
   c. If you are habitually found negligent towards your work or it [illegible] is an habitual neglect to work of your end.
   d. If you indulge in an act of in-subordination, indiscipline, corrupt practices, any misconduct, breach of trust, **non-compliance** or any act of sexual harassment with administrative orders or provisions of service rules, regulations and conditions.
   e. If anytime it has been found that the declaration of [illegible] forms, including that given for seeking employment furnished by you, proved to be false or misleading and/ or it has been found that you had willfully suppressed any information to the company.

f. If you are found indulging yourself in any act of theft / fraud / dishonesty in connection with the employer's business / property.
g. If you are found doing willful damage or cost to the employer's goods or property.

h. If there is riotous, disorderly and / or abusive behavior or there is any act subversive of discipline during work hours at the establishment.
i. If you are declared insolvent or convicted of any offense involving any moral turpitude or found to have committed a fraud or misappropriation of money or other assets of the Company.
j. If you are found taking or giving bribes or involved in any act of illegal gratification.
k. If you are found making unauthorized and unlawful use of power / authorities / responsibilities vested upon you by the management.
l. If you are found giving false commitments on behalf of the management to any of our existing or potential customers / stake holders either verbally or in written, via e-mails, social media platforms or any other means of communication.
m. If you are found physically / verbally abusing and / or mentally torturing any of the fellow colleagues, seniors, subordinates, customers, stakeholders, etc.
n. If you are caught using the company assets for unauthorized purposes whether personal or public use, which is other than what has been permitted by the company.
o. If you are observed as an habitual absentee for reasons which are unreasonable.
p. If you are found striking work / inciting others to strike work in contravention of the provisions any law or rule having the Force of Law.
q. If you are found speaking ill about the organization via verbal statements or communications in written and print media or social platform or any other means thereby defaming the respect of the organization.
r. If you are found copying, emailing or transferring any company related confidential data through e mail fax, CD, pen drive, external hard drive, etc. to external agencies/ rivals/any such agencies who can be benefitted with the data.
s. If you are found to be involved in criminal activity.
t. If you are found not complying with any of the following laws/rules or doing anything in breach of policies and objectives, health, safety and Environment, quality, child labour, anticorruption policy, non-discrimination policies or any other policies pertaining to social accountability and ethical standards which are introduced from time to time or if there is habitual breach of law applicable to the establishment from time to time.

16. All disputes hereunto as will be subject to the jurisdiction of Hyderabad Court and nowhere else.

Please sign the duplicate copy of this letter in token of your having accepted these terms of employment.

Yours faithfully,
For Bandhan Ceramic Pvt Ltd
For BANDHAN CERAMIC PVT LTD

Sr. K. N. Balaji
(Managing Director)
Managing Director

Tech Bio Media

29 July, 2022.

To, David Livingston CH
Hyderabad

Dear, David Livingston CH

Based on your application and subsequent interviews with us, we are pleased to offer you a position in **Tech Bio Media Services** upon the following terms and conditions:

Appointment

You will be designated as Associate SAP Consultant. Your employment is to commence from your date of joining, subject to your completion of all other joining formalities, including, but not limited to execution of Employee Agreement and IP & Confidentiality Agreement.

After successful completion of your three months of training and probation period of one year you can move to your suitable location as per company relocation norms & policies.

Your initial placement shall be at the Company's office at Tech Bio media, Divine Hive space, Whitefield road, Kondapur, Serilingampally Hyderabad – 500084. The date of your reporting would be **August 10th, 2022 @ 12:30 PM. However, your services are transferable and you can be seconded or deputed by the** Company to any of the Tech Bio media operations or operations of Tech Bio media's associate companies in India or abroad.

Your appointment will be subject to the verification of your credentials, testimonials and other particulars mentioned by you in your application at the time of your appointment. If the particulars given by you are in any way found to be inaccurate or misleading, your employment shall be deemed to be void from its commencement and you may be terminated immediately without any compensation or notice thereof.

Compensation / Benefits

Your growth in the Company and increase in salary will solely depend on your performance and contribution to the Company.

Post completion of your training, your monthly Total Gross Salary will be a maximum of Rs. 23,511/- as applicable to you and has been detailed in the Compensation Details sheet (Annexure I). This salary will be effective from the 1st day of the month succeeding completion of training and allocation to the Unit.

During the period of your training cum probation, your monthly Total Gross Salary will be Rs. **14,930/-** as applicable to you.

Amendment

Any modification or amendment of this Agreement or additional obligation assumed by either the Company or you in connection with this Agreement, shall be effective if placed in writing and signed by you or the Company or by the respective authorized representatives or shared by email by specific representatives.

Confidentiality of Salary Information

Please remember that compensation information is confidential. Your personal compensation details will Tech Bio media be between you and the Company and we request that compensation details not be discussed with other employees. We thank you in advance for your cooperation with respect to confidentiality. We look forward to your joining our team and being part of our exciting, dynamic company.

Governing Law

This Agreement shall be governed by and construed in accordance with the laws of India. To the extent that either party seeks injunctive relief in any court having jurisdiction for any claim relating to the alleged misuse or misappropriation of trade secrets or confidential or proprietary information, each party hereby consents to personal and exclusive jurisdiction of the courts in Bangalore, India.

If you agree to accept this position, please notify us in writing by signing your name & mentioning the date of joining at the bottom of this page indicating your acceptance of this appointment. A copy of this letter will be sent back to you.

Irrespective of whether you join Tech Bio media or not, you shall keep all the details contained in this letter confidential. Please mark all of your correspondence "Confidential."

David Livingston CH. I take this opportunity to welcome you to Tech Bio media services.

Yours sincerely,
Sri Vardhan C
Manager

Acceptance

I, David Livingston CH hereby confirm acceptance of all of the above terms and conditions and will join on

_____

_____

Signature of Dave Livingston CH Date:

ANNEXURE 1

COMPENSATION DETAILS (All figures in Rs. per month)

NAME	David Livingston CH
ROLE / ROLE DESIGNATION	Associate SAP Consultant
1. MONTHLY COMPONENTS	
BASIC	7,730
FIXED DEARNESS ALLOWANCE (FDA)	1,100
BASKET OF ALLOWANCES (This is to be used towards HRA, LTA, Medical Allowance, Children's Education Allowance, Transport Allowance and Miscellaneous Allowance)	11,470
BONUS / EX-GRATIA (95% of the eligible amount (20% of (Basic + FDA)) being paid out on a monthly basis)	1,678
MONTHLY GROSS SALARY	21,978
2. ANNUAL COMPONENT	
BONUS / EX-GRATIA (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	58
3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of (Basic + FDA)	1,080
GRATUITY - 4.81% of (Basic + FDA)	425
FIXED GROSS SALARY (FGS) (1+2+3)	23,551

4. INCENTIVE COMPONENTS	At an indicative	At an indicative Payout of	At an indicative Payout of
TRANSITION PERFORMANCE LINKED INCENTIVE (TPI)	3,53	2,94	3,355
*TOTAL GROSS SALARY (inclusive of the incentive component at an indicative payout of 15% of FGS)			27,094
TOTAL GROSS SALARY (inclusive of the incentive component at an indicative payout of 12.5% of FGS)			26,495
TOTAL GROSS SALARY (inclusive of the incentive component at an indicative payout of 10% of FGS)			25,906

OTHER BENEFITS

Scheme	Eligible Amount in Rs.	Interest	Monthly	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000	N	12	Nil

TBM Tech

We unite in light

LIST OF DOCUMENTS

- Two passport size photographs of self
- Copy of passport & PAN card
- Copies of educational and additional qualification certificates & mark sheets
- Relieving letters & experience letters from your previous employers (if experienced)
- Latest 3 months' Pay Slip (if experienced)*
- Photo Id proof (Passport / Driving License/ PAN Card/ Voter's ID card etc.)
- Address proof of the present & permanent residence

* Your offer has been made based on the information furnished by you. However, if there is a discrepancy in the copies of the documents/certificates given by you as a proof in support of the above, the Company reserves the right to revoke the offer of appointment.