



Date: 27-SEP-2022

LETTER OF INTENT TO OFFER

Dear Mr. Krishna Satya,

With reference to your participation in "NALA Robotics Campus Recruitment Drive" we are pleased to inform you that you have been selected as an "Assistant Engineer" and would be working from our R&D Center in Hyderabad.

Your gross annual remuneration (CTC) will be 10,00,000 (Rupees Ten Lakhs Only) Per Annum out of which 9,00,000 will be your fixed CTC and 1,00,000 will be your variable pay. Please refer to the details of the salary break-up in Annexure A.

You are requested to complete your joining formalities by submitting all the required documents at the time of joining.

The offer letter is the intent of making an employment proposition and will be deemed concluded only upon the issuance of the appointment letter as well as on submission of all documents.

Welcome aboard! We look forward you to joining our organization.

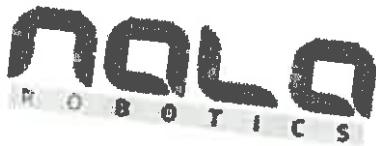
Yours truly,
For NALA Robotics

A handwritten signature in black ink, appearing to read "Balaji Koneru".

Balaji Koneru
General Manager

Plot No 36 A, TIE, IDA, Balanagar, Hyderabad, Telangana - 500037
www.nalarobotics.com

A handwritten signature in blue ink, appearing to read "Training & Placement Officer".
DVR & Dr HS MIC College of Technology



Date: 27-SEP-2022

LETTER OF INTENT TO OFFER

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With reference to your participation in "Nala Robotics Campus Recruitment Drive" we are pleased to inform you that you have been selected as an "Assistant Engineer" and would be working from our R&D Center in Hyderabad.

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Welcome aboard! We look forward you to joining our organization.

Yours truly,
For NALA Robotics

A handwritten signature in black ink, appearing to read "Balaji".

Balaji Koneru
General Manager

Plot No 36 A, TIE, IDA, Balanagar, Hyderabad, Telangana - 500037
www.nalarobotics.com

Training & Placement Officer
DVR & Dr HS MIC College of Technology



Yours truly,
For NALA Robotics

A handwritten signature in black ink, appearing to read "Balaji Koneru".

Balaji Koneru
General Manager

Plot No 36 A, TIE, IDA, Balanagar, Hyderabad, Telangana - 500037
www.nalarobotics.com



Date: 27-SEP-2022

LETTER OF INTENT TO OFFER

Dear Ms. Deepika Talluri,

With reference to your participation in "NALA Robotics Campus Recruitment Drive" we are pleased to inform you that you have been selected as an "Assistant Engineer" and would be working from our R&D Center in Hyderabad.

Your gross annual remuneration (CTC) will be 7,00,000 (Rupees Seven Lakhs Only) Per Annum out of which 6,30,000 will be your fixed CTC and 70,000 will be your variable pay. Please refer to the details of the salary break-up in Annexure A.

You are requested to complete your joining formalities by submitting all the required documents at the time of joining.

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Welcome aboard! We look forward to joining our organization.

Yours truly,
For NALA Robotics

A handwritten signature in black ink, appearing to read "Balaji".

Balaji Koneru
General Manager

Plot No 36 A, TIE, IDA, Balanagar, Hyderabad, Telangana - 500037
www.nalarobotics.com

Training & Placement Officer
DVR & Dr HS MIC College of Technology

DVR & DR HS MIC College of Technology
Training & Placement Officer

Plot No 36 A, TIE, IDA, Balanagar, Hyderabad, Telangana - 500037
www.nalarobotics.com

Balaji Koneru
General Manager



For NALA Robotics
Yours truly,

Welcome aboard! We look forward you to joining our organization.

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With reference to your participation in "NALA Robotics Campus Recruitment Drive" we are pleased to inform you that you have been selected as an "Assistant Engineer" and would be working from our R&D Center in Hyderabad.

Dear Mr. Krishma Satya,

LETTER OF INTENT TO OFFER

Date: 27-SEP-2022

NAL
R O B O T I C S

DVR & DR HS MIC College of Technology
Training & Placement Officer

Plot No 36 A, TIE, IDA, Balanagar, Hyderabad, Telangana - 500037

www.nalarobotics.com

General Manager
Balaji Koneru



For NALA Robotics
Yours truly,

Welcome aboard! We look forward you to joining our organization.

The offer letter is the intent of making an employment proposal and will be deemed concluded only upon the issuance of the appointment letter as well as on submission of all documents.

You are requested to complete your joining formalities by submitting all the required documents at the time of joining.

Your gross annual remuneration (CTC) will be 10,00,000 (Rupees Ten Lakhs Only) Per Annum out of which 9,00,000 will be your fixed CTC and 1,00,000 will be your variable pay. Please refer to the details of the salary break-up in Annexure A.

With reference to your participation in "NALA Robotics Campus Recruitment Drive" we are pleased to inform you that you have been selected as an "Assistant Engineer" and would be working from our R&D Center in Hyderabad.

Dear Mr. Krishna Satya,

LETTER OF INTENT TO OFFER

Date: 27-SEP-2022

NALAS
R O S E T I L C S

Balaji Koneeru
General Manager

For NALA Robotics
Yours truly,

www.nalarobotics.com

Pilot No 36 A, TIE, IDA, Balanagar, Hyderabad, Telangana - 500037

NALA

N A L A R O B O T I C S

DVR & DR HS MIC College of Technology
Training & Placement Officer

Pilot No 36 A, TIE, IDA, Balanagar, Hyderabad, Telangana - 500037
www.nalarobotics.com

General Manager
Balaji Koneru

For NALA Robotics
Yours truly,

Welcome aboard! We look forward you to joining our organization.

The offer letter is the intent of making an employment proposal and will be deemed concluded only upon the issuance of the appointment letter as well as on submission of all documents.

You are requested to complete your joining formalities by submitting all the required documents at the time of joining.

Your gross annual remuneration (CTC) will be 7,00,000 (Rupees Seven Lakhs Only) Per Annum out of which 6,30,000 will be your fixed CTC and 70,000 will be your variable pay. Please refer to the details of the salary break-up in Annexure A.

With reference to your participation in "NALA Robotics Campus Recruitment Drive" we are pleased to inform you that you have been selected as an "Assistant Engineer" and would be working from our R&D Center in Hyderabad.

Dear Ms. Deepika Talluri,

LETTER OF INTENT TO OFFER

Date: 27-SEP-2022

NRLS
R O S E T I C S

DVR & DR HS MJC College of Technology
Training & Placement Officer

Plot No 36 A, TIE, IDA, Balanagar, Hyderabad, Telangana - 500037
www.nalarobotics.com

Baleji Koneru
General Manager

E. BALEJI


For NALA Robotics
Yours truly,

Welcome aboard! We look forward you to joining our organization.

The offer is the intent of making an employment proposal and will be deemed concluded only upon the issuance of the appointment letter as well as on submission of all documents.

You are requested to complete your joining formalities by submitting all the required documents at the time of joining.

Your gross annual remuneration (CTC) will be 10,00,000 (Rupees Ten Lakhs Only) Per Annum out of which 9,00,000 will be your fixed CTC and 1,00,000 will be your variable pay. Please refer to the details of the salary break-up in Annexure A.

With reference to your participation in "NALA Robotics Campus Recruitment Drive" we are pleased to inform you that you have been selected as an "Assistant Engineer" and would be working from our R&D Center in Hyderabad.

Dear Ms. Kavya Boilla,

LETTER OF INTENT TO OFFER

Date: 27-SEP-2022

NALA ROBOTICS

NSRL

Dear Ms. Shakil Afrreen Fatima,

LETTER OF INTENT TO OFFER

Date: 27-SEP-2022

DVR & DR HS MIC College of Technology
Training & Placement Officer
Plot No 36 A, TIE, IDA, Balanagar, Hyderabad, Telangana - 500037
www.nalarobotics.com

General Manager
Balaji Koneru

For NALA Robotics
Yours truly,

Welcome aboard! We look forward you to joining our organization.

The offer letter is the intent of making an employment proposal and will be deemed concluded only upon the issuance of the appointment letter as well as on submission of all documents.

You are requested to complete your formalities by submitting all the required documents at the time of joining.

Your gross annual remuneration (CTC) will be 4,00,000 (Rupees Four Lakhs Only) Per Annum out of which 3,60,000 will be your fixed CTC and 40,000 will be your variable pay. Please refer to the details of the salary break-up in Annexure A.

With reference to your participation in "NALA Robotics Campus Recruitment Drive" we are pleased to inform you that you have been selected as an "Assistant Engineer" and would be working from our R&D Center in Hyderabad.

Dear Ms. Shakil Afrreen Fatima,

DVR & DR HS MIC College of Technology

Training & Placement Officer

www.nalarobotics.com

Plot No 36 A, TIE, IDA, Balanagar, Hyderabad, Telangana - 500037

General Manager

Business Center



For NALA Robotics

Yours truly,

Welcome aboard! We look forward you to joining our organization.

The offer letter is the intent of making an employment proposal and will be deemed concluded only upon the issuance of the appointment letter as well as on submission of all documents.

You are requested to complete your joining formalities by submitting all the required documents at the time of joining.

Your gross annual remuneration (CTC) will be 7,00,000 (Rupees Seven Lakhs Only) Per Annum out of which 6,30,000 will be your fixed CTC and 70,000 will be your variable pay. Please refer to the details of the salary break-up in Annexure A.

With reference to your participation in "NALA Robotics Campus Recruitment Drive" we are pleased to inform you that you have been selected as an "Associate Engineer" and would be working from our R&D Center in Hyderabad.

Dear Ms. Venkata Sri Pranathi Nedumuri,

LETTER OF INTENT TO OFFER

Date: 27-SEP-2022

19H21AO453

NALAS
Robotics

DVR & DR HS MIC College of Technology
Training & Placement Officer

Plot No 36 A, TIE, IDA, Balanagar, Hyderabad, Telangana - 500037.

www.nalarobotics.com

Bala Ji Kometti
General Manager

For NALA Robotics
Yours truly,

CTC	7,00,000	Per month	50%	26250	Per annum	315000	Basic Salary	Conveyance	Medical Allowance	Special Allowances	Variabale Pay	Income Tax	Total Deductions (PF + ESI + PT)	Net Salary (Gross-Total deductions)	Gross Salary	Variabale Pay											
HRA	157500			13125		1600	19200	15000	1250	10275	123300	0	0	43200	45600	58400	48700	3800	52500	630000	584000	45600	3800	52500	630000	Gross Salary	
Conveyance	157500			13125		1600	19200	15000	1250	10275	123300	0	0	43200	45600	58400	48700	3800	52500	630000	584000	45600	3800	52500	630000	Variabale Pay	
Medical Allowance	15000			1250		1600	19200	15000	1250	10275	123300	0	0	43200	45600	58400	48700	3800	52500	630000	584000	45600	3800	52500	630000	Gross Salary	
Professional Tax	0			0		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	Variabale Pay
ESI Contribution	43200			3600		3600	70000	43200	3600	3600	10275	123300	0	0	43200	45600	58400	48700	3800	52500	630000	584000	45600	3800	52500	630000	Variabale Pay
PF Contribution	43200			3600		3600	70000	43200	3600	3600	10275	123300	0	0	43200	45600	58400	48700	3800	52500	630000	584000	45600	3800	52500	630000	Gross Salary
Income Tax	2400			200		200	2400	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	Variabale Pay
Total Deductions (PF + ESI + PT)	0			0		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	Variabale Pay
Net Salary (Gross-Total deductions)	584000			45600		45600	584000	45600	45600	45600	48700	584000	0	0	45600	45600	58400	48700	3800	52500	630000	584000	45600	3800	52500	630000	Gross Salary
Gross Salary	630000			52500		52500	630000	52500	52500	52500	58400	630000	0	0	52500	52500	58400	48700	3800	52500	630000	584000	45600	3800	52500	630000	Variabale Pay

Name of the Employee: VENKATA SRI PRANATHI NEDUNURI
Designation: "Assistant Engineer"
Annual CTC: 7,00,000

ANNEXURE A



DVR & DR HS MJC College of Technology
Training & Placement Officer

Plot No 36A, TIE, IDA, Balanagar, Hyderabad, Telangana - 500037
www.nalarobotics.com

Balaaji Koneru
General Manager

For NALA Robotics
Yours truly,

Welcome aboard! We look forward you to joining our organization.

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LETTER OF INTENT TO OFFER

Date: 27-SEP-2022

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NALAROBOTICS

DVR & DR HS MIC College of Technology
Training & Placement Officer

<https://mail.google.com/mail/u/0/?ik=195267acd44&view=plasearch=silpepmthd=thread-t:1769564640590468250&slmp=msg-t:1769664540590468250> 1/2

Furthermore, an additional amount of ₹ 8000 will be rewarded if and only if you achieve 2 valid sales and 6 valid conducton during the on-the-job training period (three weeks).

Upon successful completion of the three weeks of on-the-job training, you will be offered the role of Business Development Associate (BDA). Initially, your salary for the first three months will be ₹ 16000, and starting from the fourth month, your annual package will be ₹ 1PA + ₹ 3PA (incentives).

During this period, you will receive a stipend of ₹ 10,000/-.

The next step in your journey is to participate in an office tour followed by 3.5 weeks of on-the-job training.

We are delighted to inform you of your successful completion of Byju's workshop (sales grooming and development program).

Dear Candidate,



To: <abdullaabdullahsyedd@gmail.com>
Subject: Byjus || Selection for InsideSales Hyderabad SSP Onboarding
Date: Fri, 23 Jun, 2023, 8:55 PM
From: madhan.p@byjus.com

Forwarded message

To: <tmp@mictech.ac.in>
Subject: Fwd: Byjus || Selection for InsideSales Hyderabad SSP Onboarding
Date: Sat, 24 Jun, 2023, 11:58 AM
From: 458 Abdulla Sayyad <abdullaabdullahsyedd@gmail.com>

Forwarded message

458 Abdulla Sayyad <abdullaabdullahsyedd@gmail.com>
To: tmp@mictech.ac.in
Sat, Jun 24, 2023 at 12:00 PM

Fwd: Byjus || Selection for InsideSales Hyderabad SSP Onboarding
1 message

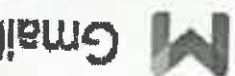
TNP MIC College <tmp@mictech.ac.in>

458



DVR & DR H S MIC College of Technology Mail - Fwd: Byjus || Selection for InsideSales Hyderabad SSP Onboarding

6/24/23, 12:04 PM



S/23, 9:27 AM

DVR & DR H S MIC College of Technology Mail - [WARNING: MESSAGE ENCRYPTED]CS NQT FY23 - First List of Selected Candidates...

WARNING: MESSAGE ENCRYPTED]CS NQT FY23 - First List of Selected Candidates - <<DVR and DR.HS MIC College of Technology>>

TNP MIC College (<http://mictech.ac.in>)

Dear K Prasad Sir,

TCS Confidential

Hariji Gaddam (hariji.gaddam@tcs.com)
To: "tcs@mictech.ac.in" <tcs@mictech.ac.in>
Cc: Vara Prasada Rao Medala (vs.medala@tcs.com), Faizma Zohra (faienza.zohra@tcs.com), Parveen Ahmed (parveen.b@tcs.com)
Ft, Nov 25, 2022 at 12:20 PM

Greetings from TCS Hyderabad Campus Recruitment Team.

I'm happy to announce the First list of selects from the batch of YOP 2023 from your college from the NQT hiring event conducted recently.
Request your kind help in blocking these candidates for TCS.

; will share additional list of selects (if any) very soon.

The excel sheet is password protected and password for the same will be shared with you in a subsequent e-mail.

NOTE- Offer and subsequent joining of the selected candidate into TCS will be subject to candidate meeting the eligibility criteria of TCS.

Thanks & Regards

Hariji Gaddam

Campus Recruitment Team - Hyderabad

Tata Consultancy Services Ltd.

TCS Confidential

If at all you notice the above please bring it to our attention immediately".
TCS does not charge any fee at any stage of the recruitment & selection process.
It's has not authorized any person / agency/partner to collect any fee for recruitment from candidates.

Note: The information contained in this e-mail message and/or distribution contains neither privileged nor confidential information. If you have received 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 delete the message and any attachments. Thank you

TCS Confidential

REFERENCE ID	CANDIDATE NAME	Offer Type	College Name	Offer Technology
DT20223131431	Likhita Vootla	DVR & Dr.	HS MIC College of Technology	Yeshwanth Kollipara
DT20229858961	Ninja	DVR & Dr.	HS MIC College of Technology	Ninja
DT20229867521	Yamini Kaghitha	DVR & Dr.	HS MIC College of Technology	Sallaja Bachu
DT20229783912	Krishna Satyana Nandigama	DVR & Dr.	HS MIC College of Technology	DVR & Dr.
DT20229754624	Nagavarshtha Sonti	DVR & Dr.	HS MIC College of Technology	DVR & Dr.
DT20221007097	Srawya Pullipati	DVR & Dr.	HS MIC College of Technology	DVR & Dr.
DT20229750178	Krishna Satyana Nandigama	DVR & Dr.	HS MIC College of Technology	DVR & Dr.
DT2022999646	Meghana Moramudu	DVR & Dr.	HS MIC College of Technology	DVR & Dr.
DT20222951251	Sudheesha Kondapalli	DVR & Dr.	HS MIC College of Technology	DVR & Dr.
DT20222872577	Harshini Adusumilli	DVR & Dr.	HS MIC College of Technology	DVR & Dr.
DT202222933213	Satyakiran Parasararam	DVR & Dr.	HS MIC College of Technology	DVR & Dr.
DT202222927731	Suprasa Nomula	DVR & Dr.	HS MIC College of Technology	DVR & Dr.
DT20223019737	Manikanta Bolem	DVR & Dr.	HS MIC College of Technology	DVR & Dr.
DT202223117838	Som Sekhar Burada	DVR & Dr.	HS MIC College of Technology	DVR & Dr.
DT20223074587	Vaswita Karasala	DVR & Dr.	HS MIC College of Technology	DVR & Dr.
DT20223170830	Omkar Annavarapu	DVR & Dr.	HS MIC College of Technology	DVR & Dr.
DT20223074588	Yashitha Karpala	DVR & Dr.	HS MIC College of Technology	DVR & Dr.
DT20223074587	Sahithi Bandila	DVR & Dr.	HS MIC College of Technology	DVR & Dr.
DT20223057242	Aditya Chepuri	DVR & Dr.	HS MIC College of Technology	DVR & Dr.
DT20223103740	Vennela Uppuluri	DVR & Dr.	HS MIC College of Technology	DVR & Dr.
DT202223048001	Akanksha Gaddi	DVR & Dr.	HS MIC College of Technology	DVR & Dr.
DT202223048067	Greeshma Peddi	DVR & Dr.	HS MIC College of Technology	DVR & Dr.
DT20229736013	Kandru Kiran	DVR & Dr.	HS MIC College of Technology	DVR & Dr.
DT20229749278	Manasa Ventrapragada	DVR & Dr.	HS MIC College of Technology	DVR & Dr.
DT20229937013	Durga Prasad Tanikasala	DVR & Dr.	HS MIC College of Technology	DVR & Dr.
DT20229858869	Kavya Malapati	DVR & Dr.	HS MIC College of Technology	DVR & Dr.
DT20229784684	Mohith Vasamsetti	DVR & Dr.	HS MIC College of Technology	DVR & Dr.
DT20229753925	Krishna Yarrapothu	DVR & Dr.	HS MIC College of Technology	DVR & Dr.
DT20229762213	Nanda Kishore Balla	DVR & Dr.	HS MIC College of Technology	DVR & Dr.
DT20222880152	Charitha Dama	DVR & Dr.	HS MIC College of Technology	DVR & Dr.
DT20222993604	Anitha Garnepuddi	DVR & Dr.	HS MIC College of Technology	DVR & Dr.
DT20222880139	Kavya Makakkapati	DVR & Dr.	HS MIC College of Technology	DVR & Dr.
DT20222975046	Naguimera Shalik	DVR & Dr.	HS MIC College of Technology	DVR & Dr.
DT20222970864	Maheesh Kamleeni	DVR & Dr.	HS MIC College of Technology	DVR & Dr.
DT20222942920	Ganesh Samunuri	DVR & Dr.	HS MIC College of Technology	DVR & Dr.
DT20222878615	Govtham Bandaru	DVR & Dr.	HS MIC College of Technology	DVR & Dr.
DT20222847999	Gopikrishna Sure	DVR & Dr.	HS MIC College of Technology	DVR & Dr.
DT202222906564	Ritheesh Kalavala	DVR & Dr.	HS MIC College of Technology	DVR & Dr.
DT20222975078	Lakshmi Surisetti	DVR & Dr.	HS MIC College of Technology	DVR & Dr.

TCS CAREERS SERVICES: 800 209 3111 Email: careers@tcs.com
REGISTERED OFFICE ADDRESS: 91 1st Floor, Almanar Park, Mumbai 400 021
TCS, 91 40 6657 2000 Fax: 91 40 6657 2222 Website: www.tcs.com
Deccanpark, No 1 Software Units Layout, Nashik Road, Hyderabad 500 081 India

TATA CONSULTANCY SERVICES Limited

TCS/DT20229755711
TCS Confidential

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The joining letter will be issued to you only 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 & Conditions). You will also be issued a letter of appointment at the time of your joining after acceptance of this offer.

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

Your gross salary including all benefits and Retention Incentive will be INR 7,00,022/- per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) based on your performance in TCS Xplore Program which gives you an additional learning potential of upto Rs.60,000 during the first year. Annexure-I provides the break-up of the compensation package.

You have been selected for the position of Systems Engineer in Grade C1. You will be assigned a challenging role in any Business Unit as per the business requirements of TCSL.

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

Sub: Letter of Offer

Dear Rushika Jonnakkuti,

Mrs. Rushika Jonnakkuti
76-8/6-5/A Gudivada Ramrao Street,
Bhavanipura, Vizayawada-520012,
Andhra Pradesh.
Tel# 91-8555062940

Date: 21/12/2022
Offer: TCS/DT20229755711/Hyderabad
Ref: TCS Computer Consultancy



DVR & DR HS MIC College of Technology
Training & Placement Officer

TCS Careers Services Limited
Deccanpact, 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: Film City Building, 9th Floor, Filmman Polyl, Hyderabad 500 021
TCS Careers Services Limited, 1800-209 3111 Email: careers@tcs.com

IVIA CONSULTANCY SERVICES

TCS Confidential
TCSL/DT20222933213

After you accept this offer you will be given a joining letter indicating the details of your joining date and initial place of posting. The joining letter will be issued to you only 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 &

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

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 Licentives (Readiness Licentive and/or Competitive Licentive) basis your performance in TCS Explore Program which gives you an additional learning potential of upto Rs.60,000 during the first year. Annexure-1 provides the break-up of the compensation package.

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.

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 of employment.

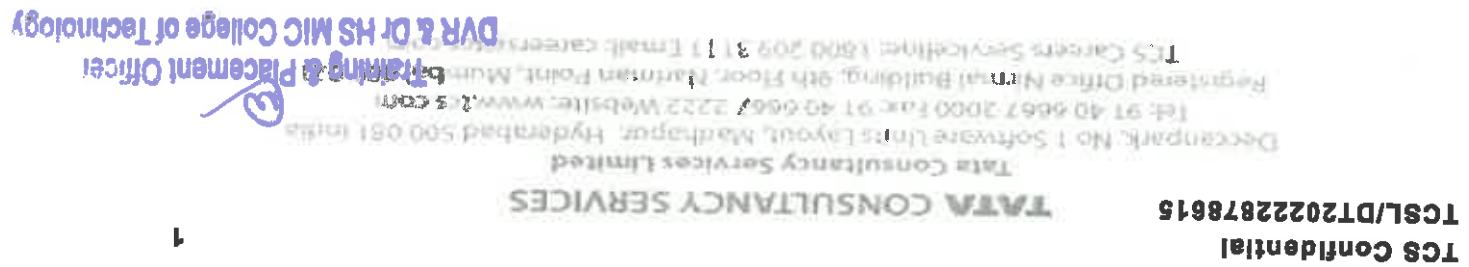
Sub: Letter of Offer

Dear Satyakiran Parasaram,

Mr. Satyakiran Parasaram
3-4RamaIayam,
Beside RamaIayam,
Tenali-522308,
Andhra Pradesh.
Tel# 91-9908302945

Other: Computer Consultancy
Ref: TCSL/DT2022933213/Hyderabad
Date: 18/04/2023





After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The joining letter will be issued to you only 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 & Conditions).

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

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 learning potential of upto Rs.60,000 during the first year. Annexure-I provides the break-up of the compensation package.

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

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

Sub: Letter of Offer

Dear Gowtham Sai Bandaru,

Tel# 91-9912042192

Andhra Pradesh.

Vijayawada-520003,

Vikram Hotel,

16-9-9 Vijayawada Joseph Street,

Mr. Gowtham Sai Bandaru

Date: 24/11/2022
Ref: TCSL/DT20222878615/Hyderabad
Offer: Computer Consultancy



19H71A0412

TATA CONSULTANCY SERVICES

Deccanpodd No. 1 Software Units Layout, Hyderabad - 500 061 India
Tel: 91 40 6667 2200 Fax: 91 40 6667 2222 Website: www.tcs.com
Registed Office Nirmal Building, 9th Floor, German Port, Mumbai - 400 021
TCS Careers Services: 1800 209 3111 Email: careers@tcs.com

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.

3. Food Card

You will be eligible for annual Leave 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.

2. Leave Travel Allowance

Your HRA will be ₹5,914/- per month. While restructuring your BOB amount towards HRA, various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

1. House Rent Allowance (HRA)

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components between the 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 "Ultimatrix", the internal portal of TCSL, Taxation will be governed by the Income Tax rules. TCSL Your Bouquet of Benefits, you may access the link to BOB in the "Employee Self Service" link on "Ultimatrix", twice in a financial year. All the components will be disbursed on a monthly basis.

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.

BOUTIQUE OF BENEFITS (BOB)

You will be eligible for a basic salary of ₹14,784/- per month.

BASIC SALARY

COMPENSATION AND BENEFITS

Conditions). You will also be issued a letter of appointment at the time of joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.



HIS offers the following benefits:

Health Insurance Scheme
TCS brings the benefit of health insurance cover to you and your dependents under the company's Health Insurance Scheme(HIS).

OTHER BENEFITS

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 upto ₹60,000 over and above your CTC during the first year. The Learning incentive pay out made as per your eligibility are recoverable, if you cease to be employed with TCSL, within 12 months of joining TCSL.

XPLORER/ LEARNING INCENTIVES
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.

CITY ALLOWANCE
Performance Pay will be effective upon successful completion of the TCS Xplore Programme.

Quarterly Variable Allowance
Monthly Performance Pay shall be treated as productivity bonus in lieu of statutory profit bonus. This Pay/Allowance shall be treated as productivity bonus in lieu of statutory profit bonus. This Pay/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.

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.

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.



Professional Memberships
You will be eligible for reimbursement of expenses towards professional membership as per TCSL's policy.

Loans
You will be eligible for loans, as per TCSL's loan policy.

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 according to the rules framed by the Trust from time to time for grants/loans in accordance with the same. The Trust provides financial assistance by way of grants/loans in from you for the same.

Maternity Leave
Women employees are eligible to avail maternity leave of twenty six weeks. Adopting or commissioling 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.

II. Premium - For Higher Hospitalisation, a part of the premium will be borne by TCSL.
salary and the differential premium will be borne by TCSL.

I. Entitlement - You and your enrolled dependents will be entitled for ₹12,00,000/- as a family float coverge towards hospitalisation expenses, over and above the individual basic coverage.

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.

III. 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.

I. Entitlement - Includes domiciliary hospitalization expenses up to ₹2,00,000/- per insured person per annum and basic hospitalization expenses up to ₹6,000/- per insured person per annum.

1. Basic Cover



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 enrol for the TCS Xplore Program and start your learning journey with TCSL. TCSL will make Xplore program available for you upon 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.

2. **Pre requisites for joining**

It is mandatory to declare the gaps/areas/backlogs, if any, during your academics and work experience. The management reserves the right to withdraw/revoke the information at any time at its sole discretion in case any discrepancy or false offer/appointment is found in the details submitted by you.

As communicated to you through various forums during the recruitment process, your application is subject to completion of your course within the stipulated time as specified by your University/Institute and as per TCSL selection guidelines.

1. **Aggregate Percentage Requirements**

Your aggregate percentage 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 Xth, Diploma (if applicable) and highest qualification (Graduation/Post Graduation as applicable) which includes successful completion of your Semester/year without any pending arrears/backlogs. As per the TCSL eligibility criteria, marks/GPA obtained during the normal duration of the course only will be considered to decide on the eligibility.

TERMS AND CONDITIONS

Gratuity
You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

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.

RETIRALS



8. Alternative Occupation / Employment

Either during the period of your traineeship or during the period of your employment as a

6.

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 structure and salary components are subject to change as per TCSL's increments and promotions policy.

7. Increases and Promotions

The compensation structure/salary components are subject to change as per TCSL's compensation policy from time to time at its sole discretion.

8. Either during the period of your traineeship or during the period of your employment as a

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.

9. Mobility

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.

10. Working Hours

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 discontested from the list of TCS Xperience trainees without any further intimation/separate communication to you.

11. Training Policy.

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

This confirmation will be communicated to you in writing. If your performance is found unsatisfactory, TCSL may terminate your traineeship forthwith.

12. 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.

13. Training Period



It is essential that you understand the applicable Policy and / or the Guidelines of such flexible working and ensure adherence to TCS Security Policies/Protocols and Confidentiality obligations at all times.

TCS, Secure Borderless Workspaces (SBS) is a transformative operating model that enables flexible working options aligned to its business objectives. You may be required to work either from TCS offices/TCS Client offices or from home (remote working) as per the requirements of the project or group you are assigned to work with and as communicated to you by the Unit HR or your supervisor. You are required to abide by the Policy and / or Guidelines issued by TCS from time to time while operating within this framework. For more details, please refer the Policy / Guideline document on Remote Working.

11. Work in SBS mode
 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 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.

10. Service 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.

9. Confidentiality Agreement
 confirmed employee of TCSL, you are not permitted to undertake any other employment, businesses, assume any public or private office, honorary or remunerative, without the prior written permission of TCSL.



ii. Your failure to comply with this clause will entitle monetary payment of damages to TCS as may be determined by TCS at its sole discretion having regard to the responsibilities shoulderered by you while being in the employment of TCS and business continuity.

1. This contract of apprenticeship and subsequent employment post successful completion of your apprenticeship may be terminated by TCSL by giving you 90 days notice or payment in lieu thereof.

15. Notice Period
This contract of traineeship in TCS and subsequent employment post successful completion of your traineeship is terminable by you by giving 90 days notice in writing. It is clearly understood, agreed and made abundantly clear that you shall have to necessarily serve the period of notice of 90 days given by you under this clause. However, upon your serving the notice under this clause, TCSL may relieve you any time during the period of notice at its sole discretion in the interest of business.

15. Notice Period

14. TATA Code of Conduct
You are required to sign the TATA Code of Conduct and follow the same in your day-to-day conduct as an associate of TCSL.

13. Terms and Conditions
The above terms and conditions are specific to India and there can be changes to the said terms and conditions in case of delegation on international assignments.

13. Terms and Conditions

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 depoted internally 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. Overseas International Assignment Agreement

If you are on international assignment, you will be covered by the TCS India Policy-International Assignment (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, you will be required to sign the Overseas International Assignment Agreement to the International Assignment. Accordingly, you will be required to sign the International Assignment Agreement.

Overseas International Assignment Agreements 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.



- 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/Professional Degree Certificate and mark sheets for all semesters of Graduation
- Degree certificate and mark sheets for all semesters of Postgraduation(if you are a Overseas Citizen of India (applicable if you are not an Indian Nationality). For Indiankaan Refugee, a Refugee Identity card along with Work Permit is required
- Any other affidavits on Rs100 stamp paper if applicable (name affidavit for multiple names, signature affidavits,

20. Submission of Documents

Please note that you should initiate and complete the upload of mandatory documents on the next step portal as soon as the offer letter is accepted (subject to availability of the documents)

Your association with TCSL will be subject to a background check in line with TCSL's background policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining. If the background check reveals unfavourable results, you will be liable to disciplinary action including termination of traineeship/service without notice.

19. Background Check

In case, you are not a citizen of India, this offer is subject to you obtaining a work permit and / or any other permissions and / or documentation as prescribed by the Government of India.

18. Employment of Non Indian Citizens

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. Pre-employment Medical Certificate

You will receive 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. Retirement



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 despite of you not completing the Xplore protocol assessment, you will be provided Xplore training the Xplore protocol assessment. You are serious to enable you to add maximum value to your professional and personal growth.

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.

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.

2.1. TCS Xperience Program

- *NSR E-Card
- *Passport
- *Adhaar Card (Not applicable for Nepal & Bhutan Citizenship)
- *PAN Card (Permanent Account Number)

In addition to the above original documents, Please carry Xerox copies of the below documents

The original documents will be returned to you after verification.

- If you were employed, a formal Relieving letter & Experience letter from your previous employer

"There is no disciplinary case pending against you in the university
"There is no criminal offence registered/pending against you

provided by TCSL) stating :

- An affidavit/notarized undertaking (Non-Criminal Affidavit, should be made on the format joining letter)

- Medical Certificate (Should be made on the format provided by TCS along with the

- Passport sized photographs

- Gap/Break in career affidavit on Rs100 stamp paper, if gap is more than 6 months

- Passport / Acknowledgment letter of passport application

address affidavits etc.)



(d) For the purposes mentioned above, your required PI may be shared with specific vendor organizations who provide services to TCS, e.g. A background check, health insurance, consultancy, travel, transport and visa, payroll services, associate engagement activities, and financial and taxation services.

(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.

(b) It will be processed for various organizational purposes such as A recruitment, onboarding, background check, project assignment, performance management, job rotation, career development including at leadership level, diversity and inclusion and initiatives, global mobility, wellness program, statutory and legal requirements and specific organizational initiatives in force during your tenure in TCS.

(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 contract, 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.

25. Data Privacy Clause:
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 mentioned in this letter of offer. Failure to successfully withdraw this offer letter anytime at its sole discretion.

24. Compliance to all clauses
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/Ultimatum.

22. Letter of Appointment
You will be issued a letter of appointment at the time of your joining and after completing joining formalities as per TCSL policy.



TCS Confidential
TCS LTD2022878615

Tata Consultancy Services Limited
TCS Corporate Services Limited, 1800 209 3111 Email: careers@tcs.com
Registered Office: Nirmal Building, 8th Floor, Nariman Point Mumbai 400 021
Tel: +91 20 6667 2000 Fax: +91 40 6667 2222 Website: www.tcs.com
Decomparte No. 1 Software Unit's Layout, Machhapur, Hyderabad 500 081 India



(f) In case of overseas deputation, available privacy rights would be governed as per regulatory provisions and / or TCS policies/notice provided applicable at your overseas location.

(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.

TCS Confidential
TCSL/DT2022Z878615

TATA CONSULTANCY SERVICES

Deccanpatri Ltd Software Units Layout, Modhupur, Hyderabad 500 081 India
Tlf: +91 40 6667 3000 Fax: +91 40 6667 2222 Website: www.tcs.com
Registered Office Nitinal Building, 9th Floor, Nehru Nagar, Mumbai 400 021
TCS Careers ServiceLine: 1800 209 3111 Email: careers@tcs.com

Annexure 1 : Benefits and Gross Salary
Annexure 2 : List of TCS Xplore Centres
Annexure 3 : Confidentiality and IP Terms
Encl: Annexure 1 : Benefits and Gross Salary

**Global Head Talent Acquisition & AIP
Girish V. Nandlmal**



For TATA Consultancy Services Limited

Yours Sincerely,

We look forward to having you in our global team

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.

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.

Withdrawal of Offer



TATA CONSULTANCY SERVICES

Deccanpuri, No 1 Software Layout, Hyderabad 500 081 India
Tel: 91 40 6657 2000 Fax: 91 40 6657 2222 Website: www.tcs.com
Registered Office: Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers ServiceLine: 1800 209 311 Email: careers@tcs.com

GROSS BOUTIQUE OF BENEFITS		7,646	91,752
Component Category	Monthly	Annual	
Food Card	500	6,000	
Leave Travel Assistance	1,232	14,784	
House Rent Allowance	5,914	70,968	
GROSs BOUTIQUE OF BENEFITS			

Xplore Program. Table 2: TCSL defined structure for Bob (All Components in INR)
**** Xplore/ Learning incentive is paid over and above the CTC during first year, based on your performance in TCS
**** Xplore/ Learning incentive needs to be added to the above mentioned amount.
then Rs. 3,00/- per beneficiary needs to be added to the above mentioned amount.
*** For H1S - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children.
*** The Performance Pay is applicable upon successful completion of the TCS Xplore Program.
* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore Program.
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.

Xplore/ Learning Incentive ***		Up to 60,000
Component Category	Monthly	Annual
TOTAL GROSS	27,415	3,36,877
Total of Annual Components & Retirals	2,485	37,722
Gratuity	711	8,533
Provident Fund	1,774	21,269
Health Insurance***	NA	7,900
4) Annual Components/Retirals		
3) City Allowance	200	2,400
Quarterly Variable Allowance*	600	7,200
Monthly Performance Pay	1,700	20,400
2) Performance Pay*	7,646	91,752
Basic Salary	14,784	1,77,408
1) Fixed Compensation		

Table 1: Compensation Details (All Components in INR)

Name	Gowtham Sai Bandaru	Institute Name
Designation	Assistant System Engineer-Trainer	Dvr & Dr. Hs Mic College Of Technology



Annexe 2



(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 TCS to the Associate.

(d) Customer and prospective customer lists, and

(c) Corporate strategies and other confidential and proprietary material and information, which could cause competitive harm to TCS if disclosed,

Clients of TCS).

(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, processes data, test data, performance data, inventions, trade secrets, systems, software, object codes, source codes, copyrighted material, 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).

(a) Any and all information processing programs, software, properties, items, information, data, materials related thereto, produced or created at any time by TCS or the Associate and materials related thereto, produced or created at any time by TCS or the Associate in the course of or in connection with 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.

1. Confidential Information
Confidentiality and IP Terms and Conditions
"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:

Confidentiality and IP Terms and Conditions

Annexure 3



TATA CONSULTANCY SERVICES

TCS Careers Service Line | 1800 209 3111 Email: careers@tcs.com
Registered Office: Nithi Buliding, 9th Floor, Nantham Point, Mumbai 400 021
Tel: +91 40 6667 2000 Fax: +91 40 6667 2222 Website: www.tcs.com
Decompart, Plot 1 Software Units Layout, Madhapur, Hyderabad 500 081 India

rights", which Associate might otherwise have in such intellectual property rights.

such applications. Associate hereby expressly waives any "artists rights" or "moral bore solely by TCS, but Associate shall co-ordinate in filing and / or prosecuting any prosecuting any application for patents, trademarks, trade names, or copyrights shall be of patent, trademarks, trade names and assignments thereto, as may be deemed necessary or desirable by TCS to perfect the title of TCS in the intellectual employment, such further instruments, including without limitation, applications for letters of patent, trademarks, trade names and assignments thereto, On request of TCS, Associate shall execute from time to time, during or after the termination of his or her interests in and to any domestic or foreign patent rights, trademarks, trade names TCS. Any interests Associate may have in such intellectual property rights including any TCS and Associate shall at all times vest in and remain vested in TCS and agrees to transfer and assign to TCS and Associate hereby agrees and confirms that all such intellectual property rights made, created, developed, conceived or devised by him or her arising out of his or her innovations, discoveries, improvements, suggestions, or reports and enhancements Associate shall promptly disclose to an authorized officer of TCS all inventions. have no right title or claim of any nature whatsoever in the Confidential Information. Associate shall at all times vest in and remain with or belonging to TCS and Associate shall information shall at all times confirm that all intellectual property rights in the Confidential 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 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.

Information that he or she may have under his or her control.

2. Associate's Obligations



(b) will comply with and work in a manner consistent with TCS Data Privacy and Security Policies/Protocols.

(a) will work only in a private, secured work area in compliance with the guidelines issued and amended from time to time.

Associate understands that working in this hybrid environment may have higher confidentiality and information security risks. Associate acknowledges that when working remotely the Associate:

Associate may be required to work in TCS offices or its Client premises or from home (remote working) as per the directions of supervisor and / or the provisions of the applicable policy.

7. Working in SWS Framework

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.

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 authorized by TCS or without having property rights, authorisation or licence or approval of the respective owner of such intellectual property.

Associate agrees 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 confidential and secret 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.

4. Prior Knowledge



TATA CONSULTANCY SERVICES

TCS Corporate ServiceLine: 1800 209 311 • Email: careers@tcs.com
Registered Office: Nirmal Building, 9th Floor, Narmada Poln, Mumbai 400 021
Tel: +91 40 6667 2000 Fax: +91 40 6667 2222 Website: www.tcs.com
Decantrik, No. 1 Software Units Layout, Madhapur, Hyderabad 500 051 India
Tata Consultancy Services Limited

TCS and Associate agree that no license under any patent or copyright now existing or hereafter obtained by TCS is granted, agreed to be granted, or implied by the terms of this Agreement, or by the disclosure to Associate of the Confidential Information.

9. No License

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. Restriction on Associate's Rights

(g) will not allow anybody to share the official asset being used.

(f) will be using the Company allotted laptop or similar authorized computing device

(together called "Official Asset") only to connect to TCS network/customer network through authorized means (or the Customer provided laptop to access the customer network if so, mandated by the Customer).

(e) will ensure utmost care and adhere to Confidentiality, IP Protection / Non-Disclosure obligations.

(d) will inform the HR of the Unit if the Associate shares a home with any family member or an individual who is employed by a competitor of TCS or TCS client the Associate is assigned to, or if any other circumstances at home exist which implicates the TCS Code of Conduct Conflict of Interest provisions.

(c) will bring to the notice of HR of the Unit to any circumstances that prevent Associate from working in a manner consistent with TCS data privacy and security policies/protocols.



(d) This Confidentiality clause along with other documents executed by Associate or rights or remedies hereunder shall constitute a waiver thereof.

(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.

(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.

(a) The provisions hereof shall be interpreted, determined and enforced in accordance with the laws of India.

11. General

10. Equitable Rights

Associate acknowledges that any Confidential Information that comes into the possession of TCS or any breach of this Agreement 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 remedy 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.

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 will cause TCS to suffer severe, or release by Associate of the Confidential Information without the prior written consent of TCS or any breach of this Agreement 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 remedy 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.



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TATA CONSULTANCY SERVICES

TCS Care Services Line: 1800 200 3111 Email: care@tcs.com
Registered Office: NITI Building, 8th Floor, Nariman Point, Mumbai 400 021
Tel: 91 40 6667 2000 Fax: 91 40 6667 2222 Website: www.tcs.com
Deccanparks, No 1 Software Units Layout, Madhapur, Hyderabad 500 081 India
Tata Consultancy Services Limited

- (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.



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.

3. Food Card

You will be eligible for annual Leave 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.

2. Leave Travel Allowance

Your HRA will be ₹5,914/- per month. While restructuring your BOB amount towards HRA, various components, it is mandatory that at least 5% of monthly basic pay be allocated to House Rent Allowance (HRA).

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 "Ultimate", 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.

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.

BASIC SALARY
You will be eligible for a basic salary of ₹14,784/- per month.

COMPENSATION AND BENEFITS

Conditions). You will also be issued a letter of appointment at the time of joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.



TATA CONSULTANCY SERVICES

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Deccanpuri, No 1 Software Unit's Layout, MIDC, Hadapsar, 440 061 India

Professional Memberships
You will be eligible for reimbursement of expenses towards professional membership as per TCSL's policy.

Loans
You will be eligible for loans, as per TCSL's loan policy.

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.

Maternity Leave
Women employees are eligible to avail maternity leave of twenty six weeks. Adopting or commisisoning 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.

iii. Premium - For Higher Hospitalisation, a part of the premium will be borne by TCSL. Salary and the differential premium will be borne by TCSL.

i. Entitlement - You and your enrolled dependents will be entitled for ₹12,00,000/- as a family floater coverage towards hospitalisation expenses, over and above the individual basic coverage.

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.

iii. 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.

i. Entitlement - includes domiciliary expenses up to ₹6,000/- per insured person per annum.
annum and basic hospitalization expenses up to ₹2,00,000/- per insured person per annum.



RETIRALS

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TCSL/DT2022975078



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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.

2. Pre requisites for joining

It is mandatory to declare the gaps/areas/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.

As communicated to you through various forums during the recruitment process, your application is subject to completion of your course within the stipulated time as specified by your University/Institute and as per TCSL selection guidelines.

Your aggregate percentage requirements will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above (or equivalent CGPA as per the conversion formula prescribed by the Board / University) in the first attempt in each of your Standard Xth, Standard Xith, Diploma (if applicable) and highest qualification (Graduation/Post Graduation as applicable) which includes successful completion of your final semester/year without any pending arrears/backlogs. As per the TCSL eligibility criteria, marks/GPA obtained during the normal duration of the course only will be considered to decide on the eligibility.

1. Aggregate Percentage Requirements

TERMS AND CONDITIONS

Gratuity
You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

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.

RETIRALS

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Dhyanapark No 1 Software Lm's Layout, Machhapur, Hyderabad 500 061 India
Tata Consultancy Services Limited
TCS Confidential

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 into 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 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 into your possession or knowledge unless specifically authorized to do so in writing by TCS. The duration of this Confidentiality Clause shall survive the termination or earlier determination of this appointment 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 into your possession or knowledge unless specifically authorized to do so in writing by TCS.
10. Service Agreement
- As TCSL will be incurring considerable expenditure on your training, you will be required to execute an agreement, to serve TCSL for a minimum period of 1 year after joining, failing which, you (and your surety) will be liable to pay TCSL ₹50,000/-towards the training expenditure. Service agreement duration of one year refers to continuous service of 12 months from date of joining TCSL and excludes the duration of leave without pay (LWP) and/or unauthorized absence, if any.
11. Work in SWS mode
- TCS' Secure Borderless Workspaces (SWS) is a transformative operating model that enables flexible working options aligned to its businesses objectives. You may be required to work either from TCS offices/TCS Client offices or from home (remote working) as per the requirements of the project or group you are assigned to work with and as communicated to you by the Unit HR or your supervisor. You are required to abide by the Policy and / or Guidelines issued by TCS from time to time while operating within this framework. For more details, please refer the Policy / Guideline document on Remote Working.
- It is essential that you understand the applicable Policy and / or the Guidelines of such flexible working and ensure adherence to TCS Security Policies/Protocols and Confidentiality obligations at all times.
12. Overseas International Assignment
- If you are on international assignment, you will be covered by the TCS India Policy-International Assignment (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 for an international assignment. Any other applicable related documents, 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 Nirmala Building, 9th Floor, Nafimian Point, Mumbai 400 021 TCS Careers ServiceLine: 1800 209 3111 Email: careers@tcs.com



confirmed employee of TCSL, you are not permitted to undertake any other employment, assume any public or private office, honorary or remunerative, without the prior written permission of TCSL.

TATI

qualification of MBS to the Induction Coordinator.

13. Employment of Non Indian Citizens

In case, you are not a citizen of India, this offer is subject to your obtaining a work permit and / or any other permissions and / or documentation as prescribed by the Government of India.

19. Background Check

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining. If the background check reveals unavourable results, you will be liable to disciplinary action including termination of traineeship/service without notice.

20. Submission of Documents

Please note that you should initiate and complete the upload of mandatory documents on the nextstep portal as soon as the offer letter is accepted (subject to availability of the documents).

Please carry the below listed Original Documents for verification on your joining day.

- Permanent Account Number (PAN) Card - You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary
- Aadhaar Card
- Standard X and XII/Diploma mark sheets & Certificate
- Degree certificate/Provisional Degree Certificate and mark sheets for all semesters of Graduation
- Degree certificate and mark sheets for all semesters of Post Graduate (if you are a Postgraduate)

- Overseas Citizenship of India (applicable if you are not an Indian Nationality). For Sri Lankan Refugee, a Refugee Identity card along with Work Permit is required
- Birth Affidavit on RS100 stamp paper, if Birth Certificate not in English
- Any other affidavits on RS100 stamp paper, if Birth Certificate not in English
- names, signature affidavits,

- Passport / Acknowledgment letter of passport application
- Gap/Break in career affidavit on Rs 100 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 TCS) stating :
 - TCS Confidential

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If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not withdrawing of Offer.

(f) In case of overseas deputation, available privacy rights would be governed as per regulatory provisions and / or TCS policies/notice provided applicable at your overseas location.

(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.

(d) For the purposes mentioned above, your required PI may be shared with specific vendor organizations who provide services to TCS, e.g. A background check, health insurance, consulting, travel, transport and visa, payroll services, associate engagement activities, and financial and taxation services.

(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.

(b) It will be processed for various organizational purposes such as A recruitment, onboarding, background check, project assignment, performance management, job rotation, career development including at leadership level, diversity and inclusion initiative, global mobility, wellnes program, statutory and legal requirements and specific organizational initiatives in force during your tenure in TCS.

(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 medical history, skillset, proficiency and certifications, job profile and your career aspirations.

24. Compliance to all clauses
You should fulfill all the terms and conditions mentioned in this letter of offer. Failure to fulfill one or more of the terms and conditions and/or failure to clear one or more tests successfully would entitle TCSL to withdraw this offer anytime at its sole discretion.

same shall be communicated on internal portal/Ultimatrix.



THE CONSULTANCY SERVICES

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Registed Office: Nirmal Building, 9th Floor Nariman Point, Mumbai 400 021
TCS Careers ServiceLine: 1800 209 3111 | Email: careers@tcs.com

GROSS BUDGET OF BENEFITS	
Component Category	Amount
House Rent Allowance	5,914
Leave Travel Assistance	70,968
Food Card	14,764
Leave Travel Assistance	1,232
Food Card	500
Gross Budget of Benefits	6,000
	91,752

- 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.
- The Performance Pay is applicable upon successful completion of the TCS Xplore Program.
- For HIs - Note that Rs. 7900 for the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per benefit day needs to be added to the above mentioned amount.
- Xplore / Learning licence 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)

Compensation Category		Annual	Monthly	Basic Salary	Bouquet Of Benefits #	2) Performance Pay**	Montly Performance Pay	3) Ctry Allowance*	4) Annual Components/Retirals	Health Insurance***	Provider Fund	Gratuity	Total of Annual Components & Retirals	TOTAL GROSS	Explore/Learning Incentive ***	Refer to Table 2 for TCSL defined Structure in case you wish ref.				
		1,77,408	14,784	7,646	91,752	20,400	1,700	600	200	2,400	7,200	600	200	NA	1,774	711	8,533	37,722	3,36,877	
															27,415	2,485	711	8,533	37,722	3,36,877
																		up to 60,000		

Page 11 | Comprehensive Details (All Components in INR)

Name	Designation	Institute Name	Dvr & Dr. Hs Mic College Of Technology
Lakshmi Madhuri Surisetti	Assistant System Engineer-Trainee	Dvr & Dr. Hs Mic College Of Technology	Dvr & Dr. Hs Mic College Of Technology

GROSS SALARY SHEET



(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.

(d) Customer and prospective customer lists, and

(c) Corporate strategies and other confidential and proprietary material and information, which could cause competitive harm to TCS if disclosed.

(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, processes data, test data, performance data, inventions and trade secrets, software, object codes, source codes, copyrighted material, methods, drawings, calculations, computer programs, narrations, flow charts and all documentation thereto and all copies thereof (including for avoidance of doubt any such material belonging to the clients of TCS).

(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 Association in course of or in connection with or arising out of the Association'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.

Confidential Information "Confidential Information" shall mean all inventions and **Know-how**, information and material of TCS (including for avoidance of doubt any Confidential Information or know of the Association of its Clients) that comes into the possession or know of the Associate and shall include the following:

1. Confidential Information

Conditions and IP Terms

Annexe 3



TATA CONSULTANCY SERVICES

TCS Careers ServiceLine: 1800 209 3111 Email: careers@tcs.com
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 Tel: 91 40 6667 2000 Fax: 91 40 6667 2222 Website: www.tcs.com
 Decutrade, No 1 Software Layout, Mathebad, Hyderabad 500 081 India

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 promises 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 prior authorisation or licence or approval of the respective owner of such intellectual property rights.
6. Security policies and Guidelines

Associate agrees to abide by and be bound by any and all policies, documents, guidelines and processes including IP, Security and Confidentiality of TCS in force from time to time whether expressly endorsed or not.
7. Working in SWS Framework

Associate may be required to work in TCS offices or its Client premises or from home (remote working) as per the directions of supervisor and / or the provisions of the applicable policy.

Associate understands that working in this hybrid environment may have higher confidentiality and information security risks. Associate acknowledges that when working remotely the Associate:

 - (a) will work only in a private, secured work area in compliance with the guidelines issued and amended from time to time.
 - (b) will comply with and work in a manner consistent with TCS Data Privacy and Security Policies/Protocols.



TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited
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Registered Office: Nirmal Building, 9th Floor, Nirmal Puri, Mumbai 400 021
TCS Careers Services: 1800 209 311 Email: careers@tcs.com
Mobile Number: 900 021

- 9. No License**
- TCS and Associate agree that no license under any patent or copyright now existing or hereafter obtained by TCS is granted, agreed to be granted, or implied by the terms of this Agreement, or by the disclosure to Associate of the Confidential Information.
- 8. Restriction on Associate's Rights**
- (g) will not allow anybody to share the official asset being used.
- (f) will be using the Company allotted laptop or similar authorized computing device (together called "Official Asset") only to connect to TCS network/customer network through authorized means (or the Customer provided laptop to access the customer network if so, mandated by the Customer).
- (e) will ensure utmost care and adhere to Confidentiality, IP Protection / Non-Disclosure obligations.
- (d) will inform the HR of the Unit if the Associate shares a home with any family member or an individual who is employed by a competitor of TCS or TCS client the Associate is assigned to, or if any other circumstances at home exist which implicates the TCS Code of Conduct Conflict of Interest provision.
- (c) will bring to the notice of HR of the Unit to any circumstances that prevent Associate from working in a manner consistent with TCS data privacy and security policies/protocols.



- (e) This Confidentiality clause may not be amended except in writing signed by authorized representatives of both parties.
- (f) The obligations of Associate in terms of this Confidentiality clause shall continue during the term of or in the course of the employment of the Associate with TCS and shall continue thereafter in perpetuity.

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TCS CONSULTANCY SERVICES

Tata Consultancy Services Limited

Training & Placement Officer

Deccanpark, No 1 Software Units Layout, Madhapur, Hyderabad

Tel: +91 40 6667 2000 Fax: +91 40 6667 2222 Website: www.tcs.com

Regd Office Nirmal Building, 9th Floor, Nantham Park, Aundhabai 400 021

TCS Careers ServiceLine, 1800 209 3111 Email: careers@tcs.com

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The joining letter will be issued to you only upon successful completion of your academic curriculum named TCS Xplore (detailed under Terms & Conditions of your academic course, you meet the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

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

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 year. Annexure-1 provides the break-up of the compensation package.

This offer is based on your profile and performance in the selection process. You have been selected for the position of Assistant System Engineer & Industrial Services and Intern of Things (EIS & IoT) Unit, assigned a role in the Engineering & Industrial Services and Intern of Things (EIS & IoT) Unit which is subject to change as per the business requirements of TCSL.

You have successfully completed our initial selection process and we are pleased to make you an offer.

Sub: Letter of Offer

Dear Aditya Sai Akhil Chephuri,

Date: 24/11/2022

Offer: Computer Consultancy
Ref: TCSL/DT20223057242/Hyderabad
24-27-22 Vinayaka Temple Street,
Mr. Aditya Sai Akhil Chephuri
Vijayawada Urban-520003,
Andhra Pradesh.
Tel# -8801604282

Date: 24/11/2022
Offer: Computer Consultancy
Ref: TCSL/DT20223057242/Hyderabad
24-27-22 Vinayaka Temple Street,
Mr. Aditya Sai Akhil Chephuri
Vijayawada Urban-520003,
Andhra Pradesh.
Tel# -8801604282



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HIS offers the following 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).

OTHER BENEFITS

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 up to ₹60,000 over and above your CTC during the first year. The Learning Incentive pay out made as per your eligibility are recoverable, if you cease to be employed with TCSL, within 12 months of joining TCSL.

XPORE/ LEARNING INCENTIVES
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.

CITY ALLOWANCE
Performance Pay will be effective upon successful completion of the TCS Xplore Programme.

This Pay/Allowance shall be treated as productivity bonus in lieu of statutory profit bonus.

Quarterly Variable Allowance is based on the actual performance of the Company, Your business unit and may undergo a change based on the actual performance of your first anniversary and may undergo a change in individual performance. The payment is subject to being active on the company rolls on the date of announcement of Quarterly Variable Allowance.

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.

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.

PERFORMANCE PAY



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TCS Careers Services, 1800 209 3111 Email: careers@tcs.com



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8. Alternative Occupation / Employment
Either during the period of your traineeship or during the period of your employment as a

7. Increases 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.

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.

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.

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.

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 information/separate communication to you.

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.

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.

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.



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- This is to ensure that the knowledge and information gained by you during your assignment is shared and available to TCSL and its associates. This transfer of knowledge and information is essential for TCSL to continue to serve its clients and customers better. If you are deputed internationally for training, you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of training.
13. Terms and Conditions
- The above terms and conditions are specific to India and there can be changes to the said terms and conditions in case of deployment on international assignments.
14. TATA Code of Conduct
- You are required to sign the TATA Code of Conduct and follow the same in your day-to-day conduct as an associate of TCSL.
15. Notice Period
- This contract of traineeship in TCS and subsequent employment post successful completion of TCS contract of traineeship may be terminated by TCSL by giving you 90 days notice or payment in lieu thereof.
1. This contract of traineeship and subsequent employment post successful completion of TCS contract of traineeship may be terminated by TCSL by giving you 90 days notice or payment in lieu thereof.
- ii. Your failure to comply with this clause will entail monetary payment of damages to TCS as may be determined by TCS at its sole discretion having regard to the responsibilities shouldered by you while being in the employment of TCS and business continuity.
- iii. 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. Retirement
- 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 age of 60 years.
17. Pre-employment Medical Certificate
- You are required to submit a Medical Certificate of Fitness (in the format prescribed by TCSL) which needs to be verified by a registered medical practitioner having a minimum age of 60 years.

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TCS Careers ServiceLine, 1800 209 3111 Email: careers@tcs.com



TATA CONSULTANCY SERVICES

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Registered Office Nirman Building, 8th Floor, Nadiam Road, Ahmedabad 380 021
TCS Careers Software, 2800 290 311 | Email: careers@tcs.com

- Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes herein 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 processes and procedures of TCSL as applicable to you and the changes herein 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.
- 23. Rules and Regulations of the Company**

- You will be issued a letter of appointment at the time of your joining and after completing joining formalities as per TCSL policy.
- 22. Letter of Appointment**

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 despite of you not completing the Xplore protored 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.

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.

- 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.
- 21. TCS Xperience Program**

*NSR-E-Card

*Passport

*Aadhaar Card (Not applicable for Nepal & Bhutan Citizenship)

*PAN Card (Permanent Account Number)

In addition to the above original documents, Please carry Xerox copies of the below documents

The original documents will be returned to you after verification.

If you were employed, a formal Relieving letter & Experience letter from your previous employer

*There is no disciplinary case pending against you in the university

*There is no criminal offence registered/pending against you



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Enclosure 1: Benefits and Gross Salary
Annexure 2: List of TCS Xplore Centres
Annexure 3: Confidentiality and IP Terms

Global Head Talent Acquisition & AIP
Gritsh V. Nandimath

For TATA Consultancy Services Limited

Yours Sincerely,

We look forward to having you in our global team

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.

Interest in this employment and this offer will be automatically withdrawn.



Annexeure 2



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 information that shall prove to be inventions, 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 agree to transfer and assign to TCS any interests Associate may have in such intellectual property rights in accordance with TCS's request in and to any domestic or foreign patent rights, trademarks, names, copyrights and trade secrets the Client and any renewals thereof. On request of TCS, Associate shall execute from time to time, during or after the termination of TCS employment, such further instruments, including without limitation assignment of his or her patent, trademarks, trade names and copyrights or assignments thereto, as may be deemed necessary or desirable by TCS to perfect the title of TCS in the intellectual property rights and to effectuate the provisions hereof. All expenses of filing or prosecuting any application for patents, trademarks, trade names, or copyrights shall be borne solely by TCS, but Associate shall co-ordinate in filing and/or prosecuting any such applications. Associate hereby expressly waives any "artist's rights" or "moral rights", which Associate might otherwise have in such intellectual property rights.

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 third parties except for or on behalf of or as directed or authorized by TCS or to any having a valid contract with or need under TCS, any Confidential Information or to a person terminating a 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.



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TCS Careers Service Line: 1800 209 3111 Email: careers@tcs.com
TCS Office Normal Building, 9th Floor, Nariman Point, Mumbai 400 021

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.

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.

Restriction on Associate's Rights

(g) will not allow anybody to share the official asset being used.

(f) will be using the Company allotted laptop or similar authorized computing device (together called "Official Asset") only to connect to TCS network/customer network through authorized means (or the Customer provided laptop to access the customer network if so), mandated by the Customer.

(e) will ensure utmost care and adhere to Confidentiality, IP Protection / Non-Disclosure obligations.

(d) will inform the HR of the Unit if the Associate shares a home with any family member or an individual who is employed by a competitor of TCS or TCS client the Associate is assigned to, or if any other circumstances at home exist which implicates the TCS Code of Conduct Confidentiality provision.

(c) will bring to the notice of HR of the Unit to any circumstances that prevent Associate from working in a manner consistent with TCS data privacy and security policies/protocols.



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Tel: 91 40 6667 2000 Fax: 91 40 6667 2222 Website: www.tcs.com
TCS Careers Service Line: 1800 209 3111 Email: careers@tcs.com

(d) 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.

(e) This Confidentiality clause may not be amended except in writing signed by authorized representatives of both parties.



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District Head Office Nizamabad Building, 1st Floor, Nizamabad Fort, Nizamabad 450 002
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Tel: +91 40 6667 2099 Fax: +91 40 6667 2222 Website: www.tcs.com
Dhoniapet, No 1 Software Park, Nizamabad Hyderabad 500 042
DVR & DMS M/C College of Technology
Training & Placement Officer

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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 & 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.

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.

This offer is based on your profile 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.

You have successfully completed our initial selection process and we are pleased to make you an offer.

Sub: Letter of Offer

Dear Hemasri Tummaia,

Ms. Hemasri Tummaia
6-22 Padamata Bazaar,
Padamata Bazaar,
Muppalla-521183,
Andhra Pradesh.
Tel# 91-7569669350

Date: 24/11/2022
Ref: TCSL/DT20223154761/Hyderabad
Offer: Computer Consultancy

19/11/2022

TATA CONSULTANCY SERVICES

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- BUDGET OF BENEFITS (BOB)**
- You will be eligible for a basic salary of ₹14,784/- per month.
- BASIC SALARY**
- The components under Budget 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.
- Budget 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.
- COMPENSATION AND BENEFITS**
- 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.
- BASIC SALARY**
- Your HRA will be ₹5,914/- per month. While restructuring your BOB amount towards HRA, various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.
- 1. House Rent Allowance (HRA)**
- 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.
- 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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Designarks No 1 Software Units Layout, Madhavpur, Hyderabad 500 081 India



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HIS offers the following benefits:

Health Insurance Scheme
TCSL brings the benefit of health insurance cover to you and your dependents under the company's Health Insurance Scheme(HIS).

OTHER BENEFITS

XPLORER/ 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 ₹60,000 over and above your CTC during the first year. The Learning Incentive Pay outs made as per your eligibility are recoverable, if you cease to be employed with TCSL, within 12 months of joining TCSL.

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 taxiable and subject to review.

Performance Pay will be effective upon successful completion of the TCS Xplore Programme. Performance Pay shall be treated as productivity bonus in lieu of statutory profit bonus.

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.

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.

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.

PERFORMANCE PAY



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Tel: +91 40 6667 2000 Fax: +91 40 6667 2222 Website: www.tcs.com
TCS Careers Services: 1800 209 311 | Email: careers@tcs.com

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Professional Memberships
You will be eligible for reimbursement of expenses towards professional membership as per TCS's policy.

Loans
You will be eligible for loans, as per TCS's loan policy.

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.

Maternity Leave
Women employees are eligible to avail maternity leave of twenty six weeks. Adopting or commisssioning 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.

iii. Premium - For Higher Hospitalisation, a part of the premium will be borne by TCSL.
Salary and the differential premium will be borne by TCSL.

i. Entitlement - You and your enrolled dependents will be entitled for ₹12,00,000/- as a family float coverge towards hospitalisation expenses, over and above the individual basic coverage.

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.

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.

i. Entitlement - Includes domiciliary hospitalization expenses up to ₹6,000/- per insured person per annum.

1. Basic Cover



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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 enrol 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.

2. Pre requisites for joining

It is mandatory to declare the gaps/areas/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.

As communicated to you through various forums during the recruitment process, your application is subject to completion of your course within the stipulated time as specified by your University/Institute and as per TCSL selection guidelines.

Your aggregate percentage requirements will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above (or equivalent CGPA as per the conversion formula prescribed by the Board / University) in the first attempt in each of your Standard Xth, Standard Xith, Diploma (if applicable) and highest qualification (Graduation/Post Graduation as applicable) which includes successful completion of final semester/year without any pending areas/backlogs. As per the TCSL eligibility criteria, marks/GPA obtained during the normal duration of the course only will be considered to decide on the eligibility.

1. Aggregate Percentage Requirements

TERMS AND CONDITIONS

You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

Gratuity

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.

Provident Fund

RETIRALS



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 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. Incentives 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
- TATA CONSULTANCY SERVICES
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TCS Careers Services: (800 209 311) Email: careers@tcs.com



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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 deletion of this appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.
10. **Service Agreement**
- As TCSL will be incurring considerable expenditure on your training, you will be required to execute an agreement to serve TCSL for a minimum period of 1 year after joining, failing which, you (and your surety) will be liable to pay TCSL ₹50,000/- towards the training expenditure. Service agreement duration of one year refers to continuous service of 12 months from date of joining TCSL and excludes the duration of leave without pay (LWP) and/or unauthorized absence, if any.
11. **Work in SWS mode**
- TCS' Secure Borderless Workspaces (SWS) is a transformative operating model that enables flexible working options aligned to its business objectives. You may be required to work either from TCS offices/TCS Client offices or from home (remote working) as per the requirements of the project or group you are assigned to work with and as communicated to you by the Unit HR or your supervisor. You are required to abide by the Policy and / or Guidelines issued by TCS from time to time while operating within this framework. For more details, please refer the Policy / Guideline document on Remote Working.
- It is essential that you understand the applicable Policy and / or the Guidelines of such flexible working and ensure adherence to TCS Security Policies/Protocols and Confidentiality obligations at all times.
12. **Overseas International Assignment**
- If you are on international assignment, you will be covered by the TCS India Policy-International Assignment (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 and any other applicable related documents International Assignment. Accordingly, you will be required to sign the TCS International Assignment Agreement and any other applicable related documents International Assignment.



TATA CONSULTANCY SERVICES

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Tata Consultancy Services Limited
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Regd Office: Nirmal Building, 4th Floor, Nirmal Plaza, Mumbai 400 021
TCS Careers Site: tcs.com/careers Email: info@tcs.com

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 age of 40 years at the time of joining.

17. Pre-employment Medical Certificate

You will receive from the services of TCS on reaching your 60th birthday as per the proof of age submitted by you at the time of joining.

16. Retirement

Your failure to comply with this clause will entitle TCS to claim payment of damages to TCS as may be determined by TCS at its sole discretion having regard to the responsibilities shouldered by you while being in the employment of TCS and business continuity.

1. This contract of traineeship and subsequent employment post successful completion of Your traineeship may be terminated by TCS by giving you 90 days notice or payment in lieu thereof.

This contract of traineeship in TCS and subsequent employment post successful completion of your traineeship is terminable by you by giving 90 days notice in writing. It is clearly understood, agreed and made abundantly clear that you shall have to complete the period of notice at its sole discretion in the interest of business. However, upon your serving the notice under this clause, TCS may relieve you any time necessarily serve the period of notice of 90 days given by you under this clause. It is clearly understood, agreed and made abundantly clear that you shall have to terminate your traineeship in case of termination of employment by you by giving 90 days notice in writing. It is clearly understood, agreed and made abundantly clear that you shall have to complete the period of notice at its sole discretion in the interest of business.

15. Notice Period

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. TATA Code of Conduct

The above terms and conditions are specific to India and there can be changes to the said terms and conditions in case of delegation on international assignments.

13. Terms and Conditions

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.

Case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period clause mentioned below.



TCSLDT20223154761

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An Affidavit Non-Criminal Affidavit, should be made on the format

- Joining letter)
- Medical Certificate (Should be made on the format provided by TCS along with the
- 4 passport sized photographs
- Gap/Break in career affidavit on Rs100 stamp paper, if gap is more than 6 months
- Passport / Acknowledgment letter of passport application
- Address affidavit etc.)
- Any other affidavits on Rs100 stamp paper if applicable (name affidavit for multiple names, signature affidavits,
- Birth Affidavit on Rs100 stamp paper, if Birth Certificate not in English
- Sri Lankan Refugee, a Refugee Identity card along with Work Permit is required
- Overseas Citizenship of India (applicable if you are not an Indian Nationality). For Postgraduate
- Degree certificate and mark sheets for all semesters of your Post Graduation(if you are a
- Standard X and XII/Diploma mark sheets & Certificate
- Degree certificate/Professional Degree Certificate and mark sheets for all semesters of
- Postgraduate
- Sri Lankan Refugee, a Refugee Identity card along with Work Permit is required
- 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 joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary
- . Please carry the below listed Original Documents for verification on your joining day.

20. Submission of Documents
Please note that you should initiate and complete the upload of mandatory documents on the next step portal as soon as the offer letter is accepted (subject to availability of the documents).

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining. If the background check reveals unfavourable results, you will be liable to disciplinary action including termination of traineeship/service without notice.

In case, you are not a citizen of India, this offer is subject to obtaining a work permit and / or any other permissions and / or documentation as prescribed by the Government of India.

Qualification of MBS to the Induction Coordinator.



TATA CONSULTANCY SERVICES

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TCS Consultants Services Limited, T800 209 31 11334124400021
Regulated Office Nirmala Building, 9th Floor, Nanthunji Palace, Mumbai 400 021
TIN 91 40 6667 2000 SAK 91 40 6667 2222 Website: www.tcs.com
DICKINSON LTD Software Units Layout Hyderbad SOO 500 001 India
Tata Consultancy Services Limited

TATA CONSULTANCY SERVICES

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Deccanpakk No. 1 Software Units Layout, Mahadevapura, Mysore-570001 India
Tel: +91 80 6667 2000 Fax: +91 80 6667 2222 Website: www.tcs.com
Registed Office: Nimmadi Building, 9th Floor, Nimmadi Palyt, Muttom 600 021
TCS Careers Services: Tel: 800 209 3111 Email: careers@tcs.com

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 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

23. Rules and Regulations of the Company

You will be issued a letter of appointment at the time of your joining and after completing joining formalities as per TCSL policy.

22. Letter of Appointment

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 despite of you not completing the Xplore program, you will be provided Xplore training on premise and the Xplore program assessment, 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.

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.

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.

21. TCS Xperience Program

*NSR E-Card

*Passport

*Aadhaar Card (Not applicable for Nepal & Bhutan Citizenship)

*PAN Card (Permanent Account Number)

In addition to the above original documents, Please carry Xerox copies of the below documents

The original documents will be returned to you after verification.

- If you were employed, a formal Relieving letter & Experience letter from your previous employer

*There is no criminal offence registered/pending against you in the university



TATA CONSULTANCY SERVICES

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Component Category	Monthly	Annual	GROSS BOUTIQUE OF BENEFITS
Food Card	500	6,000	Leave Travel Assistance
	1,232	14,784	House Rent Allowance
	5,914	70,968	Xplore Program
	1,232	14,784	Leave Travel Assistance
	500	6,000	House Rent Allowance
	7,646	91,752	Food Card

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BOB, TCSL

- "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)
- "Explore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program.
- "For HIs - Note that Rs. 7900 if the employee is Single. If the employee is married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.
- "The Performance Pay is applicable upon successful completion of the TCS Xplore Program.
- "Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore Program.
- "Defined Structure as given in Table 2 will be applicable.

Component Category	Monthly	Annual	Xplore/ Learning Incentive***
TOTAL GROSS	27,415	3,36,877	Provident Fund
Total of Annual Components & Retirals	2,485	37,722	Health Insurance***
Gratuity	711	8,533	4) Annual Components/Retirals
Provident Fund	1,774	21,269	2) Performance Pay**
Health Insurance***	NA	7,900	Basic Salary
4) Annual Components/Retirals	200	2,400	Boutique Of Benefits #
Quartermly Variable Allowance*	600	7,200	1) Fixed Compensation
Monthly Performance Pay	1,700	20,400	Designtion
3) City Allowance	200	2,400	Name
Quarterly Variable Allowance*	600	7,200	Institute Name
Monthly Performance Pay	1,700	20,400	Designation
3) City Allowance	200	2,400	Address
Quarterly Variable Allowance*	600	7,200	Hemasti Tummaia
Monthly Performance Pay	1,700	20,400	Assistant System Engineer-Trainee
4) Annual Components/Retirals	200	2,400	Dvr & Dr. Hs Mlc College Of Technology
Provident Fund	1,774	21,269	
Health Insurance***	NA	7,900	
Gratuity	711	8,533	
Total of Annual Components & Retirals	2,485	37,722	
TOTAL GROSS	27,415	3,36,877	
Xplore/ Learning Incentive***	Up to 60,000		

Table 1: Compensation Details (All Components in INR)

Name	Hemasti Tummaia	Address	Institute Name

GROSS SALARY SHEET Annexure 1



Annexe 2



(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 while in or in connection with TCS or any of the operations and entrusted by TCS to the Associate.

(d) Customer and prospective customer lists, and

(c) Corporate strategies and other confidential and proprietary material and information, which could cause competitive harm to TCS if disclosed,

(b) All other information and material of TCS relating to design, method of construction, manufacture, operation, specifications, use and services of the TCS equipment, components, including, but not limited to, engineering and laboratory notebooks, reports, process data, test data, performance data, inventories, trade secrets, systems, software, object codes, source codes, copyrigthed materials, methods, drawings, computations, calculations, computer programs, narrations, flow charts and all documentation therefrom and all copies thereof (including for avoidance of doubt any such material belonging to the Clients of TCS).

(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.

1. Confidential Information
Confidentiality and IP Terms and Conditions
"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:



3. Intellectual Property Rig

Associate 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 on behalf of or as directed or authorized by TCS or to a person having a valid contract with or 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.

2. Associate's Obligations



(b) will comply with and work in a manner consistent with TCS Data Privacy and Security Policies/Protocols.

(a) will work only in a private, secured work area in compliance with the guidelines issued and amended from time to time.

ASSOCIATE UNDERSTANDS THAT WORKING IN THIS HYBRID ENVIRONMENT MAY HAVE HIGHER CONFIDENTIALITY AND INFORMATION SECURITY RISKS. ASSOCIATE ACKNOWLEDGES THAT WHEN WORKING REMOTELY THE ASSOCIATE:

Working in SBWS Framework: Associate may be required to work in TCS offices or its Client premises or from home (remote working) as per the directions of supervisor and / or the provisions of the applicable policy.

7. Working in SWS Framework:

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.

Use of third party material
TCS and while working on the premises of facillities 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 or work for or on behalf of TCS, except those intellectual property rights provided by TCS or expressly authorised by TCS or without having proper authorisation or licence or approval of the respective owner of such intellectual property rights.

Prior knowledge Associate acknowledge 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 confidential.

TCS and Associate agree that no license under any patent or copyright now existing or hereafter obtained by TCS is granted, agreed to be granted, or implied by the terms of this Agreement, or by the disclosure to Associate of the Confidential Information.

9. No License

Associate agrees that he or she shall not make, have made, replicate, reproduce, use, sell, incorporate or otherwise exploit, for his 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. Restriction on Associate's Rights

(g) will not allow anybody to share the official asset being used.

(f) will be using the Company allotted laptop or similar authorized computing device mandated by the Customer).

(e) will ensure utmost care and adhere to Confidentiality, IP Protection / Non-Disclosure obligations.

(d) will inform the HR of the Unit if the Associate shares a home with any family member assigned to, or if any other circumstances at home exist which implicates the TCS Code of Conduct Conflict of Interest provision.

(c) will bring to the notice of HR of the Unit to any circumstances that prevent Associate from working in a manner consistent with TCS data privacy and security policies/ protocols.



TATA CONSULTANCY SERVICES

(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.

(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.

(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 hereeto. 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.

(a) The provisions hereof shall be interpreted, determined and enforced in accordance with the laws of India.

11. General

10. Equitable Rights
Associate acknowledges that any Confidential Information that comes into the possession and / or knowledge of Associate is of a unique, highly confidential and proprietary nature. It is further acknowledged by Associate that the disclosure, distribution, dissemination and / or release by Associate of this Confidential Information 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 remedy 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.



TATA CONSULTANCY SERVICES

Dikshagiri, No 1 Software Units Layout, Madhugiri, Hassan District, 562 102 India.
Tel: +91 40 6667 2000, Fax: +91 40 6667 2222 Website: www.tcs.com
Regd Office: Nirmal Building, 9th Floor, Nirmal Fosters, Mysore 570 021
TCS Careers Services: 1800 209 3131 Email: careers@tcs.com



(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.

(e) This Confidentiality clause may not be amended except in writing signed by authorized representatives of both parties.

TCS Confidential
TCSL/DT2022317005

DVR & DR HS MLC College of Technology
Registration Office: Nirmal Building, 9th Floor, Nirmal Bhawan, Front, Main Road,
Jef-91-80-6667-2000, Fax: 91-40-6667-2222, Website: www.tcs.com
Deccanplate Ltd., Software Testing Layout, Mahabubnagar, Hyderabad-500 081, India
Tata Consultancy Services Limited
Training & Placement Officer

TATA CONSULTANCY SERVICES

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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 & Conditions set out herein). Over and above this, you will also be eligible for Learning Licenses (Readiness License) which gives you an additional learning potential of upto Rs.60,000 during the first year. Annexure-1 provides the break-up of the compensation package.

Your gross salary including all benefits will be ₹3,36,87/- per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Licenses (Readiness License) which gives you an additional learning 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.

This offer is based on your profile and performance in the selection process. You have been selected for the position of Assistant System Engineer-Trainer 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.

You have successfully completed our initial selection process and we are pleased to make you an offer.

Sub: Letter of Offer

Dear Kavya Sri Javvadi,

Ref: TCSL/DT2022317005/Hyderabad

Date: 24/11/2022

Offer: Computer Consultancy
Ms. Kavya Sri Javvadi
11-64/3Nava Bharathi Colony,
Andhra Bank Road,
Vijayawada-521180,
Andhra Pradesh.
Tel#-9866944279



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TATA CONSULTANCY SERVICES

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.

3. **Food Card**

You will be eligible for annual Leave 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.

2. **Leave Travel Allowance**

Your HRA will be ₹5,914/- per month. While restructuring your BOB amount towards HRA, various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

1. **House Rent Allowance (HRA)**

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 "Ultimatrix", 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.

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

BOUQUET OF BENEFITS (BOB)

You will be eligible for a basic salary of ₹14,784/- per month.

BASIC SALARY

COMPENSATION AND BENEFITS

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.



HIS offers the following benefits:

Health Insurance Scheme
TCSL brings the benefit of health insurance cover to you and your dependents under the company's Health Insurance Scheme (HIS).
TCSL brings the benefit of health insurance cover to you and your dependents under the company's Health Insurance Scheme (HIS).

OTHER BENEFITS

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 up to ₹60,000 over and above your CTC during the first year. The Learning Incentive Pay outs made as per your eligibility are recoverable, if you cease to be employed with TCSL, within 12 months of joining TCSL.

City Allowance
Performance Pay will be effective upon successful completion of the TCS Xplore Programme.
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 taxiable and subject to review.

Quarterly Variable Allowance
Your variable allowance is subject to review on your first anniversary and may undergo a change based on the actual performance of the Company and your 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.

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.

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.

PERFORMANCE PAY



TATA CONSULTANCY SERVICES

TCS Careers Services India Tel: 09 3111 Email: careers@tcs.com
Tata Consultancy Services India Building, 5th Floor, Tata House, Mumbai 400 001
Tel: 91 40 6667 2000 Fax: 91 40 6667 2222 Web: <http://www.tcs.com>
Decan Park, No. 1 Software Layout, Madhapur, Hyderabad 500 081 India
Registed Office: Tata Software Layout, Madhapur, Hyderabad 500 081 India

Professional Memberships
You will be eligible for reimbursement of expenses towards professional membership as per TCSL's policy.

Loans
You will be eligible for loans, as per TCSL's loan policy.

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.

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.

iii. Premium - For Higher Hospitalisation, a part of the premium will be recovered from your salary and the differential premium will be borne by TCSL.

i. Entitlement - You and your enrolled dependents will be entitled for ₹12,00,000/- as a family float coverage towards hospitalisation expenses, over and above the individual basic coverage.

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.

iii. 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 premium per insured person is to be borne by you.
You wish to cover dependent parents/parents-in-law or remaining children, if applicable provided the basic hospitalization expenses up to ₹2,00,000/- per insured person per annum.

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.

1. Basic Cover



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TCSL/DT20223170005

TATA CONSULTANCY SERVICES

TCS Careem ServiceLine, 1800 209 3111 Email: careem@tcs.com
Tata Software Office No. 1001 Building, 9th Floor, Nariman Point, Mumbai 400 021
Tel: +91 40 6667 2000 Fax: +91 40 6667 2222 Website: www.tcs.com
Decapripathi, No. 1 Software Units Layout, Madhapur, Hyderabad 500 087 India



TATA CONSULTANCY SERVICES

6

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 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 enrol 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.

Gratuity

You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

Fund and Miscellaneous Provisions 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.

RETIRALS



6. Alternative Occupation / Employment

Either during the period of your traineeship or during the period of your employment as a

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.

7. Increases and Promotions

The compensation structure/salary components are subject to change as per TCSL's compensation policy from time to time at its sole discretion.

6. Compensation Structure / Salary components

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.

5. Mobility

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.

4. Working Hours

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 further be discontinued from the list of TCS Xperience trainees without any further information/separate communication to you.

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.

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.

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 TCSL would period you will be appraised for satisfactory performance during/after which TCSL would normally confirm you.

3. Training Period



If you are on International assignment, you will be covered by the TCS India Policy-International Assignment (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.

It is essential that you understand the applicable Policy and / or the Guidelines of such flexible working and ensure adherence to TCS Security Policies/Protocols and confidentiality obligations at all times.

TCS, Secure Borderless Workspaces (SBS) is a transformative operating model that enables seamless deployment of virtual workspaces in a secure manner required to work either from TCS offices/TCS Client offices or objectives. You may be required to work the requirements of the project or group you are assigned to work with working) as per the requirements of the group you are assigned to work with and as communicated to you by the Unit HR or your supervisor. You are required to abide by the Policy and / or Guidelines issued by TCS from time to time while operating within this framework. For more details, please refer the Policy / Guideline document on Remote Working.

As part of your appointment as an employee with TCSL, you are not permitted to undertake any public or private office, honorary or remunerative, without the prior written permission of TCSL, you are not permitted to undertake any other employment, businesses, assume any public or private office, honorary or remunerative, without the prior written permission of TCSL. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

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 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.

9. Confidentiality Agreement
confirmed employee of TCSL, you are not permitted to undertake any other employment, businesses, assume any public or private office, honorary or remunerative, without the prior written permission of TCSL.



TATA CONSULTANCY SERVICES

TCS Corporate Services Limited, TCSO 209, 11th Floor, Mumbai 400 071
Regulated Office Niram Building, 9th Floor, Nirmal Fortune, Mumbai 400 071
Tel: +91 20 6677 3000 Fax: +91 40 6677 2222 Website: www.tcs.com
Decomplex No. 1 Software Layout, Hyderabad 500 081 India

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 age of 40 years as per the proof of age submitted by you at the time of joining.

16. Retirement
You will retire from the services of TCS on reaching your 60th birthday as per the proof of age submitted by you at the time of joining.

17. Pre-employment Medical Certificate
TCSL will require to submit this clause will entail monetary payment of damages to TCS as may be determined by TCS at its sole discretion having regard to the responsibilities shouldered by you while being in the employment of TCS and business continuity.

1. This contract of traineeship and subsequent employment post successful completion of your traineeship may be terminated by TCS by giving you 90 days notice or payment in lieu thereof.

This contract of traineeship and subsequent employment post successful completion of your traineeship is terminable by you by giving 90 days notice in writing. It is clearly understood, agreed and made abundantly clear that you shall have to complete the period of notice at its sole discretion in the interest of business. However, upon your serving the notice under this clause, TCS may relieve you any time necessarily serve the period of notice of 90 days given by you under this clause. It is clearly understood, agreed and made abundantly clear that you shall have to terminate, upon your serving the notice under this clause, TCS may relieve you any time during the period of notice at its sole discretion in the interest of business.

15. Notice Period

14. TATA Code of Conduct
You are required to sign the TATA Code of Conduct and follow the same in your day-to-day conduct as an associate of TCSL.

13. Terms and Conditions
The above terms and conditions are specific to India and there can be changes to the said terms and conditions in case of deployment on international assignments.

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 deployed 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.

Case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period clause mentioned below.





Qualification of MBS to the Induction Coordinator.

18. Employment of Non Indian Citizens

In case, you are not a citizen of India, this offer is subject to your obtaining a work permit and / or any other permissions and / or documentation as prescribed by the Government of India.

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining. If the background check reveals unfavourable results, you will be liable to disciplinary action including termination of traineeship/service without notice.

20. Submission of Documents

Please carry the below listed Original Documents for verification on your joining day.

Please note that you should initiate and complete the upload of mandatory documents on the next step 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/Professional Degree Certificate and mark sheets for all semesters of

- Postgraduate

- Overseas Citizenship of India (applicable if you are not an Indian Nationality). For

- Indian 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 etc.)

- Address affidavit
- Passport / Acknowledgment 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 underaking (Non-Criminal Affidavit, should be made on the format provided by TCS) starting :

10 TATA CONSULTANCY SERVICES

TCS Careers ServiceLine : 1800 209 3111 | Email : careers@tcs.com
Regional Office Nirvana Building, 9th Floor, Nirvana Point, Mumbai 400 011
Tel: 91 20 6657 2000 Fax: 91 20 6657 2222 Website: www.tcs.com
Dressupart File Software Layout Modification Requested so 081 India
Tata Consultancy Services Limited
Rajiv Gandhi Marg, New Delhi 110 011
TCS Career Services Line : 1800 209 3111 | Email : careers@tcs.com
Member No: 400 011

TATA CONSULTANCY SERVICES

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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 TCSL Consultancy Services Limited
Regd. No. 1 Software Units Regd. No. 40 6667 2222 WebSite www.tcs.com
Tel. 91 40 6667 2000 Fax. 91 40 6667 2222 WebSite www.tcs.com
TCS Careers Services Limited. Tel. 91 40 6667 2000 Ext. 91 40 6667 2222 WebSite www.tcs.com
Email: careers.tcs@tcs.com

23. Rules and Regulations of the Company

You will be issued a letter of appointment at the time of joining and after completing joining formalities as per TCSL policy.

22. Letter of Appointment

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 despite of you not completing the Xplore program assessment, you will be provided Xplore training on premise and the Xplore program assessment, 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.

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.

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.

21. TCS Xperience Program

*NSR E-Card

*Passport

*Aadhaar Card (Not applicable for Nepal & Bhutan Citizenship)

*PAN Card (Permanent Account Number)

In addition to the above original documents, Please carry Xerox copies of the below documents

The original documents will be returned to you after verification.

- If you were employed, a formal Relieving letter & Experience letter from your previous employer

*There is no criminal offence registered/pending against you in the university

*There is no disciplinary case pending against you in the university



TATA CONSULTANCY SERVICES

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If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not withdrawing of Offer.

- (f) In case of overseas deployment, available privacy rights would be governed as per regulatory provisions and / or TCS policies/notice provided applicable at your overseas location.
- (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.
- (d) For the purposes mentioned above, your required PI may be shared with specific vendor organizations who provide services to TCS, e.g. A background check, health insurance, consultancy, travel, transport and visa, payroll services, associate engagement activities, and financial and taxation services.
- (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.
- (b) It will be processed for various organizational purposes such as A recruitment, onboarding, background check, project assignment, performance management, job rotation, career development including at leadership level, diversity and inclusion initiatives, global mobility, wellnes program, statutory and legal requirements and specific organizational initiatives in force during your tenure in TCS.
- (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.

25. Data Privacy Clause:

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 mentioned in this letter of offer. Failure to successfully withdraw this offer letter anytime at its sole discretion.

24. Compliance to all clauses

same shall be communicated on internal portal/Unimatrix.



TCS Confidential
TCSLDT20223170005

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TATA CONSULTANCY SERVICES

TCS Corporate Services Limited
Regulated Office Number Building, 9th Floor, Naumans Point, Mumbai 400 021
Tel: +91 20 6657 2000 | Fax: +91 20 6667 2222 Website: www.tcs.com
Gecaanpathi No. 1 Software Layout, Malad (East), Hyderabad 500 081 India
TCS Corporate Services Limited, 1800 209 3111 Email: careertech@tcs.com

Enclosure 1: Benefits and Gross Salary
Annexure 2: List of TCS Explore Centres
Annexure 3: Confidentiality and IP Terms

Global Head Talent Acquisition & AIP
Girish V. Nandimath

For TATA Consultancy Services Limited

Yours Sincerely,

We look forward to having you in our global team

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.

Interest in this employment and this offer will be automatically withdrawn.



TATA CONSULTANCY SERVICES

Component Category	Monthly	Annual	GROSS BOUTIQUE OF BENEFITS
Food Card	500	6,000	7,646
Leave Travel Assistance	1,232	14,784	70,968
House Rent Allowance	5,914	70,968	14,784
Xplore	711	8,533	11,269
Provident Fund	NA	7,900	1,774
Health Insurance***	200	2,400	1,700
3) CITY Allowance	600	7,200	20,400
2) Performance Pay**	7,646	91,752	14,784
Basic Salary	1,77,408	1,77,408	1,77,408
1) Fixed Compensation	14,784	14,784	14,784

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.

*** Xplore / Leasing 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)

**** Xplore / Leasing incentive needs to be added to the above mentioned amount.

**** For H1S - 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.

**** The Performance Pay is applicable upon successful completion of the TCS Xplore Program.

**** Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore Program.

**** For H1S - 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 / Leasing 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	Xplore/Leasing Incentive ***
TOTAL GROSS	27,415	3,36,877	Up to 60,000
Total of Annual Components & Retirals	2,485	37,722	
Gratuity	711	8,533	
Provident Fund	NA	7,900	
Health Insurance***	200	2,400	
4) Annual Components/Retirals	1,774	21,269	
Quaterly Variable Allowance*	600	7,200	
Monthly Performance Pay	1,700	20,400	
3) CITY Allowance	7,200	1,77,408	
2) Performance Pay**	7,646	91,752	
Basic Salary	1,77,408	1,77,408	
1) Fixed Compensation	14,784	14,784	

Table 1: Compensation Details (All Components in INR)

Name	Institute Name	Designation	Assistant System Engineer-Trainee
Kavya Sridharwadi	Dvr & Dr. Hs M/s College Of Technology		

Annexure 1

GROSS SALARY SHEET



TATA CONSULTANCY SERVICES

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Ahmedabad	TCS XP HR Lead Tata Consultancy Services, Ganeshnagar - 382007	Banjaliora - 560130 Karmataka Ganeshnagar - 411,	Chennal TCS XP HR Lead Tata Consultancy Services, Gote I, No 42, Think Campuses, Electronic City Phase II,	Bhubaneswar - 751024 Tata Consultancy Services Limited, (UNIT-II) - BARBAT Tata Consultancy Services, 411,	Hyderabad TCS XP HR Lead Tata Consultancy Services, Plot No. A-44 & A-45, Ground, 1st to 5th Floor & 10th Floor, Galaxy Business Park, Block - C & D, Sector - 62, Habsiguda TCS XP HR Lead Tata Consultancy Services, Plot No. A-44 & A-45, Ground, 1st to 5th Floor & 10th Floor, Galaxy Business Park, Guntur - 522003, Habsiguda	INDORE TCS XP HR Lead Tata Consultancy Services, 5th Floor, NEDF House, G.S. Road, Dispur, Guwahati - 781006, Assam TCS XP HR Lead Tata Consultancy Services, Q City, Nandramguda, Hyderabad	KOCHI TCS XP HR Lead Tata Consultancy Services, IT/ITES SEZ, Scheme No. 151 & 169-B, Super Corridor, Vragsa Trivendrum Badshah & Bade Baggarla, Techil Haldia, Indore - 452028, Mahadev Pradesh	TRIVENDRUM TCS XP HR Lead Tata Consultancy Services Limited, Mithen-Sez, Negpur, Teltara, Maharashtra 441108, Tata Consultancy Services, Rajiv Gandhi Infotech Park	NAGPUR TCS Consultancy Services, TCS centre, Infopark Road Infopark Campuses, Infopark, Kakanaid, Kerala 682042 TCS Consultancy Services Limited, Peppu Park, Technopark Campus, Karyavattom P.O.	THIRUVANMURU - 695581, India Tata Consultancy Services Limited, Karyavattom P.O.
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Annexure 2



(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 any of the operations and entrusted by TCS to the Associate.

(d) Customer and prospective customer lists, and

(c) Corporate strategies and other confidential and proprietary material and information, which could cause competitive harm to TCS if disclosed,

(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, processes data, test data, performance data, inventions, trade secrets, systems, software, object codes, source codes, copyrighted materials, 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).

(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,

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:



3. Intellectual Property Rights

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 authorized by TCS or to a person having a valid contract with or need under TCS, Any Confidential Information or to TCS or to a person terminating 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.

2. Associate's Obligations



(d) will comply with and work in a manner consistent with TCS Data Privacy and Security Policies/Protocols.

(a) will work only in a private, secured work area in compliance with the guidelines issued and amended from time to time.

Associate understands that working in this hybrid environment may have higher confidentiality and information security risks. Associate acknowledges that when working remotely the Associate:

Working in SWS Framework: Associate may be required to work in TCS offices or its Client premises or from home (remote working) as per the directions of supervisor and / or the provisions of the applicable policy.

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6. **Security Policies and Guidelines.**
Associate agreements 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.

Associates 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 or work for or on behalf of TCS, except those intellectual property rights provided by TCS or expressly authorised by TCS or without having prior approval of the respective owner of such intellectual property rights.

5

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 continuing to hold no knowledge of the Confidential Information of TCS and that such Confidential Information is confidential and holds no 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.



TATA CONSULTANCY SERVICES

Regulated Office Nitinmal Building, 9th Floor, Nitinmal Park, Mumbai 400 021
Tata Consultancy Services Limited, No 1 Software Units Layout, Hadapsar, Hyderbad 300 081 (India)
TCS Careers Services 1800 209 3111 | Email: careers@tcs.com
Tel: 91 40 6667 2000 Fax: 91 40 6667 2222 Website: www.tcs.com

TCS and Associate agree that no license under any patent or copyright now existing or hereafter obtained by TCS is granted, agreed to be granted, or implied by the terms of this Agreement, or by the disclosure to Associate of the Confidential Information.

9. No License

Associate agrees that he or she shall not make, have made, replicate, reproduce, use, sell, 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. Restriction on Associate's Rights

(g) will not allow anybody to share the official asset being used.
(f) will be using the Company allotted laptop or similar authorized computing device (together called "Official Asset") only to connect to TCS network/customer network through authorized means (or the Customer provided laptop to access the customer network if so, mandated by the Customer).

(e) will ensure utmost care and adhere to Confidentiality, IP Protection / Non-Disclosure obligations.

(d) will inform the HR of the Unit if the Associate shares a home with any family member or an individual who is employed by a competitor of TCS or TCS client the Associate is assigned to, or if any other circumstances at home exist which implicates the TCS Code of Conduct Conflict of Interest provision.

(c) will bring to the notice of HR of the Unit to any circumstances that prevent Associate from working in a manner consistent with TCS data privacy and security policies/protocols.



TATA CONSULTANCY SERVICES

Registered Office : Software Units Layout, Alathapu, Hyderabad 500 081 India
Tel: +91 40 6667 2000 Fax: +91 40 6667 2222 Website: www.tcs.com
Tata Consultancy Services Limited
TCS Careers ServiceLine: 1800 209 3111 Email: careers@tcs.com
Regd. No. 1 Software Units Layout, Alathapu, Hyderabad 500 081 India
TCS Limited © 2002 TCS. All rights reserved. All trademarks and service marks of TCS and its
subsidiaries and affiliates are trademarks of TCS and its subsidiaries and affiliates.

(d) This Confidentiality clause along with other documents executed by Associate or referenced in any such documents constitutes the entire understanding between the parties and supersedes all prior agreements and understandings pertaining to the subject matter thereof. No delay or omission of either Party in exercising or enforcing any of their rights or remedies hereunder shall constitute a waiver thereof.

(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.

(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. Association 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.

(a) The provisions hereof shall be interpreted, determined and enforced in accordance with the laws of India.

II. General

Associate acknowledges that any Confidential Information that comes into the possession of TCS or any breach of this Agreement 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. Equitable Rights



TATA CONSULTANCY SERVICES

TCS Services ServiceLine: 1800 209 3111 Email: cvtcservices.com
Registered Office: Nirman Building, 9th Floor, Nariman Point, Mumbai 400 021
Tel: +91 22 6667 2000 Fax: +91 22 6667 2222 Website: www.tcs.com
Design Park, No. 1 Software Park Layout, Madhapur, Hyderabad 500 081 India

(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.

(e) This Confidentiality clause may not be amended except in writing signed by authorized representatives of both parties.



 TCS CAREERS ServiceLine: 1800 209 3111 Email: careers@tcs.com
 Regulated Office Normal Building, 9th Floor, Nityan Polyclinic, Nityan Road, Hyderabad - 500 007
 Tel: 91 40 6667 2000 Fax: 91 40 6667 2222 Website: www.tcs.com
 Training & Placement Dept.
 No. 1 Software Units Layout, Nachipet, Hyderabad - 500 081 India

TIARA CONSULTANCY SERVICES

TCSL/DT20222975046

TCS Confidential

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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 &

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

Your gross salary including all benefits will be ₹3,36,877/- per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) based on your performance in TCS Xplore Program which gives you an additional learning potential of upto Rs.60,000 during the first year. Annexure-1 provides the break-up of the compensation package.

This offer is based on your profile 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.

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

Sub: Letter of Offer

Dear Nagulmeera Shaik,

Mr. Nagulmeera Shakir
4-44 Muslim Bazaar,
Near Anjiniya Swami Temple, Muslim Bazar,
Jaggaaya Petta-521190,
Andhra Pradesh.
Tel# 91-9705647446

Date: 24/11/2022
Ref: TCSL/DT20222975046/Hyderabad
Other: Computer Consultancy



1947 (ADH)

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 quarterly variable allowance.

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
 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.

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.

PERFORMANCE PAY
 This Pay/Allowance shall be treated as productivity bonus in lieu of statutory profit bonus.

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 quarterly individual performance.

TATA CONSULTANCY SERVICES
 TCS offers the following benefits:
Health Insurance Scheme
 TCS brings the benefit of health insurance cover to you and your dependents under the company's Health Insurance Scheme (HIS).
TCSL brings the benefit of health insurance cover to you and your dependents under the company's Health Insurance Scheme (HIS).

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 TCS/DT20222975046
 TATA CONSULTANCY SERVICES
 Tata Consultancy Services Limited
 Decanapak No 1 Software Units Layout, Mahape, Thane East, Mumbai 400 021 India
 Tel: +91 20 6667 2000 Fax: +91 20 6667 2222 Website: www.tcs.com
 Registered Office: Normal Building, 9th Floor, Nariman Point, Mumbai 400 021
 TCS Careers Services: 1800 209 311 | Email: careers@tcs.com

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TATA CONSULTANCY SERVICES

Deccanipuri, No. 1 Software Lantis Layout, Madhapur, Hyderabad 500 081 India
TAT 91 40 6657 2000 Fax 91 40 6657 2222 Website: www.tcs.com
Registered Office Tata Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Care Service Line: 1800 209 3111 Email: careers@tcs.com
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8. Alternative Occupation / Employment
Either during the period of your traineeship or during the period of your employment as a

7. Increases 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.

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.

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.

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.

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 discontined from the list of TCS Xperience trainees without any further intimation/separate communication to you.

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.

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.

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 TCSL would normally confirm you.

4. Documentation No 1 Software Units Layout, Mulchampet Hyderabad 500 087 India
Tel 91 40 6667 2010 Fax 91 40 6667 2222 Website: wwwtcs.com
Registered Office Nirmal Building, 9th Floor, Nirmal Fost, Mumbai 400 021
TCS Careers Services: 1800 209 311 Email: careers@tcs.com

TATA CONSULTANCY SERVICES LIMITED





TATA CONSULTANCY SERVICES

17. Pre-employment Medical Certificate
You are required to submit a Medical Certificate of Fitness (in the format prescribed by TCSL) which needs to be verified by a registered medical practitioner having a minimum age of 60th birthday as per the proof of age submitted by you at the time of joining.

16. Retirement
Your failure to comply with this clause will entail monetary payment of damages to TCS as may be determined by TCS at its sole discretion having regard to the responsibilities shouldered by you while being in the employment of TCS and business continuity.

1. This contract of traineeship and subsequent employment post successful completion of your traineeship may be terminated by TCS by giving you 90 days notice or payment in lieu thereof.

2. Your failure to comply with this clause will entail monetary payment of damages to TCS as may be determined by TCS at its sole discretion having regard to the responsibilities shouldered by you while being in the employment of TCS and business continuity.

14. TATA Code of Conduct
You are required to sign the TATA Code of Conduct and follow the same in your day-to-day conduct as an associate of TCSL.

13. Terms and Conditions
The above terms and conditions are specific to India and there can be changes to the said terms and conditions in case of deployment on international assignments.

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 deployed 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. 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.

TATA CONSULTANCY SERVICES

Document No : Software Unit (TS) Jayanti, Address apart Hyderabad S00 Q1 India
Tel: 91 40 6667 2000 Ext: 91 40 6667 2222 WebSite: www.tcs.com
Registred Office: Nirmal Building, 9th Floor, Nirmal Point, Mumbai 400 021
TCS Career Services: 1800 209 3111 Email: careers@tcs.com

11

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 joining formalities as per TCSL policy.

23. Rules and Regulations of the Company

You will be issued a letter of appointment at the time of your joining and after completing joining formalities as per TCSL policy.

22. Letter of Appointment

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 despite not completing the Explore program assessment, you will be provided Explore 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.

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.

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.

21. TCS Xperience Program

*NSR E-Card

*Passport

* Aadhaar Card (Not applicable for Nepal & Bhutan Citizenship)

*PAN Card (Permanet Account Number)

In addition to the above original documents, Please carry Xerox copies of the below documents

The original documents will be returned to you after verification.

- If you were employed, a formal Relieving letter & Experience letter from your previous employer

*There is no disciplinary case pending against you in the university

*There is no criminal offence registered/pending against you



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TCS/LDT2022975046

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Registered Office: Plot No. 1 Software Units Layout, Mahadevapuri, Hyderabad 500 081 India
Tel: +91 40 6667 2000 Fax: +91 40 6667 2222 Website: www.tcs.com
TCS Careers Service Line: 1800 209 3111 Email: careers@tcs.com
Mobile Number: 400 021

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Enclosure 1: Benefits and Gross Salary
Annexure 2: List of TCS Xplore Centres
Annexure 3: Confidentiality and IP Terms

Global Head Talent Acquisition & AIP
Girish V. Nandimuthu

For TATA Consultancy Services Limited

Yours Sincerely,

We look forward to having you in our global team

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.

Interested in this employment and this offer will be automatically withdrawn.



Tata Consultancy Services Limited,
Decennia, No. 1 Software Units Layout, Mahabhpur, Hyderabad 500 061 India
Tel: +91 40 6667 2000 Fax: +91 40 6667 2222 Website: www.tcs.com
Registered Office: Normal Building, 9th Flr, No. National Polite Auditorium, 400 021
TCS Carenet Servicesline, 1800 209 3111 Email: customerservice@tcs.com



3. Intellectual Property Rights

Associate agrees and confirms that all intellectual property rights in the Confidential Information 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, innovations, discoveries, improvements, developments, conceived or devised by him or her arising out of TCS and Associate hereby agrees and confirms that all such intellectual property rights to the Clients of TCS 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 copyrights and trade secrets 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 limitation, applications for letters of patent, trademarks, trade names and assignments thereto, 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 "artists rights" or "moral rights", which Associate might otherwise have in such intellectual property rights.

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 internal purposes or on behalf of or as directed or authorized by TCS or to any 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.

2. Associate's Obligations



TCS and Associate agree that no license under any patent or copyright now existing or hereafter obtained by TCS is granted, agreed to be granted, or implied by the terms of this Agreement, or by the disclosure to Associate of the Confidential Information.

9. No License

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. Restriction on Associate's Rights

(g) will not allow anybody to share the official asset being used.

(f) will be using the Company allotted laptop or similar authorized computing device (together called "official asset") only to connect to TCS network/customer network through authorized means (or the Customer provided laptop to access the customer network if so, mandated by the Customer).

(e) will ensure utmost care and adhere to Confidentiality, IP Protection / Non-Disclosure obligations.

(d) will inform the HR of the Unit if the Associate shares a home with any family member or an individual who is employed by a competitor of TCS or TCS client the Associate is assigned to, or if any other circumstances at home exist which implicates the TCS Code of Conduct Conflict of Interest provision.

(c) will bring to the notice of HR of the Unit to any circumstances that prevent Associate from working in a manner consistent with TCS data privacy and security policies/protocols.



- (e) This Confidentiality clause may not be amended except in writing signed by authorized representatives of both parties.
- (f) The obligations of Associate in terms of this Confidentiality clause shall continue during the term of or in the course of the employment of the Associate with TCS and shall continue thereafter in perpetuity.



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TCS/DT20222906564

TATA CONSULTANCY SERVICES



Offer: Computer Consultancy

Date: 24/11/2022
Ref: TCSL/DT20222906564/Hyderabad

Mr. Rithieesh Reddy Kalavala,

Tele#: 91-8885275313
Andhra Pradesh.

4-134/B Datta Kalyanamandapam Road,
Water Tank,
Vijayawada-521225,
Andhra Pradesh.

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

Subject: Letter of Offer

Dear Rithieesh Reddy Kalavala,

Your gross salary including all benefits will be ₹3,36,877/- per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) based on your performance in TCS Xplore Program which gives you an additional learning potential of upto ₹5,60,000 during the first year. Annexure-I provides the break-up of the compensation package.
Kindly confirm your acceptance of this offer online through the option 'Accept Offer' letter. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.
After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The joining letter will be issued to you only 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 & Conditions of Employment).

Docket No. 1 Software Solutions Ltd. vs. Tata Consultancy Services Limited
TCS Careers Services 1800 200 3111 Email: careers@tcs.com
Tel: +91 40 6667 2000 Fax: +91 40 6667 2222 Website: www.tcs.com
Tata Consultancy Services Limited
Training & Placement Officer
Designated Officer Normal Building, 9th Floor, Nariman Point, Mumbai 400 021
Docket No. 1 Software Solutions Ltd. vs. Tata Consultancy Services Limited
TCS Confidential

HIS offers the following benefits:

Company's Health Insurance Scheme(HIS).

TCSL brings the benefit of health insurance cover to you and your dependents under the Health Insurance Scheme

OTHER BENEFITS

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 ₹60,000 over and above your CTC during the first year. The Learning Incentive Pay out made as per your eligibility are recoverable, if you cease to be employed with TCSL, within 12 months of joining TCSL.

XPLORER/ LEARNING INCENTIVES
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.

CITY ALLOWANCE
Performance Pay will be effective upon successful completion of the TCS Xplore Programme.

This Pay/Allowance shall be treated as productivity bonus in lieu of statutory profit bonus.

Quarterly Variable Allowance
Your variable allowance will be ₹600/- per month, and will be paid at the closure of each quarter based on the actual performance of the Company and your unit and to the extent of your ongoing individual performance.

Quarterly Variable Allowance
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 allocation to the business unit.

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.

PERFORMANCE PAY



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TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited
Deccanpakk, No 1 Software Layout, Madhugiri, Hyderabad 500 081, India
Tel: 91 40 6667 2000 Fax: 91 40 6667 2222 Website: www.tcs.com
Registred Office: Nithai Building, 9th Floor, Narimai 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 further instruction/separate communication to you.

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.

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.

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.

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 per TCSL's compensation structure/salary components are subject to change as per TCSL's compensation policy from time to time at its sole discretion.

6. Compensation Structure / Salary Components

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 policies. Salary increments and promotions will be based on TCSL's compensation and promotion policies.

7. Increases and Promotions

Your performance to TCSL will be an important consideration for salary increments and promotions.

8. Alternative Occupations / Employment

Either during the period of your traineeship or during the period of your employment as a 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 Nimal Building, 9th Floor, Nithra Park, Mumba 400 021 TCS Careers Service Line 1800 209 311 Email careers@tcs.com

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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 age of 40 years on reaching your 60th birthday as per the proof of age submitted by you at the time of joining.

16. Retirement
You will retire from the services of TCSL on reaching your 60th birthday as per the proof of age submitted by you at the time of joining.

17. Pre-employment Medical Certificate
As may be determined by TCS at its sole discretion having regard to the responsibilities to TCS shouldered by you while being in the employment of TCS and business continuity.

1. This contract of traineeship and subsequent employment post successful completion of your traineeship may be terminated by TCSL by giving you 90 days notice or payment in lieu thereof.

This contract of traineeship in TCS and subsequent employment post successful completion of your traineeship is terminable by you by giving 90 days notice in writing. It is clearly understood, agreed and made abundantly clear that you shall have to necessarily serve the period of notice of 90 days given by you under this clause. However, upon your serving the notice under this clause, TCSL may relieve you any time during the period of notice at its sole discretion in the interest of business.

14. TATA Code of Conduct
You are required to sign the TATA Code of Conduct and follow the same in your day-to-day conduct as an associate of TCSL.

13. Terms and Conditions
The above terms and conditions are specific to India and there can be changes to the said terms and conditions in case of deportation on international assignments.

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 deported 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. Case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period clause mentioned below.



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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 joining formalities as per TCSL policy.

23. Rules and Regulations of the Company

You will be issued a letter of appointment at the time of your joining and after completing joining formalities as per TCSL policy.

22. Letter of Appointment

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 despite of you not completing the Xplore procotored 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.

The said training forms a critical part of your employment with TCSL and is an ongoing process. TCSL continues to make investments 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.

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.

21. TCS Xperience Program

*NSR E-Card

*Passport

*Aadhaar Card (Not applicable for Nepal & Bhutan Citizenship)

*PAN Card (Permanent Account Number)

In addition to the above original documents, Please carry Xerox copies of the below documents

The original documents will be returned to you after verification.

- If you were employed, a formal Relieving letter & Experience letter from your previous employer

*There is no criminal offence registered/pending against you in the university

*There is no disciplinary case pending against you in the university



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TCS/LDT2022906564

TATA CONSULTANCY SERVICES

Decathlon, NO 3 Software Limits Layout, Madhapur, Hyderabad 500 031 | India
Tel: 91 40 6667 2000 Fax: 91 40 6667 2222 Website: www.tcs.com

Registed Office: Nirmal Building, 5th Floor, Nirmal Point, Mumbai 400 021
TCS Careers Services Service Line: 1800 209 371 | Email: careers@tcs.com

13

Enclosure 1: Benefits and Gross Salary
Annexure 2: List of TCS Xplore Centres
Annexure 3: Confidentiality and IP Terms

Girish V. Nandimuth
Global Head Talent Acquisition & AIP

For TATA Consultancy Services Limited

Yours Sincerely,

We look forward to having you in our global team

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.

Interested in this employment and this offer will be automatically withdrawn.



TATA CONSULTANCY SERVICES

Registered Office: Nirmal Building, 9th Floor, Nanthan Road, Mumbai - 400 021
Tel: +91 40 6667 2000 Fax: +91 40 6667 2222 Website: www.tcs.com
Deccantronic No. 1 Software Units Layout, Hadapsar, Hyderabad - 500 031 India
Tata Consultancy Services Limited

TCS Citizens Services Limited: 1800 209 3111 Email: citizens@tcs.com
TCS Citizens Services Limited: 1800 209 3111 Email: citizens@tcs.com

<p>MUMBAI</p> <p>TCS XP HR Lead Tata Consultancy Services Limited, Ecospace 1B building, 2nd Floor, Plot - II/2, New Town, Rajshri, Kollata - 700160, West Bengal OR Aundh, Indore - 452028, Village Tigray Basdhan B Bade Banergaon, Thakur Nagar, Madhya Pradesh</p> <p>KOLKATA</p> <p>TCS XP HR Lead Tata Consultancy Services Limited, Q City, Nanakramguda, Hyderabad 781006 Assam</p>
<p>GUWAHATI</p> <p>TCS XP HR Lead Tata Consultancy Services, Block C, Dings Canyon, ASF, Hinglaj, Guwahati - 781006 Assam</p>
<p>DELHI - Gurgoan</p> <p>TCS XP HR Lead Tata Consultancy Services, Plot No. A-41 & A-45, Ground, 1st to 5th Floor & 10th Floor, Galaxy Business Park, Block - C & D, Sector - 62, Block C, Dings Canyon, ASF, Hinglaj, Guwahati - 781006 Assam</p>
<p>CHENNAI</p> <p>TCS XP HR Lead Tata Consultancy Services, Treliving Lab Venue-Barefoot, ITC Block, Ground Floor, TNB, Sholinganallur, Chennai, Tamil Nadu 600119</p>
<p>BUBANESHWAR</p> <p>TCS XP HR Lead Tata Consultancy Services, Gated No. 42, Think Campus, Electronics City Phase II, Bhubaneswar - 751024</p>
<p>AMMEDABAD</p> <p>TCS XP HR Lead Tata Consultancy Services, Gate 1, No 42, Think Campus, Electronics City Phase II, Gandhinagar - 382007</p>
<p>NAGPUR</p> <p>TCS XP HR Lead Tata Consultancy Services, Varts Park, IT/ITES SEZ, Plot # 41, Kakdeni, Korpak Road, Info Park Campuses, Infopark, Kakdeni, Kerala 682042</p>
<p>PUNE</p> <p>TCS XP HR Lead Tata Consultancy Services, Yatra Park, Pothrajan Road Number 2, TCS Approach RD, Thane, Maharashtra 400606</p>
<p>TRIVANDRUM</p> <p>TCS XP HR Lead Tata Consultancy Services, Mahar-Sey, Nagpur, Tellicherry, Malabarashtra 441108,</p>
<p>TCSL/DT2022906564</p> <p>Tata Consultancy Services Limited Peppu Par, Technopark Campuses, Karyavatton P.O., Trivandrum - 695582, India</p>



TATA CONSULTANCY SERVICES

Decipherate No. 1 Software Units Layout, Mahadevapura, Mysore - 570 002
Tel: +91 80 6667 2000 Fax: +91 80 6667 2222 Website: www.tcs.com
Registered Office: Normal Building, 9th Floor, Narayan House, Mumbra - 400 021
TCS Careers ServiceLine: 1800 209 3111 Email: careers@tcs.com

- 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 belonging 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 in the TCS all inventions, ideas, innovations, discoveries, improvements, suggestions, or reports and enhancement made, created, developed, concealed 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 Client or 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 agree to transfer and assign to TCS any interests Associate may have in such intellectual property rights including any interests in and to any domestic or foreign patents, trademarks, trade names or letters of patent, trademarks, trade names and copyrights without limitation thereto, as may be deemed necessary or desirable by TCS to perfect the title of TCS in the intellectual property rights and to effectuate the provisions hereof. All expenses of filing or prosecuting any application for patents, trademarks, trade names, or copyrights shall be borne solely by TCS, but Associate shall co-ordinate in filing and / or prosecuting any such applications. Associate hereby expressly waives any "artist's rights" or "moral rights", which Associate might otherwise have in such intellectual property rights.



TATA CONSULTANCY SERVICES

Deccanpax, No 1 Software Layout, Nachapur, Hyderabad 500 081 India
Regd Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Service: 1800 209 3111 | Email: careers@tcs.com
TCSL/DT20222906564

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.

Associate agrees that he or she shall not make, have made, replicate, reproduce, use, sell, incorporate or otherwise exploit, for his 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.

(g) will not allow anybody to share the official asset being used.

(f) will be using the Company allotted laptop or similar authorized computing device (together called "Official Asset") only to connect to TCS network/customer network through authorized means (or the Customer provided laptop to access the customer network if so, mandated by the Customer).

(e) will ensure utmost care and adhere to Confidentiality, IP Protection / Non-Disclosure obligations.

(d) will inform the HR of the Unit if the Associate shares a home with any family member or an individual who is employed by a competitor of TCS or TCS Client the Associate is assigned to, or if any other circumstances at home exist which implicates the TCS Code of Conduct Conflict of Interest provision.

(c) will bring to the notice of HR of the Unit to any circumstances that prevent Associate from working in a manner consistent with TCS data privacy and security policies/ protocols.



- (e) This Confidentiality clause may not be amended except in writing signed by authorized representatives of both parties.
- (f) The obligations of Associate in terms of this Confidentiality clause shall continue during the term of or in the course of the employment of the Associate with TCS and shall continue thereafter in perpetuity.



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TCS/L/DT2022906564

TATA CONSULTANCY SERVICES

Dhakanpali, No 1 Software Units Layout, Hyderabad 500 081 India
Tel: +91 40 6667 2000 Fax: +91 40 6667 2222 Website: www.tcs.com
Registered Office: Normal Building, 9th Floor, Narimangal, Mumbai 400 021
TCS Careers Service Number: 1800 209 311 | Email: careers@tcs.com

19/11/2022

Offer: Computer Consultancy
Ref: TCSL/DT20223094067/Hyderabad
Date: 24/11/2022

Ms. Akanksha Gaddie
2-100 Near Bridge,
Kandulapadu,
Vijaywada-521229,
Andhra Pradesh.

Tele# -

Dear Akanksha Gaddie,

Sub: Letter of Offer

You have explored career opportunities with TATA Consultancy Services Limited (TCSL). Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). This offer is based on your profile 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 Interm (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 up to ₹.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 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 & Conditions Section 15.02.09 A11 E-mail confirmation available 900 hrs).

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TCSL/DT20223094067

TATA CONSULTANCY SERVICES

DVR & DR HS MIC College of Technology
Training & Placement Officer
TCS Careers Sectional No. 1500 209 A11 E-mail confirmation available 900 hrs
Regd Office: Niranjan Building 91-A 20662 2222 Website: www.tcs.com
Designate: No 1 Software Layout, Hyderabad 500 081 India
Tel: 0140 6257 2000 Fax: 0140 6257 2222 Web: www.tcs.com

- 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.
- 3. Food Card**

- 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.
- 2. Leave Travel Allowance**

- 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.
- 1. House Rent Allowance (HRA)**

- The components under Budget below 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 "Ultimatrix", the internal portal of TCSL, Taxation will be governed by the Income Tax rules. TCSL budget of Benefits, you may access the link to BOB in the "Employee Self Service" link on your BOB amount between the components as per your tax plan, once you join TCSL. To design "Ultimatrix", the internal portal of TCSL, Taxation will be governed by the Income Tax rules. TCSL budget of Benefits, you may access the link to BOB in the "Employee Self Service" link on your BOB amount in case you join during the financial year. This will be deducted tax at source as per income tax guidelines.

- Budget 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.
- BUDGET OF BENEFITS (BOB)**

- You will be eligible for a basic salary of ₹14,784/- per month.
- BASIC SALARY**

COMPENSATION AND BENEFITS

- Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.



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TCS/LDT20223094067

HIS offers the following benefits:

company's Health Insurance Scheme(HIS).

TCSL brings the benefit of health insurance cover to you and your dependents under the Health Insurance Scheme.

OTHER BENEFITS

months of joining TCSL.

You will be eligible for Readiness Incentive AND/OR Competency Incentive, basis your performance in TCS Xplore Program. The incentives gives you an additional alarming potential of upto ₹60,000 over and above your CTC during the first year. The Learning incentive pay outs made as per your eligibility are recoverable, if you cease to be employed with TCSL, within 12 months of joining TCSL.

XPLORER/ LEARNING INCENTIVES

You will be eligible for a City Allowance of ₹200/- per month. This is specific to India and is allowable a change. It will stand to be discontinued while on international assignments. This

linked to your base branch. In the event of a change in your base branch this amount may undergo a change in 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

CITY ALLOWANCE

Performance Pay will be effective upon successful completion of the TCS Xplore Program.

This Pay/Allowance shall be treated as productivity bonus in lieu of statutory profit bonus.

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 undergoing individual performance. The payment is subject to quarterly Variable Allowance.

Allocation to the business unit.

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

quarterly Variable Allowance.

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.

Monthly Performance Pay

PERFORMANCE PAY



Professional Memberships
You will be eligible for reimbursement of expenses towards professional membership as per TCSL's policy.

Loans
You will be eligible for loans, as per TCSL's loan policy.

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.

Maternity Leave
Women employees are eligible to avail maternity leave of twenty six weeks. Adopting or commissiioning 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.

II. Premium - For Higher Hospitalisation, a part of the premium will be borne by TCSL.

salary and the differential premium will be borne by TCSL.

III. Premium - For Higher Hospitalisation, a part of the premium will be recovered from your basic coverage.

i. Entitlement - You and your enrolled dependents will be entitled for ₹12,00,000/- as a family float coverge towards hospitalisation expenses, over and above the individual

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.

ii. Premium - Basic Premium for self, spouse and three children is entirely borne by TCSL, you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

iii. Premium - Basic Premium for basic hospitalization expenses up to ₹2,00,000/- per insured person per annum.

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.

iv. Premium - Basic Cover
TCSL Careers Services (800 209 3111) | Email: careers@tcs.com
Ringierd Office Nirmal Building, 9th Floor, Nirmal Point, Mumbai 400 021
Tel: 91 40 6667 2000 Fax: 91 40 6667 2222 Website: www.tcs.com
DCCN: No 1 Software Unit, Layout, Hyderabad 500 081 India



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Registered Office Nirmal Building, 4th Floor, Nantham Post, Mumbai 400 021
TCS Careers ServiceLine: 1800 209 3111 Email: careers@tcs.com

RETIRALS

Provident Fund
You will be a member of the Provident Fund as per the provisions of "The Employees Provident Fund and Miscellaneous Provisions Act, 1952", and TCSL will contribute 12% of your basic salary every month as per the provisions of the said Act.

Gratuity
You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

TERMS AND CONDITIONS

1. Aggregate Percentage Requirements
Your aggregate marks in all semesters will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above (or equivalent CGPA as per the conversion formula prescribed by the Board / University) in the first attempt in each of your Standard Xth, Standard XIth, Diploma (if applicable) and highest qualification (Graduation/Post Graduation as applicable) which includes successful completion of your Standard XIth, Standard XIIth, Diploma (if applicable) and highest qualification (Graduation/Post Graduation as applicable) within the stipulated time as specified by your University/Institute and as per TCSL selection guidelines.

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



8. Alternative Occupation / Employment

Either during the period of your traineeship or during the period of your employment as a

Compensation and Promotion policy.

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

7. Increases and Promotions

Compensation policy from time to time at its sole discretion.

The compensation structure/salary components are subject to change as per TCSL's

6. Compensation Structure / Salary Components

you at the time of transfer.

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

5. Mobility

and/or over time depending upon the business exigencies as permitted by law.

Your working hours are governed by applicable law. You may be required to work in shifts

4. Working Hours

further intimation/separate communication to you.

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

the training policy.

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

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 traineeship forthcoming.

normally confirm you.

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

3. Training Period



12. Overseas International Assignment

If you are on International assignment, you will be covered by the TCS India Policy-International Assignment (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.

It is essential that you understand the applicable Policy and / or the Guidelines of such flexible working and ensure adherence to TCS Security Policies/Protocols and Confidentiality obligations at all times.

Work from home (SWS mode) is a transformative operating model that enables flexible working options aligned to its business objectives. You may be required to work either from TCS offices/TCS Client offices or from home (remote working) as per the requirements of the project or group you are assigned to work with and as communicated to you by the Unit HR or your supervisor. You are required to abide by the Policy and / or Guidelines issued by TCS from time to time while operating within this framework. For more details, please refer the Policy / Guideline document on Remote Working.

As part of your appointment as an employee with TCS you are confirmed 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 agreement or knowledge unless specifically authorized to do so in writing by TCS. TCS will be incurring considerable expenditure on your training, you will be required to execute an agreement, to serve CSL for a minimum period of 1 year after joining, to fall in which, you (and your surety) will be liable to pay CSL ₹50,000/- towards the training expenditure. Service agreement duration of one year refers to continuous service of 12 months from date of joining CSL and excludes the duration of leave without pay (LWP) and/or unauthorized absence, if any.

As part of your acceptance of this appointment as an employee with TCS you are confirmed to undertake any public or private office, honorary or remunerative, without the prior written permission of TCSL. You are not permitted to undertake any other employment, business, assume any public or private office, honorary or remunerative, without the prior confirmation of TCSL. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

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 confirmation of TCSL.



17. Pre-employment Medical Certificate
You are required to submit a Medical Certificate of Fitness (in the format prescribed by TCSL) which needs to be verified by a registered medical practitioner having a minimum age of 40 years.

18. 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.

19. Your failure to comply with this clause will entail monetary payment of damages to TCS as may be determined by TCS at its sole discretion having regard to the responsibilities shouldered by you while being in the employment of TCS and business continuity.

20. This contract of traineeship and subsequent employment post successful completion of your traineeship may be terminated by TCSL by giving you 90 days notice or payment in lieu thereof.

21. Notice Period
This contract of traineeship in TCS and subsequent employment post successful completion of your traineeship is terminable by you by giving 90 days notice in writing. It is clearly understood, agreed and made abundantly clear that you shall have to compensate TCSL for the period of notice at its sole discretion in the interest of business. However, upon your serving the notice under this clause, TCSL may relieve you any time necessarily serve the period of notice of 90 days given by you under this clause. This contract of traineeship is terminable by you by giving 90 days notice in writing. It is clearly understood, agreed and made abundantly clear that you shall have to compensate TCSL for the period of notice at its sole discretion in the interest of business.

22. 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.

23. Terms and Conditions
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 internally for training, you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of training. 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.

24. 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.

25. Notice Period
In case of every international assignment that exceeds 30 days, you will be required to document pertaining to the international assignment for which you are being placed to serve TCSL as per the Notice Period clause mentioned below.



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Provided by TCSL starting:

- An affidavits/note/undertaking (Non-Criminal Affidavit, should be made on the format joining letter)
- Medical Certificate (Should be made on the format provided by TCS along with the passport sized photographs)
- Gap/Break in career affidavit on Rs100 stamp paper, if gap is more than 6 months
- Passport / Acknowledgment letter of passport application
- Addresses affidavits etc., names, signature affidavits,
- Any other affidavits on Rs100 stamp paper if applicable (name affidavit for multiple Birth Affidavit on Rs100 stamp paper, if Birth Certificate not in English
- Stateless Citizenship of India (applicable if you are not an Indian Nationality). For Stateless Refugee, a Refugee Identity card along with Work Permit is required
- Degree certificate and mark sheets for all semesters of your Post Graduation (if you are a Postgraduate)
- Standard X and XII/Diploma mark sheets & Certificate
- Degree certificate/Professional Degree Certificate and mark sheets for all semesters of Graduation
- Aadhaar Card
- 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

Please carry the below listed Original Documents for verification on your joining day.

20. Submission of Documents
- Please note that you should initiate and complete the upload of mandatory documents on the next step portal as soon as the offer letter is accepted (subject to availability of the documents)

19. Background Check
- Your association with TCSL will be subject to a background check in line with TCS's background 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 unfavorable results, you will be liable to disciplinary action including termination of traineeship/service without notice.

18. Employment of Non Indian Citizens
- In case, you are not a citizen of India, this offer is subject to you obtaining a work permit and / or any other permissions and / or documentation as prescribed by the Government of India.

Qualification of MBS to the Induction Coordinator.



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 23. Rules and Regulations of the Company

You will be issued a letter of appointment at the time of your joining and after completing joining formalities as per TCSL policy.
22. Letter of Appointment

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 despite of you not completing the Xplore protored assessment, seriously to enable you to add maximum value to your professional and personal growth.

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.

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.
21. TCS Xperience Program

*NSR E-Card

*Passport

*Aadhaar Card (Not applicable for Nepali & Bhutan Citizenship)

*PAN Card (Permanent Account Number)

In addition to the above original documents, Please carry Xerox copies of the below documents

The original documents will be returned to you after verification.

- If you were employed, a formal Relieving letter & Experience letter from your previous employer

*There is no disciplinary case pending against you in the university

*There is no criminal offence registered/pending against you



If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not withdrawing your offer.

Location.

(f) In case of overseases deputees available privacy rights would be governed as per regulatory provisions and / or TCS policies/notice provided applicable at your overseas

(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.

(d) For the purposes mentioned above, your regulated PL may be shared with specific vendor organizations who provide services to TCS, e.g. A background check, health insurance, consulting, travel, transport and visa, payroll services, associate engagement activities, and financial and taxation services.

(b) It will be processed for various organizational purposes such as A recruitment, onboarding, background check, project assignment, performance management, job rotation, career development including at leadership level, diversity and inclusion initiatives, global mobility, wellnes program, statutory and legal requirements and specific organizational initiatives in force during your tenure in TCS.

(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 thereto 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.

25. Data Privacy Clause:

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 CSL to withdraw this offer letter anytime at its sole discretion.

24. Complication to all clauses

same shall be communicated on internal portal/Ultimatrix

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Registered Office: Nimal Building, 9th Floor, Nanthan Puri, Mumbai 400 021

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Encl: Annexure 1: Benefits and Gross Salary
Annexure 2: List of TCS Xplore Centres
Annexure 3: Confidentiality and IP Terms

Girish V. Nanilmath
Global Head Talent Acquisition & AIP



For TATA Consultancy Services Limited

Yours Sincerely,

We look forward to having you in our global team

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.

Interested in this employment and this offer will be automatically withdrawn.



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TCS CHARTERS SERVICE: 1800 209 3111 Email: careers@tcs.com

Component Category	Monthly	Annual	GROSS BOUTIQUE OF BENEFITS
Food Card	500	6,000	14,784
Leave Travel Assistance	1,232	14,784	70,968
House Rent Allowance	5,914	70,968	91,752

Xplore Program, Table 2: TCSL defined structure for BOB (All Components in INR)

**** Xplore/Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS

then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

*** For HS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children

**** The Performance Pay is applicable upon successful completion of the TCS Xplore Program.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore Program.

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restucture your BOB, TCSL

Component Category	Monthly	Annual	Xplore/ Learning Incentive ****
4) Annual Components/Rertrals	NA	7,900	Up to 60,000
Health Insurance***	1,774	21,269	3,36,877
Provident Fund	711	8,533	37,722
Gratuity	2,485	21,269	27,415
Total of Annual Components & Rertrals	NA	7,900	TOTAL GROSS
Xplore/ Learning Incentive ****	NA	7,900	

Table 1: Compensation Details (All Components in INR)

Name	Designation	Institute Name
Akanksha Gade	Assistant System Engineer-Traine	DVR & Dr. HS MLC College Of Technology

GROSS SALARY SHEET Annexure 1



Annexe 2

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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

(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.

(d) Customer and prospective customer lists, and

(c) Corporate strategies and other confidential and proprietary material and information,
which could cause competitive harm to TCS if disclosed,

(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, inventories, trade secrets, systems, software,
object codes, source codes, copyrighted materials, 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).

(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 TCS or the Associate in the
Clients 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:

1. Confidential Information**Confidentiality and IP Terms and Conditions**

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Registered Office: Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers ServiceLine : 000 209 3111 Email: careertech@tcs.com

3. **Intellectual Property Rights**
 - 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.

2. Associate's Obligations

- Associate agrees to treat the Confidential Information that all intellectual property rights in the Confidential Information shall at all times vest in and remain vested in TCS and Associate shall have no right title or claim of any nature whatsoever in the Confidential Information.

3. Intellectual Property Rights

- Associate shall promptly disclose to an authorized officer of TCS all inventions, 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 providing services to the Client or 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 agree to transfer and assign to TCS any interests Associate may have in such intellectual property rights in any interest in and to any domestic or foreign patents, trademarks, trade names and copyrights thereon. Associate shall execute secret rights therein and any renewals thereof. On request of TCS, Associate shall trade secret rights thereon and copyrights thereon, applications for letters of patent, trademarks, trade names and copyrights or assignments thereto, as may be deemed necessary or desirable by TCS to perfect the title of TCS in the intellectual property rights and to effectuate the provisions hereof. All expenses of filing or prosecuting any application for patents, trademarks, trade names, or copyrights shall be borne solely by TCS, but Associate shall co-ordinate in filing and / or prosecuting any such application for patents, trademarks, trade names, or copyrights as may be required by TCS, which Associate might otherwise have in such intellectual property rights.

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Tata Consultancy Services Limited
TCS Careers Services: 1800 209 3111 Email: careers@tcs.com

(b) will comply with and work in a manner consistent with TCS Data Privacy and Security Policies/Protocols.

(a) will work only in a private, secured work area in compliance with the guidelines issued and amended from time to time.

Associate understands that working in this hybrid environment may have higher confidentiality and information security risks. Associate acknowledges that when working remotely the Associate:

(remote working) as per the directions of supervisor and / or the provisions of the applicable policy.

Associate may be required to work in TCS offices or its Client premises or from home (remote working) as per the directions of supervisor and / or the provisions of the applicable policy.

7. Working in SWS Framework:

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.

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 proprietary rights to the same or approval of the respective owner of such intellectual property rights.

Associate further acknowledges that he or she is associated with TCS in a business 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.

Associate acknowledges that he or she is associated with TCS in a business capacity 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 business 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.

4. Prior knowledge



TCS and Associate agree that no license under any patent or copyright now existing or hereafter obtained by TCS is granted, agreed to be granted, or implied by the terms of this Agreement, or by the disclosure to Associate of the Confidential Information.

9. No License

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.

(g) will not allow anybody to share the official asset being used.

(f) will be using the Company allotted laptop or similar authorized computing device (together called "official asset") only to connect to TCS network/customer network through authorized means (or the Customer provided laptop to access the customer network if so), mandated by the Customer).

(e) will ensure utmost care and adhere to Confidentiality, IP Protection / Non-Disclosure obligations.

(d) will inform the HR of the Unit if the Associate shares a home with any family member or an individual who is employed by a competitor of TCS or TCS client the Associate is assigned to, or if any other circumstances at home exist which implicates the TCS Code of Conduct Confidentiality of Interest provision.

(c) will bring to the notice of HR of the Unit to any circumstances that prevent Associate from working in a manner consistent with TCS data privacy and security policies/protocols.



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Tata Consultancy Services Limited

(d) This Confidentiality clause along with other documents executed by Associate or referenced in any such documents constitutes the entire understanding between the parties and supersedes all prior agreements and understandings pertaining to the subject matter thereof. No delay or omission of either Party in exercising or enforcing any of their rights or remedies hereunder shall constitute a waiver thereof.

(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 throughout it, the Parties herein shall find a suitable replacement to the invalid portion that shall be legally valid.

(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.

(a) The provisions hereof shall be interpreted, determined and enforced in accordance with the laws of India.

11. General

10. **Equitable Rights**

Associate acknowledges that any Confidential Information that comes into the possession of TCS or any breach of this Agreement will cause TCS to suffer severe, irreparable damage and that upon any such breach or any threat thereto, TCS shall without prejudice to any other remedies available to it, be entitled to appropriate relief including the relief of specific performance and injunctive relief, in addition to whatever remedies it might have at law.

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 will cause TCS to suffer severe, irreparable damage and that upon any such breach or any threat thereto, TCS shall without prejudice to any other remedies available to it, be entitled to appropriate relief, in addition to whatever remedies it might have at law.

Associate is of a unique, highly confidential and proprietary nature, and / or knowledge of Associate is of a unique, highly confidential and proprietary nature.



TATA CONSULTANCY SERVICES

Dharmapuri, HO: 1 Software Units Layout, Madhugiri, Hyderabad 500 081 (India)
Regd Office: Nirman Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers ServiceLine: 1800 209 3111 Email: careers@tcs.com
TCS Ltd. 91 40 6667 2900, Fax: 91 40 6667 2222 Website: www.tcs.com

(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.

(e) This Confidentiality clause may not be amended except in writing signed by authorized representatives of both parties.

TCS Confidential
TCSL/DT20229937013

TCS Careers Sector, Cell No: 800 209 311

Email: careers@tcs.com

Registered Office Number: 91 40 666 2000 Fax: 91 40 666 2222 Web Site: www.tcs.com
Deccan Park, No 1 Software Layout, Nacharam, Hyderabad 500084

Ref ID: HS MIC College of Technology
Placements Officer

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

1

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The joining letter will be issued to you only 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 &

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

Year Annexure-1 provides the break-up of the compensation package.
Program which gives you an additional earning potential of upto Rs.60,000 during the first year.
(Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Incentives set out herein. Over and above this, you will also be eligible for Learning incentives anditions set out herein. Over and above this, you will also be eligible for Learning incentives

This offer is based on your profile 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 interest of Thinks (EIS & IOT) Unit, which is subject to change as per the business requirements of TCSL.

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

Sub: Letter of Offer

Dear Durga Prasad Tanakasala,

Te# -6303566624

Andhra Pradesh.

Guntur-522303,

Chiravuru,

2-189 Library Center,

Mr. Durga Prasad Tanakasala

Date: 24/11/2022

Ref: TCSL/DT20229937013/Hyderabad

Offer: Computer Consultancy



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(S)

TCS e-Services Services Limited 1800 209 311 | Email: careers@tcs.com

Reqd. TCS e-Services Services Limited, 18th Floor, Nariman Point, Mumbai 400 021

Tel: +91 22 6677 2000 Fax: +91 22 6677 2222 Website: www.tcs.com

Deccanpakk, No 1 Software Units Layout, Madhavaram Hyderabad 500 051 India

TATA CONSULTANCY SERVICES

TCSL/DT20223019737

TCS Confidential

1

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The joining letter will be issued to you only 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 & 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 learning potential of upto Rs.60,000 during the first year. Annexure-I provides the break-up of the compensation package.

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

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 learning potential of upto Rs.60,000 during the first year. Annexure-I provides the break-up of the compensation package.

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

You have successfully completed our initial selection process and we are pleased to make you an offer.

Sub: Letter of Offer

Dear Manikanta Bolam,

Tele: -9494859987

Andhra Pradesh,

Kanchikacherla-521 180,

Water Plant,

5-33/1A Buses Station,

Mr. Manikanta Bolam

Date: 24/11/2022
Ref: TCSL/DT20223019737/Hyderabad
Offer: Computer Consultancy



19-405

TATA CONSULTANCY SERVICES

3

HIS offers the following benefits:

Health Insurance Scheme
TCSL brings the benefit of health insurance cover to you and your dependents under the company's Health Insurance Scheme(HIS).

OTHER BENEFITS

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 up to ₹60,000 over and above your CTC during the first year. The Learning Incentive Pay out made as per your eligibility are recoverable, if you cease to be employed with TCSL, within 12 months of joining TCSL.

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.

Performance Pay will be effective upon successful completion of the TCS Xplore Programme.

This Pay/Allowance shall be treated as productivity bonus in lieu of statutory profit bonus.

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.

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.

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.

PERFORMANCE PAY



10-01-2024

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 enrol for the TCS Xplore Program and start your learning journey with TCSL. TCSL will make Xplore program available for you upon offer acceptance. Please note that your joining is subject to successful completion of your pre-learning, through TCS proctored assessment. We encourage you to complete your pre-learning, through the Xplore, well before your expected date of joining to avoid delays in onboarding.

Information is found in the

It is mandatory to declare the gaps/areas/blocks, 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 of any discrepancy or false information found in the details submitted by you.

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.

1. Aggregate Percentage Requirements
Your aggregate percentage will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above (or equivalent CGPA as per the conversion formula prescribed by the Board / University) in the first attempt in each of your Standard Xth, Standard XIth, Diploma (if applicable) and highest qualification (Graduation/ Post Graduation as applicable) which includes successful completion of your semesters/year without any penalties/blocks. 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.

TERMS AND CONDITIONS

You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

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.

RETIRALS



It is essential that you understand the applicable Policy and / or the Guidelines of such flexible working and ensure adherence to TCS Security Policies/Protocols and Confidentiality obligations at all times.

TCS' Secure Borderless Workspaces (SBS) is a transformational operating model that enables seamless deployment of virtual workspaces in a secure manner required to work either from TCS offices/TCS Client offices or objectives. You may be required to work either from your office or from home (remote working) as per the requirements of the project or group you are assigned to work with and as communicated to you by the Unit HR or your supervisor. You are required to abide by the Policy and / or Guidelines issued by TCS from time to time while operating within this framework. For more details, please refer the Policy / Guideline document on Remote Working.

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, training 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 joining TCSL and excludes the duration of leave without pay (LWP) and/or unauthorized absence, if any.

10. Service 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.

9. Confidentiality Agreement

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.



- Any other affidavits on Rs100 stamp paper if applicable (name affidavit for multiple names, signature affidavits)
- Birth Affidavit on Rs100 stamp paper, if Birth Certificate not in English
- Refugee Identity card along with Work Permit is required
- Overseas Citizenship of India (applicable if you are not an Indian Nationality). For Postgraduate)
- Degree certificate and mark sheets for all semesters of your Post Graduation(if you are a Graduate)
- Degree certificate/Provisional Degree Certificate and mark sheets for all semesters of Standard X and XII/Diploma mark sheets & Certificate
- Aadhar Card
- PAN number is a mandatory requirement for processing salary rules, the PAN number is a mandatory requirement for joining. As per Indian Income Tax card along with other joining forms, immediately on joining. A copy of your PAN
- Permanent Account Number (PAN) Card - You are required to submit a copy of your PAN
- Please carry the below listed Original Documents for verification on your joining day.

documents)

Please note that you should initiate and complete the upload of mandatory documents on the next step portal as soon as the offer letter is accepted (subject to availability of the documents)

20. Submission of Documents

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 unverifiable results, you will be liable to disciplinary action including termination of traineeship/service without notice.

19. Background Check

In case, you are not a citizen of India, this offer is subject to you obtaining a work permit and / or any other permissions and / or documentation as prescribed by the Government of India.

18. Employment of Non Indian Citizens

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.

You will receive 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. Retirement



Decambar, No. 1, Sarvam Layout, Madhapur, Hyderabad 500 081 India
Tel: +91 40 6667 2000 Fax: +91 40 6667 2222 Website: www.tcs.com
Headquartered at Nirmala Building, 6th Floor, Narmada Park, Ahmedabad 380 021
TCS Customer Service Line: 1800 209 3111 Email: careers@tcs.com

(d) For the purposes mentioned above, your required PI may be shared with specific vendor organizations who provide services to TCS, e.g. A background check, health insurance, consultancy services, legal, travel, transportation and visa, payroll services, associate engagement activities, and financial and taxation services.

(c) After you join TCS, there would be more sets of Personal Information (PI) attributes processed for various legitimate purposes such as A recruitment, processing, you will be provided with appropriate notice and/or explicit consent might be obtained from time to time.

(b) It will be processed for various organizational purposes such as A recruitment, career development including at leadership level, diversity and inclusion 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.

(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 related to contact, family, education, personal identifiers issued by government, social profile, background assignment, performance management, job board, background check, project assignment, performance management, job rotation, career development including at leadership level, diversity and inclusion initiatives, global mobility, wellness program, previous employment and experience, medical history, skills set, proficiency and certifications, job profile and your career aspirations.

25. Data Privacy Clauses:

You should fulfill all the terms and conditions mentioned in this letter of offer. Failure to fulfill one or more of the terms and conditions and/or failure to clear one or more tests successfully would entitle TCSL to withdraw this offer letter anytime at its sole discretion.

24. Compliance to all clauses

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/ultimatum.

You will be issued a letter of appointment at the time of your joining and after completing joining formalities as per TCSL policy.

22. Letter of Appointment



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TCSL/DT20223019737

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Deccan Park No 1 Software Layout Madhapur Hyderabad 500 051 India
Regd Office: Nirmal Building, 9th Floor, Nanthaji Post, Mumbai 400 021
Tel: 022 666 2000 Fax: 91 90 666 2222 Web Site: www.tcs.com

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

Tel: 022 666 2000 Fax: 91 90 666 2222 Web Site: www.tcs.com

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Enclosure 1: Benefits and Gross Salary
Annexure 2: List of TCS Xplore Centres
Annexure 3: Confidentiality and IP Terms

Global Head Talent Acquisition & AIP
Girish V. Nandmith

For TATA Consultancy Services Limited

Yours Sincerely,

We look forward to having you in our global team

Post Acceptance of TCS 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.

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.

Withdrawal of Offer



TAIA GO NSULLY NGY SE RVICELLS

Tata Consultancy Services Limited
Tata Computer Park, NO 1 Sector 14, Noida Layout, Noida
Tel: 011 6667 2000 Fax: 011 6667 2222 Website: www.tcs.com
Registed Office: Nirmiti Building, 9th Floor, Nirmiti Point, Munirka, New Delhi-110 021
TCS Careers Software, 1500 209 311 Email: careers@tcs.com

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Ahmedabad	TCS XP HR Lead Banгалore	Tata Consultancy Services, Gates 1, No 42, Think campus, Electronic City Phase II, Banerlore - 560100, Karnataka	Tata Consultancy Services, Gandima Park, IT/TIES SEZ, Plot # 41, Gates 1, No 42, Think campus, Electronic City Phase II, Banerlore - 560100, Karnataka	BUBANESHWAR TCS XP HR Lead Chennal
DELHI - Gurgoan	TCS XP HR Lead Noida	Tata Consultancy Services, Plot No. A-44 & A-45, Ground, 1st to 5th Floor & 10th Floor, Galaxy Business Park, Block - C & D, Sector - 62, Noida - 201 309, UP	Tata Consultancy Services, Block C, Kings Canyon, ASF Insignia, Gurugram - Sector - 62, Noida - 201 309, UP	GUWAHATI TCS XP HR Lead Hyderabad
GUWAHATI	TCS XP HR Lead KOLKATA	Tata Consultancy Services, Ecospace 1B building, 2nd Floor, Plot - 11F/12, New Town, Rajbari, Kolkata - 700160, West Bengal OR Auditorium, 2nd Floor, Vandeneres Building, Deles - Lorids	Tata Consultancy Services, Village Tigray Badshah & Bada Banglepara, Tehsil Hatkot, India - 452028, Plot No. 169-B, Super Corridor, Tributes SEZ, Scheme No. 169-B, Bada Banglepara, Tehsil Hatkot, India - 452028,	TCS XP HR Lead MUMBAI
KOCHI	TCS XP HR Lead PUNE	Tata Consultancy Services, Yatra Park, Podharan Road Number 2, TCS Approach Rd, Thane, West, Thane, Maharashtra 400606	Tata Consultancy Services, Kakkanad, Infopark Road Infopark Campus, Infopark, Mylar-Sex, Nagpur, Telhara, Maharashtra 441108,	NAGPUR TCS XP HR Lead
MUMBAI	TCS XP HR Lead TCS XP HR Lead	Tata Consultancy Services, TCS XP HR Lead	Tata Consultancy Services, Kakkanad, Infopark Road Infopark Campus, Infopark, Mylar-Sex, Nagpur, Telhara, Maharashtra 441108,	TCS XP HR Lead THIRUVANDRUM
THIRUVANDRUM	TCS XP HR Lead Trivandrum	Tata Consultancy Services, Plot No. 2 & 3, MIDC-SZ, Rajiv Gandhi Infotech Park, Tata Consultancy Services,	Tata Consultancy Services, Plot No. 2 & 3, MIDC-SZ, Rajiv Gandhi Infotech Park, Tata Consultancy Services	Tata Consultancy Services, Plot No. 2 & 3, MIDC-SZ, Rajiv Gandhi Infotech Park, Tata Consultancy Services

Annexure 2



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 belonging 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, innovations, discoveries, improvements, suggestions, or reports and enhancement 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 TCS and Associate shall execute from time to time, during or after the termination of his or her employment, such further instruments, including without limitation, applications for letters of patent, trademarks, trade names and copy rights or assignments thereof, as may be deemed necessary or desirable by TCS to perfect the title of TCS in the intellectual property rights and to effectuate the provisions hereof. All expenses of filing or prosecuting any application for patents, trademarks, trade names, or copyrights shall be borne solely by TCS, but Associate shall co-ordinate in filing and / or prosecuting any such application by TCS, and Associate waives any "artist's rights" or "moral rights", which Associate might otherwise have in such intellectual property rights.

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.



TCS Careers ServiceLine: 1800 209 3111 Email: careers@tcs.com
 Regional Office Network: 9th Floor, Nariman Point, Mumbai 400 021
 Tel: +91 20 6667 2222 Website: www.tcs.com
 Deccan Park, No. 1 Software Units Layout, Machhapur, Hyderabad 500 081 India

Tata Consultancy Services Limited

9. **No License**
 TCS and Associate agree that no license under any patent or copyright now existing or hereafter obtained by TCS is granted, agreed to be granted, or implied by the terms of this Agreement, or by the disclosure to Associate of the Confidential Information.

8. **Restriction on Associate's Rights**
 Associate agrees that he or she shall not make, have made, replicate, reproduce, use, sell, incorporate or otherwise exploit, for his or her own use or for any other purpose, any of the Confidential Information including intellectual properties of TCS that is or may be revealed to him or her by TCS or which may in the course of his or her employment with TCS come into his or her possession or knowledge unless specifically authorized to do so in writing by TCS.

(g) will not allow anybody to share the official asset being used.

(f) will be using the Company allotted laptop or similar authorized computing device (together called "Official Asset") only to connect to TCS network/customer network through authorized means (or the Customer provided laptop to access the customer network if so, mandated by the Customer).

(e) will ensure utmost care and adhere to Confidentiality, IP Protection / Non-Disclosure obligations.

(d) will inform the HR of the Unit if the Associate shares a home with any family member or an individual who is employed by a competitor of TCS or TCS client the TCS Code assinged to, or if any other circumstances at home exist which implicates the TCS Code of Conduct Conflict of Interest provision.

(c) will bring to the notice of HR of the Unit to any circumstances that prevent Associate from working in a manner consistent with TCS data privacy and security policies/protocols.



TCS Confidential

TCSL/DT20223019737

TATA CONSULTANCY SERVICES

Deccanpakk, No 1 Software Park Layout, Madivalpalyam, Hyderabad 500 051 (India)
Toll: 040 6667 2000 Fax: 040 6667 2222 Website: www.tcs.com
Registered Office: Nirmala Building, 5th Floor, Nirmala Park, Hyderabad 500 031

TCS Career Services (1800 209 3111 Email: careers@tcs.com

(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.

(e) This Confidentiality clause may not be amended except in writing signed by authorized representatives of both parties.



TCS CAREERS SERVICES
TCS CAREERS SERVICES | 1800 209 311 | Email: careers@tcs.com
Registered Office: Nirmala Building, 6th Floor, Nirmala Points, Madhapur, Hyderabad - 500 081
Deccanpakk, No. 1 Software Units Layout, Madhapur, Hyderabad 500 081 | India
Tel: 91 40 6667 2000 Fax: 91 40 6667 2222 Website: www.tcs.com
Training & Placement Officer

TATA CONSULTANCY SERVICES
TCS Confidential
TCSL/DT20223074587

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The joining letter will be issued to you only 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 &

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

Year. Annexure-1 provides the break-up of the compensation package.
Program which gives you an additional earning potential of upto Rs.60,000 during the first year. Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) based on your performance in TCS Xplore.

Your gross salary including all benefits will be ₹3,36,877/- per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) based on your performance in TCS Xplore.

This offer is based on your profile and performance in the selection process. You have been selected for the position of Assistant System Engineer-Traine 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.

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

an offer.
This offer is based on your profile and performance in the selection process. You have been selected for the position of Assistant System Engineer-Traine 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.

Subject: Letter of Offer

Dear Sahithi Bandla,

Ms. Sahithi Bandla
1-71, Gottumukkala, Kanchikacherla(Mandal) Opposite To Sachivalayam,
Vijayawada-521180,
Andhra Pradesh.
Tel# 91-9676477979

Date: 24/11/2022
Offer: Computer Consultancy
Ref: TCSL/DT20223074587/Hyderabad



19H21AOHET

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.

3. Food Card

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.

2. Leave Travel Allowance

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.

1. House Rent Allowance (HRA)

The components under Bouquet below are listed below. The amounts given here for each of the components between the 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 "Ultimate", 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.

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.

BASIC SALARY

You will be eligible for a basic salary of ₹14,784/- per month.

COMPENSATION AND BENEFITS

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.



HIS offers the following benefits:

Health Insurance Scheme
TCSL brings the benefit of health insurance cover to you and your dependents under the company's Health Insurance Scheme(HIS).

OTHER BENEFITS

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 ₹60,000 over and above your CTC during the first year. The Learning Incentive pay outs made as per your eligibility are recoverable, if you cease to be employed with TCSL, within 12 months of joining TCSL.

CITY ALLOWANCE
Performance Pay will be effective upon successful completion of the TCS Xplore Program.
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.

Quartermly 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 ongoing individual performance. The payment is subject to your being active on the company ongoing individual performance. The payment is subject to your being active on the company ongoing individual performance.

Quartermly 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.

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.

PERFORMANCE PAY



TCS's policy.
You will be eligible for reimbursement of expenses towards professional membership as per Professional Memberships

You will be eligible for loans, as per TCS's loan policy.
Loans

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.

Women employees are eligible to avail maternity leave for twenty six weeks. Adopting or commissiolning 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.

iii. Premium - For Higher Hospitalisation, a part of the premium will be borne by TCSL.
iv. Premium and the differential premium will be borne by TCSL.

i. Entitlement - You and your enrolled dependants will be entitled for ₹12,00,000/- as a basic coverage.

Family float cover towards hospitalisation expenses, over and above the individual premiums and the differential premium will be borne by you.

2. Higher Hospitalisation
Coverage under Higher Hospitalisation is mandatory. Under this scheme, you and your enrolled dependants will be automatically covered under Higher Hospitalisation benefits.

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.

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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TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Deccan Park, No. 1 Software Units Layout, Madhapur, Hyderabad 500 081 India
Tel: +91 40 6667 2000 Fax: +91 40 6667 2222 Website: www.tcs.com
Registered Office: Nirmal Building, 9th Floor, Nirmal Point, Ahmedabad 400 021
TCS Careers ServiceLine: 1800 209 3111 Email: careers@tcs.com



TATA CONSULTANCY SERVICES

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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 enrol for the TCS Xplore Program and start your learning journey with TCSL. TCSL will make Xplore program available for you upon your acceptance of the Offer letter. Please note that your joining is subject to successful completion of your TCS Xplore program including the pre-requisites mentioned. We encourage you to complete your pre-learning, through TCS proctored assessments. We will be happy to provide you with the date of joining to avoid delays in onboarding.

2. Pre requisites for joining

It is mandatory to declare the gaps/areas/backlogs, if any, during your academics and work experience. The manager 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.

As communicated to you through various forums during the recruitment process, Your application is subject to completion of your course within the stipulated time as specified by your University/Institute and as per TCSL selection guidelines.

Your aggregate percentage requirements 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/GPA obtained during the normal duration of the course only will be considered to decide on the eligibility.

1. Aggregate Percentage Requirements

TERMS AND CONDITIONS

Gratuity You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

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.

RETIRALS





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 TCSL would period you will be appraised for satisfactory performance during/after which TCSL would assist you and enable you to improve your performance. If your performance is still found unsatisfactory during the training period, the company may afford you opportunities to improve if your performance is not found satisfactory. The terms and conditions of the training time if your performance is not found satisfactory. TCSL reserves the right to modify or amend will be governed by TCSL's training policy. The terms and conditions of 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/separation communication to you.
- If you remain unauthorizedly absent for a consecutive period of 3 days during the training 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.
4. Working Hours

- 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.
5. Mobility
- The compensation structure/salary components are subject to change as per TCSL's compensation policy from time to time at its sole discretion.
6. Compensation Structure / Salary components

- 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 increments and promotions. Salary increments and promotions will be based on TCSL's compensation and promotion policy.
7. Increments and Promotions

- Either during the period of your traineeship or during the period of your employment as a 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: Normal Building, 6th Floor, Narmam Point, Muthurajpet
TCS Careers ServiceLine: 1800 209 3111 Email: careers@tcs.com
8. Alternative Occupation / Employment

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12. Overseas International Assignment Agreement

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the placement agreement for an international assignment. Accordingly, you will be required to sign the placement agreement for an international assignment.

Overseas International Assignment Agreements and any other applicable related

It is essential that you understand the applicable Policy and / or the Guidelines of such flexible working and ensure adherence to TCS Security Policies/Protocols and Confidentiality obligations at all times.

TCS' Secure Borderless Workspaces (SBS) is a transformative operating model framework that allows seamless deployment of virtual workspaces in a secure manner that enables flexible working options aligned to its business objectives. You may be required to work either from TCS offices/TCS Client offices or from home (remote working) as per the requirements of the project or group you are assigned to work with and as communicated to you by the Unit HR or your supervisor. You are required to abide by the Policy and / or Guidelines issued by TCS from time to time while operating within this framework. For more details, please refer the Policy / Guideline document on Remote Working.

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 expense. 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.

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 possession or knowledge shall survive the termination or earlier determination of this appointment or clause shall survive the termination or earlier determination of this appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

Written permission of TCSL.



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17. Pre-employment Medical Certificate
 TCS) which needs to be verified by a registered medical practitioner having a minimum age submitted by you at the time of joining.
 You are required to submit a Medical Certificate of Fitness (in the format prescribed by Decacampak, 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 Normal Building, 6th Floor, Nirmam Point, Mumbai 400 021 TCS Careers Service Line: 1800 209 3111 Email: careers@tcs.com

18. Retirement
 You will retire from the services of TCS on reaching your 60th birthday as per the proof of age submitted by you at the time of joining.

19. Your failure to comply with this clause will entail monetary payment of damages to TCS as may be determined by TCS at its sole discretion having regard to the responsibilities shouldered by you while being in the employment of TCS and business continuity.

20. This contract of traineeship and subsequent employment post successful completion of your traineeship may be terminated by TCS by giving you 90 days notice or payment in lieu thereof.

21. This contract of traineeship and subsequent employment post successful completion of training the period of notice at its sole discretion in the interest of business. However, upon your serving the notice under this clause, TCS may relieve you any time necessarily serve the period of notice of 90 days given by you under this clause. It is clearly understood, agreed and made abundantly clear that you shall have to complete your traineeship by giving 90 days notice in writing. It is clearly understood, agreed and made abundantly clear that you shall have to complete your traineeship in TCS and subsequent employment post successful completion of training during the period of notice at its sole discretion in the interest of business.

22. 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.

23. 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 deportation on international assignments.

24. TATA Code of Conduct
 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 deported 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.

25. Notice Period
 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.



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provided by TCSL) starting:

- Aadhaar Card
 - Standard X and XI/Diploma mark sheets & Certificate
 - Degree certificate/Professional Diploma 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 Overseas Citizen 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/note/reckoning (Non-Criminal Affidavit, should be made on the format

Please carry the below listed Original Documents for verification on your joining day.

20. Submission of documents
Please note that you should initiate and complete the upload of mandatory documents on the nextstep portal as soon as the offer letter is accepted (subject to availability of the documents).

20. Submission of Documents

19. Background Check
Your association with TCSL will be subject to a background check in line with TCSL's background policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining. If the background check reveals unfavourable results, you will be liable to disciplinary action including termination of traineeship/service without notice.

19. Background Check

18. Employment of Non Indian Citizens
In case, you are not a citizen of India, this offer is subject to your obtaining a work permit and / or other permissions and / or documentation as prescribed by the Government of India.

qualification of MBBS to the Induction Coordinator.



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23. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from time to time. The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the time to implement the changes in the Policies will be given to you and the changes will be effective from the date of implementation.

22. Letter of Appointment

You will be issued a letter of appointment at the time of your joining and after completing joining formalities as per TCSL policy.

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 despite of you not completing the Xplore protored assessment, you will be provided Xplore training on premises 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.

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.

21. TCS Xperience Program

On joining TCSL, you will be given the benefit of formal training (TCS Xperience Program) at our offices, as identified, for such period as TCSL may decide.

- *PAN Card (Permanent Account Number)
- *Aadhaar Card (Not applicable for Nepal & Bhutan Citizenship)
- *Passport
- *NCR E-Card

In addition to the above original documents, Please carry Xerox copies of the below documents

The original documents will be returned to you after verification.

- If you were employed, a formal Relieving letter & Experience letter from your previous employer

*There is no criminal offence registered/pending against you in the University



If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not withdrawing of Offer.

(f) In case of overseas deputation, available privacy rights would be governed as per regulatory provisions and / or TCS policies/notice provided applicable at your overseas location.

(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.

(d) For the purposes mentioned above, your required PI may be shared with specific vendor organizations who provide services to TCS, e.g. A background check, health insurance, consultancy, travel, transport and visa, payroll services, associate engagement activities, and financial and taxation services.

(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.

(b) It will be processed for various organizational purposes such as A recruitment, onboarding, background check, project assignment, performance management, job rotation, career development including at leadership level, diversity and inclusion and initiatives, global mobility, wellnes program, statutory and legal requirements and specific organizational initiatives in force during your tenure in TCS.

(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, skills set, proficiency and certifications, job profile and your career aspirations.

24. Compliance to all clauses
You should fulfill all the terms and conditions mentioned in this letter of offer. Failure to fulfill one or more of the terms and conditions and/or failure to clear one or more tests successfully would entitle TCSL to withdraw this offer letter anytime at its sole discretion.

same shall be communicated on internal portal/Ultimatrix.



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TATA CONSULTANCY SERVICES

TC5 Creeters Sarvachem, 1800 209 3111 Email: careers@tcs.com
Registered Office: Nirmal Building, 9th Floor, Nirmal Chambers, www.tcs.com
Tel: +91 40 6667 2000 Fax: +91 40 6667 2222 Website: www.tcs.com
Deccanpark, No 1 Software Layout, Madhapur, Hyderabad 500 081 India

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Annexure 1: Benefits and Gross Salary
Annexure 2: List of TCS Xplore Centres
Annexure 3: Confidentiality and IP Terms

Global Head Talent Acquisition & AIP
Girish V. Nandmath

R. Sankar

For TATA Consultancy Services Limited

Yours Sincerely,

We look forward to having you in our global team

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.

Interested in this employment and this offer will be automatically withdrawn.



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Component Category	Monthly	Annual	GROSS BUDGET OF BENEFITS
Food Card	500	6,000	7,646
Leave Travel Assistance	1,232	14,784	91,752
House Rent Allowance	5,914	70,968	
Xplore	14,784	174,968	

Explore Program, Table 2: TCS defined structure for BoB (All Components in INR)
 *** Xplore/ Learning incentive is paid over and above the CTC during first year, based on your performance in TCS
 then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.
 ** For H1S - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children.
 * The Performance Pay is applicable upon successful completion of the TCS Explore Program.
 * Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Explore Program.
 # 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.

Compensation Details	Monthly	Annual	Gross Compensation
Basic Salary	14,784	177,408	91,752
Budget Of Benefits #	7,646	91,752	
2) Performance Pay**	1,700	20,400	
Quarterly Variable Allowance*	600	7,200	
Monthly Performance Pay*	1,700	20,400	
3) City Allowance	200	2,400	
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	336,877	
Xplore/ Learning Incentive***	Up to 60,000		

Table 1: Compensation Details (All Components in INR)

Name	Sahithi Bandla	Designation	Institute Name
		Assttант System Engineer-Trainee	Others



Ahmedabad	TCS XP HR Lead Tata Consultancy Services, Bangalore	TCS XP HR Lead Tata Consultancy Services, GATE 2, NO 42, TILAK CAMPUS, ELECTRONIC CITY PHASE II, BANDHANI NAGAR - 560100, KARNATAKA	Gandhi Nagar - 382007 BUDBANESTHWAR TCS Consultancy Services, Chennai	
DELHI - Gurugram	TCS XP HR Lead Tata Consultancy Services, 415/22-24, LUMINAIR NAGAR, OLD MEHTAPURAM RD, TNNB, SCHULGENMATHUR, CHENNAI, TAMIL NADU 600119	TCS XP HR Lead Tata Consultancy Services, Noida - 201 309 UP Floor, Galaxy Business Park, Block - C & D, Sector - 62, Block C, KINGS CANYON, ASIF NISLIGHA, GURGAON - Fardibad Road, Gaurav Pahar, Gurgaon - 122003,	Haryana TCS Consultancy Services, 7800645566 INDORE TCS XP HR Lead KOLKATA TCS XP HR Lead Tata Consultancy Services Limited, EcoSpace 1B Building, 2nd Floor, Plot - II/12, New Town, Rajbati, Kolkata - 700160, West Bengal OR Auditorium, 2nd Floor, Vandemataram Road Number 2, TCS Approach Road, Tarena, West, Thane, Maharashtra 400606 Tata Consultancy Services, PUNE TCS XP HR Lead Tata Consultancy Services, Plot No. 2 B, 3, MIDC-SZ, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, Pune - 411057, Maharashtra	
KOCHI	TCS XP HR Lead MUMBAI TCS XP HR Lead Tata Consultancy Services Limited, EcoSpace 1B Building, 2nd Floor, Vandemataram Road Number 2, TCS Approach Road, Tarena, West, Thane, Maharashtra 400606 Tata Consultancy Services, Kochi TCS Consultancy Services, Kochi	TCS Consultancy Services, Village Tigraya Badshah B/ Bade Bawardi, Tehsil IT/ITES SEZ, Scheme No. 151 & 169-B, Super Corridor, Kakkanad, Keralia 682042 TCS Consultancy Services, Mumbai TCS Consultancy Services, Kochi	Kakkanad, Keralia 682042 TCS Consultancy Services, Infopark Road Infopark Campus, Infopark, Mahan-Sea, Nagpur, Maharashtra, Maharashtra 441106, Tata Consultancy Services Limited, TCS XP HR Lead Trivenindrum	
NAGPUR	TCS XP HR Lead TCS Consultancy Services, IT/ITES SEZ, Scheme No. 151 & 169-B, Super Corridor, Kakkanad, Indore - 452012, Mahila Pradesh	TCS Consultancy Services, Village Tigraya Badshah B/ Bade Bawardi, Tehsil IT/ITES SEZ, Scheme No. 151 & 169-B, Super Corridor, Kakkanad, Indore - 452012, TCS Consultancy Services, Kochi TCS Consultancy Services, Kochi	TCS Consultancy Services, Kochi TCS Consultancy Services, Kochi	
TCS XP HR Lead Hyderabad	TCS XP HR Lead Tata Consultancy Services, Q.CITY, NEMAKRAMPUDA, HYDERABAD 3rd Floor, NEDFI House, G.S. Road, Dilsur, Guwahati - 7800645566 TCS Consultancy Services, Tata Consultancy Services, TCS XP HR Lead KOLKATA TCS XP HR Lead Tata Consultancy Services Limited, EcoSpace 1B Building, 2nd Floor, Plot - II/12, New Town, Rajbati, Kolkata - 700160, West Bengal OR Auditorium, 2nd Floor, Vandemataram Road Number 2, TCS Approach Road, Tarena, West, Thane, Maharashtra 400606 Tata Consultancy Services, PUNE TCS XP HR Lead Tata Consultancy Services, Plot No. 2 B, 3, MIDC-SZ, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, Pune - 411057, Maharashtra	TCS Consultancy Services, Hyderabad TCS Consultancy Services, Tata Consultancy Services, TCS XP HR Lead KOLKATA TCS XP HR Lead Tata Consultancy Services Limited, EcoSpace 1B Building, 2nd Floor, Plot - II/12, New Town, Rajbati, Kolkata - 700160, West Bengal OR Auditorium, 2nd Floor, Vandemataram Road Number 2, TCS Approach Road, Tarena, West, Thane, Maharashtra 400606 Tata Consultancy Services, PUNE TCS XP HR Lead Tata Consultancy Services, Plot No. 2 B, 3, MIDC-SZ, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, Pune - 411057, Maharashtra	TCS Consultancy Services, Hyderabad TCS Consultancy Services, Tata Consultancy Services, TCS XP HR Lead KOLKATA TCS XP HR Lead Tata Consultancy Services Limited, EcoSpace 1B Building, 2nd Floor, Plot - II/12, New Town, Rajbati, Kolkata - 700160, West Bengal OR Auditorium, 2nd Floor, Vandemataram Road Number 2, TCS Approach Road, Tarena, West, Thane, Maharashtra 400606 Tata Consultancy Services, PUNE TCS XP HR Lead Tata Consultancy Services, Plot No. 2 B, 3, MIDC-SZ, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, Pune - 411057, Maharashtra	
TCS XP HR Lead Jaipur	TCS XP HR Lead Tata Consultancy Services, 415/22-24, LUMINAIR NAGAR, OLD MEHTAPURAM RD, TNNB, SCHULGENMATHUR, CHENNAI, TAMIL NADU 600119	TCS Consultancy Services, Jaipur 35, CHANDRA INDUSTRIAL ESTATE, PART A, SEZ, IT/ITES SPECIAL ECONOMIC ZONE (SEZ), PART-II - BARBATI Trainings Lab Venues:- Barabati, RC Block, Ground Floor, Tata Consultancy Services Limited, (UNIT-II) - BARBATI Block C, KINGS CANYON, ASIF NISLIGHA, GURGAON - Fardibad Road, Gaurav Pahar, Gurgaon - 122003,	TCS Consultancy Services, Jaipur 35, CHANDRA INDUSTRIAL ESTATE, PART A, SEZ, IT/ITES SPECIAL ECONOMIC ZONE (SEZ), PART-II - BARBATI Trainings Lab Venues:- Barabati, RC Block, Ground Floor, Tata Consultancy Services Limited, (UNIT-II) - BARBATI Block C, KINGS CANYON, ASIF NISLIGHA, GURGAON - Fardibad Road, Gaurav Pahar, Gurgaon - 122003,	
TCS XP HR Lead Chennai	TCS XP HR Lead Tata Consultancy Services, 415/22-24, LUMINAIR NAGAR, OLD MEHTAPURAM RD, TNNB, SCHULGENMATHUR, CHENNAI, TAMIL NADU 600119	TCS Consultancy Services, Chennai 35, CHANDRA INDUSTRIAL ESTATE, PART A, SEZ, IT/ITES SPECIAL ECONOMIC ZONE (SEZ), PART-II - BARBATI Trainings Lab Venues:- Barabati, RC Block, Ground Floor, Tata Consultancy Services Limited, (UNIT-II) - BARBATI Block C, KINGS CANYON, ASIF NISLIGHA, GURGAON - Fardibad Road, Gaurav Pahar, Gurgaon - 122003,	TCS Consultancy Services, Chennai 35, CHANDRA INDUSTRIAL ESTATE, PART A, SEZ, IT/ITES SPECIAL ECONOMIC ZONE (SEZ), PART-II - BARBATI Trainings Lab Venues:- Barabati, RC Block, Ground Floor, Tata Consultancy Services Limited, (UNIT-II) - BARBATI Block C, KINGS CANYON, ASIF NISLIGHA, GURGAON - Fardibad Road, Gaurav Pahar, Gurgaon - 122003,	
TCS XP HR Lead Trivendrum	TCS Consultancy Services, Tata Consultancy Services, Gate 2, NO 42, TILAK CAMPUS, ELECTRONIC CITY PHASE II, BANDHANI NAGAR - 560100, KARNATAKA	TCS Consultancy Services, Tata Consultancy Services, Gate 2, NO 42, TILAK CAMPUS, ELECTRONIC CITY PHASE II, BANDHANI NAGAR - 560100, KARNATAKA	TCS Consultancy Services, Tata Consultancy Services, Gate 2, NO 42, TILAK CAMPUS, ELECTRONIC CITY PHASE II, BANDHANI NAGAR - 560100, KARNATAKA	

Annexe 2



(e) All other information and material, which may be created, developed, conceived,
gathered or collected or obtained by the Association 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 Association

(d) Customer and prospective customer lists, and

(c) Corporate strategies and other confidential and proprietary material and information, which could cause competitive harm to TCS if disclosed.

(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, inventories, trade secrets, systems, software, object codes, source codes, copyrighted matter, 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 Client) .

(a) Any and all information processing programs, software, properties, items, information, data, materials related thereto, or any nature whatsoever or any parts thereof, additions thereto and course of or in connection with or arising out of the Association'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.

"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:

Confidentiality and IP Terms and Conditions

Annexe 3



3. **Intellectual Property Rights**
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 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.
2. **Associate's Obligations**
Associate agrees to treat the Confidential Information as strictly confidential and a trade secret, either directly or indirectly, the Confidential Information for the benefit of or to any part with information that he or she may then possess or have under his or her control.



- (a) will work only in a private, secured work area in compliance with the guidelines issued and amended from time to time.
- (b) will comply with and work in a manner consistent with TCS Data Privacy and Security Policies/Protocols.

Associate understands that working in this hybrid environment may have higher confidentiality and information security risks. Associate acknowledge that when working remotely the Associate:

(remote working) as per the directions of supervisor and / or the provisions of the applicable policy.

Associate may be required to work in TCS offices or its Client premises or from home (remote working) 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.

6. **Security policies and Guidelines.**

Associate agrees to abide by and be bound by any and all policies, documents, guidelines and processes to abide by and be bound by any and all policies, documents, guidelines and processes in force from time to time whether expressly endorsed or not.

7. **Working in SWS Framework:**

Associate may be required to work in TCS offices or its Client premises or from home (remote working) to abide by and be bound by any and all policies, documents, guidelines and processes in force from time to time whether expressly endorsed or not.

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.



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9. **No License**
TCS and Associate agree that no license under any patent or copyright now existing or hereafter obtained by TCS is granted, agreed to be granted, or implied by the terms of this Agreement, or by the disclosure to Associate of the Confidential Information.

8. **Restriction on Associate's Rights**
Associate agrees that he or she shall not make, have made, replicate, reproduce, use, sell, incorporate or otherwise exploit, for his or her own use or for any other purpose, any of the Confidential Information including intellectual properties of TCS that is or may be revealed to him or her by TCS or which may in the course of his or her employment with TCS come into his or her possession or knowledge unless specifically authorized to do so in writing by TCS.

(g) will not allow anybody to share the official asset being used.

(f) will be using the Company allotted laptop or similar authorized computing device (together called "official asset") only to connect to TCS network/customer network through authorized means (or the Customer provided laptop to access the customer network if so, mandated by the Customer).

(e) will ensure utmost care and adhere to Confidentiality, IP Protection / Non-Disclosure obligations.

(d) will inform the HR of the Unit if the Associate shares a home with any family member or an individual who is employed by a competitor of TCS or TCS client the Associate is assigned to, or if any other circumstances at home exist which implicates the TCS Code of Conduct Conflict of Interest provisions.

(c) will bring to the notice of HR of the Unit to any circumstances that prevent Associate from working in a manner consistent with TCS data privacy and security policies/ protocols.



continue thereafter in perpetuity.

(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



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TCSL/DT20223074587

TATA CONSULTANCY SERVICES

Deccanpark, No 1 Software Units Layout, Madhapur, Hyderabad 500 081 India
Registred Office Nirmala Building, 9th Floor, Nirmala Point, Mumbai 400 021
Tel: 91 40 6667 2000 Fax: 91 40 6667 2222 Website: www.tcs.com
Tata Consultancy Services Limited
TCS Careers ServiceLine: 1800 209 3111 Email: careers@tcs.com

(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.

(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.

(b) In the event of any dispute or disagreement over the interpretation of any of the terms herein contained or may claim or liability of any party including that of surety, the same shall be referred to a person to be nominated by TCS, whose decision shall be final and binding upon the parties hereto. Subject to the above, the arbitration shall be governed by the Arbitration and Conciliation Act, 1999 or any modifications or re-enactment thereof. The Arbitrator shall confirm 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 Parties agree to the binding jurisdiction of the Courts at Mumbai under the laws of India.

(a) The provisions hereof shall be interpreted, determined and enforced in accordance with the laws of India.

10. **Equitable Rights**
Associate acknowledges that any Confidential Information that comes into the possession and / or knowledge of Associate is of a unique, highly confidential and proprietary nature. It is further acknowledged by Associate that the disclosure, distribution, dissemination and / or release by Associate of the Confidential Information without the prior written consent of TCS or any breach of this Agreement by Associate will cause TCS to suffer severe, immediate and irreparable damage and that upon any such breach or any threat thereof, TCS shall without prejudice to any other remedies available to it, be entitled to appropriate equitable relief including the relief of specific performance and injunctive relief, in addition to whatever remedies it might have at law.



TCSL/DT2022284126

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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 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 &

this offer will be automatically withdrawn.

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 learning potential of upto Rs.60,000 during the first year. Annexure-1 provides the break-up of the compensation package.

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

Sub: Letter of Offer

Dear Samiera Suhel Shaiik,

TeI# 91-8977661971

Mrs. Samiera Shuhel Shakil
Babu Apartment , Door No: 205Masjid Street,
West Ibrahimpatnam, Koturu,
Vijayawada-521456.

Date: 24/11/2022
Ref: TCSL/DT20222841266/Hyderabad
Offer: Computer Consultancy



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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.

3. Food Card

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.

2. Leave Travel Allowance

Your HRA will be ₹5,914/- per month. While restructuring your BOB amount towards HRA, various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

1. House Rent Allowance (HRA)

The components under Budget 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 "Ultimate", the internal portal of TCSL, Taxation will be governed by the Income Tax rules. TCSL Your Budget of Benefits, you may access the link to BOB in the "Employee Self Service" link on "Ultimate", twice in a financial year. All the components will be disbursed on a monthly basis.

Budget 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.

BUDGET OF BENEFITS (BOB)

You will be eligible for a basic salary of ₹14,784/- per month.

BASIC SALARY

COMPENSATION AND BENEFITS

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.



UFC

HIS offers the following benefits:

Health Insurance Scheme
TCSL brings the benefit of health insurance cover to you and your dependents under the company's Health Insurance Scheme(HIS).

OTHER BENEFITS

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 ₹60,000 over and above your CTC during the first year. The Learning Incentive Pay made as per your eligibility are recoverable, if you cease to be employed with TCSL, within 12 months of joining TCSL.

XPLORER/ LEARNING INCENTIVES
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.

CITY ALLOWANCE
Performance Pay will be effective upon successful completion of the TCS Xplore Programme. This Pay/Allowance shall be treated as productivity bonus in lieu of statutory profit bonus.

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.

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.

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.

PERFORMANCE PAY



TCSL's policy.

You will be eligible for reimbursement of expenses towards professional membership as per Professional Memberships.

Loans You will be eligible for loans, as per TCSL's loan policy.

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 Trust from time to time for medical and educational purposes and in case of death of members while in service.

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.

III. Premium - For Higher Hospitalisation, a part of the premium will be recovered from your salary and the differential premium will be borne by TCSL.

1. **Entitlement** - You and your entitled dependants will be entitled for £12,00,000/- as a family floater coverage towards hospitalisation expenses, over and above the individual basic coverage.

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.

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.

Basic Cover
I. Entitlement - includes domiciliary expenses up to ₦6,000/- per insured person per annum.
II. Annnum and basic hospitalization expenses up to ₦2,00,000/- per insured person per annum.



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To enable your readiness to work on assignments upon joining, we have put together a comprehensive learning module which is made available to you digitally. This foundation program named TCS Xplore which is made available to you through TCS Xplore program available for you upon offer acceptance. Please note that your make Xplore program available for you upon learning journey with TCSL. TCSL will to enroll for the TCS Xplore Program and start your learning journey with TCSL. TCSL will procure program available to you upon offer acceptance. Please note that your joining is subject to successful completion of your TCS Xplore program including the procured assessment. We encourage you to complete your pre-learning, through TCS Xplore, well before your expected date of joining to avoid delays in onboarding.

2. Pre requisites for joining

It is mandatory to declare the gaps/areas/backlogs, if any, during your academics and work experience. The management reserves the right to withdraw/revoke the application at any time at its sole discretion in case any discrepancy or false information is found in the details submitted by you.

As communicated to you through various forums during the recruitment process, your application is subject to completion of your course within the stipulated time as specified by your University/Institute and as per TCSL Selection guidelines.

1. Aggregate Percentage Requirements

Your application 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 Standard Xth, Standard XIIth, Diploma (if applicable) and highest qualification (Graduation/ Post Graduation as applicable) 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.

TERMS AND CONDITIONS

Gratuity

You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

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.

RETIRALS



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8. Alternative Occupation / Employment

Either during the period of your traineeship or during the period of your employment as a

7. Increases 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.

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.

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.

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.

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.

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.

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.

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 TCSL would period you will be appraised for satisfactory performance during/after which TCSL would normally confirm you.



It is essential that you understand the applicable Policy and / or the Guidelines of such flexible working and ensure adherence to TCS Security Policies/Protocols and Confidentiality obligations at all times.

TCS, Secure Borderless Workspaces (SBS) is a transformative operating model that enables flexible working options aligned to its business objectives. You may be required to work either from TCS offices/TCS Client offices or from home (remote working) as per the requirements of the project or group you are assigned to work with and as communicated to you by the Unit HR or your supervisor. You are required to abide by the Policy and / or Guidelines issued by TCS from time to time while operating within this framework. For more details, please refer the Policy / Guideline document on Remote Working.

11. Work in SBS mode

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 of one Year will commence from the date of joining TCSL and excludes the duration of Leave without pay of 12 months from date of joining TCSL and excludes the duration of Leave without pay of 12 months from date of joining TCSL and excludes the duration of Leave without pay (LWP) and/or unauthorized absence, if any.

10. Service 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 to your knowledge unless specifically authorized to do so in writing by TCS. This possession or knowledge shall survive the termination or earlier determination of this Confidentiality Clause unless specifically authorized to do so in writing by TCS. This Annexure 3.

As part of your acceptance of this appointment as an employee with TCS you are confirmed employee of TCSL, you are not permitted to undertake any other employment, businesses, assume any public or private office, honorary or remunerative, without the prior written permission of TCSL.



II. Your failure to comply with this clause will entail monetary payment of damages to TCS as may be determined by TCS at its sole discretion having regard to the responsibilities as shouldered by you while being in the employment of TCS and business continuity.

i. This contract of traineeship and subsequent employment post successful completion of your traineeship may be terminated by TCSL by giving you 90 days notice or payment in lieu thereof.

15. Notice Period
This contract of traineeship in TCS and subsequent employment post successful completion of traineeship is terminable by you by giving 90 days notice in writing. It is clearly understood, agreed and made abundantly clear that you shall have to necessarily serve the period of notice of 90 days given by you under this clause. However, upon your serving the notice under this clause, TCS may relieve you any time during the period of notice at its sole discretion in the interest of business.

15. Notice Period

14. TATA Code of Conduct
You are required to sign the TATA Code of Conduct and follow the same in your day-to-day conduct as an associate of TCSL.

13. Terms and Conditions
The above terms and conditions are specific to India and there can be changes to the said terms and conditions in case of delegation on international assignments.

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 internally 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. **Oversas International Assignment Agreement**
If you are on international assignment, you will be covered by the TCS India Policy-International Assignment (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Oversas International Assignment Agreement, from the date of placement for an international assignment. Accordingly, you will be required to sign the Oversas International Assignment Agreement, and any other applicable related Agreements International Assignment. Any other applicable related Agreements International Assignment, you will be required to sign the Oversas International Assignment Agreement, and any other applicable related Agreements International Assignment.



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- Any other affidavits on Rs100 stamp paper if applicable (name of affidavit for multiple names, signature of affidavit)
- Birth Affidavit on Rs100 stamp paper, if Birth Certificate not in English
- Shilankhan Refugee, a Refugee Identity card along with Work Permit is required
- Overseas Citizenship of India (applicable if you are not an Indian Nationality). For Postgraduate)
- Degree certificate and mark sheets for all semesters of your Post Graduation (if you are a Graduate)
- Standard X and XII/Diploma mark sheets & Certificate
- Degree certificate/Professional Diploma Certificate and mark sheets for all semesters of
- 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

Please carry the below listed Original Documents for verification on your joining day.

- Please note that you should initiate and complete the upload of mandatory documents on the next step portal as soon as the offer letter is accepted (subject to availability of the documents)
- 20. Submission of Documents**

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 unfavorable results, you will be liable to disciplinary action including termination of traineeship/service without notice.

19. Background Check

In case, you are not a citizen of India, this offer is subject to you obtaining a work permit and / or any other permissions and / or documentation as prescribed by the Government of India.

18. Employment of Non Indian Citizens

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. Pre-employment Medical Certificate

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. Retirement



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 despite of you not completing the Xplore protocol 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.

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.

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.

21. TCS Xperience Program

- *PAN Card (Permanent Account Number)
- *Aadhaar Card (Not applicable for Nepal & Bhutan Citizenship)
- *Passport
- *NSR E-Card

In addition to the above original documents, Please carry Xerox copies of the below documents

The original documents will be returned to you after verification.

- If you were employed, a formal Relieving letter & Experience letter from your previous employer

"There is no disciplinary case pending against you in the university
"There is no criminal offence registered/pending against you
provided by TCSL) stating :

- An affidavit/notarized undertaking (Non-Criminal Affidavit, should be made on the format joining letter)
- Medical Certificate (Should be made on the format provided by TCS along with the gap/Break in career affidavit on Rs100 stamp paper, if gap is more than 6 months
- Passport / Acknowledgment letter of passport application
- Gap/Break in career affidavit on Rs100 stamp paper, if gap is more than 6 months
- 4 passport sized photographs
- Address affidavits etc.)



(d) For the purposes mentioned above, your required PI may be shared with specific vendor organizations who provide services to TCS, e.g. A background check, health insurance, consultancy services, travel, transport and visa, payroll services, associate engagement activities, and financial and taxation services.

(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.

(b) It will be processed for various organizational purposes such as A recruitment, onboarding, background check, project assignment, performance management, job rotation, career development including at leadership level, diversity and inclusion initiatives, global mobility, wellnes program, statutory and legal requirements and specific organizational initiatives in force during your tenure in TCS.

(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 therin are related to contact, family, education, personal identifiers issued by government, social profile, background references, previous employment and experience, medical history, skills set, proficiency and certifications, job profile and your career aspirations.

24. Compliance to all clauses
You should fulfill all the terms and conditions mentioned in this letter of offer. Failure to fulfill one or more of the terms and conditions mentioned in this letter of offer. Failure to successfully withdraw this offer letter anytime at its sole discretion.

23. Rules and Regulations of the Company
Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therin 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/Ultimatrix.

22. Letter of Appointment
You will be issued a letter of appointment at the time of your joining and after completing joining formalities as per TCSL policy.



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Deccan Park, No 1 Software Units Layout, Madhapur, Hyderabad 500 081 | India
Tel: 91 40 6667 2000 Fax: 91 40 6667 2222 Website: www.tcs.com
Registered Office Nitma Building, 9th Floor, Nirmalan Point, Mumbai 400 021
TCS Careers Services Line: 1800 209 3111 Email: careers@tcs.com

Tata Consultancy Services Limited

(e) As TCS is a global company, your PI may be shared with entities outside India, limited
for the purposes mentioned above and/or in this offer letter.
(f) In case of overseas deployment, available privacy rights would be governed as per
regulatory provisions and / or TCS policies/notice provided applicable at your overseas
location.

(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.



TCS Careers ServiceLine: 1800 209 311 Email: careers@tcs.com
 Registered Office: Himalayan Building, 9th Floor, Narmada Point Mumbai 400 021
 Tel: 91 40 6667 2000 Fax: 91 40 6667 2222 Website: www.tcs.com
 Decanpore No.1 Software Units Layout, Madhapur, Hyderabad 500 081 India

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Annexure 1: Benefits and Gross Salary
 Annexure 2: List of TCS Xplore Centres
 Annexure 3: Confidentiality and IP Terms
 Encl: Annexure 1 and Annexure 2



Global Head Talent Acquisition & AIP

Girish V. Nandimath

For TATA Consultancy Services Limited

Yours Sincerely,

We look forward to having you in our global team

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.

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.

Withdrawal of Offer



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Component Category	Monthly	Annual	GROSS BUDGET OF BENEFITS
Food Card	500	6,000	91,752
Leave Travel Assistance	1,232	14,784	
House Rent Allowance	5,914	70,968	
Xplore Learning Incentive	7,646	91,752	

Xplore Program, Table 2, TCS defined structure for BoB (All Components in INR)

**** Xplore / Learning incentive is paid over and above the CTC during first year, based on your performance in TCS then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

*** For H1S - Note that Rs. 7900 if the employee is Single, if the employee is married or married with Children

**** Performance Pay is applicable upon successful completion of the TCS Xplore Program.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore Program.

Refer to Table 2 for TCS defined Structure. In case, you wish not to restructure your BoB, TCSL

Component Category	Monthly	Annual	Xplore / Learning Incentive ****
Total Gross	27,415	336,877	
Total of Annual Components & Retirals	2,485	37,722	
Gratuity	711	8,533	
Provident Fund	1,774	21,289	
Health Insurance***	7,900		
4) Annual Components/Retirals	NA		Up to 60,000
3) City Allowance	200	2,400	
Quarterly Variable Allowances*	600	7,200	
Monthly Performance Pay	1,700	20,400	
2) Performance Pay**	7,646	91,752	
Budget Of Benefits #	14,784	177,408	
Basic Salary			
1) Fixed Compensation			

Table 1: Compensation Details (All Components in INR)

Name	Samiera Shuhel Shakir	Designation	Asstistant System Engineer-Trainer	Institute Name	Dvr & Dr. Hs Mic College Of Technology
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GROSS SALARY SHEET Annexure 1



Diwanpurt, No 1 Software Units Layout, Madhaya Prad 500-081 India
Tata Consultancy Services Limited
Registed Office Nirman Building, 9th Floor, Nirman Point, Mumbai 400 021
Tel: +91 40 6667 2000 Fax: +91 40 6667 2222 Website: www.tcs.com

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

<p>MUMBAI</p> <p>TCS XP HR Lead</p> <p>Tata Consultancy Services, Plot No. 2 & 3, MIDC-SEZ, Raivti Gondhi Infotech Park, Hinjewadi Phase II, Pune - 411057 Maharashtra</p>	<p>KOCHI</p> <p>TCS XP HR Lead</p> <p>Tata Consultancy Services, Kakkancheri, Pothan Road Number 2, TCS Approach Rd, Thane, West, Thane, Maharashtra 400606</p>
<p>PUNE</p> <p>TCS XP HR Lead</p> <p>Tata Consultancy Services, Yantara Park, Pothan Road Number 2, TCS Approach Rd, Thane, West, Thane, Maharashtra 400606</p>	<p>NAGPUR</p> <p>TCS XP HR Lead</p> <p>Tata Consultancy Services, Kakkancheri, Pothan Road Number 2, TCS Approach Rd, Thane, West, Thane, Maharashtra 400606</p>
<p>MUMBAI</p> <p>TCS XP HR Lead</p> <p>Tata Consultancy Services, Andheri, 2nd Floor, Wadheres Building, Dele Park - Lards</p>	<p>KOLKATA</p> <p>TCS XP HR Lead</p> <p>Tata Consultancy Services, Ecospace 1B building, 2nd Floor, Plot - II/F/12, New Town, Beliaghata, Kolkata - 700160, West Bengal OR</p>
<p>KOLKATA</p> <p>TCS XP HR Lead</p> <p>Tata Consultancy Services, Andheri, 2nd Floor, Wadheres Building, Dele Park - Lards</p>	<p>INDORE</p> <p>TCS XP HR Lead</p> <p>Tata Consultancy Services, 78006, Aseem</p>
<p>DELHI - Noida</p> <p>TCS XP HR Lead</p> <p>Tata Consultancy Services, Sector No. A-44 & A-45, Ground, 1st to 5th Floor & 10th floor, Glay Business Park, C-8 D, Sector - 62,</p>	<p>DELHI - Gurugram</p> <p>TCS XP HR Lead</p> <p>Tata Consultancy Services, Block C, Dings Colony, ASF Insignia, Gurugram -</p>
<p>BURANESHWAR</p> <p>TCS XP HR Lead</p> <p>Tata Consultancy Services, TNHB, Sholiganallur, Chennai, Tamil Nadu 600119</p>	<p>BURANESHWAR</p> <p>TCS XP HR Lead</p> <p>Tata Consultancy Services, 35, CHANDAKA INDUSTRIAL ESTATE, PATA, SEZ, IT/TECHNICAL SPECIAL ECONOMIC ZONE (SEZ), PLOT NO.</p>
<p>Ahmedabad</p> <p>TCS XP HR Lead</p> <p>Tata Consultancy Services, Gante 1, No 42, Think Campus, Electronic City Phase II, Gandhinagar - 382007</p>	<p>GUWAHATI</p> <p>TCS XP HR Lead</p> <p>Tata Consultancy Services, 5th Floor, NEFT House/G.S. Road, Dispur, Guwahati -</p>



(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 any of the operations and entrusted by TCS to the Associate.

(d) Customer and prospective customer lists, and

which could cause competitive harm to TCS if disclosed,

(c) Corporate strategies and other confidential and proprietary material and information,

Clients of TCS).

(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, programs, test data, performance data, inventions, trade secrets, methods, drawings, object codes, source codes, copyrighted materials, 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 Associate), computer programs, narrations, flow charts and all documentation therefore and all copies thereof (including for avoidance of doubt any such material belonging to the Associate).

(a) Any and all information processing programs, software, properties, items, information and 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,

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:

Confidentiality and IP Terms and Conditions

Annexure 3



3. **Intellectual Property Rights**

Associate agrees 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 engage in and transfer domestic or foreign patents, trademarks, trade names to TCS at all times. Associate hereby agrees to assign to TCS all such intellectual property rights made, created, developed, conceived or devised by him or her arising out of his or her innovations, discoveries, improvements, suggestions, or reports and enhancements of engagement with TCS, including in the course of provision of services to the Clients of TCS and Associate may have 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 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 limitation, applications for letters of patent, trademarks, trade names and assignments thereto, as may be deemed necessary or desirable by TCS to perfect the title of TCS in the intellectual property rights and to effectuate the provisions hereof. All expenses of filing or prosecuting any application for patents, trademarks, trade names, or copyrights shall be borne solely by TCS, but Associate shall co-ordinate in filing and / or prosecuting any such applications. Associate hereby expressly waives any "artists' rights" or "moral rights", which Associate might otherwise have in such intellectual property rights.

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.



(b) will comply with and work in a manner consistent with TCS Data Privacy and Security Policies/Protocols.

(a) will work only in a private, secured work area in compliance with the guidelines issued and amended from time to time.

remotely the Associate:

Associate understands that working in this hybrid environment may have higher confidentiality and information security risks. Associate acknowledge that when working

(remote working) as per the directions of supervisor and / or the provisions of the applicable policy.

Associate may be required to work in TCS offices or its Client premises or from home (remote working) as per the directions of supervisor and / or the provisions of the applicable policy.

Associate 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.

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 authorized by TCS or without having proper authorization or license or approval of the respective owner of such intellectual property rights.



8. **Restriction on Associate's Rights**
- (g) will not allow anybody to share the official asset being used.
- (f) will be using the Company allotted laptop or similar authorized computing device (together called "official asset") only to connect to TCS network/customer network through authorized means (or the Customer provided laptop to access the customer network if so, mandated by the Customer).
- (e) will ensure utmost care and adhere to Confidentiality, IP Protection / Non-Disclosure obligations.
- (d) will inform the HR of the Unit if the Associate shares a home with any family member or an individual who is employed by a competitor of TCS or TCS client the Associate is assigned to, or if any other circumstances at home exist which implicates the TCS Code of Conduct Conflict of Interest provision.
- (c) will bring to the notice of HR of the Unit to any circumstances that prevent Associate from working in a manner consistent with TCS data privacy and security policies/ protocols.
9. **No License**
- TCS and Associate agree that no license under any patent or copyright now existing or hereafter obtained by TCS is granted, agreed to be granted, or implied by the terms of this Agreement, or by the disclosure to Associate of the Confidential Information.



(d) This Confidentiality clause along with other documents executed by Associate or referencied 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.

(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 agrees to the binding jurisdiction of the Courts at Mumbai under 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 hereeto. 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 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.

(a) The provisions hereof shall be interpreted, determined and enforced in accordance with the laws of India.

11. General

10. Equitable Rights
 Associate acknowledges that any Confidential Information that comes into the possession of TCS or any breach of this Agreement by Associate will cause TCS to suffer severe, imminent irreparable damage and that upon any such breach or any threat thereof, TCS shall without prejudice to any other remedy 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. Equitable Rights



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TCS/L/DT2022841266

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Deccampark, No. 1 Software Units Layouli, 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, Narmam Point, Mumbai 400 021
TCS Careers Service Line: 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.



DVR & DR HS MIC College of Technology
Training & Placement Officer

TCSL/DT20222984799

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Directapark, No 1 Software Layout, Mahadevpet, Hyderabad 500 081 India
Tel: 91 40 6667 2000 Fax: 91 40 6667 2222 Website: www.tcs.com
Regulated Office Normal Building, 9th Floor, Nithyanandam Post, Hyderabad 500 030 India
TCS Careers ServiceLine 1800 209 3111 Email: careers@tcs.com

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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 & Conditions of this letter).

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

Your gross salary including all benefits will be ₹3,36,877/- per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive And/or Competency Incentive) based on your performance in TCS Xplore program which gives you an additional earning potential of upto Rs.60,000 during the first year. Annexure-I provides the break-up of the compensation package.

This offer is based on your profile 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.

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

Sub: Letter of Offer

Dear Gopikrishna Sure,

Mr. Gopikrishna Sure
4-136 Lakshmi Puram Krishna District, Chandhra Padu Mandal, AP Ramalayam Center,
Gudimetta,
Vijaywada-521182,
Andhra Pradesh.
Tel# 91-9640338767

Date: 24/11/2022
Ref: TCSL/DT20222984799/Hyderabad
Offer: Computer Consultancy



20H35AU002

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.

3. Food Card

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.

2. Leave Travel Allowance

Your HRA will be ₹5,914/- per month. While restructuring your BOB amount towards HRA, various components, it is mandatory that at least 5% of monthly basic pay be allocated

1. House Rent Allowance (HRA)

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 "Ultimatrix", 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.

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. Your Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

BOUQUET OF BENEFITS (BOB)

You will be eligible for a basic salary of ₹14,784/- per month.

BASIC SALARY

COMPENSATION AND BENEFITS

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.



HIS offers the following benefits:

Health Insurance Scheme
 TCSL brings the benefit of health insurance cover to you and your dependents under the company's Health Insurance Scheme(HIS).

OTHER BENEFITS

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 upto ₹60,000 over and above CTC during the first year. The Learning incentive pay out made as per your eligibility are recoverable, if you cease to be employed with TCSL, within 12 months of joining TCSL.

XPLORER/ LEARNING INCENTIVES
 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.

CITY ALLOWANCE
 Performance Pay will be effective upon successful completion of the TCS Xplore Programme.

This Pay/Allowance shall be treated as productivity bonus in lieu of statutory profit bonus.

Quarterly Variable Varitable Allowance
 Your 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 during individual performance. The payment is subject to your being active on the company rolls on the date of announcement of Quarterly Variable Allowance.

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.

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.

PERFORMANCE PAY



Professional Memberships
You will be eligible for reimbursement of expenses towards professional membership as per TCSL's policy.

Loans
You will be eligible for loans, as per TCSL's loan policy.

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.

Maternity Leave
Women employees are eligible to avail maternity leave of twenty six weeks. Adopting or commisioning 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.

iii. Premium - For Higher Hospitalisation, a part of the premium will be borne by TCSL. Salary and the differential premium will be borne by TCSL.

i. Entitlement - You and your enrolled dependents will be entitled for ₹12,00,000/- as a family float coverge towards hospitalisation expenses, over and above the individual basic coverage.

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.

iii. 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 you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

i. Entitlement - Includes domiciliary hospitalization expenses up to ₹2,00,000/- per insured person per annum and basic hospitalization expenses up to ₹6,000/- per insured person per annum.



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Tata Consultancy Services Limited
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TCS Careers Service: 1800 209 3111 Email: careers@tcs.com
Registered Office: TCS Building, Plot No. 40667 2222 Website: www.tcs.com
TCS Computer Solutions Layout, Madhupur, Hyderabad 500 08 (India)
Tel: +91 40 6667 2800 Fax: +91 40 6667 2222



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 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.

2. Pre requisites for joining

It is mandatory to declare the gaps/areas/baciklogs, if any, during your academics and work experience to management. The management reserves the right to withdraw/revoke the information at any time at its sole discretion in case any discrepancy or false information is found in the details submitted by you.

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.

1. Aggregate Percentage Requirements

Your aggregate will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above (or equivalent CGPA as per the conversion formula prescribed by the Board / University) in the first attempt in each of your Standard Xth, Standard Xith, Diploma (if applicable) and highest qualification (Graduation/Post Graduation as applicable) which includes successful completion of your final semester/year without any pending arrears/baciklogs. 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.

TERMS AND CONDITIONS

Gratuity

You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

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.

RETIRALS



TATA CONSULTANCY SERVICES

8. Alternative Occupation / Employment
Either during the period of your traineeship or during the period of your employment as a

7. Increases 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.

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.

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.

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.

- 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.

- However, TCSL may even otherwise act as sole discretion terminant the traineeship any time if your performance is not found satisfactory. The terms and conditions of the traineeship will be governed by TCSL's training policy. TCSL reserves the right to modify or amend the training policy.

- This communication 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.

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 TCSL would normally confirm you.





12. Overseas International Assignment
If you are on International assignment, you will be covered by the TCS India Policy-International Assignment (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 Agreements and any other applicable related documents (from India to other Countries) from the date of placement for an International assignment.

It is essential that you understand the applicable Policy and / or the Guidelines of such flexible working and ensure adherence to TCS Security Policies/Protocols and Confidentiality obligations at all times.

TCS Secure Borderless Workspaces (SBS) is a transformative operating model that enables flexible working options aligned to its business objectives. You may be required to work either from TCS offices/TCS Client offices or from home (remote working) as per the requirements of the project or group you are assigned to work with and as communicated to you by the Unit HR or your supervisor. You are required to abide by the Policy and / or Guidelines issued by TCS from time to time while operating within this framework. For more details, please refer the Policy / Guideline document on Remote Working.

As TCS 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.

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 businesses 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 clause shall survive the termination or earlier determination of this appointment and other businesses 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 clause shall survive the termination or earlier determination of this appointment.

Confirmed employee of TCSL, you are not permitted to undertake any other employment, businesses, assume any public or private office, honorary or remunerative, without the prior written permission of TCSL.

TATA CONSULTANCY SERVICES

17. Pre-employment Medical Certificate
You are required to submit a Medical Certificate of Fitness (in the format prescribed by TCSL) which needs to be verified by a registered medical practitioner having a minimum age of 40 years.

18. Retirement
You will retire from the services of TCS on reaching your 60th birthday as per the proof of age submitted by you at the time of joining.

19. Your failure to comply with this clause will entail monetary payment of damages to TCS as may be determined by TCS at its sole discretion having regard to the responsibilities shouldered by you while being in the employment of TCS and business continuity.

20. This contract of traineeship and subsequent employment post successful completion of your traineeship may be terminated by TCS by giving you 90 days notice or payment in lieu thereof.

21. Notice Period
This contract of traineeship in TCS and subsequent employment post successful completion of your traineeship is terminable by you by giving 90 days notice in writing. It is clearly understood, agreed and made abundantly clear that you shall have to serve the period of notice at its sole discretion in the interest of business. However, upon your serving the notice under this clause, TCS may relieve you any time necessarily serve the period of notice of 90 days given by you under this clause.

15. Notice Period

22. 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.

23. Terms and Conditions
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 internally for training, you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of training.

24. Tata Code of Conduct
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.

25. 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.



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Provided by TCSL) starting :

- An Affidavit/Notarized undertaking (Non-Criminal Affidavit, should be made on the format joining letter)
- Medical Certificate (Should be made on the format provided by TCS along with the passport sized photographs)
- Gap/Break in career affidavit on Rs100 stamp paper, if gap is more than 6 months
- Passport / Acknowledgment letter of passport application
- Address Affidavits etc.) names, signature affidavits,
- Any other affidavits on Rs100 stamp paper if applicable (name affidavit for multiple Sri Lankan Refugee Identity card along with Work Permit is required
- Overseas Citizenship of India (applicable if you are not an Indian Nationality). For Postgraduate
- Degree certificate and mark sheets for all semesters of your Post Graduation(if you are a standard X and XII/Diploma mark sheets & Certificate
- Degree certificate/Professional Degree Certificate and mark sheets for all semesters of Aadhaar Card rules, the PAN number is a mandatory requirement for processing salary card along with other joining forms, immediately on joining. As per Indian Income Tax - Permanent Account Number (PAN) Card - You are required to submit a copy of your PAN Please carry the below listed Original Documents for verification on your joining day.

20. Submission of Documents

Please note that you should initiate and complete the upload of mandatory documents on the next step portal as soon as the offer letter is accepted (subject to availability of the documents)

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining. If the background check reveals unfavourable results, you will be liable to disciplinary action including termination of traineeship/service without notice.

In case, you are not a citizen of India, this offer is subject to you obtaining a work permit and / or any other permissions and / or documentation as prescribed by the Government of India.

Qualification of MBS to the Induction Coordinator.



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 time to issue a letter of appointment at the time of your joining and after completing

23. Rules and Regulations of the Company

You will be issued a letter of appointment at the time of your joining and after completing joining formalities as per TCSL policy.

22. Letter of Appointment

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 despite of you not completing the Xplore protocol assessment, you will be provided Xplore training on premises 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.

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.

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.

21. TCS Xperience Program

*NSR E-Card

*Passport

*Aadhaar Card (Not applicable for Nepal & Bhutan Citizenship)

*PAN Card (Permanent Account Number)

In addition to the above original documents, Please carry Xerox copies of the below documents

The original documents will be returned to you after verification.

- If you were employee, a formal Relieving letter & Experience letter from your previous employer

*There is no disciplinary case pending against you in the university

*There is no criminal offence registered/pending against you



If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not withdrawing of Offer.

(f) In case of overseas deputation, available privacy rights would be governed as per regulations provisions and / or TCS policies/notice provided applicable at your overseas location.

(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.

(d) For the purposes mentioned above, your required PI may be shared with specific vendor organizations who provide services to TCS, e.g. A background check, health insurance, counseling, travel, transport and visa, payroll services, associate engagement activities, and financial and taxation services.

(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.

(b) It will be processed for various organizational purposes such as A 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.

(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.

25. Data Privacy Clause:

You should fulfill all the terms and conditions mentioned in this letter of offer. Failure to fulfill one or more of the terms and/or failure to clear one or more tests successfully would entitle TCSL to withdraw this offer letter anytime at its sole discretion.

24. Compliance to all clauses

same shall be communicated on internal portal/Ultimatrix.



TCS Confidential

TCSL/DT20222984799

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Deccanparks, No 1 Software Units Layout, Mahalaxmi, Hyderabad 500 081 (India)
Tel: +91 40 6666 2000 Fax: +91 40 6667 2222 Website: www.tcs.com
Registered Office: Nirmal Building, 9th Floor, Nanthan Fort, Mumbai 400 021
TCS Careers ServiceLine: 1800 209 3111 Email: careers@tcs.com

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Encl: Annexure 1: Benefits and Gross Salary
Annexure 2: List of TCS Xplore Centres
Annexure 3: Confidentiality and IP Terms

Global Head Talent Acquisition & AIP
Girish V. Nandlmalath

For Tata Consultancy Services Limited

Yours Sincerely,

We look forward to having you in our global team

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.

Interested in this employment and this offer will be automatically withdrawn.



TATA CONSULTANCY SERVICES

Dreccanpark, No. 1 Software Units Layout, Madhapur, Hyderabad 500 081 India
Tel: +91 40 6667 2000 Fax: +91 40 6667 2222 Web: www.tcs.com
TCS Careers ServiceLine: 1800 209 311 Email: careers@tcs.com
Registered Office: Nivel Buliding, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers ServiceLine: 1800 209 311 Email: careers@tcs.com

Component Category	Monthly	Annual	GROSS BUDGET OF BENEFITS
Food Card	500	6,000	6,000
Leave Travel Assistance	1,232	14,764	14,764
House Rent Allowance	5,914	70,968	70,968
Annua			91,762

Xplore Program, Table 2: TCSL defined structure for BOB (All Components in INR)

*** Xplore/ Learning incentive is paid over and above the CTC during first year, based on your performance in TCS then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

*** For H1S - Note that Rs. 7900 if the employee is Single, if the employee is married or married with Children the Performance Pay is applicable upon successful completion of the TCS Xplore Program.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore Program. # 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.

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.

Component Category	Monthly	Annual	TOTAL GROSS
Xplore/ Learning Incentive ***			Up to 60,000
Gratuity	711	8,533	37,722
Provident Fund	1,774	21,269	27,415
Health Insurance***	NA	7,900	2,485
4) Annual Components/Rettials			Total of Annual Components & Rettials
3) City Allowance	200	2,400	3,36,877
Quarterly Variable Allowance*	600	7,200	7,200
Monthly Performance Pay	1,700	20,400	20,400
Budget Of Benefits #	7,646	91,752	91,752
Basic Salary	14,784	177,408	177,408
1) Fixed Compensation			Budget Of Benefits #
Designation	Gopalkrishna Sura		2) Performance Pay
Name			3) City Allowance
Institute Name			4) Annual Components/Rettials

Table 1: Compensation Details (All Components in INR)

Name	Designation	Institute Name
Gopalkrishna Sura	Assistant System Engineer-Trainee	Dvr & Dr. Hs Mlc College Of Technology

GROSS SALARY SHEET

Annexure 1



Ahmedabad	TCS XP HR Lead	Bhartirole	Tata Consultancy Services,	Tata Consultancy Services, Gate 1, No 42, Thiruk Campus, Electronic City Phase II,	Gantri, Plot # 382007, Garima Park, IT/ITES SEZ, Plot # 41,	Tata Consultancy Services, Banirole - 560010, Karnataka	TCS XP HRSWARI
DELHI - Gurugram	TCS XP HR Lead	Noida	Tata Consultancy Services,	Tata Consultancy Services, 415/2-24, Kunwaran Nagar, Old Mahadevpuram Rd,	SEZ, IT/ITES SPECIAL ECONOMIC ZONE (SEZ), PLOT NO. 35, CHANDIGARH INDUSTRIAL ESTATE, PATA,	Tata Consultancy Services, Training Lab Venue-Barelaat, ITC Block, Ground Floor,	TCS XP HRSWARI
DELHI - Noida	TCS XP HR Lead	Noida	Tata Consultancy Services,	Tata Consultancy Services, Plot NO. A-44 & A-45, Ground, Set to 5th Floor & 10th floor, Gley Business Park, Sector - C & D, Sector - 62,	Block C, Kinglee Colony, ASF Misgini, Gurgoan - 122003,	Tata Consultancy Services, Hyderbad	TCS XP HRSWARI
Gurugram	TCS XP HR Lead	Noida	Tata Consultancy Services,	Noida - 201 309, U.P	Faruqabad Road, Gwal Pahar, Gurgoan - 122003,	Tata Consultancy Services, 781006 Alsaam	TCS XP HRSWARI
KOLKATA	TCS XP HR Lead	Kolkata	Tata Consultancy Services Limited,	Ecospace B Building, 2nd Floor, Plot - 11/12, New Town, Rajabati, Kolkata - 700160, West Bengal	Madrav Padech - 4520138, Scheme No. 151 & 159-B, Super Corridor,	Tata Consultancy Services, KOLCHI	TCS XP HRSWARI
MUMBAI	TCS XP HR Lead	Mumbai	Tata Consultancy Services,	Auditorium, 2nd Floor, Warder's Building, Deltapark -	Kolkata, Infopark 682042, TCS Centre, Infopark Road Infopark Campus, Infopark,	Tata Consultancy Services, MUMBAI	TCS XP HRSWARI
KOCHI	TCS XP HR Lead	Kochi	Tata Consultancy Services,	Lords Auditorium, 2nd Floor, Warder's Building, Deltapark -	Tata Consultancy Services, Kochi - 400066	Tata Consultancy Services, PUNE	TCS XP HRSWARI
VITES SEZ	TCS XP HR Lead	VITES SEZ	Tata Consultancy Services Limited,	Ecospace B Building, 2nd Floor, Plot - 11/12, New Town, Rajabati, Kolkata - 700160, West Bengal	TCS XP HR Lead	Tata Consultancy Services, VITES SEZ	TCS XP HRSWARI
ITC	TCS XP HR Lead	ITC	Tata Consultancy Services,	Auditorium, 2nd Floor, Warder's Building, Deltapark -	TCS XP HR Lead	Tata Consultancy Services, ITC	TCS XP HRSWARI
MADRAS	TCS XP HR Lead	Madras	Tata Consultancy Services,	Lords Auditorium, 2nd Floor, Warder's Building, Deltapark -	TCS XP HR Lead	Tata Consultancy Services, MADRAS	TCS XP HRSWARI
HYDERABAD	TCS XP HR Lead	Hyderabad	Tata Consultancy Services,	Q City, Neelamguda, Hyderabad	TCS XP HR Lead	Tata Consultancy Services, HYDERABAD	TCS XP HRSWARI
INDORE	TCS XP HR Lead	Indore	Tata Consultancy Services,	5th Floor, NEDFI House/G.S. Road, Dispur, Guwahati -	TCS XP HR Lead	Tata Consultancy Services, INDORE	TCS XP HRSWARI
VITES	TCS XP HR Lead	VITES	Tata Consultancy Services,	VITES SEZ, Scheme No. 151 & 159-B, Super Corridor,	TCS XP HR Lead	Tata Consultancy Services, VITES	TCS XP HRSWARI
VITES	TCS XP HR Lead	VITES	Tata Consultancy Services,	VITES SEZ, Scheme No. 151 & 159-B, Super Corridor,	TCS XP HR Lead	Tata Consultancy Services, VITES	TCS XP HRSWARI
VITES	TCS XP HR Lead	VITES	Tata Consultancy Services,	VITES SEZ, Scheme No. 151 & 159-B, Super Corridor,	TCS XP HR Lead	Tata Consultancy Services, VITES	TCS XP HRSWARI
VITES	TCS XP HR Lead	VITES	Tata Consultancy Services,	VITES SEZ, Scheme No. 151 & 159-B, Super Corridor,	TCS XP HR Lead	Tata Consultancy Services, VITES	TCS XP HRSWARI
VITES	TCS XP HR Lead	VITES	Tata Consultancy Services,	VITES SEZ, Scheme No. 151 & 159-B, Super Corridor,	TCS XP HR Lead	Tata Consultancy Services, VITES	TCS XP HRSWARI
VITES	TCS XP HR Lead	VITES	Tata Consultancy Services,	VITES SEZ, Scheme No. 151 & 159-B, Super Corridor,	TCS XP HR Lead	Tata Consultancy Services, VITES	TCS XP HRSWARI
VITES	TCS XP HR Lead	VITES	Tata Consultancy Services,	VITES SEZ, Scheme No. 151 & 159-B, Super Corridor,	TCS XP HR Lead	Tata Consultancy Services, VITES	TCS XP HRSWARI
VITES	TCS XP HR Lead	VITES	Tata Consultancy Services,	VITES SEZ, Scheme No. 151 & 159-B, Super Corridor,	TCS XP HR Lead	Tata Consultancy Services, VITES	TCS XP HRSWARI
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VITES	TCS XP HR Lead	VITES	Tata Consultancy Services,	VITES SEZ, Scheme No. 151 & 159-B, Super Corridor,	TCS XP HR Lead	Tata Consultancy Services, VITES	TCS XP HRSWARI
VITES	TCS XP HR Lead	VITES	Tata Consultancy Services,	VITES SEZ, Scheme No. 151 & 159-B, Super Corridor,	TCS XP HR Lead	Tata Consultancy Services, VITES	TCS XP HRSWARI
VITES	TCS XP HR Lead	VITES	Tata Consultancy Services,	VITES SEZ, Scheme No. 151 & 159-B, Super Corridor,	TCS XP HR Lead	Tata Consultancy Services, VITES	TCS XP HRSWARI
VITES	TCS XP HR Lead	VITES	Tata Consultancy Services,	VITES SEZ, Scheme No. 151 & 159-B, Super Corridor,	TCS XP HR Lead	Tata Consultancy Services, VITES	TCS XP HRSWARI
VITES	TCS XP HR Lead	VITES	Tata Consultancy Services,	VITES SEZ, Scheme No. 151 & 159-B, Super Corridor,	TCS XP HR Lead	Tata Consultancy Services, VITES	TCS XP HRSWARI
VITES	TCS XP HR Lead	VITES	Tata Consultancy Services,	VITES SEZ, Scheme No. 151 & 159-B, Super Corridor,	TCS XP HR Lead	Tata Consultancy Services, VITES	TCS XP HRSWARI
VITES	TCS XP HR Lead	VITES	Tata Consultancy Services,	VITES SEZ, Scheme No. 151 & 159-B, Super Corridor,	TCS XP HR Lead	Tata Consultancy Services, VITES	TCS XP HRSWARI
VITES	TCS XP HR Lead	VITES	Tata Consultancy Services,	VITES SEZ, Scheme No. 151 & 159-B, Super Corridor,	TCS XP HR Lead	Tata Consultancy Services, VITES	TCS XP HRSWARI
VITES	TCS XP HR Lead	VITES	Tata Consultancy Services,	VITES SEZ, Scheme No. 151 & 159-B, Super Corridor,	TCS XP HR Lead	Tata Consultancy Services, VITES	TCS XP HRSWARI
VITES	TCS XP HR Lead	VITES	Tata Consultancy Services,	VITES SEZ, Scheme No. 151 & 159-B, Super Corridor,	TCS XP HR Lead	Tata Consultancy Services, VITES	TCS XP HRSWARI
VITES	TCS XP HR Lead	VITES	Tata Consultancy Services,	VITES SEZ, Scheme No. 151 & 159-B, Super Corridor,	TCS XP HR Lead	Tata Consultancy Services, VITES	TCS XP HRSWARI
VITES	TCS XP HR Lead	VITES	Tata Consultancy Services,	VITES SEZ, Scheme No. 151 & 159-B, Super Corridor,	TCS XP HR Lead	Tata Consultancy Services, VITES	TCS XP HRSWARI
VITES	TCS XP HR Lead	VITES	Tata Consultancy Services,	VITES SEZ, Scheme No. 151 & 159-B, Super Corridor,	TCS XP HR Lead	Tata Consultancy Services, VITES	TCS XP HRSWARI
VITES	TCS XP HR Lead	VITES	Tata Consultancy Services,	VITES SEZ, Scheme No. 151 & 159-B, Super Corridor,	TCS XP HR Lead	Tata Consultancy Services, VITES	TCS XP HRSWARI
VITES	TCS XP HR Lead	VITES	Tata Consultancy Services,	VITES SEZ, Scheme No. 151 & 159-B, Super Corridor,	TCS XP HR Lead	Tata Consultancy Services, VITES	TCS XP HRSWARI
VITES	TCS XP HR Lead	VITES	Tata Consultancy Services,	VITES SEZ, Scheme No. 151 & 159-B, Super Corridor,	TCS XP HR Lead	Tata Consultancy Services, VITES	TCS XP HRSWARI
VITES	TCS XP HR Lead	VITES	Tata Consultancy Services,	VITES SEZ, Scheme No. 151 & 159-B, Super Corridor,	TCS XP HR Lead	Tata Consultancy Services, VITES	TCS XP HRSWARI
VITES	TCS XP HR Lead	VITES	Tata Consultancy Services,	VITES SEZ, Scheme No. 151 & 159-B, Super Corridor,	TCS XP HR Lead	Tata Consultancy Services, VITES	TCS XP HRSWARI
VITES	TCS XP HR Lead	VITES	Tata Consultancy Services,	VITES SEZ, Scheme No. 151 & 159-B, Super Corridor,	TCS XP HR Lead	Tata Consultancy Services, VITES	TCS XP HRSWARI
VITES	TCS XP HR Lead	VITES	Tata Consultancy Services,	VITES SEZ, Scheme No. 151 & 159-B, Super Corridor,	TCS XP HR Lead	Tata Consultancy Services, VITES	TCS XP HRSWARI
VITES	TCS XP HR Lead	VITES	Tata Consultancy Services,	VITES SEZ, Scheme No. 151 & 159-B, Super Corridor,	TCS XP HR Lead	Tata Consultancy Services, VITES	TCS XP HRSWARI
VITES	TCS XP HR Lead	VITES	Tata Consultancy Services,	VITES SEZ, Scheme No. 151 & 159-B, Super Corridor,	TCS XP HR Lead	Tata Consultancy Services, VITES	TCS XP HRSWARI
VITES	TCS XP HR Lead	VITES					



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 or 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 with TCS, 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, processes data, test data, performance data, trade secrets, systems, software, object codes, source codes, inventions, trade secrets, methods, drawings, calculations, computer programs, narrations, flow charts and all documentation therefore and all copies thereof (including for avoidance of doubt any such material belonging to the Clients of TCS).

- (c) Corporate strategies and other confidential and proprietary material and information, which could cause competitive harm to TCS if disclosed,

- (d) Customer and prospective customer lists, and

- (e) All other information and material, which may be created, developed, conceived, gathered or collected or obtained by the Associate in the course of or arising out of the association with TCS or while in or in connection with or for the purposes of his/her association with TCS or any of the operations and entrusted by TCS to the Associate.

- 2. Associate's Obligations**
- Associate agrees to treat the Confidential Information as strictly confidential and a trade secret of TCS. Associate agrees not to use, or cause to be used, or disclose or divulge or part with either directly or indirectly the Confidential Information for the benefit of or to any third parties except for or on behalf of or as directed or authorized by TCS or to a person having a valid contract with or need under TCS, Any Confidential Information. Upon termination of employment, the Associate agrees to surrender to TCS all Confidential Information of the employer that he or she may then possess or have under his or her control.
- 3. Intellectual Property Rights**
- Information shall at all times vest in and remain with or belonging to TCS and Associate shall have no right title or claim of any nature whatsoever in the Confidential Information that all information shall agree to all intellectual property rights in the Confidential Information that all information shall remain vested in TCS and associate agrees to transfer and assign to TCS any interests in and to any domestic trademark or foreign patent rights, trademarks, trade names including any copyrights and trade secrets therein and any renewals thereof. On request of TCS, Associate shall at all times vest in and remain vested in TCS and agrees to transfer and assign to TCS any interests in and to any domestic copyright or trademark or intellectual property rights including any interest, trademarks, trade names and further instruments, including without limitation, applications for letters of patent, trademarks, trade names and copyrights or assignments thereto, as may be deemed necessary or desirable by TCS to perfect the title of TCS in the intellectual property rights and to effectuate the provisions hereof. All expenses of filing or prosecuting any application for patents, trademarks, trade names, or copyrights shall be borne solely by TCS, but Associate shall co-ordinate in filing and / or prosecuting any such applications. Associate hereby expressly waives any "artist's rights" or "moral rights", which Associate might otherwise have in such intellectual property rights.



THE COUNSELLING SERVICES

(b) will comply with and work in a manner consistent with TCS Data Privacy and Security Policies/Protocols.

(a) Will work only in a private, secured work area in compliance with the guidelines issued and amended from time to time.

Associates understand that working in this hybrid environment may have higher confidentiality and information security risks. Associate acknowledges that when working remotely the Associate:

Working in SWS Framework: Associate may be required to work in TCS offices or its Client premises or from home (remote working) as per the directions of supervisor and / or the provisions of the applicable policy.

2. Working in SWS Framework

6. **Security policies and Guidelines.**
Associate agreements 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.

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 or work for or on behalf of TCS, except those except those provided by TCS or expressly authorised by TCS or without having prior authorisation or licence or approval of the respective owner of such intellectual property rights.

4. Prior knowledge
Associate acknowledges that prior to his or her appointment by TCS, he or she had no knowledge of the Confidential Information of TCS and that such Confidential Information is of a confidential and secret character and is vital to the continued success of TCS's business. Associate further acknowledges that he or she is associated with TCS in a capacity in which he or she will become acquainted with all or part of such Confidential Information. In order to safeguard the legitimate interests of TCS in such Confidential Information, it is necessary for TCS to protect such Confidential Information by holding it secret and confidential.



TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited
Deccanpakk, No 1 Software Layout, Aladhpur, Hyderabad 500 081 India
Tel: 91 40 6667 2000 Fax: 91 40 6667 2222 WebSite: www.tcs.com
Registered Office: Nirmal Building, 9th Floor, Narmada Point, Mumbai 400 021
TCS Customer Service Line: 1800 209 3111 Email: customers@tcs.com

TCS and Associate agree that no license under any patent or copyright now existing or hereafter obtained by TCS is granted, agreed to be granted, or implied by the terms of this Agreement, or by the disclosure to Associate of the Confidential Information.

9. No License

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.

(g) will not allow anybody to share the official asset being used.

(f) will be using the Company allotted laptop or similar authorized computing device (together called "Official Asset") only to connect to TCS network/customer network through authorized means (or the Customer provided laptop to access the customer network if so mandated by the Customer).

(e) will ensure utmost care and adhere to Confidentiality, IP Protection / Non-Disclosure obligations.

(d) will inform the HR of the Unit if the Associate shares a home with any family member or an individual who is employed by a competitor of TCS or TCS client the Associate is assigned to, or if any other circumstances at home exist which implicates the TCS Code of Conduct Confidential Interest provision.

(c) will bring to the notice of HR of the Unit to any circumstances that prevent Associate from working in a manner consistent with TCS data privacy and security policies/protocols.



TATA CONSULTANCY SERVICES

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Dhakaapark, No 1 Software Units Layout, Hyderabad 500 081 India
Tel: 91 40 6667 2000 Fax: 91 40 6667 2222 Website: www.tcs.com
Tata Consultancy Services Limited
TCS Careers Services: T800 209 3111 Email: careers@tcs.com
Registered Office: Nirmal Building, 9th Floor, Nizamman Park, Mumbai 400 021

(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.

(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 remaining portion 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.

(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.

(a) The provisions hereof shall be interpreted, determined and enforced in accordance with the laws of India.

11. General

Associates 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 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 withhold relief from TCS 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. Equitable Rights

TCS Confidential

TCSL/DT2022984799

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited
Dharmaprak, No. 1 Software Layout, Marathalli,
Hyderabad 500 081 India
Tel: +91 40 6667 2000 Fax: +91 40 6667 2222 Website: www.tcs.com
Registered Office: Nirman Building, 9th Floor, Nirmalman Port, Mumbai 400 021
TCS Careers Services: 1800 209 3111 Email: careers@tcs.com

(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.

(e) This Confidentiality clause may not be amended except in writing signed by authorized representatives of both parties.



DVR & DRHS MIC College of Technology

Training & Placement Officer

TCS Careers Services Tel: 040 6667 2000 Fax: 040 6667 2222 Website: www.tcs.com
Registered Office: NITI Bhawan, 1st Floor, Nizamman Road, Hyderabad 500 001 India

TATA CONSULTANCY SERVICES

TCSL/DT20223041040

TCS Confidential

1

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The joining letter will be issued to you only 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 &

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

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 ₹3,60,000 during the first year. Annexure-1 provides the break-up of the compensation package.

This offer is based on your profile 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 Internship (EIS & IOT) Unit, which is subject to change as per the business requirements of TCSL.

You have successfully completed our initial selection process and we are pleased to make you an offer.

Sub: Letter of Offer

Dear Kavya Appalabhatula,

Te# -

Andhra Pradesh.

Vijayawada-520010,

Opp Hmtv,

29-28-82 Daran Vat Street,

Mrs. Kavya Appalabhatula

Date: 24/11/2022
Offer: Computer Consultancy
Ref: TCSL/DT20223041040/Hyderabad



20H95A0410

2.3 The Employee shall devote all his business time, attention and energies to the Business.

2.4 The Employee agrees that he will, at all times, while performing services for the Company, devote his reasonable best efforts, skill and ability and shall perform his responsibilities in a competent and professional manner.

2.5 The Employee further agrees that during the term of this Agreement, he shall not render commercial or professional services of whatsoever nature to any person or organization, whether or not, for pecuniary gain.

2.6 The Employee agrees that during the term of this Agreement, he shall not hold any position (whether directly or indirectly), for profit or not) in any company, organization, entities, partnership and/or joint venture without the prior written consent of the Company.

2.7 The Employee agrees to abide by the rules, regulations, human resource manual, stock option scheme, personnel policies and other policies of the Company and any change thereof which may be adopted by the Company from time to time ("HR Manual").

3. Compensation and Benefits.

2.6. The Employee agrees and undertakes that during the term of this Agreement, he shall not hold any position (whether directly or indirectly), for profit or not) in any company, organization, entities, partnership and/or joint venture without the prior written consent of the Company.

2.7. The Employee agrees to abide by the rules, regulations, human resource manual, stock option scheme, personnel policies and other policies of the Company and any change thereof which may be adopted by the Company from time to time ("HR Manual").

SCHEDULE 1 annexed hereto

3.1.1 Remuneration: The Employee shall be entitled to the following compensation and benefits as given below:

3.2. The Employee shall be entitled to the following compensation and benefits as given below:

3.2 Remimbursement of Expenses. Upon presentation of supporting documentation as may be reasonably sufficient to the Company that expenses were so spent, the Company will pay such expenses.

3.2 Remimbursement of Expenses. Upon presentation of supporting documentation as may be reasonably satisfactory to the Company, the Company may as per the its policies, reimburse all business-related expenses incurred by the Employee in the performance of his duties hereunder, including, without limitation, those incurred in connection with business-related travel, boardings and inclusions.

3.3. Withholding & Taxation. The Remuneration (cost-to-company) paid to the Employee hereunder shall be subject to applicable taxes and the Company may withhold the remuneration for amounts due under

required to be withheld pursuant to applicable Law. Any tax liability arising in respect of payments made pursuant to the Agreement or income earned by the Employee while the Agreement is in effect shall be borne solely by the Employee. The Company shall only be responsible for withholding taxes from the payments made to the Employee pursuant to the Agreement for withholdings taxes credit of the government in accordance with the Income Tax Act, 1961.

3.4. Leaves and benefits: Subject to the applicable laws, the Employee shall be eligible for certain leaves such as casual leaves, sick leaves etc. The terms and conditions for such leaves is governed by the HR Manual of the Company and the right to modify the terms of such HR Manual throughout any consent of the Employee.

4. Term of the Agreement.

4.1. The Parties acknowledge that Employee's employment with the Company commenced on Effective Date and agree that it will continue unless terminated by either Party in accordance with the provisions of this Agreement ("Term"); Provided, however, that the employee agrees to serve the company for a minimum period of 3 months from the effective date.

6. **Effective Date of Termination.** Notwithstanding anything in this Agreement, the termination of the Employee's services pursuant to this Agreement shall be effective:
- 6.1. 30 (thirty) days after the Company delivers to the Employee written notice of his termination by reason of the Employee's having become disabled as per Clause 5.2 above;
- 6.2. Immediately upon the delivery of written notice to the Employee by the Company of his termination with cause as per Clause 5.1;
- 6.3. the last working day of the Employee, where Employee delivers to the Company written notice of his resignation in accordance only with Clause 5.3 above. The Employee agrees that during such notice period Employee shall continue to perform his regular duties and will assist the Company. Further the Employee shall be relieved from his regular duties only after he hands over the Company's property and complies with the terms of full and final settlement policy.
- 6.4. the date mentioned in the termination notice issued by the Company, with respect to event occurred as per Clause 5.4 and 5.5 above.

7. **Effect of Termination**
- 7.1. Effect of termination before the expiry of training Period: If the employee is terminated by the Company before the expiry of the training period, the employee shall receive only unpaid salary with respect to the number of days worked by the Employee. For the purpose of clarification, the Company shall not give severance package/salary to the Employee.
- 7.2. Effect of termination before the expiry of Minimum Term: If the Employee violates the Clause 4.1 of this Agreement i.e., Employee terminates this Agreement before the completion of Minimum Term,
- 7.2.1 Shall pay a cost of training of INR 25,000/- immediately; and
- 7.2.2 the Employee shall finish all the exit formalities as per the human resources policies/manual of the Company. The Company shall upon receipt of payment of liquidated Damages, shall relieve the Employee from the duties, within 30 days from the date of payment of liquidated Damages, shall comply with the conditions mentioned in clause 7.2.1, and 7.2.2, he shall be known as bad leave ("Bad Leaver") the Company shall have a right to receive from the Employee such liquidated Damages and unliquidated damages, as it may deem fit.

- 7.3. Effect of termination due to Absconding: if the Employee is absconded, as stipulated under Clause 5.5 of this Agreement, the Company shall have a right to receive from the Employee such damages, as it may deem fit. Notwithstanding anything contained in this Agreement, the Company shall be entitled to all remedies that may be available to it under applicable law.
- 7.4. Non-Disclosure of Confidential or Proprietary Information.
8. **Employer Acknowledges that during the course of rendering services and performing his other duties under this Agreement, he will have and / or has had access to information about the Company and / or its Affiliates, or otherwise in its possession and that his services with the Company shall bring him into close contact with many confidential affairs of the Company and / or its Affiliates, including without limitation, information regarding the following:**
- 8.1.1. Management methods and operating techniques;
- 8.1.2. Sales, advertising and marketing methods;
- 8.1.3. Business and training techniques, manuals and procedures;

- 8.1. The Employee acknowledges that during the course of rendering services and performing his other duties under this Agreement, he will have and / or has had access to information about the Company and / or its Affiliates, or otherwise in its possession and that his services with the Company shall bring him into close contact with many confidential affairs of the Company and / or its Affiliates, including without limitation, information regarding the following:
- 8.2. The Employee acknowledges that during the course of rendering services and performing his other duties under this Agreement, he will have and / or has had access to information about the Company and / or its Affiliates, or otherwise in its possession and that his services with the Company shall bring him into close contact with many confidential affairs of the Company and / or its Affiliates, including without limitation, information regarding the following:

10.4. The Employee acknowledges and agrees that the convenants and obligations with respect to non-competition and non-solicitation set forth above shall not be construed to be a restraint of trade against the Employee and relate to special, unique and extraordinary matters, and that a violation of

10.3. The Employee acknowledges and agrees that the compensation paid to him under this Agreement (as set out in Clause 3 above) along with the mutual agreements, covenants, representations and warranties set forth in the this Agreement is adequate consideration for the non-competitive covenants contained in this Agreement and that the restrictions contained in this clause are reasonable and necessary to protect the legitimate interests of the Company.

However, in the event that such restriction shall be found to be void, but would be valid if some part thereof was deleted or the scope, period or area of application were reduced, the above restriction shall apply with the deletion of such words or such reduction of scope, period or area of application as may be required to make the restrictions contained in this clause valid and effective.

102. The Parties recognize that the foregoing concessions in this Clause 10 and the time and other limitations with respect thereto, are reasonable as to duration and subject matter, properly required for the adequate protection of the value and goodwill of the Company, and agree that such limitations are reasonable with respect to the business of the Company.

10.1.5. He shall not, directly or indirectly, including by assisting others, solicit, recruit, induce or attempt to persuade (a) any Person then engaged by the Company as an employee, officer or director or so engaged within the preceding 12 month(s) period ("Existing Employee"), to leave the employment of the Company; or (b) encourage any consultant, vendor or customer to reduce the quantum of business they do with the Company. It is clarified that the Employee shall be deemed to have breached and failed to comply with the provisions of this Clause to otherwise, employ, engage or retain, an Existing Employee, if such employment or engagement arose on account of any act of the Employee.

10.1.4. Induce or attempt to induce any customer/client of the Company to cease to be a customer/client, or to restrict or vary the terms of the contract to, the Company or otherwise interfere with the relationship between such a customer/client and the Company (save and except actions taken during the course of his employment with the Company in exercise of his power and authority as an employee of the Company and in, what he reasonably believes to be, in the interest of the Company);

10.1.3. except on behalf of the Company, canvas or solicit business or customers for services similar to those being provided by the Company from any person who is a customer of the Company;

10.1.2. be concerned in any business in any manner whatsoever that directly or indirectly competes with the business in which such employee is materially involved as an employee of the Company after the Effective Date;

10.1.1. be concurred or interested in any business in any manner whatsoever that directly or indirectly competes with the Business or any business in which the Company engages or plans to engage in at the time of termination of the employment of the Employee ("Competing Businesses");

10.1. The Employee undertakes that without prejudice to any other duty implied by law, he shall not, either directly or through his Affiliates, during the Non-Compete Period, either personally or through an agent, company or through a partnership or as a shareholder of a private company or a public limited company, joint venture partner, collaborator, consultant, advisor, principal contractor or sub-contractor, director, trustee, committee member, office bearer or in any other manner whatsoever, whether for profit or otherwise;

Company

Sai Rahul Varma G

CEO & Director

Edupolis Education Technology Private Limited,

ABOVE KARUR VYSYA BANK, CRESSENT TOWERS, PLOT -1018 PRAGATHI NAGAR,
Address: Unschool, S2, Hyderabad, TG 500090 IN
Email: rahul@unschool.in

(c) mailed, postage prepaid, as follows:
(b) transmitted by facsimile, provided that any notice so given is also mailed as provided in clause (c); or
Any notice or other communication hereunder must be given in writing and either (a) delivered in person;

19. Notices.

Hyderabad shall have the exclusive jurisdiction in relation to all matters arising out of this Agreement.
of the Republic of India without regard to applicable conflicts of laws principles. The courts in
J8. Governing Law. This Agreement shall be governed by and construed in accordance with the laws
refects the original intent of the unenforceable provision.

this Agreement shall be replaced with a provision, which is valid and enforceable and most nearly
valid and enforceable to the fullest extent permitted by law. Any invalid or unenforceable provision of
invalid or unenforceable shall not be affected thereby, and each provision of this Agreement shall be
and the application of such provision to persons or circumstances other than those set to which it is held
law or regulation or government policy or any amendment thereto, the remainder of this Agreement
circumstance shall be invalid or unenforceable to any extent for any reason including by reason of any
severability. If any provision of this Agreement or the application thereof to any Person or

that he voluntarily and knowingly enters into this Agreement.
carefully read all of the provisions of this Agreement and the rules and regulations of the Company and
Company. By entering into this Agreement, the Employee certifies and acknowledges that he has
an amendment to this Agreement, and signed by the Employee and a duly authorized officer of the
waived, discharged or terminated orally, but only by an instrument in writing, specifically identified as
hereby terminated and are of no further force and effect. This Agreement may not be amended,
and any Affiliate or predecessor of the Company. Any such prior understandings or agreements are
respects to the services to be rendered by the Employee to the Company and supersede any and all prior
documents referred to herein contain the entire understanding of the Company with
16. Entire Agreement; Termination of Prior Agreements. This Agreement and the Agreements and
applicable laws, at any time during the term of employment or cessation thereof, deduct from the
Employee's salary, or final settlement, any outstanding loans, advances or overpayments.

15. Deductions. The Employee agrees and acknowledges that the Company may, subject to
(and even after the termination of this Agreement with respect to the terms contained herein) agrees
to indemnify and keep indemnified the Company, as the case may be, against all losses, damages,
claims, interests, costs, expenses, liabilities, proceedings and demands which the Company actually
suffers or incurs as a direct result of acts or omissions of the Employee during the course of
employment.

14. Indemnities. The Employee, at all times during the course of his employment in the Company
and even after the termination of this Agreement with respect to the terms contained in the Company
to indemnify and keep indemnified the Company, as the case may be, against all losses, damages,
claims, interests, costs, expenses, liabilities, proceedings and demands which the Company actually
suffers or incurs as a direct result of acts or omissions of the Employee during the course of
employment.

Name: Kavya Appalabhatula  Title: CEO, Name: Rahul Varma	Edupolls Education Technology Pvt. Ltd. (Unschool) 
COMPANY:	EMPLOYEE:

IN WITNESSES WHEREOF, EACH OF THE PARTIES HERETO HAS CAUSED THIS AGREEMENT TO BE DULY EXECUTED AND DELIVERED UNDER SEAL, BY ITS AUTHORIZED OFFICERS OR INDIVIDUALLY, AS OF THE DATE FIRST ABOVE WRITTEN.

22.1 The full time employment will start from the 4th Month.

22. Full time Employment.

21.3 Salary for the training period i.e. 1st month will be held as training cost and released along with the 2nd month salary to the Employee.

Other benefits

1. Gratuity will be paid by the Company as per the Rules of Payment of Gratuity Act 1972.

Your CTC is Rs 3,45,000/-per annum as the fixed portion and 3LPA performance-based incentives for the operating year 2022-23 payable monthly.

(* Subject to TDS deduction)

Particulars	Monthly	Annual	Automatic CTC Structure
Basic Salary	14,400	1,72,800	House Rent Allowance
Phone & Internet	2,000	24,000	Any Specific Allowance (2)
House Rent Allowance	5,760	69,120	Any Specific Allowance [3]
Basic Salary	14,400	1,72,800	Special Allowance
Phone & Internet	2,000	24,000	Gross Salary
House Rent Allowance	5,760	69,120	ESIC
Basic Salary	4,862	58,344	Gross Salary FIX
Phone & Internet	-	-	Bonuses
House Rent Allowance	-	-	Gratuity
Basic Salary	28,750	3,45,000	Cost To Company [TOTAL]
Varifiable	-	-	ESI Employee
Medicalclaim	-	-	PF Employee
Bonuses	-	-	Professional Tax
Gratuity	-	-	Take Home
Cost To Company [TOTAL]	28,750	3,45,000	Other benefits

Name	Designation	DOJ	Kavya Appalabhatula
		1st December 2022	Business Operations Executive

a) Refer below for the split-up of the salary structure after completion of 6 months as an New Designation at Edupolis Education Technology Pvt Ltd. (Unschool).

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TCSL/DT20223139801

TATA CONSULTANCY SERVICES

DVR & DR HS MIC College of Technology
Training & Placement Officer

1

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The joining letter will be issued to you only 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 &

this offer will be automatically withdrawn.
Kindly confirm your acceptance of this offer online through the option 'Accept Offer'.

If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.
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.

This offer is based on your profile and performance in the selection process. You have been selected for the position of Assistant System Engineer-Trainer in Grade Y. You will be assigned a role in the Engineering & Industrial Services and Infrastructures (EIS & IOT) Unit, which is subject to change as per the business requirements of TCSL.

You have successfully completed our initial selection process and we are pleased to make you an offer.

Sub: Letter of Offer

Dear Ramya Makalla,

Te# -

Andhra Pradesh.

Kanchikacherla-521180,

Near Mahalakshmi Temple,

6-26,

Ms. Ramya Makalla

Date: 24/11/2022

Ref: TCSL/DT20223139801/Hyderabad
Offer: Computer Consultancy



20/11/2024

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.

3. Food Card

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.

2. Leave Travel Allowance

Your HRA will be ₹5,914/- per month. While restructuring your BOB amount towards HRA, various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

1. House Rent Allowance (HRA)

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components between the 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 "UltimateX", 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.

BOUQUET OF BENEFITS (BOB)

You will be eligible for a basic salary of ₹14,784/- per month.

BASIC SALARY

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.

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.



EX-04/2022

HIS offers the following benefits:
Health Insurance Scheme
TCSL brings the benefit of health insurance cover to you and your dependents under the company's Health Insurance Scheme (HIS).
TCSL

OTHER BENEFITS

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 up to ₹60,000 over and above your CTC during the first year. The Learning incentive pay outs made as per your eligibility are recoverable, if you cease to be employed with TCSL, within 12 months of joining TCSL.

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.

XPLORER/ LEARNING INCENTIVES
Performance Pay will be effective upon successful completion of the TCS Xplore Programme.

This Pay/Allowance shall be treated as productivity bonus in lieu of statutory profit bonus.

Quarterly Variable Allowance
Your monthly Performance Pay of ₹1,700/- will be reviewed on completion of your first anniversary with the company and will undergo a change basis your own ongoing individual performance. The payment is subject to your being active on the company change based on the actual performance of the Company, your business unit and your own rolls on the date of announcement of Quarterly Variable Allowance.

Quarterly Variable Allowance
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 quarterly based on the performance of each quarter and your unit and to the extent of your allocation to the business unit.

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.



Professional Memberships
You will be eligible for reimbursement of expenses towards professional membership as per TCSL's policy.
Loans
You will be eligible for loans, as per TCSL's loan policy.

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 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.

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.

iii. Premium - For Higher Hospitalisation, a part of the premium will be recovered from your salary and the differential premium will be borne by TCSL.

i. Entitlement - You and your enrolled dependents will be automatically covered under Higher Hospitalisation benefits.
Coverage under Higher Hospitalisation is mandatory. Under this scheme, you and your enrolled dependents will be automatically covered under Higher Hospitalisation benefits. Entitlement - You and your enrolled dependents will be entitled for ₹12,00,000/- as a family floater coverage towards hospitalisation expenses, over and above the individual basic coverage.

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.

i. Entitlement - Includes domiciliary hospitalization expenses up to ₹6,000/- per insured person per annum.
Annual and basic hospitalization expenses up to ₹6,000/- per insured person per annum.

1. Basic Cover



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TCSLDT20223139801

TATA CONSULTANCY SERVICES

5



1. **Aggregate Percentage Requirements**

You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

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.

Your aggregate formula prescribed by the Board / University in the first attempt in each of your Standard Xth, Standard XIth, Diploma (if applicable) and highest qualification (Graduation/ Post Graduation as applicable) which includes successful completion of final semester/year without any pending arrears/backlogs. As per the TCSL eligibility criteria, marks/GPA 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 journey with TCSL, TCS sessions & proctored assessments. Further to accepting this Offer letter, you are required to enrol for the TCS Xplore Program and start your learning journey with TCSL. TCS Xplore program available for you upon your offer acceptance. Please note that your joining is subject to successful completion of your pre-learning, through the proctored assessment. We encourage you to complete your pre-learning, through the Xplore, well before your expected date of joining to avoid delays in onboarding.

RETIRALS



- 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 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.
- However, TCSL may remain unauthorizedly absent for a consecutive period of 3 days during 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.
- 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.
- 4. Working Hours**
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.
- 5. Mobility**
The compensation structure/salary components are subject to change as per TCSL's compensation policy from time to time at its sole discretion.
- 6. Compensation Structure / Salary Components**
The compensation structure/salary components are subject to change as per TCSL's increments and promotions. Salary increments and promotions will be based on TCSL's performance and contribution to TCSL will be an important consideration for salary increments and promotions. Your performance and compensation will be an important consideration for salary increments and promotions. Salary increments and promotions will be based on TCSL's compensation and promotion policy.
- 7. Increases 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



- 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 into your possession or knowledge unless specifically authorized to do so in writing by TCS. This confidentiality clause shall survive the termination or earlier termination of this agreement which, you (and your surety) will be liable to pay TCSL ₹ 50,000/- towards the training fee which, you (and your surety) will be liable to pay TCSL for a minimum period of 1 year after joining, to execute an agreement to serve TCSL for a minimum period of 1 year after joining, that enables flexible working options aligned to its businesses objectives. You may be required to work either from TCS offices/TCS Client offices or from home (remote working) as per the requirements of the project or group you are assigned to work with and as communicated to you by the Unit HR or your supervisor. You are required to abide by the Policy and / or Guidelines issued by TCS from time to time while operating within this framework. For more details, please refer the Policy / Guideline document on Remote Working.
- 10. Service Agreement**
- As TCSL will be incurring considerable expenditure on your training, you will be required to execute an agreement on your training, to serve TCSL for a minimum period of 1 year after joining, training which, you (and your surety) will be liable to pay TCSL ₹ 50,000/- towards the training expenditure. Service agreement duration of one year refers to continuous service of 12 months from date of joining TCSL and excludes the duration of leave without pay (LWP) and/or unauthorized absence, if any.
- 11. Work in SWS mode**
- TCS' Secure Borderless Workspaces (SWS) is a transformative operating model that enables seamless deployment of virtual workspaces in a secure manner required to work either from TCS offices/TCS Client offices or from home (remote working) as per the requirements of the project or group you are assigned to work with and as communicated to you by the Unit HR or your supervisor. You may be required to work either from TCS offices/TCS Client offices or from home (remote working) as per the requirements of the project or group you are assigned to work with and as communicated to you by the Unit HR or your supervisor. You are required to abide by the Policy and / or Guidelines issued by TCS from time to time while operating within this framework. For more details, please refer the Policy / Guideline document on Remote Working.
- 12. Overseas International Assignment Agreement**
- If you are on international assignment, you will be covered by the TCS India placement for an international assignment. Accordingly, you will be required to sign the overseas international assignment (from India to other Countries) from the date of placement for an international assignment to other India to other countries. From the date of placement for an international assignment to other countries, you will be required to sign the overseas international assignment (from India to other Countries) from the date of placement for an international assignment to other India to other countries. TCS Confidentiality obligations at all times.

13. TCS Confidential

It is essential that you understand the applicable Policy and / or the Guidelines of such flexible working and ensure adherence to TCS Security Policies/Protocols and confidential working at all times.

14. Remote Working

TCS' Secure Borderless Workspaces (SWS) is a transformative operating model that enables seamless deployment of virtual workspaces in a secure manner required to work either from TCS offices/TCS Client offices or from home (remote working) as per the requirements of the project or group you are assigned to work with and as communicated to you by the Unit HR or your supervisor. You may be required to work either from TCS offices/TCS Client offices or from home (remote working) as per the requirements of the project or group you are assigned to work with and as communicated to you by the Unit HR or your supervisor. You are required to abide by the Policy and / or Guidelines issued by TCS from time to time while operating within this framework. For more details, please refer the Policy / Guideline document on Remote Working.

15. Training

As TCSL will be incurring considerable expenditure on your training, you will be required to execute an agreement on your training, to serve TCSL for a minimum period of 1 year after joining, training which, you (and your surety) will be liable to pay TCSL ₹ 50,000/- towards the training fee which, you (and your surety) will be liable to pay TCSL for a minimum period of 1 year after joining, that enables flexible working options aligned to its businesses objectives. You may be required to work either from TCS offices/TCS Client offices or from home (remote working) as per the requirements of the project or group you are assigned to work with and as communicated to you by the Unit HR or your supervisor. You are required to abide by the Policy and / or Guidelines issued by TCS from time to time while operating within this framework. For more details, please refer the Policy / Guideline document on Remote Working.

16. Annexure 3.

Annexure 3. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

17. Written Permission of TCSL

Written permission of TCSL, you are not permitted to undertake any other employment, business, assume any public or private office, honorary or remunerative, without the prior 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



17. Pre-employment Medical Certificate
You are required to submit a Medical Certificate of Fitness (in the format prescribed by TCSL) which needs to be verified by a registered medical practitioner having a minimum

17. Pre-employment Medical Certificate

or agree submitted by you at the time of joining.

You will receive from the services of TCSL on reaching your 60th birthday as per the protocol of age submitted by you at the time of application.

16. Retirement

ii. Your failure to comply with this clause will entail monetary payment of damages to TCS as may be determined by TCS at its sole discretion having regard to the responsibilities shouldered by you while being in the employment of TCS and business continuity.

1. This contract of traineeship and subsequent employment post successful completion of your traineeship may be terminated by TCSL by giving you 90 days notice or payment in lieu thereof.

3. Notice Period
This contract of traineeship in TCS and subsequent employment post successful completion of your traineeship is terminable by you by giving 90 days notice in writing. It is clearly understood, agreed and made abundantly clear that you shall have to necessarily serve the period of notice of 90 days given by you under this clause. However, upon your serving the notice under this clause, TCSL may relieve you any time during the period of notice at its sole discretion in the interest of business.

15. Notice Period

4. 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. TATA Code of Conduct

13. Terms and Conditions
The above terms and conditions are specific to India and there can be changes to the said terms and conditions in case of delegation on international assignments.

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 deployed 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.

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.



- 18. Employment of Non Indian Citizens**
- In case, you are not a citizen of India, this offer is subject to your obtaining a work permit and / or any other permissions and / or documentation as prescribed by the Government of India.
- 19. Background Check**
- Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining. If the background check reveals unfavourable results, you will be liable to disciplinary action including termination of traineeship/service without notice.
- 20. Submission of Documents**
- Please note that you should initiate and complete the upload of mandatory documents on the nextstep portal as soon as the offer letter is accepted (subject to availability of the documents).
- Please carry the below listed Original Documents for verification on your joining day.
- Permanent Account Number (PAN) Card - You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary
 - 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 Postgraduation(if you are a Postgraduate)
 - Overseas Citizenship of India (applicable if you are not an Indian Nationality). For Sri Lankan Refugee, a Refugee Identity card along with Work Permit is required
 - Any other affidavit on Rs100 stamp paper, if Birth Certificate not in English
 - Gap/Break in career affidavit on Rs100 stamp paper, if gap is more than 6 months
 - Passport / Acknowledgment letter of passport application
 - Address affidavits etc.)
 - names, signature affidavits,
 - Gap/Break in career affidavit on Rs100 stamp paper if gap is more than 6 months
 - Medical Certificate (Should be made on the format provided by TCS along with the joining letter)
 - Passport sized photographs
 - Gap/Break in career affidavit on Rs100 stamp paper, if gap is more than 6 months
 - An affidavit notarized underaking (Non-Criminal Affidavit, should be made on the format provided by TCSL) starting :
 - TCS Confidential



TATA

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 time to time changes in the Policies will be communicated to you and the changes thereafter from time to time.

23. Rules and Regulations of the Company

You will be issued a letter of appointment at the time of your joining and after completing joining formalities as per TCSL policy.

22. Letter of Appointment

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 despite of you not completing the Explore protocol assessment, you will be provided Explore training the Explore protocol assessment, 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.

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.

On joining TCSL, you will be given the benefit of formal training (TCS Experience Program) at our offices, as identified, for such period as TCSL may decide.

21. TCS Experience Program

*NSR E-Card

*Passport

*Aadhaar Card (Not applicable for Nepal & Bhutan Citizenship)

*PAN Card (Permanent Account Number)

In addition to the above original documents, Please carry Xerox copies of the below documents

The original documents will be returned to you after verification.

- If you were employed, a formal Relieving letter & Experience letter from your previous employer

*There is no disciplinary case pending against you in the university
*There is no criminal offence registered/pending against you



Withdrawal of Offer

If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not

(f) In case of overseas deputation, available privacy rights would be governed as per regulatory provisions and / or TCS policies/notice provided applicable at your overseas location.

(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.

(d) For the purposes mentioned above, your required PI may be shared with specific vendor organizations who provide services to TCS, e.g. A background check, health insurance, consultancy, travel, transport and visa, payroll services, associate engagement activities, and financial and taxation services.

(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.

(b) It will be processed for various organizational purposes such as A recruitment, onboarding, background check, project assignment, performance management, job rotation, career development including at leadership level, diversity and inclusion initiatives, global mobility, wellnes program, statutory and legal requirements and specific organizational initiatives in force during your tenure in TCS.

(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.

You should fulfill all the terms and conditions mentioned in this letter of offer. Failure to fulfill one or more of the terms and conditions and/or failure to clear one or more tests successfully would entitle TCSL to withdraw this offer letter anytime at its sole discretion.

24. Compliance to all clauses

same shall be communicated on internal portal/Ultimatum.



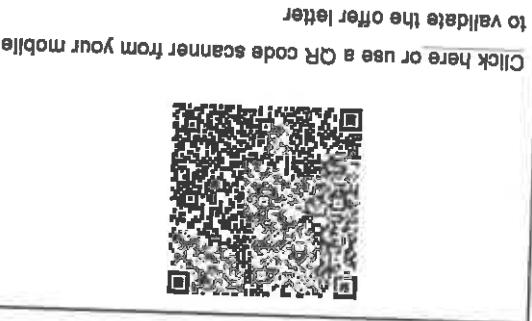
TCS Confidential
TCSL/DT20223139801

13

TATA CONSULTANCY SERVICES

Encl: Annexure 1 : Benefits and Gross Salary
Annexure 2 : List of TCS Xplore Centres
Annexure 3 : Confidentiality and IP Terms

Global Head Talent Acquisition & AIP
Girish V. Nandimath



For TATA Consultancy Services Limited

Yours Sincerely,

We look forward to having you in our global team

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.

Interested in this employment and this offer will be automatically withdrawn.



GROSS SALARY SHEET

Annexure 1

Name	Designation	Institute Name
Ramya Makkalla	Assistant System Engineer-Trainee	Dvr & Dr. HS MLC College Of Technology

Table 1: Compensation Details (All Components in INR)

Fixed Component Category	Monthly	Annual
1) Fixed Compensation		
2) Performance Pay**	14,784	177,408
3) City Allowance	1,700	20,400
4) Annual Components/Retrals	200	2,400
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	744	8,533
Total of Annual Components & Retrals	2,485	37,722
TOTAL GROSS	27,415	336,877
Xplore/ Learning Incentive****		Up to 60,000

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BOB, TCSL defined Structure as given in Table 2 will be applicable.

- "The Performance Pay is applicable upon successful completion of the TCS Xplore Program.
- "Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore Program.
- "For HIS - Note that Rs. 7900 if the employee is Single. If the employee is 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 Explore Program. Table 2: TCSL defined structure for BOB (All Components in INR)

Component Category	Monthly	Annual	GROSS BOUTIQUE OF BENEFITS
House Rent Allowance	5,914	70,968	Leave Travel Assistance
Food Card	1,232	14,784	Food Card
6,000	7,646	91,752	

Annexure 2



(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.

(d) Customer and prospective customer lists, and

(c) Corporate strategies and other confidential and proprietary material and information, which could cause competitive harm to TCS if disclosed.

(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, processes data, test data, performance data, inventions, trade secrets, systems, software, object codes, source codes, copyrighted materials, methods, drawings, calculations, computer programs, narrations, flow charts and all documentation therefrom and all copies thereof (including for avoidance of doubt any such material belonging to the clients of TCS).

(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 Additions thereto and course of or in connection with or arising out of the Association'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,

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 and clients) that comes into the possession or know of the Associate and shall include the following:

Confidentiality and IP Terms and Conditions

Annexe 3



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 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 information, 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 in the course of provision of services to transfer all intellectual property rights in such intellectual property to TCS and agrees to assign to TCS any interests Associate may have in such intellectual property rights including any 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 TCS, any further instruments, including without limitation of his or her employment, trademarks, trade names and copyrights or assignments thereto, as may be deemed necessary or desirable by TCS to perfect the title of TCS in the intellectual property rights and to effectuate the provisions hereof. All expenses of filing or prosecuting any application for patents, trademarks, trade names, or copyrights shall be borne solely by TCS, but Associate shall co-ordinate in filing and / or prosecuting any such applications. Associate hereby expressly waives any "artists rights" or "moral rights", which Associate might otherwise have in such intellectual property rights.



4. Prior knowledge
Associate acknowledges that prior to his or her appointment by TCS, he or she had no knowledge of the Confidential Information of TCS and that such Confidential Information is of a confidential and secret character and is vital to the continued success of TCS's business. Associate further acknowledges that he or she is continuing to hold no confidential information, it is necessary for TCS to protect such Confidential Information by holding it secret and confidential.



- (c) Will bring to the notice of HR of the Unit to any circumstances that prevent Associate from working in a manner consistent with TCS data privacy and security policies/protocols.
- (d) Will inform the HR of the Unit if the Associate shares a home with any family member or an individual who is employed by a competitor of TCS or TCS client the TCS Code of Conduct Conflict of Interest provision, or if any other circumstances at home exist which implicates the TCS Code assigned to, or if any other circumstances at home exist which implicates the TCS Code of Conduct Conflict of Interest provision.
- (e) Will ensure utmost care and adhere to Confidentiality, IP Protection / Non-Disclosure obligations.
- (f) Will be using the Company allotted laptop or similar authorized computing device (together called "Official Asset") only to connect to TCS network/customer network through authorized means (or the Customer provided laptop to access the customer network if so), mandated by the Customer.
- (g) Will not allow anybody to share the official asset being used.
8. **Restriction on Associate's Rights**
- (a) Associate agrees that he or she shall not make, have made, reproduce, replicate, use, sell, incorporate or otherwise exploit, for his or her own use or for any other purpose, any of the Confidential Information including intellectual properties of TCS that is or may be revealed to him or her by TCS or which may in the course of his or her employment with TCS come into his or her possession or knowledge unless specifically authorized to do so in writing by TCS.
9. **No License**
- TCS and Associate agree that no license under any patent or copyright now existing or hereafter obtained by TCS is granted, agreed to be granted, or implied by the terms of this Agreement, or by the disclosure to Associate of the Confidential Information.



10. **Equitable Rights**
- Associate acknowledges that any Confidential Information that comes into the possession and / or knowledge of Associate is of a unique, highly confidential and proprietary nature. It is further acknowledged by Associate that the disclosure, distribution, dissemination and release by Associate of this Agreement without the prior written consent of TCS or any breach of the Confidential Information will cause TCS to suffer severe, immediate and irreparable damage and that upon any such breach or any threat thereof, TCS shall withhold 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.
- (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 hereeto. 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 throughout annulling or rendering invalid the remaining parts 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.

11. **General**
- The provisions hereof shall be interpreted, determined and enforced in accordance with the laws of India.
- 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 release by Associate of this Agreement without the prior written consent of TCS or any breach of the Confidential Information will cause TCS to suffer severe, immediate and irreparable damage and that upon any such breach or any threat thereof, TCS shall withhold 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.
- (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 hereeto. 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 throughout annulling or rendering invalid the remaining parts of the Agreement and if the invalid portion is such 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.
- (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.

(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.

(e) This Confidentiality clause may not be amended except in writing signed by authorized representatives of both parties.



After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The joining letter will be issued to you only 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 & Conditions of this offer).

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

Our gross salary including all benefits will be ₹3,36,877/- per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) based on your performance in TCS Xplore program which gives you an additional earning potential of upto Rs.60,000 during the first year. Annexure-1 provides the break-up of the compensation package.

This offer is based on your profile and performance in the selection process. You have been selected for the position of Assistant System Engineer-Trainer in Grade Y. You will be assigned a role in the Engineering & Industrial Services and Interest of Things (EIS & IOT) Unit, which is subject to change as per the business requirements of TCSL.

You have successfully completed our initial selection process and we are pleased to make you an offer.

Sub: Letter of Offer

Dear Mahesh Varun Kaminei,

#1# -9398256360

Andhra Pradesh.

Vijayawada-521137.

Pennamaluru,

11-21, Old Police Station, Pennamaluru, Vijayawada Tarakarama Nagar,

Mr. Mahesh Varun Kaminei

Date: 24/11/2022

Ref: TCSL/DT20222970864/Hyderabad

Offer: Computer Consultancy



TCSL/DT20223170830
TCS Confidential

DVR DR HSMC COLLEGE OF TECHNOLOGY
Training & Placement Officer
Deccan Parks TATA Consultancy Services Limited
Tata Consultancy Services Limited
TCSL/DT20223170830

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The joining letter will be issued to you only 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 &

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

Your gross salary including all benefits will be ₹3,36,877/- per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) based on your performance in TCS Xplore program which gives you an additional earning potential of upto ₹60,000 during the first year. Annexure-1 provides the break-up of the compensation package.

This offer is based on your profile and performance in the selection process. You have been selected for the position of Assistant System Engineer-Trainer 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.

You have successfully completed our initial selection process and we are pleased to make you an offer.

Sub: Letter of Offer

Dear Omkar Annavarapu,

Mr. Omkar Annavarapu
20-91West Bazaar,
Chinna Masseed Centre,
Nandigama-521185,
Andhra Pradesh.
Tel# -

Date: 24/1/2022
Ref: TCSL/DT20223170830/Hyderabad
Offer: Computer Consultancy



After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The joining letter will be issued to you only 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 & Conditions of Employment).

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

Our 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 learning potential of upto Rs.60,000 during the first year. Annexure-1 provides the break-up of the compensation package.

This offer is based on your profile and performance in the selection process. You have been selected for the position of Assistant System Engineer-Trainer 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.

You have successfully completed our initial selection process and we are pleased to make you an offer.

Sub: Letter of Offer

Dear Hari Krishna Yarabara,

Ref# -7288871284

Mr. Hari Krishna Yarabara
Near Kapula Ramalayum,
Vijayawada-521138,
Andhra Pradesh.
D. No-1-6, Nampuddi, Pamidimukkala Mandal, Krishn Dist, 521138, Andhra Pradesh 1st Road,

Date: 24/11/2022
Offer: Computer Consultancy
Ref: TCSL/DT20222936514/Hyderabad



TCS Confidential
TCSL/DT20223249278

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The joining letter will be issued to you only 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 &

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

Your gross salary including all benefits will be ₹3,53,578/- 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-I provides the break-up of the compensation package.

This offer is based on your profile 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.

You have successfully completed our initial selection process and we are pleased to make you an offer.

Sub: Letter of Offer

Dear Manasa Ventrapragada,

Ms. Manasa Ventrapragada
303, Lotus Residency,
Ankamma Temple Street,
Nanigama-521185,
Andhra Pradesh.
Tel# -9000632708

Date: 24/11/2022
Offer: TCSL/DT20223249278/Hyderabad
Re: TCS Computer Consultancy Services Limited



Deccan Park, No 1 Software Units Layout, Madhapur, Hyderabad 500089
Regd Office: Nirmala Building, 9th Floor, Nanman Point, Adumbari 400 021
Tel: 91 40 6657 2000 Fax: 91 40 6657 2222 Website: www.tcs.com
TCS Careers ServiceLine: 1800 209 9111 Email: careers@tcs.com
Training & Placement Officer
Tata Consultancy Services Limited
DVRDLS NIC College of Technology

DVR & Dr HS MIC College of Technology

Training & Placement Officer

#33, Sector 6, 14th Cross, 9th Main, HSR Layout, Bangalore 560102, Karnataka, Phone: 080-67330813, (www.leadssquared.com)
MarketXpander Services Pvt. Ltd

To confirm your acceptance of this Intership assigment, you are required to:

and busines conduct guidelines of MarketXpander and act by the values and principles of the Company.
required to sign a non-disclosure agreement. You are also expected to adhere to all applicable rules and regulations
information about Company operations and intellectual property is confidential and upon reporting, you will be
* The Spend amount is subject to any deduction as per the prevailing income tax rules.

completion of your graduation course without any active backlog.

your performance and will be at the sole discretion of the company, also, conversion is applicable subject to
Intership and Full-time employment offer. However, the intership to the full-time conversion will solely be based on
termiate this intership by giving the other party 30 (Thirty) days prior written notice. This is a combined
You may contact Mr. Namibut Manikanta at +91 9108444548 for further guidance on your project. Either party may

terms are based on an individual's experience, background, and potential, and are unique for everyone.
It is very important that you always keep the terms of this employment letter highly confidential. Please note that these

includes ₹5,00,000 [Five Lakhs Only] as a fixed component, and ₹1,00,000 [One Lakh Only] as a variable
will be offered full-time employment with a total annual cost to the company of ₹6,00,000 [Six Lakhs Only] which
Based on the evaluation of your project, intership performance, mutual compatibility, and your potential, you

applicants. At the end of the intership, you will submit a copy of your report to the Company.
Twenty Thousand Only] per month. You will be on intership for a period of 6 months from the date of your
business demand and will be shared with you, closer to your joining date. You will be paid a stipend of ₹ 20,000 INR
working on the assignment at any of our MarketXpander offices in India. The exact work location will be driven by
MarketXpander is pleased to offer you a position of Sales Intern from May 8, 2023. During your intership, you will be

Dear Mr. Bhavya P,

ANDHRA PRADESH

VIJAYAWADA - 520012

CURRENT OFFICE ROAD,

RR NAGAR, SKT WEST MEADOWS,

DVR & Dr HS MIC COLLEGE OF TECHNOLOGY,

University ID: 19H71A0407

To: Mr. Bhavya P,

Date: Apr 27, 2023



W

#33, Sector 6, 14th Cross, 9th Main, HSR Layout, Bengaluru 560 012, Karnataka, Phone: 080-67330913, (www.leadedsquare.com)
MarketXpander Services Pvt. Ltd

To confirm your acceptance of this Intership assignment, you are required to:

and businesses conduct guidelines of MarketXpander and act by the values and principles of the Company required to sign a non-disclosure agreement. You are also expected to adhere to all applicable rules and regulations information about Company operations and intellectual property is confidential and upon reporting, you will be required to sign a non-disclosure agreement. You are also expected to abide by the values and principles of the Company.

• The Spend amount is subject to any applicable tax deduction as per the prevailing income tax rules.

You may contact Mr. Sangam Sharma at +91 8728013133 for further guidance on your project. Either party may terminate this Intership assignment by giving the other party 30 (Thirty) days prior written notice. This is a combined Intership and Full-time employment offer. However, the Intership to the full-time conversion will solely be based on your performance and will be at the sole discretion of the company, also, conversion is applicable subject to completion of your graduation course without any active backlog.

It is very important that you always keep the terms of this employment letter highly confidential. Please note that these terms are based on an individual's experience, background, and potential, and are unique for everyone.

Based on the evaluation of your project report, Intership performance, mutual compatibility, and your potential, you will be offered full-time employment with a total annual cost to the company of ₹6,00,000 [Six Lakhs Only] which includes ₹5,00,000 [Five Lakhs Only] as a fixed component, and ₹1,00,000 [One Lakh Only] as a variable component.

Based on the date of your appointment, At the end of the Intership, you will submit a copy of your report to the Company. Intership, you will be working on the assignment at any of our MarketXpander offices in India. The exact work location will be driven by business demand and will be shared with you, closer to your joining date. You will be paid a stipend of ₹ 25,000 [INR Twenty Five Thousand Only] per month. You will be on Intership for a period of 6 months from the date of your appointment. At the end of the Intership, you will submit a copy of your report to the Company.

MarketXpander is pleased to offer you a position of Intern - Business Analyst from May 15, 2023. During your Intership, you will be working on the assignment at any of our MarketXpander offices in India. The exact work location will be driven by business demand and will be shared with you, closer to your joining date. You will be paid a stipend of ₹ 25,000 [INR Twenty Five Thousand Only] per month. You will be on Intership for a period of 6 months from the date of your appointment. At the end of the Intership, you will submit a copy of your report to the Company.

Dear Ms. Balusupati Chaitanya,

Andhra Pradesh

Vijayawada - 520010

Water tank road, moghalajipuram

Alloor Paramatis street, Bandhul dhoodi center,

32-25-13,

DVR & Dr. HS MIC College of Technology,

University ID: 19H71A05B9

To: Ms. Balusupati Chaitanya,

Date: May 11, 2023



DVR & DR HS MIC College of Technology
Training & Placement Officer



Also, after you upload your documents, please register for Work from home Infrastructure form provided

<https://datavortexllc.com/index.php/onboarding-formalities/>

So, please respond to this mail with "Done" once you submit the documents. Your team leader will hold a meeting in the coming week. I'll just verify at the backend and send the meeting link to everyone who has completed the joining formalities. Also, all other joining formalities will also be completed soon. Request you to proceed and complete the document verification at the earliest.

Itself as it takes time for the team to verify the candidates and submit the report to us. Soon, the joining submit your basic documents for verification. Kindly complete the verification of your documents by today Congratulations on successfully clearing your Final Practical Test. Please use the following link and date will be announced.

Dear P.Maha Lakshmi Manogna,

To: pollisettimahalakshmi2002@gmail.com
 Subject: Dear P.Maha Lakshmi Manogna Team Data Vortex Welcomes You onboard
 Date: Thu, 8 Jun, 2023, 11:46 AM
 From: Data Vortex <info@datavortexllc.com>

————— Forwarded message ———

To: sravanijohnnalagadda1998@gmail.com
 Subject: Fwd: Dear P.Maha Lakshmi Manogna Team Data Vortex Welcomes You onboard
 Date: Fri, Jun 9, 2023, 12:08 PM
 From: Pollisetti Maha Lakshmi Manogna <pollisettimahalakshmi2002@gmail.com>

————— Forwarded message ———

TG: "mp@mictech.ac.in" <mp@mictech.ac.in>
 Mon, Jun 12, 2023 at 3:35 PM

Fwd: Dear P.Maha Lakshmi Manogna Team Data Vortex Welcomes You onboard

1 message

TNP-MIC College <mp@mictech.ac.in>

530



DVR & Dr H S MIC College of Technology Mail - List of Selected Candidates - THIS Talent Trail 2023

Training & Placement Officer



www.tomyharts.com

+91 9742733225

Consultant - Talent Acquisition

Krishna Lokesh Bure

.earns,

Note: Requesting you to block the above-mentioned candidates from further opportunities.

SI. No	NAME	Email ID
5	Sai Mahidhar Tarun	hak124355@gmail.com
4	Sravya Pullapati	sravyapullapati155@gmail.com
3	Koppu Alektya	koppulekhyas@gmail.com
2	Jaswanti Venkayala	191213jaswanti@gmail.com
1	Nagendra Babu Badhitha	badiithanam1007@gmail.com

Further process will be shared accordingly.

We are pleased to share the list of selected candidates for the THIS Talent Trail 2023 Internship Program. Please find the list below.

Greetings from Tomy Harts Integration Solutions...

Dear Sir,

Wed, Oct 12, 2022 at 12:50 PM

Cc: Campus Hiring <campushiring@thisbs.com>
To: TNP MIC College <tnpmic@mictech.ac.in>
Krishna Bure <krishna_bure@thisbs.com>

List of Selected Candidates - THIS Talent Trail 2023

2 messages

TNP MIC College <tnpmic@mictech.ac.in>

4/23/23, 10:48 AM



Your engagement will be subject to receipt of satisfactory report with regard to verification of the particulars furnished by you in your application.

4. VERIFICATION REPORT:

Stipend of Rs. 20,000 (Rupees Twenty Thousand Only) per month During the Internship period, you will be paid a consolidated monthly Stipend of Rs. 20,000 (Rupees Twenty Thousand Only) per month and you shall not be entitled to any other remuneration of any sort.

3. STIPEND:

The duration of Internship will be for a period of 3 months, the dates will be shared on or before Dec 2022. Unless the Company extends the period of your Internship/training in writing, your Internship/training shall automatically stand terminated upon the expiry of the Internship/training period.

2. DURATION OF INTERNSHIP:

You will be engaged as a Student Trainee in the field of software and IT services.

1. NATURE OF ENGAGEMENT:

With reference to the discussions that you (you or the Trainee) have had with **Terry Harris Business Solutions Private Limited** (the Company) to undergo training in the Company as a Student Trainee on the following terms and conditions:

SUBJECT: LETTER OF ENGAGEMENT AS A STUDENT TRAINEE

Dear Nagendra Babu,

DVR & Dr HS MIC College of Technology

Bangalore
Mr. Nagendra Babu Baditha
To:

Date: 07-Nov-2022



c) The Trainee agrees and undertakes that:

- (i) shall not during the term of this apprenticeship/training program or at any time thereafter, divulge or make use of any trade secrets;

works of the said Confidential Information.

5. OBLIGATION AND RESPONSIBILITIES:

- a) During the internship/training period, the Company expects you to undergo training in any department/section in which you are placed with high standard of initiative and efficiency.

5. OBLIGATION AND RESPONSIBILITIES:

the references given by you.

Confidential Information, or intellectual property of any kind concerning the business of the Company or any of their dealings, transactions and affairs or any information concerning any of their partners, or customers which s/he possesses or comes to possess during the term of her/his Intership/training program with the Company, endeavours to prevent any other person from doing so.

(ii) all data, documents, emails, papers, plans, drawings, photographs, reports, statements, correspondence, etc. and technical information, know-how and instructions as well as business details or commercial policies that pass to the Trainee or which come to her/his knowledge shall be treated as confidential and s/he shall be bound to keep secret all such confidential matters including papers and documents, computer floppies, USB drives, hard drives, CDs or other media containing the same and shall not disclose, communicate, reproduce or distribute the same or copies thereof to anyone except in the course of the rightful discharge of her/his duties towards the Company.

(iii) shall not at any time after the termination of the Intership/training program in any way make known or divulge to any person, firm or body corporate any of the methods, systems or other information of any kind in relation to the affairs of the Company whether such information is or was acquired by the Company before commencement of her/his Intership/training program with the Company.

(iv) ownership of, and all right, title, and interest in, all work product, improvements, developments, discoveries, proprietary information, trademarks, trade names, logos, art work, slogans,

Strictly Confidential

the Internship/training program of the Company is a voluntary programme for a fixed duration undertaken purely for educational purposes.

the Employee or agent of the Company. You agree and acknowledge that agent and under no circumstances is the Trainee to be considered the employee any relationship of employer and employee, nor principal and agent any relationship of the Company in terms of this letter does not create any relationship of employer and employee, nor principal/training program of the Company to participate in the Internship/Company agreeing to allow the Trainee to do so to the Internship.

a) The Company and the Trainee acknowledge and agree that the

6. RELATIONSHIP BETWEEN THE PARTIES:

(viii) shall, whenever requested so to do by the Company whether during or after the termination of this letter, at the cost of the Company execute and sign any and all applications, assignments and other instruments which the Company may deem necessary or advisable in order to apply for and to obtain letters, patents, design, registration or other forms of protection for the aforesaid improvements, inventions and discoveries in such countries as the Company may direct and to vest in the Company the whole, right, title and interest therein.

With all necessary plans, drawings and models.

effectively and shall, at the expense of the Company, furnish it Company as may be necessary to enable them to work the same explanation and instructions, to the officers and workmen of the mode of working and usage of the same and also all such trade or business and shall give full information as to the exact continuance of her/his engagement relating to the Company's improvements which s/he may make or discover during the exclusive benefit of all inventions, discoveries and the Company's rights in the intellectual property.

(vii) shall forthwith communicate to the Company and transfer to it

cooperate with the Company in perfecting the Company's rights

b) Notwithstanding the condition regarding written notice of termination, the Company shall have the right to terminate your internship/training without any notice or payment in lieu of notice, if any declaration given or information furnished by you to the Company is found to be false or if you are found to have willfully suppressed any material information.

a) In the event that you are found guilty of misconduct, you are liable to be disengaged without any notice or payment if stipend in lieu of notice,

B. MISCONDUCT:

During your internship/training period, you are liable to be transferred or assigned to work in any division or department of the Company. You may also be required to undergo internship/training in order to enable you to have hands on experience in various skills. You may be entrusted with different assignments and duties.

Z. POSTING:

b) The Trainee undertakes to perform in terms of this letter as an independent contractor for the purpose of providing services to the Company and the Trainee shall have no right or authority to assume or claim any obligation of any kind, expressed or implied, nor to accept or to take any monies on orders obtained, nor to hold itself out as an agent, employee or officer of the Company, nor to hold whatsoever, nor to bind the Company in any way whatsoever, nor to undertake representation, undertaking or warranty concerning the Company's products and services.

At a future date, in the sole discretion of the Company, purposes and with a view to evaluating whether you can be employed

9. TERMINATION:

Notwithstanding anything contained herein, the Company reserves the right in its sole discretion, of terminating your engagement during the interimship/training period, without assigning any reasons, by giving 15 days' notice or payment of fifteen days' stipend in lieu of notice.

In the event of your remaining absent without leave or permission for more than three consecutive days (including remaining absent after the sanctioned leave period for a consecutive period of more than three days), you are liable to be treated as having abandoned the internship/training, and the Company shall be entitled to terminate your internship without any notice or payment of any stipend in lieu of notice.

10. AFTER COMPLETION/TERMINATION OF TRAINING:

On completion/termination of training, you will immediately surrender to the Company all specifications, documents, literature, drawings, records etc., belonging to the Company or relating to its business and shall not take or retain any copies of the said items.

In the event that you complete the training to the subjective satisfaction of the Company in its sole discretion, you will be appointed as Associate Software Engineer Trainee in the service of the Company with a gross salary of Rs. 4,50,000 per annum. In addition, you will also be entitled for a performance linked pay of up to Rs. 50,000 (Rupees Fifty Thousand only) per annum. You will be considered as a regular employee of the Company from the date you are absorbed in the employment of the Company. The period of Training will not be counted for the purpose of computing your tenure of service with the Company or for extending, any benefit that are otherwise available to the regular employees of the Company.

Authorised Signatory
Shivdayal Charan

For TORY HARRIS BUSINESS SOLUTIONS PRIVATE LIMITED
Yours faithfully,

We would like to take this opportunity to welcome you to the Company as a trainee. We hope that your training with us will be rewarding.

After your successful completion of the training programme, and should the Company agree to employ you, you agree to be posted in any location where the Company is operating from. You agree that this could also include a unit in a Software Economic Zone (SEZ) location. This would be informed to you after the completion of your training.

The original certificates will be returned to you after verification.

- 4 White background Passport size photographs
- 2 copies each of your course completion certificate starting from 10th to the highest
- Professional or course completion certificate (Engineering)
- Fitness certificate from any registered practitioner (Original)
- Address proof copy (Passport, Voter's ID, Driving License, or UID)

While reporting for training please bring

In case the above terms and conditions are acceptable to you, you are required to return the duplicate copy of this letter of engagement duly signed or an email acceptance within four days from the date of this letter. Your reporting date and time will be communicated later.

12. DATE OF COMMENCEMENT OF INTERSHIP/TRAINING:

(Signature of the Candidate)

PLACE: DATE:

I, accept the terms and conditions stipulated in the above letter of engagement.

ENDORSEMENT

Your engagement will be subject to receipt of satisfactory report with regard to verification of the particulars furnished by you in your application.

4. VERIFICATION REPORT:

During the Internship period, you will be paid a consolidated monthly Stipend of Rs. 20,000 (Rupees Twenty Thousand Only) per month and you shall not be entitled to any other remuneration of any sort.

3. STIPEND:

The duration of Internship will be for a period of 3 months, the dates will be shared on or before Dec 2022. Unless the Company extends the period of your Internship/training in writing, your Internship/training shall automatically stand terminated upon the expiry of the Internship/training period.

2. DURATION OF INTERNSHIP:

You will be engaged as a Student Trainee in the field of software and IT services.

1. NATURE OF ENGAGEMENT:

With reference to the discussions that you (You or the Trainee) have had with **Tory Harry's Business Solutions Private Limited** (the Company or us), the Company is pleased to inform you that you have been selected to undergo training in the Company as a Student Trainee on the following terms and conditions:

SUBJECT: LETTER OF ENGAGEMENT AS A STUDENT TRAINEE

Dear Sai Mahidhar Tarun,

DVR & Dr HS MIC College of Technology

Bangalore

Mr. Sai Mahidhar Tarun Majesty

To:

Date: 07-Nov-2022



19H71A0437

- any time thereafter, divulge or make use of any trade secrets,
- (ii) shall not during the term of this internship/training program or at
- c) The Trainee agrees and undertakes that:

works of the said Confidential Information.

whether machine or user readable, and this term shall include derivative or medium, written or oral, printed documents, computer disks or tapes, and any records and repositories of all of the foregoing, in whatever form materials, trade secrets, usernames and passwords, educational content, memoranda, reports, records, data, sketches, lists, details, notes, files, letters, thereof, training manuals, plans, charts, lists, details, notes, files, letters, devices, information about the design, methodology and documentation techniques, software, computer programs, computer systems, software packages, inventions, patents, products, processes, methods, and systems, pricing information, technology architecture and solutions, planning, business operations, administration, financials, marketing, sales, investment strategies, sales data, flow charts, projections, strategies, planning, business operations, administration, account information, business vendors, pricing, customer information, Company's businesses, employees, employment policies and practices, business requirements, customers, partners, service providers, Trainees, students, Company's businesses, employee information concerning the Company, the limitation, all knowledge or information concerning the Company, without the term Confidential Information shall mean and include, without to various kinds of Confidential Information. For the purposes of this letter, internship program with the Company, the Trainee may be granted access undergo training in any department/section in which you are placed with Company, all knowledge or information concerning the Company, the high standard of initiative and efficiency.

b) The Trainee agrees and acknowledges that as a part of her/his

- a) During the internship/training period, the Company expects you to undergo training in any department/section in which you are placed with Company, all knowledge or information concerning the Company, the high standard of initiative and efficiency.

5. OBLIGATION AND RESPONSIBILITIES:

application and the information given at the time of interview, including the references given by you.

- Confidential information, or intellectual property of any kind concerning the business of the Company or any of their dealings, transactions and affairs or any information concerning any of their partners, or customers which s/he possesses or comes to possess during the term of her/his intership/training program with the Company, or which s/he may make or discover during the said period and that s/he shall also use her/his best endeavours to prevent any other person from doing so.
- (iii) all data, documents, emails, papers, plans, drawings, photographs, reports, statements, correspondence, etc. and technical information, know-how and instructions as well as business details or commercial policies that pass to the Trainee or which come to her/his knowledge shall be treated as confidential and s/he shall be bound to keep secret all such confidential matters including papers and documents, computer floppies, USB drives, hard drives, CDs or other media containing the same and shall not disclose, communicate, reproduce or distribute the same or copies thereof to anyone except in the course of the rightful discharge of her/his duties towards the Company.
- (iv) ownership of, and all right, title, and interest in, all work product, improvements, developments, discoveries, proprietary information, trademarks, trade names, logos, art work, slogans,
- strictly Confidential
- (v) shall not at any time after the termination of the intership/training program in any way make known or divulge to any person, firm or body corporate any of the methods, systems or other information of any kind in relation to the affairs of the Company whether such information is or was acquired by the Company from any other source or otherwise before commencement of her/his intership/training program with the Company.

Strictly Confidential

Copyright Act, 1957. The Trainee also agrees to assist and with respect to the assignment, pursuant to Section 19A of the shall not raise any objection or claims to the Copyright Board acknowledge and agrees that he shall waive any right to and year from the date of assignment. The Trainee further exercise the rights under the assignment within a period of one therein revert to the Trainee, even if the Company does not copyrightable material shall not lapse nor the rights transferred Act, 1957, such assignment in so far as it relates to (vi) notwithstanding the provisions of Section 19(4) of the Copyright

(v) the Trainee hereby transfers and assigns in favour of the Company, all rights, title and interest in and to all the intellectual property, together with the rights to sublicense or transfer any and all rights assigned hereunder to third parties, in perpetuity. The Trainee agrees that such assignment shall be perpetual, worldwide and royalty free.

Company (the intellectual property) shall vest in the commencement of the Trainee's internship/training with the Company by the Trainee, whether before or after the languages developed or created from time to time by or for the Company by the Trainee, whether before or after the inventions (whether patentable or not, and whether or not patent protection has been applied for or granted) and all other intellectual property throughout the world, in and for all languages, including but not limited to computer and human works in which copyright may subsist (including computer software and preparatory and design materials thereof), whether or not design rights subsist in them), utility models, plans or models, blue prints (whether or not registrable and application development, designs, drawings, plans, business know-how, processes, methods, trade secrets, source code,

the Internship/training program of the Company is a voluntary programme for a fixed duration undertaken purely for educational purposes.

Employee or agent of the Company. You agree and acknowledge that the agent and under no circumstances is the Trainee to be considered the employee or agent of the employer and principal, nor principal and create any relationship of employer and employee, nor principal and training program of the Company in terms of this letter does not Company agreeing to allow the Trainee to participate in the Internship/

a) The Company and the Trainee acknowledge and agree that the

6. RELATIONSHIP BETWEEN THE PARTIES:

(viii) shall, whenever requested so to do by the Company whether during or after the termination of this letter, at the cost of the Company execute and sign any and all applications, assignments and other instruments which the Company may deem necessary and other instruments which the Company may direct and to vest in the Company improvements, inventions and discoveries in such countries as design, registration or other forms of protection for the aforesaid or advisable in order to apply for and to obtain letters, patent, right, title and interest therein.

the Company may direct and to vest in the Company the whole, improvements, inventions and discoveries in such countries as design, registration or other forms of protection for the aforesaid or advisable in order to apply for and to obtain letters, patent, right, title and interest therein.

with all necessary plans, drawings and models.

Company as may be necessary to enable them to work the same effectively and shall, at the expense of the Company, furnish it explanation and instructions, to the officers and workmen of the mode of working and usage of the same and also all such trade or business and shall give full information as to the exact continuance of her/his engagement relating to the Company's improvements which she may make or discover during the exclusive benefit of all inventions, discoveries and the shall forthwith communicate to the Company and transfer to it continuance of her/his engagement relating to the Company's improvements which she may make or discover during the exclusive benefit of all inventions, discoveries and the shall forthwith communicate to the Company and transfer to it

cooperate with the Company in perfecting the Company's rights in the intellectual property.

- b) Notwithstanding the condition regarding written notice of termination, the Company shall have the right to terminate your internship/training without any notice or payment in lieu of notice, if any declaration given or information furnished by you to the Company is found to be false or if you are found to have willfully suppressed any material information.
- a) In the event that you are found guilty of misconduct, you are liable to be disengaged without any notice or payment of stipend in lieu of notice. You are liable to be disengaged without any notice or payment of stipend in lieu of notice due to any division or department of the Company. You may also be required to undergo internship/training in order to enable you to have hands on experience in various skills, you may be entrusted with assignments on different assignments and duties.
- 8. MISCONDUCT:**
- b) The Trainee undertakes to perform in terms of this letter as an independent contractor for the purpose of providing services to the Company and the Trainee shall have no right or authority to assume or claim any obligation of any kind, expressed or implied, nor to accept or to take any monies on orders obtained, nor to bind the Company in any way whatsoever, nor to hold itself out as an agent, employee or officer of the Company, nor to represent the Company to any third party. The Trainee shall make no representation to any division or department of the Company or to any person in any way concerning the Company's products and services.
- 7. POSTING:**
- b) The Trainee undertakes to perform in view to evaluating whether you can be employed at a future date, in the sole discretion of the Company, for purposes and with a view to evaluating whether you can be employed at a future date, in the sole discretion of the Company.

9. TERMINATION:

Notwithstanding anything contained herein, the Company reserves the right in its sole discretion, of terminating your engagement during the internship/training period, without assigning any reasons, by giving 15 days, notice or payment of fifteen days, stipend in lieu of notice.

In the event of your remaining absent without leave or permission for more than three consecutive days (including remaining absent after the sanctioned leave period for a consecutive period of more than three days), you are liable to be treated as having abandoned the internship/training, and the Company shall be entitled to terminate your engagement without any notice or payment in lieu of notice.

10. AFTER COMPLETION/TERMINATION OF TRAINING:

On completion/termination of training, you will immediately surrender to the Company all specifications, documents, literature, drawings, records etc., belonging to the Company or relating to its business and shall not take or retain any copies of the said items.

In the event that you complete the training to the subjective satisfaction of the Company in its sole discretion, you will be appointed as Associate Software Engineer Trainee in the service of the Company with a gross salary of Rs. 4,50,000 per annum. In addition, you will also be entitled for a performance linked pay of up to Rs. 50,000 (Rupees Fifty Thousand only) per annum. You will be considered as a regular employee of the Company from the date you are absorbed in the employment of the Company. The period of Training will not be counted for the purpose of computing your tenure of service with the Company or for extending, any benefit that are otherwise available to the regular employees of the Company. The period of Training will not be counted for the purpose of computing your tenure of service with the Company or for extending, any benefit that are otherwise available to the regular employees of the Company.

Shivdayal Charan
Authorized Signatory

For TERRY HARRIS BUSINESS SOLUTIONS PRIVATE LIMITED

Yours faithfully,

We would like to take this opportunity to welcome you to the Company as a trainee. We hope that your training with us will be rewarding.

After your successful completion of the training programme, and should the Company agree to employ you, you agree to be posted in any location where the Company is operating from. You agree that this could also include a unit in a Software Economic Zone (SEZ) location. This would be informed to you after the completion of your training.

The original certificates will be returned to you after verification.

- 2 copies each of your certificates starting from 10th to the highest professional or course completion certificate (Engineering)
 - Fitness certificate from any registered practitioner (Original)
 - Address proof copy (Passport, Voter's ID, Driving License, or UID)
- While reporting for training please bring

In case the above terms and conditions are acceptable to you, you are required to return the duplicate copy of this letter of engagement duly signed or an email acceptance within four days from the date of this letter. Your reporting date and time will be communicated later.

12. DATE OF COMMENCEMENT OF INTERSHIP/TRAINING:

(Signature of the Candidate)

PLACE: DATE:

I, accept the terms and conditions stipulated in the above letter of engagement.

ENDORSEMENT

DVR & DR HS MIC College of Technology

Training & Placement Officer



[Quoted text hidden]

Nav Tech

Kgollena@navtechelectronics.com

Manager-HR

Varan Kumar G

Thanks & Regards

Sno.	College	Candidate	MOBILE NO	Final Status	Remarks
1	MIT	Nagothi Ghidhar (M)	9177668278	Selected	Post 6 months Internship he will be designated as Trainee
2	MIT	Vempati Sasi Krishna (M)	9390715287	Selected	Post 6 months Internship he will be designated as Trainee
3	MIT	Venkata Sasi Pranathi Nedunuri (F)	9852017738	Selected	Post 6 months Internship she will be designated as Trainee
4	MIT	Gudipudi Pravallika (F)	9390645064	Selected	Post 6 months Internship she will be designated as Trainee
5	MIT	Lakitha Kallepalli (F)	6305668421	Selected	Post 6 months Internship she will be designated as Trainee
6	MIT	Shalak Rulserna (F)	9642731185	Rejected	Considered only for 6 months Internship.
7	MIT	Kalavala Rithreesh Reddy (M)	7993543252	Rejected	Considered only for 6 months Internship.

Please find below the final list of the students selected for Nav Tech Electronics along with the remarks. Kindly cascade the information to the students. Also share their permanent address details to mention in the offer letter.

Dear Mr. Pressd,

To: "Varan Kumar Gollahana" <kgollena@navtechelectronics.com>, "Varan Kumar D V" <varankumar.d@navtechelectronics.com>
Cc: "Sumeetha Balusu" <sumeetha@navtechelectronics.com>, "Kiran Kumar D V" <kiran.kumar.d@navtechelectronics.com>

Thu, Oct 6, 2022 at 1:29 PM

TNP MIC College <tnp@mictech.ac.in>

NAV Tech Electronics Logo



DVR & DR HS MIC College of Technology Mail - NAV Tech Electronics Logo

4/23/23, 10:52 AM

DVR & Dr HS MJC College of Technology
Training & Placement Officer

Register Office : Flat No 904, Tower No L-2, Lanch Hills, Manikonda, Pappalguda, Gachibowli, Hyderabad, Telangana - 500089
Head Office : Plot No 379, Road No 10, Jubilee Hills, Hyderabad, Telangana - 500033, India
E-mail : Info@navetechelectronics.com www.navetechelectronics.com



Human Resources
Sushmita Balusu

B. Jayamitra

Yours sincerely,

Acceptance

Venkata Sri Pranathi Nedunuri, we are so pleased and excited that you have chosen to become a part of Nav Tech Electronics. If you have any questions or concerns, please feel free to contact us. Welcome to Nav Tech organization. If you have any questions or concerns, please feel free to contact us. Bring to our growing organization, if you have any questions or concerns, please feel free to contact us. Welcome to Nav Tech Electronics. We wish good luck in building your career.

Technician assessments will be done on monthly basis and based on the feedback a Mandate will be issued on continuation of your services post internship Program. If continued you will be designated as Trainee Engineer and accordingly your CTC will be fixed.

An agreement of 2.6 years (including Internship duration) is mutually agreed and if there is a violation to the mentioned stipulated duration or break the agreement and leave the company before completion of the above said period, you will have to pay an amount of Rs. 2,00,000/- (Rupees Two Lakhs Only) for training and liquidation damages.

The purpose of this letter is to set forth understanding of the terms of your internship with Nav Tech Electronics, including your duties. It is important to us that your involvement makes a tangible, measurable and profitable contribution. It is also important that you are inspired to remain with Nav Tech Electronics over time, and to focus your energies on successfully and efficiently contributing to our Company goals.

On behalf of Nav Tech Electronics we are pleased to offer you an internship program for a duration of six months. You training period will be in Hyderabad location from 08-December-2022 till 09-June-2023. You will be paid as interim a stipend of Rs. 12,000/- (Rupees Twelve Thousand Only) per month inclusive of tax deduction.

Congratulations!

Dear Venkata Sri Pranathi Nedunuri

Ms. Venkata Sri Pranathi Nedunuri,
D No: 7-80/1, Rathan Residency, S1 Flat, Gollapudi, One Centre,
Vijayawada, Krishna District, Andhra Pradesh-521225.

To

November 02, 2022

19H21AOY3



Nav Tech

- Education qualification certificates (right from SSC till the latest degree along with Mark sheets).
- 3 recent passport size photographs (4.5 cm X 3.5 cm) with white background. Head size must be within a maximum 80% and minimum 70% of the photo size.
- Passport (All pages (if travelled outside India)/Front & Back (if there is no Travel History)).
- PAN Card & Aadhar Card (Mandatory).
- Copies of at least two of Central/State Government approved ID proof (Copy of License or Voter ID card or Ration Card).

Photocopies of the following documents need to be submitted at the time to joining.

Annexure-A



19
us3

Acceptance



Human Resources
Sushmita Balusu

B. Srinivas

Yours sincerely,

wish good luck in building your career.

You have any questions or concerns, please feel free to contact us. Welcome to Nav Tech Electronic. If you have any questions or concerns, please feel free to contact us. We welcome to our growing organization. If Electronics and look forward to the energy and experience you will bring to our growing organization. If

Giridhar Nagotri, we are so pleased and excited that you have chosen to become a part of Nav Tech

Trainee Engineer and accordingly your CTC will be fixed.

on continuation of your services post internship Program. If continued you will be designated as a continuator of your services post internship Program. If continued you will be designated as

Technical assessments will be done on monthly basis and based on the feedback a Mandate will be issued

Assessment:

training and liquidation damages.

An agreement of 2.6 years (including internship duration) is mutually agreed and if there is a violation to the mentioned stipulated duration or break the agreement and leave the company before completion of the above said period, you will have to pay an amount of Rs. 2,00,000/- (Rupees Two Lakhs Only) for

The purpose of this letter is to set forth understanding of the terms of your internship with Nav Tech Electronics over time, and to focus your energies on successfully and efficiently contributing to our measurable and profitable contribution. It is also important that you are inspired to remain with Nav Tech Electronics, including your duties. It is important to us that your involvement makes a tangible Company goals.

On behalf of Nav Tech Electronics we are pleased to offer you an internship program for a duration of six months. You training period will be in Hyderabad location from 08-December-2022 till 09-June-2023. You will be paid as stipend of Rs. 12,000/- (Rupees Twelve Thousand Only) per month inclusive of tax deduction.

Congratulations!

Dear Giridhar Nagotri,

D.N.O: 5-3-27, Basika Rama Krishna Street, Chitineniagar,

Vijayawada, Krishna District, Andhra Pradesh-520001.

Mr. Giridhar Nagotri,

To

November 02, 2022



19H71A04C3

- Educational qualification certificates (right from SSC till the latest degree along with Mark sheets).
- Recent passport size photographs (4.5 cm X 3.5 cm) with white background. Head size must be within a maximum 80% and minimum 70% of the photo size.
- Passport (All pages (if travelled outside India)/Front & Back (if there is no Travel History)).
- PAN Card & Aadhar Card (Mandatory).
- Copies of at least two of Central/State Government approved ID proof (Copy of License or Voter ID card or Ration Card).

Photocopies of the following documents need to be submitted at the time to joining.

Annexure-A

Training & Placement Officer

Register Office: Flat No 904, Tower No-LH-2, Lanco Hills, Marikonda, Pappalguda, Gachibowli, Hyderabad, Telangana - 500033
Head Office: Plot No 379, Road No 10, Jubilee Hills, Hyderabad, Telangana - 500033, India
E-mail : info@navatechelectronics.com www.navatechelectronics.com



Human Resources
Sushmita Balusu

B. Srinivas

Yours sincerely,

Note: This is an internship offer letter only and company does not guarantee any employment, unless your performance meets our expectations.

Rukhsana Shaiq, we are so pleased and excited that you have chosen to become a part of Nav Tech Electronics. And look forward to the energy and experience you will bring to our growing organization. If you have any questions or concerns, please feel free to contact us. Welcome to Nav Tech Electronic. We wish good luck in building your career.

The purpose of this letter is to set forth understanding of the terms of your internship. With Nav Tech Electronics, including your duties, it is important to us that you are involved in making a tangible, measurable and profitable contribution. It is also important that you are inspired to remain with Nav Tech Electronics over time, and to focus your energies on successfully and efficiently contributing to our company goals.

On behalf of Nav Tech Electronics we are pleased to offer you an internship program for a duration of six months. You training period will be in Hyderabad location from 08-December-2022 till 09-June-2023. You will be paid a stipend of Rs. 12,000/- (Rupees Twelve Thousand Only) per month inclusive of tax deduction.

Congratulations!

Dear Rukhsana Shaiq,

To
Ms. Rukhsana Shaiq,
D.No: 29/76, Chiruvu Bazaar, Mayur Talkies Road,
Nandigama, NTR District, Andhra Pradesh-521185.

November-02, 2022



19H1A04E6

Training & Placement Officer

Acceptance

Susmitha Balusu
Human Resources

B. Srinivas

Yours sincerely,



Pravallika Gundipudi, we are so pleased and excited that you have chosen to become a part of Nav Tech Electronics and look forward to the energy and experience you will bring to our growing organization. If you have any questions or concerns, please feel free to contact us. Welcome to Nav Tech Electronic. We wish you good luck in building your career.

Technical assessments will be done on monthly basis and based on the feedback a Mandate will be issued on continuation of your services post internship program. If continued you will be designated as Trainee Engineer and accordingly your CTC will be fixed.

Assessment:

An agreement of 2.6 years (including internship duration) is mutually agreed and if there is a violation to the mentioned stipulated duration or break the agreement and leave the company before completion of the above said period, you will have to pay an amount of Rs. 2,00,000/- (Rupees Two Lakhs Only) for training and liquidation damages.

The purpose of this letter is to set forth understanding of the terms of your internship with Nav Tech Electronics, including your duties. It is important to us that your involvement makes a tangible, measurable and profitable contribution. It is also important that you are inspired to remain with Nav Tech Electronics over time, and to focus your energies on successfully and efficiently contributing to our company goals.

On behalf of Nav Tech Electronics we are pleased to offer you an internship program for a duration of six months. You training period will be in Hyderabad location from 08-December-2022 till 09-June-2023. You will be paid as stipend of Rs. 12,000/- (Rupees Twelve Thousand Only) per month inclusive of tax deduction.

Congratulations!

Dear Pravallika Gundipudi,

D.No: 9-177, Nannapaneni Street, Amrit Sai Girls Hostel Road,
Kanchikacherla, NTR District, Andhra Pradesh - 521180.

To Ms. Pravallika Gundipudi,

November 02, 2022

(9HTIA0HEA)



Human Resources
Sumantha Balusu

B. Sumantha

Yours sincerely,

Acceptance

Lakitha Kallepalli, we are so pleased and excited that you have chosen to become a part of Nav Tech Electronics and look forward to the energy and experience you will bring to our growing organization. We wish you have any questions or concerns, please feel free to contact us. Welcome to Nav Tech Electronic. If you have any questions or concerns, please feel free to contact us. Welcome to Nav Tech Electronic. We

Technical assessments will be done on monthly basis and based on the feedback a Mandate will be issued on continuation of your services post internship Program. If continued you will be designated as Trainee Engineer and accordingly your CTC will be fixed.

Assessment:

An agreement of 2.6 years (including Internship duration) is mutually agreed and if there is a violation to the mentioned stipulated duration or break the company before completion of the above said period, you will have to pay an amount of Rs. 2,00,000/- (Rupees Two Lakhs Only) for training and liquidation damages.

The purpose of this letter is to set forth understanding of the terms of your internship with Nav Tech Electronics, including your duties. It is important to us that your involvement makes a tangible, measurable and profitable contribution. It is also important that you are inspired to remain with Nav Tech Electronics over time, and to focus your energies on successfully and efficiently contributing to our company goals.

On behalf of Nav Tech Electronics we are pleased to offer you an internship program for a duration of six months. You training period will be in Hyderabad location from 08-December-2022 till 09-June-2023. You will be paid as stipend of Rs. 12,000/- (Rupees Twelve Thousand Only) per month inclusive of tax deduction.

Congratulations!

Dear Lakitha Kallepalli

I-4-287/1, Near Lorry Stand, Balakotayya Street, RTC Workshop Road, Bhavanipuram, Vijayawada, Krishna District, Andhra Pradesh-520012.

Ms. Lakitha Kallepalli,

To

November 02, 2022

20H95A0414

The Parties acknowledge that Employee's employment will continue unless terminated by either Party in accordance with the provisions of this Agreement ("Term"); provided, however, that the employee agrees to serve the company for a minimum period of 3 months from the effective date.

4. Form of the Agreement.

3.1. The Employee shall be entitled to the following compensation and benefits as given below:

3.1.1. Remuneration: The Employee shall be entitled to the remuneration as set out in detail in Schedule 1 annexed hereto.

3.2. Rembursement of Expenses. Upon presentation of supporting documentation as may be reasonable-satisfactory to the Company, the Company may as per the its policies, reimburse all business-related expenses incurred by the Employee in the performance of his duties hereunder, including, without limitation, those incurred in connection with business-related travel, boarding and lodging, telecommunications and entertainment in accordance with Company's policy in this regard.

3.3. Withholding of Taxation. The Remuneration (cost-to-company) paid to the Employee hereunder shall be subject to applicable taxes and the Company may withhold therefore from any amounts as are required to be withheld pursuant to applicable Law. Any tax liability arising in respect of payments made pursuant to the Agreement or income earned by the Employee while the Agreement is in effect shall be borne solely by the Employee. The Company shall only be responsible for withholding taxes from the payments made to the Employee pursuant to the Agreement and payment thereof to the credit of the Government in accordance with the Income Tax Act, 1961.

3.4. Leaves and benefits: Subject to the applicable laws, the Employee shall be eligible for certain leaves such as casual leaves, sick leaves etc. The terms and conditions for such leaves is governed by the HR Manual of the Company and the Company reserves the right to modify the terms of such HR Manual without any consent of the Employee.

3.5. Relocation Reimbursement Benefits: Company shall reimburse as per norms for the expenses he/she and his/her family incur in relocating to the metropolitan area as required by the job in accordance with Company's Relocation Plan and/or as otherwise agreed by Company. In the event that Employee's employment is terminated within one year following the joining date (i) by Employee or (ii) by the Company, Employee shall be entitled to repay the Company in full for the Relocation Reimbursement done by the company.

3.6. Joining Bonus Benefits: If employee shall be entitled to receive a joining bonus, the Joining Bonus will be paid no later than 30 days following the joining Date. In the event that Employee's employment is terminated within one year following the joining date (i) by Employee or (ii) by the Company, Employee shall be entitled to repay the Company in full for the Relocation Reimbursement done by the company.

3. Compensation and Benefits.

2.3 The Employee shall devote all his business time, attention and energies to the Business.

2.4 The Employee agrees that he will, at all times, while performing services for the Company, devote his reasonable best efforts, skill and ability and shall perform his responsibilities in a competent and professional manner.

2.5 The Employee further agrees that during the term of this Agreement, he shall not render commercial or professional services of whatsoever nature to any person or organization, whether or not, for pecuniary gain.

2.6 The Employee agrees and undertakes that during the term of this Agreement, he shall not hold any position (whether directly or indirectly, for profit or not) in any company, organization, entities, partnership and/or joint venture without the prior written consent of the Company.

2.7 The Employee agrees to abide by the rules, regulations, human resource manual, stock option scheme, personnel policies and other policies of the Company and any change thereof which may be adopted by the Company from time to time ("HR Manual").

6. **Effective Date of Termination.** Notwithstanding anything in this Agreement, the termination of the Employee's services pursuant to this Agreement shall be effective:
- 6.1. 30 (thirty) days after the Company delivers to the Employee written notice of his termination by reason of the Employee's having become disabled as per Clause 5.2 above;
- 6.2. Immediately upon the delivery of written notice to the Employee by the Company of his termination with Cause as per Clause 5.1;
- 6.3. the last working day of the Employee, where Employee delivers to the Company written notice of his termination in accordance only with Clause 5.3 above. The Employee agrees that during such notice period Employee shall continue to perform his regular duties and will assist the Company. Further the resumption in accordance only with Clause 5.3 above. The Employee agrees that during such notice period Employee shall be relieved from his duties only after he hands over the Company's property and complies with the terms of full and final settlement policy.
- 6.4. the date mentioned in the termination notice issued by the Company, with respect to event occurred as per Clause 5.4 and 5.5 above.
7. **Effect of Termination**
- 7.1. Effect of termination before the expiry of training Period: If the employee is terminated by the Company before the expiry of the training Period, the employee shall receive only termination notice in accordance only with Clause 5.3 above. The Employee agrees that during such notice period Employee shall continue to perform his regular duties and will assist the Company. Further the resumption in accordance only with Clause 5.3 above. The Employee agrees that during such notice period Employee shall be relieved from his duties only after he hands over the Company's property and complies with the terms of full and final settlement policy.
- 7.2. Effect of termination before the expiry of Minimum Term: If the Employee violates the Clause 4.1 of this Agreement, Employee terminates this Agreement before the completion of Minimum Term,
- 7.2.1. Shall pay a cost of training of INR 25,000/- immediately; and
- 7.2.2. the Employee shall finish all the exit formalities as per the human resources policies/manual of the Company. The Company shall upon receipt of payment of liquidated Damages, shall relieve the Employee from the duties, within 30 days from the date of payment of liquidated Damages.
- It is hereby clarified that, in the event, if the Employee fails to comply with the conditions mentioned in clause 7.2.1, and 7.2.2, he shall be known as bad leaver ("Bad Leaver") the Company shall have a right to receive from the Employee such liquidated Damages and unliquidated damages, as it may deem fit.
- Notwithstanding anything contained in this Agreement, upon an Employee becoming a Bad Leaver remedies that may be available to it under applicable law, including where Employee's services are terminated for Cause), the Company shall be entitled to all remedies that may be available to it under applicable law.
- 7.3. **Effect of termination due to Absconding:** If the Employee is absconded, as stipulated under Clause 5.5 of this Agreement, the Company shall have a right to receive from the Employee such damages, as it may deem fit. Notwithstanding anything contained in this Agreement, the Company shall be entitled to all remedies that may be available to it under applicable law.
8. **Non-Disclosure of Confidential or Proprietary Information.**
- 8.1. The Employee acknowledges that during the course of rendering services and performing his other duties under this Agreement, he will have and / or has had access to information about the Company and / or its Affiliates or otherwise in its possession and that his services with the Company shall bring him into close contact with many confidential affairs of the Company and / or its Affiliates, including without limitation, information regarding the following:
- 8.1.1. management methods and operating techniques;
- 8.1.2. sales, advertising and marketing methods;
- 8.1.3. business and training techniques, manuals and procedures;

10.4. The Employee acknowledges and agrees that the cover-namits and obligations with respect to non-competition and non-solicitation as set forth above shall not be construed to be a restraint of trade against the Employee and relate to special, unique and extraordinary matters, and that a violation of

10.3. The Employee acknowledges and agrees that the compensation paid to him under this Agreement (as set out in Clause 3 above) along with the mutual agreements, representations and warranties set forth in the this Agreement is adequate compensation for the non-competitive covenants contained in this Agreement and goodwill of the Company.

However, in the event that such restriction shall be found to be void, but would be valid if some part thereof was deleted or the scope, period or area of application were reduced, the above restriction shall apply with the deletion of such words or such reduction of scope, period or area of application as may be required to make the restrictions contained in this clause valid and effective.

10.2. The Parties recognize that the foregoing covenants in this Clause 10 and the time and other limitations with respect to the business of the Company, and agree that such limitations are reasonable with respect to the business of the Company.

10.1.3. he shall not, directly or indirectly, including by assisting others, solicit, recruit, induce or attempt to persuade (a) Any Person then engaged by the Company as an employee, officer or director or so engaged within the preceding 12 months; (b) any customer or client of the Company, to leave the employment of the Company; or (c) encourage any consultant, vendor or customer to reduce the quantum of business they do with the Company. It is clarified that the Employee shall be deemed to have breached and failed to comply with the provisions of this Clause if he/she has engaged another organization or individual to carry out any of the above activities.

10.1.4 if the Employee directly or indirectly as an officer or director of another organization or otherwise, employ, engage or retain, an Existing Employee, if such organization or

engagement arose on account of any act of the Employee.

Q.C.1.4. Induce or attempt to induce any customer/client of the Company to cease to be a customer/client, or to restrict or vary the terms of the contract to, the Company or otherwise interfere with the relationship between such a customer/client and the Company (save and except actions taken during the course of his employment with the Company) in exercise of his power and authority as an employee of the Company and in, what he reasonably believes to be, in the interest of the Company;

to those being provided by the Company from any Person who is a customer of the Company;

10.1.2. be concerned in any business in any manner whatsoever that directly or indirectly competes with the business in which such Employee is materially involved as an employee of the Company after the Effective Date;

10.1.1. be concerned or interested in any business in any manner whatsoever that directly or indirectly competes with the Business or any manner whatsoever that directly or indirectly terminates or terminates any business in which the Company engages in at the time of termination of the employment of the Employee ("Competing Businesses");

10.1. The Employee undertakes that without prejudice to any other duty implied by law, he shall not, either directly or through his Affiliates, during the Non-Compete Period, either personally or through an agent, company or through a partnership or as a shareholder of a private company or a public limited company, joint venture partner, collaborator, consultant, advisor, principal contractor or sub-contractor, director, trustee, committee member, office bearer or in any other manner whatsoever, whether for profit or otherwise;

Company	<p>Sai Rahul Varma G CEO & Director Edupolls Education Technology Private Limited, Address: Unschool, S2, Crescend Towers, Plot -1018 Pragathi Nagar, ABOVE KARUR VSYA BANK, Hyderabad, TG 500090 IN Email: rahu1@unschool.in</p>
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(c) mailed, postage prepaid, as follows:

Any notice or other communication must be given in writing and either (a) delivered in person;

29. NOBCCS.

18. Governing Law. This Agreement shall be governed by and construed in accordance with the laws of the Republic of India without regard to applicable conflicts of laws principles. The courts in Hyderabad shall have the exclusive jurisdiction in relation to all matters arising out of this Agreement.

17. **Severability.** If any provision of this Agreement is held invalid or unenforceable to any extent for any reason including by reason of any circumstance shall be invalid or unenforceable to any extent for any reason in accordance with this provision, the remainder of this Agreement and the application of such provision to Persons or circumstances other than those to which it is held invalid or unenforceable shall not be affected thereby, and each provision of this Agreement shall be valid and enforceable to the fullest extent permitted by law. Any invalid or unenforceable provision of this Agreement shall be replaced with a provision, which is valid and enforceable and most nearly reflects the original intent of the unenforceable provision.

16. **Entire Agreement; Limitation of Plaintiff's Agreements.** This Agreement and the Agreements and documents referred to herein contain the entire understanding of the Company and Supersede any and all prior respecit to the services to be rendered by the Employee to the Company and Supersede any and all prior understandings, written or oral, between the Employee and the Company and Supersede any and all prior and any Affiliate or predecessor of the Company. Any such prior understandings or agreements are hereby terminated and are of no further force and effect. This Agreement may not be amended, waived, discharged or terminated orally, but only by an instrument in writing, specifically identified as an amendment to this Agreement, and signed by the Employee and a duly authorized officer of the Company. By entering into this Agreement, the Employee certifies and acknowledges that he has carefully read all of the provisions of this Agreement and the rules and regulations of the Company and that he voluntarily and knowingly enters into this Agreement.

15. Deductions. The Employee agrees and acknowledges that the Company may, subject to applicable laws, at any time during the term of employment or cessation thereof, deduct from the Employee's salary, or final settlement, any outstanding loans, advances or overpayments.

14. **Indemnities.** The Employer, at all times during the course of his employment in the Company (and even after the termination of this Agreement with respect to the terms contained herein) agrees to indemnify and keep indemnified the Company, as the case may be, against all losses, damages, claims, interests, costs, expenses, liabilities, proceedings and demands which the Company actually suffers or incurs as a direct result of acts or omissions of the Employee during the course of employment.

Name: Rahul Varma Title: CEO, Edupolls Education Technology Pvt. Ltd. (Unischool)	Name: Kallepalli Likitha
EMPLOYEE:	COMPANY: 

IN WITNESS WHEREOF, EACH OF THE PARTIES HERETO HAS CAUSED THIS AGREEMENT TO BE DULY EXECUTED AND DELIVERED UNDER SEAL, BY ITS AUTHORIZED OFFICERS OR INDIVIDUALLY, AS OF THE DATE FIRST ABOVE WRITTEN.

22.1 The full time employment will start from the 4th Month.

22. Full time Employment.

23. Salary for the training period i.e. 1st month will be held as training cost and released along with the 2nd month salary to the Employee.

Other benefits

1. Gratuity will be paid by the Company as per the Rules of Payment of Gratuity Act 1972.

Your CTC is Rs 3,45,000/-per annum as the fixed portion and 3LPA performance-based incentives for the operating year 2022-23 payable monthly.

(* Subject to TDS deduction)

Particulars	Monthly	Annual
Actualized CTC Structure		
Basic Salary	14,400	1,72,800
House Rent Allowance	5,760	69,120
Phone & Internet	2,000	24,000
Any Specific Allowance [2]	-	-
Any Specific Allowance [3]	-	-
Gross Salary	27,022	3,24,264
Provident Fund	1,728	20,736
ESIC	-	-
Gross Salary FIX	28,750	3,45,000
Medical	-	-
Bonuses	-	-
Gratuity	-	-
Cost To Company (TOTAL)	28,750	3,45,000
EST Employee	-	-
PE Employee	1,728	20,736
Professional Tax	200	2,400
Take Home	25,094	3,24,264

Name	Designation	DOJ	Kallepalli Likitha
		1 st December 2022	Business Operations Executive

- Refer below for the split-up of the salary structure after completion of 6 months as an New Designation at Edupolis Education Technology Pvt Ltd. (Unschool).

DVR & Dr HS MIC College of Technology
Training & Placement Officer

Titan Company Limited

Lead - Talent Acquisition COE

AVV
J

Savita Vijayan

Best Regards,

We are delighted to have you on board and welcome you to Titan Company Limited!

The team will be in touch with you over the next couple of months to help you get to know us a little better.

As a young graduate, we look forward to you bringing in freshness of thought and action and contributing to Titan's constantly evolving growth story.

We can't wait for you to discover Titan's defining characteristics such as its commitment to the excellence, employee centrality and integrity.

You will be designated as Graduate Engineer Trainee for the first year and your annual CTC will be Rs. 5,00,000/-.

Hard work never goes in vain. As a result of your commendable performance, we are very happy to share a letter of intent. Please send across a signed copy of this letter confirming your acceptance.

Congratulations!

Batch of 2023

Devineni Venkata Ramana & Dr. Hima Sekhar MIC College of Technology (DVRSMCT),
Kanchikacherla

Dear Devi Yasaswi Vemula,

Signed By: MAHESH VASUDEO ZURALE
Reference Id: A053ce15-28a0-49d5-8c50-6e59d2deb74-1

Version 11.0 Aug-2023

1

Candidate's Signature

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 completion, without any delay or extension, within the course of the period prescribed by the college/institution/university, as well as start date.

• Annexure IV-Declaration

• Annexure III-Terms of Employment

• Annexure II-for documentation to be submitted by you.

.

• Annexure I-for the compensation and benefits details.

Please refer to:



Job Family Group - Software Engineering

Management Level - 12

Job Profile - Packaged App Development Associate

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 Centre, India, as per the below terms and conditions:

Dear Ashitha Gadda,

9014762609

3-84-1, Ramalayam Street, Chevuturu Village, G. Konduru mandal

C12187738

Ashitha Gadda

Date: 08/22/2023

Strictly Private and Confidential

BE YOURSELF, MAKE A DIFFERENCE.
Accenture

19-402

Aseetha Gadda

Lead, Advanced Technology Centre, India
Senior Managing Director
Mahesh Vasudeo Zutela



Yours sincerely,

ACKNOWLEDGED AND AGREED

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.

In case you have a query, please raise them on <https://indiacampus.accenture.com/myzone/accenture/auth/login>

Company history-as well as tips on how to develop yourself (and your career) in the future.
<http://careers.accenture.com/wlicrosses/countrydownPagewelcomeIndia.aspx>. This online, interactive welcome site will help you successfully navigate the first days, weeks and months of your career at Accenture. It will also provide an interesting overview of

After accepting this Offer, we encourage you visit Countdown to the Company.

To indicate your acceptance of this Offer and Terms of Employment with Accenture, please confirm your acceptance/selection by logging on to Accenture Recruitment Portal (<https://india.jobs.accenture.com/default.aspx>) using your unique reference number.
 Candidates identified 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, post which the link will be disabled. Further, at the time of joining you are required to provide all documentation detailed in Annexure II along with the signed copy of this Offer or employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing.

This Offer or 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 detailed in Annexure II along with the signed copy of this Offer letter and Terms of Employment.

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 statute/ regulation/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/selection by logging on to Accenture Recruitment Portal (<https://india.jobs.accenture.com/default.aspx>) using your unique reference number.

19-402

Signed By: MAHESH VASUDEO ZURALE
Reference Id: ab773fe-7d14-430c-867f-5ce635a6080f
Candidate's Signature

1

Version 11.0 Aug-2023

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, which shall be completed without any delay or extension, within the course timeline as prescribed by the college/institution/university, 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.

• Annexure IV-Declaration

• Annexure III-Terms of Employment

• Annexure II-for documentation to be submitted by you.

• Annexure I-for the compensation and benefits details.

Please refer to:



Job Family Group - Software Engineering

Management Level - 12

Job Profile - Packaged App Development Associate

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 Centres, India, as per the below terms and conditions:
Dear Maneesa Venkrapagada,

9381966669

39-24/C, Main Road, Nacharamma Gudi Backside, Annesagarai, Nandigama

C12175694

Maneesa Venkrapagada

Date: 08/21/2023

Strictly Private and Confidential



MCA - 24

Mariana Vontapragada

Leard, Advanced Technology Centres, India

Manohar Vasudeo Zutela
Senior Managing Director

[Signature]

Yours sincerely,

ACKNOWLEDGED AND AGREED

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.

If you have a query, please raise it on <https://indiacamps.academy/commyzone/eccentricity/>

([http://careers.accenture.com/microwave/countrysite/Faqes/Welcome.html#exp](#)). This online, interactive welcome site will help you successfully navigate the first days, weeks and months of your career at Accenture. It will also provide an interesting overview of company history-as well as tips on how to develop yourself (and your career) in the future.

After accepting this Order, we encourage you visit Counterpoint to the Company.

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 reallocation/compliance. You may belong to this category and your details will be disclosed to these authorities.

DVR & DR H S MIC College of Technology Mail - Fwd: Recall: Final reminder- Welcome to Deloitte family! || Goodies Survey ||

Training & Placement Officer

V.E.1

USI Consulting Campuses would like to recall the message, "Final reminder- Welcome to Deloitte family! || Goodies Survey ||". This message (including any attachments) contains confidential information intended for a specific individual and disclosure, copying, or distribution of this message, or the taking of any action based on it, by you is strictly prohibited. Deloitte refers to a Deloitte member firm, one of its related entities, or Deloitte Touche Tohmatsu Limited ("DTT"). Each Deloitte member firm is a separate legal entity and a member of DTT. DTT does not provide services to clients. Please see www.deloitte.com/about to learn more.

To: anjalichowdhury.v@gmail.com
 From: usiconsultingcampus@deloitte.com
 Subject: Recall: Final reminder- Welcome to Deloitte family! || Goodies Survey ||
 Date: Mon, May 22, 2023, 8:50 PM
 Forwarded message

Tue, Jun 6, 2023 at 10:40 AM
<https://mail.google.com/mail/u/0/?ik=186267acd4&view=search-all#permid=thread-f:1767928756536757286&imp=msg-f:1767928756536757286>

Fwd: Recall: Final reminder- Welcome to Deloitte family! || Goodies Survey ||

TNP MIC College tinp@mictech.ac.in

19-524

Gmail M

Congratulations! You have cleared the National Level Assessment interview process and are one step closer to unlocking your

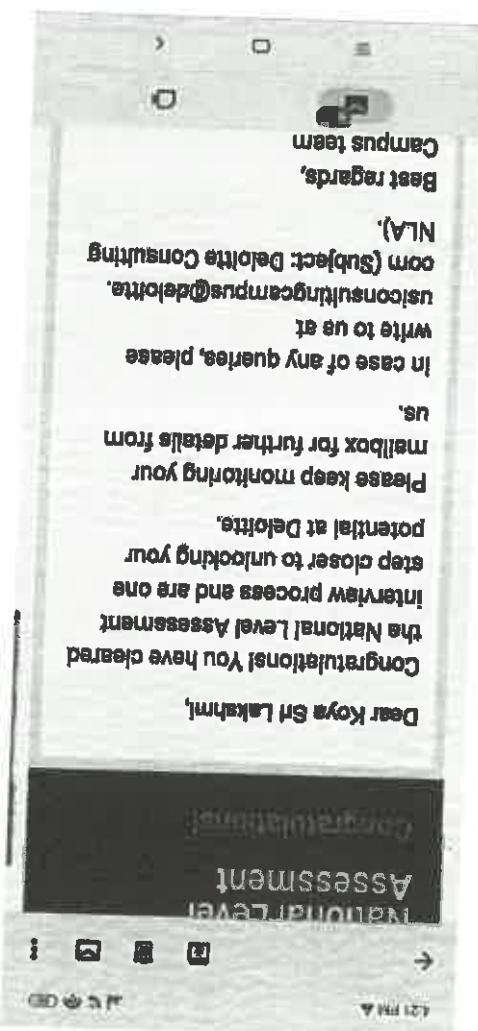
Dea Vemuri Krishnaji



Deloitte NLA 22 Mar to me ✓ D

Deloitte Consulting NLA - Interview Result





Deloitte.

Congratulations! You have cleared the National
Level Assessment interview process and are
one step closer to unlocking your potential at
Deloitte.

Dear Purnipati Sravya,

Congratulations!

National Level Assessment



Deloitte.

to me ^

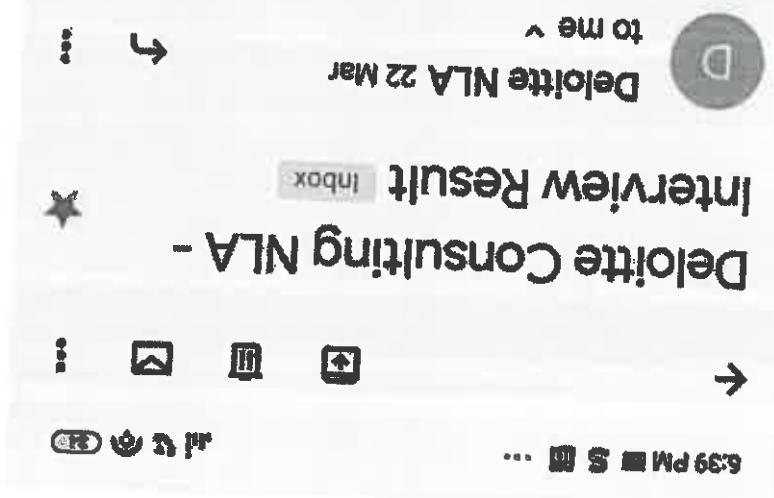
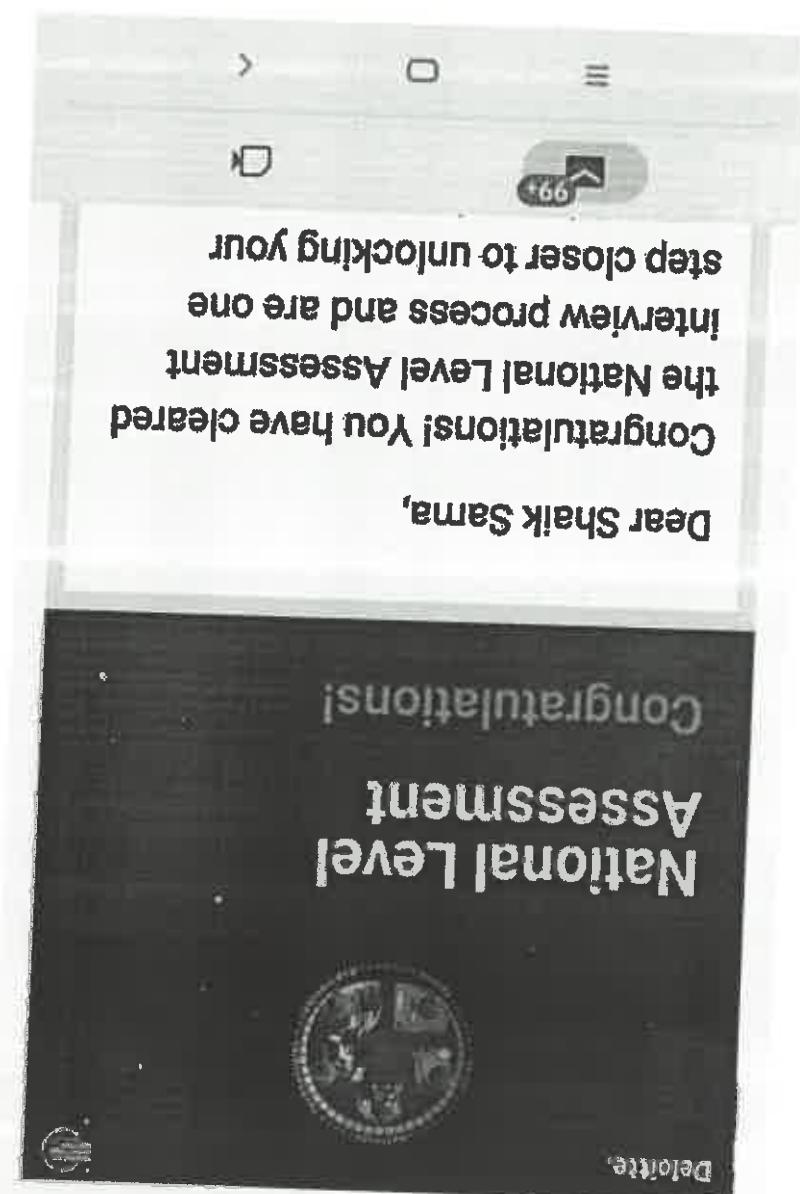
Deloitte NLA 22 Mar

D

549

DVR & Dr HS MIC College of Technology
Training & Placement Officer

✓



5/23

✓



SAO



Gmail

1/30/23, 10:31 AM

TNP MIC College <imp@mictech.ac.in>

Selected Candidates List

SIVA Kishore N <sivakishore@snovasys.com>
TO: TNP MIC College <imp@mictech.ac.in>
CC: SAI Sravani <saistravani@snovasys.com>, SIVA Bryapuneni <siva@snovasys.com>

Mon, Jan 30, 2023 at 10:31 AM
Dear Prasad Garu,

Thank you for giving us the opportunity to recruit resources from your Campuses. I am delighted to inform you that the following candidates have been selected by Snovasys software solutions Pvt. Ltd. in the Campus Placement Program held on 24th January 2023.

S.NO	STUDENT NAME	BRAANCH	FEEDBACK	CTC
1	Nayem Mahammed	CSE	SELECTED	5.5 LPA
2	Pulipat Sravya	CSE	SELECTED	4.5 LPA
3	Satyaa Kiran Parasaram	CSE	SELECTED	4 LPA
4	Nirmaladas Tammisetti	CSE	SELECTED	4 LPA
5	Leela Rallapudi	CSE	SELECTED	3.6 LPA
6	Ramanaujam Sai tanuja	ECE	SELECTED	4 LPA
7	Challagiri Shreshtha	CSE	SELECTED	4.5 LPA

Kindly make it convenient to communicate this message to your placement cell and students, so that the selected candidates should know about the confirmation towards their selection. Thanks & regards,
Siva Kishore N
+919494093862

SNOVASYS

WWW.SNOVASYS.COM

10/123

DVR & DR HS MIC College of Technology Mail - Selected Candidates List
Training & Placement Officer

//mail.google.com/mail/u/0/?ik=195267ecd4&view=pt&search=allpermid=thread-%3A1756422339940028332&impl=msg-f%3A1756422339940028332&label=INBOX

1/1

DVR & DR HS MIC College of Technology
Training & Placement Officer

Incorporated under the Companies Act 2013. Our Branches: UK-London, India-Hyderabad, Ongole.
CIN: U72200AP2014PTC095671. Subsidiary of Foreign Company (SNOVASY Software Solutions Ltd, UK).
Module-2, Quadrant-2, Fifth floor, Cyber Towers, Hitech City Road, Patlka Nagar, Hi-Tech City, Hyderabad, Telangana 500081

Please acknowledge a copy of this appointment letter.

Your Employment with us will be governed by terms and conditions referred here in Annexure-B.

You will be based at Ongole

referred to as Annual Salary)

Ltd. With a Cost to Company (CTC) of Four Lakhs (4 Lakhs Only) per annum (Ref: Annexure-A) (Hereafter We are pleased to offer you as an "Software Trainee Engineer" in Snovasys Software Solutions India Pvt.

This is with reference to your application for employment and the subsequent interview with us.

Dear Ms. Ramanujam Sai Tanuja,

Offer Letter

Phone: 7013541975.

Andhra Pradesh - 521212,

Krishna (D.T),

Gannavaram,

3-66-5, Surampalle,

Ramanujam Sai Tanuja D/O Sanjeeva Rao,

To,

24th February 2023

Hyderabad, Ongole
Indian Offices:

www.snovasy.com | info@sноваси.сом

London, Al3 4SY, United Kingdom

St. Albans, Hertfordshire,

#21 Gonnerston, Mount Pleasant,

Parent Head Office:

(GST Number - 36AAC6891H1Z3)

SNOVASY SOFTWARE SOLUTIONS INDIA PVT LTD

1. CTC 4 lakhs per annum after completion of probation period (Includes 10% of Loyalty Bonus paid at the end of the commitment period along with the salary of the following month).
2. 4 months of probation period (Account pay of Rs. 15,000/- per month)

Salary Structure:

ANNEXURE-A-

Indian Offices: Hyderabad, Ongole

www.novasys.com | info@novasys.com
London, A13 ASY, United Kingdom

St. Albans, Hertfordshire,
#21 Gomerston, Mount Pleasant,

Parent Head Office:
(GST Number - 36AACCK6891H1Z3)

NOVASYS SOFTWARE SOLUTIONS INDIA PVT LTD

14-139

Role Switch as per Employer need: Employee could be switched or allocated additionally to any of the roles during the employment period. The total list of roles include development, QA, QA Lead, Analyst, etc.

Code of Conduct: During the period of this employment, Employee will serve honestly, faithfully, diligently and efficiently for the growth of the Company. Employee shall conduct in conformity with the code of conduct, as in force from time to time. Further, you shall carry out the instruction in letter & spirit, given by your superiors and shall not disobey any instructions given. Employee shall not indulge in any unethical practices like „go slow“ or non-cooperation etc. Employee would be required to apply all the policies and procedures of personal conduct and integrity and comply with all the policies and procedures of the highest reputation.

- Document preparation
- Monitoring
- Software support & maintenance
- Software Testing
- Software Development

Roles & Responsibilities as per the allocated role out of the list below:

The effective date of this agreement and the commencement of work hereunder shall be the date and the employment shall continue in the capacity stated in paragraph above until terminated as hereinafter provided.

The Employee is hereby engaged to work in the capacity Software Trainer Engineer or any other capacity so designated.

Agreement made as of this Date between Novasys Software Solutions India Pvt. Ltd, herein called the "Employer" and Ms. Ramamujam Sai Tanuja, here in after called "Software Trainer Engineer", in consideration of the mutual promises and agreements herein contracted, the Employer hires and employs the Employee, and the Employee agrees to work for and enter the services of the Employee under the following terms hereby agree upon.

Employment Agreement (Annexure - B)

Indian Offices:
Hyderabad, Ongole

www.novasys.com | info@novasys.com

London, A13 4SY, United Kingdom
#21 Gomnerston, Mount Pleasant,
St. Albans, Hertfordshire,
Parent Head Office:
(GST Number - 36AFC6K6891H1Z3)
NOVASYS SOFTWARE SOLUTIONS INDIA PVT LTD

Employee has followed the industry standard coding standards and there will be no violation of any copyrights to any other individual, organization or company or any other companies

Source code was not uploaded into any publicly shared sites with any intention. Non-profit reasons are not valid justification.

Any known violations will be immediately notified to the employer via at least one form of communication with full disclosure on how the violation has happened.

No backups or archives are kept in connected or disconnected form or printed form.

Employee confirms that he does not hold any access keys, security information that can or will be used to access clients computers or IT resources

Employee do not have any way of retrieving the source code after he leaves the employment

Employee do not have any way of retrieving the source code in any form including but not limited to cloud, printed, hard disk, pen drive.

Employee was no chance that any other could have stolen or copied the source code from employee's computers

Employee takes the responsibility to ensure all the work is carried out following all the legal guidelines as applicable

Employee had full control of the source code given to him at all times and can confirm that source code was safe, secure at all times under Employee's visibility

Employee has not distributed the source code to any other.

Employee confirms that he has never subcontracted the work to any other during his employment

Employee will remove all the source code from their computer(s), hard drive(s), cloud (s) internal or external to the company.

After Leaving the Company:

Hyderabad, Ongole
Indian Offices:

www.sinovalys.com | info@sinovalys.com
London, Al3 4SY, United Kingdom

St. Albans, Hertfordshire,
#21 Gonneaston, Mount Pleasant,

Parent Head Office:
(GST Number - 36AAFC6891H1Z3)

SINOVALYS SOFTWARE SOLUTIONS INDIA PVT LTD

Please bring all the certificates supporting educational qualifications along with mark sheets and any other relevant documentation in original for verification only.

1. Resume supplied for the interview
2. All educational documents right from 10th to highest degree (need to bring originals for verification)
3. Filled Employment background application form (if applicable)
4. PAN Card and proof of PAN Number (if applicable)
5. Valid passport will be required in case Employee is advised to travel outside projects
6. Relieving letter or duly accepted resignation letter from present employer, previous salary bank statements and experience letter from all your previous and present employers (if applicable)
7. Latest six months Pay slips from all your previous and present employers (if applicable)
8. Form 12B/Form 16 from all previous and present employers (if applicable)
9. Four passport size photographs
10. Any proof of present address and Proof of permanent address

Original, along with a photocopy of each.
At the time of joining, Employee is requested to bring the following documents (Wherever applicable) in

ANNEXURE-C

Hyderabad, Dnagle
Indian Offices:

www.novasys.com | info@novasys.com
#21 Gombertron, Mount Pleasant,
St Albans, Hertfordshire,
UK AL3 4SY, United Kingdom
London, AL3 4SY, United Kingdom
GST Number - 36AFC6K6891H1Z3
Parent Head Office:
NOVASYS SOFTWARE SOLUTIONS INDIA PVT LTD

2. The Recipient is permitted to use Confidential Information solely for the Purpose. It shall not make copies of the Confidential Information except to the extent reasonably necessary for the Purpose. The Recipient shall ensure that Confidential Information is only provided to those of its employees and directors who have a need to know the same for the Purpose and who are bound by appropriate confidentiality undertakings.

(b) "Purpose" means to develop marketing and business plans for a project for the Provider.

(a) "Confidential Information" means all confidential and proprietary information disclosed orally or in written or electronic form. Only when it is required for the company drawings, and financial, marketing and sales information. Confidential Information may be disclosed without limitation, know-how, research and development, designs, processes, projects, ideas, product roadmaps, business information relating to The Provider's business including, without limitation, business before, on or after the Effective Date) disclosed by the Provider to the Recipient (whether before, on or after the Effective Date) The Provider may already have disclosed and wishes further to disclose certain information of a confidential nature and to protect such information as set out in this Agreement.

I. In this Agreement:

It is agreed:

The Provider may already have disclosed and wishes further to disclose certain information of a confidential nature and to protect such information as set out in this Agreement.

Background:

And, Ms. Ramannujam Sai Tanuja ("Recipient")
Shovays Software Solutions Pvt Ltd. ("Provider")

Effective Date: 12th June 2023

DISCLOSURE BY SHOVAYS SOFTWARE SOLUTIONS INDIA PVT LTD)

NON-DISCLOSURE AGREEMENT

Hyderabad, Ongole
Indian Offices:

www.shovays.com | info@shovays.com
London, A13 4SY, United Kingdom
#21 Gennerston, Mount Pleasant,
St Albans, Hertfordshire,
(GST Number - 36A AFC K6891H1Z3)
Parent Head Office:
SHOVAYS SOFTWARE SOLUTIONS INDIA PVT LTD

Date: 12th June 2023

CEO

Print name: Srihari Kotthapalli

Novays Software Solutions India Pvt Ltd

Hyderabad, Ontario

SNOVASY'S SOFTWARE SOLUTIONS INDIA PVT LTD
(GST Number - 36AAFCK6891H1Z3)
Parent Head Office:
#21 Gonneerton, Mount Pleasant,
St. Albans, Hertfordshire,
London, AL3 4SY, United Kingdom
www.snovasys.com | info@snovasys.com

DocuSign Envelope ID: 72B56F60-22C0-465C-BBF0-9C211189C6F6

All Proprietary Information (whether or not learned, obtained or developed solely by you or jointly with others) shall remain the property of the Company, and that upon termination of employment or at any earlier time as requested by the Company, you will immediately deliver all Proprietary Information in your possession, or its clients, any formulae, processes, machines, combinations, compositions, ideas (collectively, "Proprietary Information"), either during or after employment by the Company in perpetuity, except with the written permission of the Company.

Proprietary Information: Employee will not disclose to anyone outside the Company, and will not use except in the business of the Company, any confidential, proprietary or secret information or material relating to the products, services, customers or businesses operations, personnel or activities of the Company, its licensors, or its clients, any formulae, processes, machines, combinations, compositions, ideas (collectively, "Proprietary Information"), either during or after employment by the Company in perpetuity, except with the written permission of the Company.

Non-Compete Agreement: Employee has trade secrets and introduces those to the employee during the course of employment. Employee agrees to non-indulge in any further employment or activity that will benefit employer's direct or indirect businesses. This includes further employment or sharing any trade secrets etc.

Confidentiality: Employee is required to strictly maintain the confidentiality of and not divulge or communicate in any manner, any information regarding your remuneration/terms of employment or person and in particular any employee of the Company. Such disclosure will be viewed seriously and you are liable for disciplinary action as per rules of the Company.

Guidelines concerning inventions and improvements: Any invention, improvement or designs conceived by you while in our employment, which is within the existing or contemplated scope of the business of the Company, shall become the Company's exclusive property as per Section 17 (c) of the Indian Copyrights Act, 1957. For purposes of this section the expression "the Company" shall in addition to Novasys Software Solutions India Pvt. Ltd, mean and include any firm, person or company subsidiary, affiliate with the company or business partners.

Working Hours: Employee working hours will be the working hours of the office from which you operate. There may be occasions when you may have to work beyond normal office hours or during non-working days, due to the exigencies of the Company's business and you will not be entitled to any additional compensation on that account. Official working hours may increase or decrease during the commitment period.

This will not be included in any of the amounts calculated as part of the commitment breaking clause as above.

Hyderabad, Ongole
Indian Offices:

www.novasys.com | info@novasys.com

#21 Gonneerton, Mount Pleasant,
St. Albans, Hertfordshire,
London, AL3 4SY, United Kingdom
Parent Head Office:
(GST Number - 36A AFC K6891H1Z3)
NOVASYS SOFTWARE SOLUTIONS INDIA PVT LTD

TRAVEL: Employee may be required to travel on Company business within India and abroad. The duration of such visits may vary, depending upon the nature of the assignment. There are specific rules governing travel, both domestic and international travel. The Company reserves the right to modify such rules from time to time, to meet changing business needs and scenarios.

During the commitment period, if management observes negligence, willful incompetence or willful misconduct from employee in performing duties, employer at its own choice reserves the right to close the employee contract and still be eligible to collect the costs stated above. However, if the project is business critical and there is no replacement found, company reserves the right until such person is replaced and necessary handovers are completed.

For any reason employee wishes to leave the company during the commitment period, employee is expected to give a minimum of 3 months' notice period along with refunding costs as specified above. On receiving a written request from employee to employer stating the reasons to leave, employer may choose to agree or not agree to reduce the costs to be refunded. The reasons could include falling seriously sick, unable to work, getting married and hence having to shift home, shifting home to a different place, problems to do with colleagues or any other problems. As far possible as Indian law applies, none of the reasons should be an excuse to waive the commitment period. Employee is not eligible to get benefits and bonuses during notice period. And, all the salary payments would not be paid during the notice period and will be settled as part of the regular payroll of the month where the employee's last day falls in.

If the notice period ends after 3 months from the date of termination, the employee will be entitled to 3 months' pay in lieu of notice. If the notice period ends before 3 months, the employee will be entitled to pay in lieu of notice for the remaining period plus 1 month's pay in lieu of notice for each full year worked up to a maximum of 3 months.

Notice Period: During the probation if the employee leaves the company, he/she will have to refund full salary drawn + cost of training incurred on him/her + any other expenses incurred in relation to the specific employment. There would not be a notice period during the probation from the employer.

like Screen monitoring etc. This would be used in ways that will help Employees go through measure, monitor and improve employee productivity. All the Employees must complete 8 hours of productive time on the Activity Tracker.

**Hyderabad, On globe
Indian Offices:**

www.snowdays.com | info@snowdays.com

London, A13 4SY, United Kingdom

St. Albans, Herfordshire, UK

#21 GOODBYE TO THE MASTERS

(Q3) Number - 36

SNOVASY'S SOFTWARE SOLUTIONS INDIA PVT LTD
(GST Number - 36AAFCK6891H1Z3)
Bharti House, 3rd floor
Plot No. 10, Sector 10, Noida-201301
Uttar Pradesh, India
Phone: +91 98100 11111



2 messages

HCLTech || Final Confirmation || Batch 2023 || MIC College of Technology

TNP MIC College (<http://mictech.ac.in>)

DVR & DR H S MIC College of Technology Mail - HCLTech || Final Confirmation || Batch 2023 || MIC College of Technology

Greetings from HCLTech!!

Dear Campus Partner,

Classification: Internal

Julesha Thomas julesha_thomas@hcl.com
 To: "<http://mictech.ac.in>" ch@mictech.ac.in
 CC: Ashish Bhalla ashish_bhalla@hcl.com, Disha Gupta disha.gupta@hcl.com, Baljeet Singh baljeet.singh@hcl.com, Pradeeba Rawat pradeeba.rawat@hcl.com

Sun, Apr 16, 2023 at 9:31 PM

Candidate Name	Gender	Email	Graduation Specialization/ Branch
NADAKUDTI BHARGAVA RAM	MALE	BHARGAVRAM1622@GMAIL.COM	ELECTRICAL ENGINEERING
GUNJA BHANU LAKSHMAN	MALE	GUNJALUCKY000@GMAIL.COM	ELECTRICAL ENGINEERING
SHAIK ZUBER AHMED	MALE	ZUBERAHMEDSHAIK14117@GMAIL.COM	ELECTRONICS AND COMMUNICATION ENGINEERING
MOHAMMAD IMRAN	MALE	IMRANEEMD@GMAIL.COM	ELECTRICAL ENGINEERING

Below students are selected for the opportunity with HCLTech, please communicate to the respective student on their selection with HCLTech.

Thank you for your wonderful support in arranging the campus drive.

1. CTC offered: 2.75 LPA

Important Points:

2. Selected Candidates should be willing to work on any assignment assigned by HCLTech including 24*7 operations and Shifts, willing to learn.
3. Selected Candidates should be willing to work in any location within India or abroad as assigned by HCLTech
4. Service Agreement for 12 Months (as applicable). In case they leave before completing 12 months, they are liable to pay 50k to the organization.
5. After successful completion of 12 Months they would be receiving a milestone bonus amount of 50k from the organization.

- The joining with HCLTech is subject to BGV Clearance, Re-hire Policy (in case applicable) and Eligibility criteria as follows:
1. Minimum 60% /6.0 CGPA throughout in all academics (10th, 12th/Diploma, Graduation) & no Backlogs. Any backlog will revoke your offer from HCLTech.

2. B.E/B.Tech Graduation passing Year 2023

Please Note:

HCLTech || Final Confirmation || Batch 2023 || MIC College of Technology

Pre-Joining Training (if applicable) will be triggered and the same needs to be completed prior to joining.

Training & Placement Officer

Pre-Joining Training (if applicable) will be triggered and the same needs to be completed prior to joining
DVR & DR HS MIC College of Technology & Placement Officer

2. B.E/B. Tech Graduation passing Year 2023

1. Minimum 60% /6.0 CGPA throughout in all academics (10th, 12th/Diploma, Graduation) & no Backlogs. Any backlog will revoke your offer from HCLTech.
- Their joining with HCLTech is subject to BGV Clearance, Re-hire Policy (in case applicable) and Eligibility criteria as follows:

Please Note:

5. After successful completion of 12 Months they would be receiving a milestone bonus amount of 50k from the organization.
4. Service Agreement for 12 Months (as applicable). In case they leave before completing 12 months, they are liable to pay 50k to the organization.
3. Selected Candidates should be willing to work in any location within India or abroad as assigned by HCLTech willing to learn.
2. Selected Candidates should be willing to work on any assignment assignd by HCLTech including 24x7 operations and Shifts.
1. CTC offered: 2.75 LPA

Important Points:

Candidate Name	Gender	Email	Graduation Specialization / Branch
KOLLI PRAYESWANTH KUMAR	MALE	KOLLI PRAYESWANTH KUMAR@GMAIL.COM	ELECTRICAL ENGINEERING
K. DHANAVANTHAR	MALE	KURMALA DHANAVANTHAR@GMAIL.COM	ELECTRONICS AND COMMUNICATION ENGINEERING
AKSHAYA GUDE	FEMALE	AKSHAYAGUDE2000@GMAIL.COM	ELECTRICAL ENGINEERING

Below is the additional selections

Greetings from HCLTech!!

Dear Campus Partner,

Classification: Internal

To: "https://mictech.ac.in" <https://mictech.ac.in>
 CC: Ashish Bhalla <ashish.bhalla@mictech.ac.in>, Baljeet Singh <baljeet.singh@mictech.ac.in>, Pratibha Rawat <pratibha.rawat@mictech.ac.in>

Julie Thomas <julie.thomas@mictech.ac.in>
 Wed, May 10, 2023 at 10:29 AM

HCLTech || Final Confirmation || Batch 2023 || MIC College of Technology

TNP MIC College <tnp@mictech.ac.in>



TNP MIC College Placement Officer



Associate Manager - Campus Relations

Poonam Sharma

Thanks & Regards

Pre-Joining Training (if applicable) will be triggered and the same needs to be completed prior to joining.

2. B.E/B.Tech Graduation passing Year 2022,2023

1. Minimum 65% /6.5 CGPA throughout in all academics (12th/Diploma, Graduation) & no Backlogs.

Joining with HCL is subject to BGV Clearance, Re-hire Policy (in case applicable) and Eligibility criteria as follows:

Please Note:

4. Service Agreement for 12 Months (as applicable). In case you leave before completing 12 months, you are liable to pay 50K to the organization.

3. Selected Candidate should be willing to work in any location within India or abroad as assigned by HCLTech.

2. Selected Candidate should be willing to work on any assignment assigned by HCLTech including 24x7 operations and shifts, willing to learn.

1. CTC offered: INR 3.25 LPA

Important Points:

S No.	Application No.	Candidate Name	Gender	Email	Graduation Degree Specialization	HCLFP163020	Jyothi Srivalli	Female	srivalli1321@gmail.com	Electronics and Tele-Communication
1										

We are glad to inform you that you have been selected for the opportunity with HCLTech.

Greetings from HCLTech!!

Dear Candidate,

From: Poonam Sharma <poonam.sharma@hcl.com>
 Date: Tue, 20 Jun, 2023, 10:35 pm
 Subject: HCLTech || Final Confirmation || Batch 2022/2023
 To: srivalli1321@gmail.com <srivalli1321@gmail.com>

Forwarded message

To: "tnp@mictech.ac.in" <tnp@gmail.com>
 Jyothi Srivalli <srivalli1321@gmail.com>
 Tue, Jul 11, 2023 at 10:10 AM

Fwd: HCLTech || Final Confirmation || Batch 2022/2023

TNP MIC College <tnp@mictech.ac.in>



HCLTech.

W

any location within India or abroad as assigned by

3. Selected Candidate should be willing to work in

24*7 operations and shifts, willing to learn.

on any assignment assigned by HCLTech including

Selected Candidate should be willing to work

1. CTC Offered: INR 3.25 LPA

Important Points:

1	HCLTECH050527	Sister Holla	Female	budhavarti@gmail.com	Computer Engineering
	Application No.	Candidate Name	Gender	Email Id	Graduation Degree Specialization

for the opportunity with HCLTech.

We are glad to inform you that you have been selected

Greetings from HCLTech!!

Dear Candidate,

to me ^

Poonam Sharma 3:28 PM

P

:

→

5/2

DISCLAIMER

ncfbaach.com

Supercharging Progress™

הכלתך

Associate Manager - Campus Relations

Poanam Shamma

Thanks & Regards

<https://forms.office.com/r/TYCSyFRmpf>

Submit your selection by July 27, 2023 to confirm your selection with HCTech.

10.10 The following are the requirements for the award of the same rights to be comprehend prior to joining.

- 1.** CTC Offered: INR 3.25 LPA

2. Selected Candidates should be willing to work on any assignment assigned by HCLTech including 24x7 operations and Shifts, willing to learn.

3. Selected Candidates should be willing to work in any location within India or abroad as assigned by HCLTech.

4. Service Agreement for 12 Months (as applicable). In case you leave before completing 12 months, you are liable to pay 50k to the organization.

Please Note: Joining with HCL is subject to BGV Clearance, Re-hire Policy (in case applicable) and Eligibility criteria as follows:

1. Minimum 65% /6.5 CGPA throughout in all academics (12th/Diploma, Graduation) & no Backlogs.

2. B.E/B.Tech Graduation passing Year 2022,2023

Important Notes:

Call the Global Technical Support team if you have been selected for the opportunity with HCLTech.

Readings from Ecclesi

Dear Candidate,

To: kotsawar191@gmail.com [kotsawar191@gmail.com]
Subject: HCLTech || Final Confirmation || Batch 2022/2023
Date: Fri, 28 Jul, 2023, 12:21 PM
From: Poonam Sharma <poonam-sharma@hcl.com>
Priority: Normal

To: tip@middlech.ac.in
Kot Reddy <koteswari191@gmail.com>
Tue, Aug 22, 2023 at 11:59 AM

<http://www.elsevier.com/locate/jde>

Digitized by srujanika@gmail.com

www.merriam-webster.com || Merriam-Webster's Dictionary || 2022 © Merriam-Webster, Inc.

8/22/23, 1:14 PM

- Strategic differentiation: Our data and analytics leaders bring novel PoVs and original approaches to our customers.
 - Optimal execution: Complementing this strategic differentiation is our FENIX 2.0 framework, which helps us operationalize your data-driven transformations along the shortest and highest ROI pathways.
 - Delivery model: Our unique service delivery model FENIX 2.0, supported by highly experienced engineers covers the complete information and insight lifecycle for customers and delivers your transformation in a collaborative, customer centric and agile manner.
- We believe that data and analytics transformations call for extensive industry experience, expertise in the ever-evolving field of data delivery that moves your enterprise ahead on its data maturity milestones:

and AI, and an open-ended approach to innovation. That's why our data and analytics practice employs a top-down approach to solutions that move your enterprise ahead on its data maturity milestones.

HCLTech's data and analytics capabilities enable our clients to become more intentional with how their data is collected, consumed, and applied to achieve better business outcomes. We understand that data landscapes vary widely both across and within organizations, and our human-centered consulting approach allows us to put ourselves in your shoes and deliver data to data management. For others, it's misusing data into organizational operations and decision-making. Wherever you find yourself on the road to data maturity, HCLTech is here to help.

Operationalize your data and analytics strategy with HCLTech

C.T.C : Starting Salary of INR - 3, 16,248 to 9, 18,221 Per Year .
Post : Data Analyst / Software Developers
HCL Application Branch : Special Economic Zone, 129, Jigani, Bommasandra Jigani Link Rd, Industrial Area, Bengaluru.

Appointment Letter Date: 5th Jun 2023

Address : House No. 5-78/1, Sri Manikanta Nillyam, Opp Anitha Apartment, Ramavarappadu, VTC: Vilayavada (Rural),
Po: Ramavarappadu, Dist: Krishna, Andhra Pradesh - 521108.

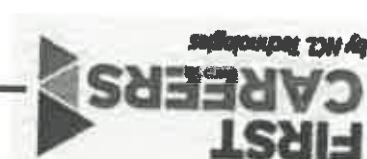
Contact No. 9542509559
Email Id : sravana.sandhyas553@gmail.com

Meesala Sravana Sandhya D/O Mr. Meesala Chandra Rao

You successfully join to HCL First Careers. Kindly inform you that your joining date is 12th of Jun 2023.
Candidate Name - Meesala Sravana Sandhya / HCLFC732012

Congratulation,

Appointment Process Letter - Offer Letter



542

The contents of this e-mail and any attachment(s) are confidential and intended for the named recipient(s) only. E-mail transmission is not guaranteed to be secure or error-free as information could be intercepted, corrupted, lost, destroyed, or may contain viruses in transmission. The e-mail and its contents (with or without redacted areas) shall inherit any liability on the originator or HCL or its affiliates. Views or opinions expressed in this e-mail are solely those of the author and may not necessarily reflect the views of opinions of HCL or its affiliates. Any form of reproduction, dissemination, copying, disclosure, modification, distribution and / or publication of this message without the prior written consent of authorized representative of HCL is strictly prohibited. If you have received this email in error please delete it and notify the sender immediately. Before opening any email and/or attachments, please check them for viruses and other defects.

:DISCLAIMER:

HCLTech does not charge any money for hiring or background verification. Beware of Fraudulent.

 add: image001.jpg@01D8D196.F046FF0

hcltech.com

Supercharging Progress TM

HCLTech

Campuses Hiring Team

Pratibha Rawat

Thanks & Regards,

<https://forms.office.com/r/TYCsyFRmpf>

Please share your formal acceptance by filling out the below attached form by 15th July 2023 to confirm your selection with HCLTech.

Dear Candidate,

Classification: Public

To: E-School Connect <E-SchoolConnect@hcl.com>
Subject: HCLTech || Formal Acceptance
Date: Fri, Jul 14, 2023, 2:27 PM
From: E-School Connect <E-SchoolConnect@hcl.com>

Forwarded message

Thu, Jul 27, 2023 at 2:55 PM
Sameera Shakir <sameera@hcltech.ac.in>

I message

Fwd: HCLTech || Formal Acceptance

TNP MIC College <tmp@hcltech.ac.in>



4F.2

DVR & Dr H S MIC College of Technology Mail - Fwd: HCLTech || Formal Acceptance

7/27/23, 3:47 PM

DVR & DR HS MIC College of Technology
Training & Placement Officer

HCLTech
Supercharging Progress™
hcltech.com

Poonam Sharma
Associate Manager - Campus Relations

Thanks & Regards

<https://forms.office.com/r/TYCSYFRMpf>

Kindly acknowledge the above points by filling out the below attach form by 27th July 2023 to confirm your selection with HCLTech.

Pre-Joining Training (if applicable) will be triggered and the same needs to be completed prior to joining.

- Please Note:
- Joining with HCL is subject to BGV Clearance, Re-hire Policy (in case applicable) and Eligibility criteria as follows: Minimum 65% / 6.5 CGPA throughout in all academics (12th/Diploma, Graduation) & no Backlogs.
 - B.E/B.Tech Graduation passing Year 2022,2023

- You are liable to pay 50K to the organization. In case you leave before completing 12 months, Service Agreement for 12 Months (as applicable).
- Selected Candidate should be willing to work in any location within India or abroad as assigned by HCLTech.
- 24x7 Operations and Shifts, willing to learn.
- Selected Candidates should be willing to work on any assignment assigned by HCLTech including

1. CTC offered: INR 3.25 LPA

Important Points:

S No.	Application No.	Candidate Name	Gender	Email Id	Specification
1	HCLFP173676	KrishthanaJelli	Female	anjaliChowdary.v@gmail.com	Computers Engineering

We are glad to inform you that you have been selected for the opportunity with HCLTech.

Greetings from HCLTech!!

Dear Candidate,

To: anjaliChowdary.v@gmail.com <anjaliChowdary.v@gmail.com>

Subject: HCLTech || Final Confirmation || Batch 2022/2023

Date: Fri, 28 Jul, 2023, 12:04 pm

From: Poonam Sharma <poonam-sharma@hcl.com>

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

DVR & Dr HS MIC College of Technology
Training & Placement Officer

HCL does not charge any money for hiring or background verification. Beware of Fraudulent.

hctech.com

Supercharging Progress TM

HCLTech

Associate Manager - Campus Relations

Poonam Sharma

Thanks & Regards

Pre-Job Training (if applicable) will be triggered and the same needs to be completed prior to joining:

2. B.E/B.Tech Graduation passing Year 2022,2023

1. Minimum 65% /6.5 CGPA throughout in all academics (12th/Diploma, Graduation) & no Backlogs.

Joining with HCL is subject to BGV Clearance, Re-hire Policy (in case applicable) and Eligibility criteria as follows:

Please Note:

4. Service Agreement for 12 Months (as applicable). In case you leave before completing 12 months, you are liable to pay 50K to the organization.

3. Selected Candidate should be willing to work in any location within India or abroad as assigned by HCLTech.

2. Selected Candidate should be willing to work on any assignment assigned by HCLTech including 24x7 operations and shifts, willing to learn.

1. CTC offered: INR 3.25 LPA

Important Points:

S No.	Application No.	Candidate Name	Gender	Email	Graduation Degree Specialization	Information Technology
1	HCLFP423867	Sneha	Female	snehayallam palli@gmail.com		

We are glad to inform you that you have been selected for the opportunity with HCLTech.
Greetings from HCLTech

Dear Candidate,

To: snehayallam palli@gmail.com <snehayallam palli@gmail.com>
Poonam Sharma <poonam-sharma@hcl.com>

HCLTech || Final Confirmation || Batch 2022/2023
3 messages

Tue, Jun 20, 2023 at 22:36

19 - 1250

DVR & DR H S MIC College of Technology Mail - Campus Recruitment 2023 Batch

Training & Placement Officer



We are herewith forwarding the Aritha Gadda Resume as an attachment.

Dear Madam,

[Caution: This message came from an external domain. Please report if there are any suspicious attachments, links or requests for sensitive information.]

Subject: Re: Campus Recruitment 2023 Batch
 To: Jimita J (jimita.j@parkcontrols.com)
 Sent: 01 December 2022 15:32
 From: tnpmp@mictech.ac.in

www.parkcontrols.com

E-mail: jimita.j@parkcontrols.com

M: +91 919288344 / 8147296047
 P: +91 80 2529 2513 / 284
 From: TNP MIC College

PCC PARK CONTROLS

Manager- HR & Admin

Jimita Joseph

Warm Regards

Name	Email	Mobile	Thummaala Hemasri	Gadda Aritha
9391443537	hematummalal789@gmail.com			9014762609
				arithagadda83272@gmail.com

Kindly confirm us after checking with students if they are interested to proceed further and how soon they can be onboarded.

We have completed the technical interview for the shortlisted students. Please find the selected students.

Hl Mr. Prasad,

To: TNP MIC College (tnp@mictech.ac.in)
 Cc: soorayaprabha.u@parkcontrols.com, harsha.k@parkcontrols.com
 Fr, Dec 2, 2022 at 6:37 PM

Campus Recruitment 2023 Batch

TNP MIC College (tnp@mictech.ac.in)

Gmail

DVR & DR H S MIC College of Technology Mail - Campus Recruitment 2023 Batch

4/23/23, 11:02 AM

DVR & DR HS MIC College of Technology
Training & Placement Officer

ForAloha Technology Pvt. Ltd

Thanking You

7. Other Terms & Conditions: You will be governed by the rules and regulations of the Company as applicable to your category of employees.
6. Validity: 30 Days from the date of offer letter
5. Agreement: NDA to be executed
4. Notice Period: 3 months
3. Probation Period: 6 months

Description	Gross Monthly Per Annum	Gross Basic	Gross HRA	Gross Conveyance	SA	Gross Salary	PF Employee Contribution as per EPF	ESI Employer Contribution as per ESI	Bonus as per Bonus Act	Gratuity as per Gratuity Act	Total CTC	Notice Period: 3 months
	2,53,200	21,100	1,055	12,660	0	21,972	2,87,832	0	0	1,014	12,168	3,00,000

Name: Chiranjit Aditya Set Akhil

Annexure

2. Salary: 3,00,000 CTC Per Annum (Rupees Three Lakhs Only)

1. Designation: Software Developer

Reference to your application and subsequent interviews, we are pleased to offer you the following:

Dear Mr Chiranjit,

ADHAR NO:

PAN NO:

Matherashtra

State City

Chiranjit Aditya Sai Akhil

December 5, 2022

OFFER LETTER

ALONA TECHNOLOGY

19H31AO460.

ForAloha Technology Pvt. Ltd.

Thanking You

7. Other Terms & Conditions: You will be governed by the rules and regulations of the Company as applicable to your category of employees.
6. Validity: 30 Days from the date of offer letter
5. Agreement: NDA to be executed
4. Notice Period: 3 months
3. Probation Period: 6 months

Per Annum	Gross Basic	Gross Monthly	Gross HRA	Gross Conveyance	SA	Gross Salary	PF Employee Contribution as per EPF	ESI Employee Contribution as per ESI	Bonus as per Payment of Bonuses Act	Gratuity as per Payment of Gratuity Act	Total CTC	3,00,000
2,53,200	21,100	1,055	1,055	0	0	23,986	21,972	2,87,832	0	1,014	12,168	3,00,000
12,660	1,831	0	0	0	0	0	0	0	0	0	0	0
2,87,832	21,972	2,831	2,831	0	0	23,986	21,972	2,87,832	0	1,014	12,168	3,00,000

Name

Chepuri Aditya Sai Akhil

Annexure

2. Salary: 3,00,000 CTC Per Annum (Rupees Three Lakhs Only)

1. Designation: Software Developer

Reference to your application and subsequent interviews, we are pleased to offer you the following.

Dear Mr. Chepuri,

PAN NO:
ADHAR NO:

Maharashtra
Pune City

Chepuri Aditya Sai Akhil

December 5, 2022

OFFER LETTER

ALOHA TECHNOLOGY

[Quoted text hidden]

Thank you.

If you find everything good to go, I kindly request you to let me know a feasible date for the MoU signing date.

As per our discussion with your esteemed Director Sir please find our Industry-Institution MoU in the attachment. I kindly request you to reach out to me in case you are having any queries.

- Quizzes and Projects as part of the Course Modules for each course.
- Course Completion Certificate.
- Directly.
- Access to Unischool Community that enables students to get connected with industry experts and fellow peers.
- Weekly Guest lectures from Industry Experts
- Online Learning Pre-recorded courses

Students who enroll for these courses shall be getting the following:

Artificial Intelligence license that we wish to provide the students unlocks a library of 200+ courses ranging from students. The course license for free Unischool Course license for a trial period of 45 days to your students. We wish to provide 1000 free Unischool Courses for all the students for a trial period of 45 days to your students. The course license that we wish to provide the students with 01 December 2022 as the joining date. I hope that is feasible.

I kindly request you to share this form with all the selected students, so that we can collect the required details to issue the offer letters. We wish to provide the students with 01 December 2022 as the joining date. I hope that is feasible.

- Poornima Sunnapu
- Appalabhatlu Ravya
- Bellineni Lakshmi Deepashetha
- Savayad Abdulla
- Srayya Puliappad
- Astha Gadda
- Annavarapu Omkar
- Adusumilli Harichini
- Likhita Kallipalli
- Pauli Krupakar Gathapati
- Sahili Chintala Cheruvu
- Mahankali Sudhamita Srivalli
- Dessaai Navya
- Boila Sathiyaa

I hope you are doing well and let me take this opportunity to thank you for a smooth recruitment drive conducted at your campus. Please find the list of students selected from your campus below:

Dear K. Prasad,

To: Dhoomanith Reddy <dhemanth@unischool.in>
Cc: TNP MIC College <mpt@mictech.ac.in>, Shivali.g@unischool.in, Rahul Varma <rahul@unischool.in>, Elizabeth Jacob <elizabeth.j@unischool.in>, Bhavya Deepthi <bhavya.d@unischool.in>

Subject: Unischool Recruitment Drive at MIC College
Mourya Krishma <mourya@unischool.in>
Sent: Nov 5, 2022 at 10:01 AM



✓

- A. In connection with the offer letter given by the Company date 1st Dec 2022, the Company desires to employ the Employee and the Employee accepts the employment of the Company.
- B. In order to more clearly define the relationship between the Company and Employee, the Company and Employee desire to execute this Agreement; and
- C. The Company's engagement and continual employment of the Employee is conditioned upon the Employee's acceptance of and adherence to the terms set forth in this Agreement.
- The Company and the Employee shall hereinafter be collectively referred to as "Parties" and individually as "Party".
- Words of any gender are deemed to include those of the other gender such as "he" include "she".
- IN CONSIDERATION OF THE MUTUAL COVENANTS HERIN CONTAINED AND OF THE MUTUAL BENEFITS HERIN PROVIDED, THE COMPANY AND THE EMPLOYEE AGREE AS FOLLOWS:

WHEREAS:

sayyad Abdulla S/D/O Sayyad Ibrahim aged about 22 years and presently residing at 11-76, Chandamama Petla, Nandigama, Krishna distc 521185 hereinafter referred to as the "Employee", which expression shall, unless it be repugnant to the context or meaning thereof, be deemed to mean and include his heirs, executors, administrators, successors, executors and permitted assigns and legal representatives);

Mr. Raheul Varma ("Company" or "Employee" which expression shall, where the context so admits, include his heirs, successors, executors and permitted assigns);

CIN U72900TG2021PTC149055 and its registered office at Unischool, 52, CrescenT TOWERS, PLOT-1018 PRAGATHI NAGAR, ABOVE KARUR VYSYA BANK, HYDERABAD TG 500090 IN, represented by one of its directors Mr. Raheul Varma ("Company" or "Employee" which expression shall, where the context so admits, include his heirs, successors, executors and permitted assigns);

And

This EMPLOYMENT Agreement (this "Agreement") is made and executed on this 7th NOV 2022 at Hyderabad (hereinafter referred to as the "Effective Date").

EMPLOYMENT AGREEMENT

Unischool



1. Definitions:

- 1.1 "Affiliate" shall mean a Person that directly or indirectly through one or more intermediaries, controls, or is controlled by, or is under common control with, a specified Person, provided that, in respect of an Employee, Affiliates shall include His relative (as is such term defined in the Companies Act, 2013). For purposes of this definition, "control" means the power to direct the management and policies of the Government or other voluntary securities or such Person, directly or indirectly, or through ownership of voting securities, partnership or limited liability interests, non-profit membership, contract or otherwise.
- 1.2 "Business" shall mean and include (i) e-learning platform for students (ii) and such other business as the Company may start in the ordinary course of business;

1.3 "Business Days" shall mean days other than, Sunday and public holidays in Hyderabad;

- 1.4 "Control" shall mean, with respect to any Person: (i) the ownership of more than 50% (fifty percent) of the equity shares of such Person; (ii) the possession of the power to direct the management and policies of such Person, or (iii) the power to appoint a majority of the directors, managers, partners or other individuals exercising similar authority with respect to the affairs of the company.
- 1.5 "Non-Compete Period" shall mean and include any period commencing on from the Effective Date and expiring after 12 (twelve) months from the termination of employment of the Employee in terms of this Agreement;

- 1.6 "Non-Competing Business" shall mean and include any business as conducted / engaged by the Company, directly or indirectly, with the Business or any other business which does not compete, either its Subsidiaries and Affiliates, from time to time.

- 1.7 "Person" shall mean an individual, an association, a corporation, a partnership, a joint venture, a trust, an unincorporated organization, a joint stock company or other entity or organization, including a government or political subdivision, or an agency or instrumentality thereof and/or any other legal entity;
- 1.8 "Subsidiary" shall have the meaning given to it under the Companies Act, 2013;

- 1.9 "The standard working hours" for the Employee will be 11:30 AM to 8:30 PM, 5-6 days in a week, in view of the Employee's position in the Company, the Employee shall effectively perform the duties of Business Operations Executive of the Company, the Employee shall occupy the position and perform the responsibilities as are consistent with such position and as are assigned to him from time to time by the Company. Further, the Employee shall perform his duties and functions in such a manner as to achieve the goals set by the Company.

- 2.1 Upon the commencement of this Agreement, the Employee shall occupy the position and perform the duties of Business Operations Executive of the Company, the Employee shall fulfill such general duties and responsibilities as are consistent with such position. The Employee shall fulfill such general duties of the Company or Affiliates either existing or to be set up, without any place in India to any remuneration at the sole discretion of the management of the Company.
- 2.2 The Employee agrees that he shall be posted at Telangana, Hyderabad. However, during the Company's further expansion, the Employee may be posted/transferred at any place in India to any employee with the Company, the Employee may be posted/transferred at any place in India to any employee set by the Company.

2. Duties and Functions.

- 2.3 The Employee shall devote all his business time, attention and energies to the Business.
- 2.4 The Employee agrees that during the term of this Agreement, he shall not render commercial or professional services of whatsoever nature to any person or organization, whether or not, for pecuniary gain.
- 2.5 The Employee further agrees that during the term of this Agreement, he shall not hold any position (whether directly or indirectly, for profit or not) in any company, organization, entities, partnership and/or joint venture without the prior written consent of the Company.
- 2.6 The Employee agrees and undertakes that during the term of this Agreement, he shall not hold any position (whether directly or indirectly, for profit or not) in any company, organization, entities, partnership and/or joint venture without the prior written consent of the Company.

- 3.1 The Employee shall be entitled to the following compensation and benefits as given below:
- 3.1.1 Remuneration: The Employee shall be entitled to the remuneration as set out in detail in SCHEDULE I annexed hereto.
- 3.2 Rembursement of Expenses. Upon presentation of supporting documentation as may be reasonable and necessary to the Company, the Company may reimburse all business-related expenses incurred by the Employee in the performance of his duties hereunder, including, without limitation, those incurred in connection with business-related travel, boarding and lodging.
- 3.3 Withholding of Taxation. The Remuneration (cost-to-company) paid to the Employee under the terms and conditions of employment (cost-to-company) shall be subject to applicable taxes and shall be subject to be withheld pursuant to the applicable law. Any tax liability arising in respect of payments made pursuant to the Agreement or income earned by the Employee shall only be responsible for withholding taxes from the payments made to the Employee. The Company shall only be responsible for withholding taxes shall be borne solely by the Employee. The Company may withhold the amount of taxes required to be withheld pursuant to the Remuneration (cost-to-company) paid to the Employee under the terms and conditions of employment (cost-to-company) paid to the Employee.
- 3.4 Leaves and Benefits: Subject to the applicable laws, the Employee shall be eligible for certain leaves such as casual leaves, sick leaves etc. The terms and conditions for such leaves is governed by the HR Manual of the Company and the Company reserves the right to modify the terms of such HR Manual without any consent of the Employee.
- 3.5 Relocation Reimbursement Benefits: Company shall reimburse as per norms for the expenses he/she and his/her family incur in relocating to the metropolitan area as required by the job in accordance with Company's Relocation Plan and/or as otherwise agreed by Company. In the event that Employee's employment is terminated within one year following the joining date (i) by Employee or (ii) by the Company, Employee shall and hereby does agree to repay the Company in full for the joining Bonus will be paid no later than 30 days following the joining Date. In the event that Employee's employment is terminated by either Party in accordance with the provisions of this Agreement ("Term"); provided, however, that the employee agrees to serve the company for a minimum period of 3 months from the effective date.

- 4.1. The Parties acknowledge that Employee's employment with the Company commenced on Effective Date and agree that it will continue unless terminated by either Party in accordance with the provisions of this Agreement ("Term"); provided, however, that the employee agrees to serve the company for a minimum period of 3 months from the effective date.
4. Term of the Agreement.
- 3.6 Joining Bonus Benefits: If Employee shall be entitled to receive a joining bonus, the joining bonus will be paid no later than 30 days following the joining date (i) by Employee or (ii) by the Company, Employee shall and hereby does agree to repay the Company in full for the relocation benefit done by the Company.
- 3.7 Bonus will be paid no later than 30 days following the joining Bonus, in the event that Employee's employment is terminated within one year following the joining date (i) by Employee or (ii) by the Company, Employee shall and hereby does agree to repay the Company in full for the relocation benefit done by the Company.
- 4.2. The Parties acknowledge that Employee's employment with the Company commenced on Effective Date and agree that it will continue unless terminated by either Party in accordance with the provisions of this Agreement ("Term"); provided, however, that the employee agrees to serve the company for a minimum period of 3 months from the effective date.

5.1.1. The term "Cause" shall include:

5.1.1.1. Termination by Company for Cause;

5.1.2. Termination of the Agreement.

- a) Unauthorised leaves taken from the Company;
- b) a material act of dishonesty, or fraud or other willful misconduct by the Employee that is detrimental to the pecuniary interests, reputation or goodwill of the Company, its Subsidiaries and Affiliates;
- c) the Employee's consistent failure to reasonably render the services and perform his duties or breach of any material statutory duty relevant to his role that, if capable of being cured and provided that such breach does not have a material adverse effect on the Company, has not been cured within 30 (thirty) days of the date of notice of such breach;
- d) unethical business conduct in violation of the policies of the Company or any anti-corruption laws as applicable in India;
- e) breach of any material statutory duty relevant to his role that, if capable of being cured and provided that such breach does not have a material adverse effect on the Company, has not been cured within 30 (thirty) days of the date of notice of such breach;
- f) unauthorised material disclosure of any confidential information of the Company, its Subsidiaries and Affiliates; and
- g) conviction for any criminal offence;

5.1.2. The Company shall be entitled to terminate the services of the Employee for Cause immediately, without serving any notice period to Employee. Further the Company shall not give any severance package or monetary compensation to the Employee upon termination of Employment under Clause 5.1.

5.2. Termination for Employee's Disability. After the completion of training Period, if in the sole opinion of the Company, the Employee is unable to carry out the responsibilities and functions of the position held by Employee by reason of any physical or mental impairment for more than 30 (thirty) consecutive days or more than 90 (ninety) days in any twelve-month period, then, the Company may terminate Employee's services, subject to applicable law.

5.3. Resignation by Employee. Subject to applicable law and after the completion of Minimum Term, the Employee may resign, at his option, terminate this Agreement by serving the Company with prior 45 (Forty-five) days written notice ("Notice Period") of his resignation from the Company with prior 45 (Forty-five) days written notice terminating the employment of the Employee with immediate effect.

5.3.1. the Employee may request the Company to reduce the term of Notice Period and the Company may accept such request. Upon the occurrence of this event, mentioned in clause 5.3.1, the Company may accept such request, if in the sole opinion of the Employee, the Company may terminate the Notice Period and compensate the Employee with such amount as it may deem fit.

5.3.2. the Company at its own discretion may also waive off term of Notice Period and compensate the Employee.

5.4. Termination due to Abscond of Employee: Subject to the applicable law, if the Employee is absent from the office for a period of 3 days such employee shall be referred as Absconded Employee. The Company at its sole discretion terminates the employment of the Absconded Employee by serving notice to such Employee.

5.5. Termination before the completion of training Period: Subject to applicable law and before the completion of training Period, the Company owing to the non-performance Employee, at its option, terminate this Agreement by serving the Employee with 1 (one) day prior written notice of his termination from the Company.

6.1.	30 (thirty) days after the Company delivers to the Employee disable notice of his termination by reason of the Employee's having become disabled as per Clause 5.2 above;
6.2.	immediately upon the delivery of written notice to the Employee by the Company of his termination by reason of the Employee's having become disabled as per Clause 5.2 above;
6.3.	the last working day of the Employee, where Employee delivers to the Company written notice of his resignation in accordance only with Clause 5.3 above. The Employee agrees that during such notice period Employee shall continue to perform his regular duties and will assist the Company. Further the Employee shall be relieved from his duties only after he hands over the Company's property and complies with the terms of full and final settlement policy.
6.4.	the date mentioned in the termination notice issued by the Company, with respect to event occurred as per Clause 5.4 and 5.5 above.

6. Effective Date of Termination. Notwithstanding anything in this Agreement, the termination of the Employee's services pursuant to this Agreement shall be effective:

6.2. reason of the Employee's having become disabled as per Clause 5.2 above; 6.2.1. so (unintelligible) days after the Company delivers to the Employee written notice of his termination by

With Cause as per Clause 5.1; or without notice to the Employee by the Company of his termination

the last working day of the Employee, where Employee delivers to the Company written notice of his resignation in accordance only with Clause 5.3 above. The Employee agrees that during such notice period Employee shall continue to perform his regular duties and will assist the Company. Further the Employee shall be relieved from his duties only after he hands over the Company's property and comply with the terms of full and final settlement.

6.4. the date mentioned in the termination notice issued by the Company, with respect to event occurred as per Clause 5.4 and 5.5 above.

7. Effect of Termination

7.1. Effect of termination before the expiry of training Period: If the employment of the Employees is terminated by the Company before the expiry of the training Period; if the Employees is unpaid salary with respect to the number of days worked by the Employee, the Company shall receive only clarified salary, the Company shall not give severance package/salary to the Employee.

7.2. Effect of termination before the expiry of Minimum Term: if the Employee violates the Clause 4.1 of this Agreement i.e., Employee terminates this Agreement before the completion of Minimum Term, Employees agrees for the following:-

2. Effect of termination before the expiry of Minimum Term: If the Employee violates the Clause 4.1 of this Agreement, i.e., Employee terminates this Agreement before the completion of Minimum Term, Employees agrees for the following:-

1. Effect of termination before the expiry of training Period: If the employment of the Employee is terminated by the Company before the expiry of the training Period; it the Company shall not give severance package/salary to the Employee.

Effect of Termination

6.4. the date mentioned in the termination notice issued by the Company, with respect to event occurred as per Clause 5.4 and 5.5 above.

Employee shall be relieved from his duties only after he hands over the Company's property and complies with the terms of full and final settlement bill.

With Cause as per Clause 5.1; or without notice to the Employee by the Company of his termination

6.2. reason of the Employee's having become disabled as per Clause 5.2 above; 6.2.1. so (unintelligible) days after the Company delivers to the Employee written notice of his termination by

- 8.1.4. Information regarding customers and products;
- 8.1.5. Information regarding employees and personnel;
- 8.1.6. Hardware systems and software programs;
- 8.1.7. Intellectual properties; and
- 8.1.8. Information relating to the prior, current or contemplated products or services offered and information that the Employee has a reasonable basis to believe was accepted by the Company and / or Affiliates from any third party under obligation of confidentiality.

8.2. In recognition of the foregoing, during and after the termination of this Agreement (regardless of the reason for any such termination) and until such time as the Confidential Information is generally published or is available to the general public other than through the Employee's unauthorized disclosure, the Employee shall not, without the prior written consent of the Company, disclose or use or make available for anyone to use (except in the course of rendering his services, or in furtherance of the business of the Company and Affiliates and as authorized in writing by the Company) any Confidential Information.

8.3. All documents, records, data, apparatus, equipment and physical property pertaining to the Company and / or its Affiliates, whether or not pertaining to Confidential Information, which are furnished to the Employee or not provided by the Company and/or its Affiliates or are produced by the Employee will return all such materials and property immediately upon the relevant Affiliate. In any event, the Employee will return to the Company any material or medium from which any Confidential Information may be ascertained or derived, as and when requested by the Company or the relevant Affiliate. In any event, the Employee will return all such materials and property herunder in any case where the Employee's services for any reason, as provided in this Agreement, shall be terminated.

8.4. The Employee will return to the Company or to the relevant Affiliate, all such materials and property, including any material or medium from which any Confidential Information may be ascertained or derived, as and when requested by the Company or the relevant Affiliate. In any event, the Employee will return all such materials and property herunder in any case where the Employee's services for any reason, as provided in this Agreement, shall be terminated.

8.5. The Employee will return to the Company or to the relevant Affiliate, all such materials and property, including any material or medium from which any Confidential Information may be ascertained or derived, as and when requested by the Company or the relevant Affiliate. In any event, the Employee will return all such materials and property herunder in any case where the Employee's services for any reason, as provided in this Agreement, shall be terminated.

- 9.1. All rights, title and interest in any intellectual property arising out of or in connection with the rendering of services by the Employee hereunder, including without limitation derivative works, trade secrets, software, technology, inventions and any other intellectual property rights, created or conceived by the Employee hereunder, including without limitation designs or methodologies, drawings or specifications of the Company under this Agreement, but not limited to, any moral rights, title and interest to such property (including, but not limited to, any rights, title and interest in intellectual property rights held by the Company or its affiliates), assignments and conveyances of such rights, title and interest to non-usage and / or non-enforcement of such right. At the Company's request, the Employee shall cooperate with the Company in completing any filings and processes, to perfect the Company's (or its designees') ownership in intellectual property rights hereunder.
- 9.2. This Clause 9 is subject to, and shall not be deemed to limit, restrict, or constitute a waiver by the Company of any rights of ownership to which the Company may be entitled to by operation of law by virtue of the Company or any of its affiliates being provided the services by the Employee in the manner contemplated by this Agreement.

10. Non-Competitor Restraints and Non-Solicitation Restraints.

10.1. The Employee Restraint that without prejudice to any other duty imposed by law, he shall not, either directly or through his Affiliates, during the Non-Compete Period, either personally or through an Agent, company or through a Partner, as a Shareholder of a Private Company or a Public Unlisted Company, Joint Venture Partner, Collaborator, Consultant, Advisor, Principal Contractor or Sub-contractor, Director, Trustee, Committee Member, Officer or in any other manner whatsoever, engage in at the time of termination of the Employment of the Employee ("Competing Business");

10.1.2. be concerned in any business in any manner whatsoever that directly or indirectly competes with the business in which such Employee is materially involved as an employee of the Company after the Effective Date;

10.1.3. except on behalf of the Company, canvas or solicit business or customers for services similar to those being provided by the Company from any Person who is a customer of the Company;

10.1.4. induce or attempt to induce any customer/client of the Company to cease to be a customer/client, or to restrict or vary the terms of the contract to, the Company or otherwise

10.1.5. he shall not, directly or indirectly, including by assisting others, solicit, recruit, induce or attempt to persuade (a) any Person then engaged by the Company as an employee, officer or director or so engaged within the preceding 12 months ("Existing Employee"), to leave the employment of the Company; or (b) encourage any consultant, vendor or customer to reduce the quantity of business they do with the Company. It is clarified that the Employee shall be deemed to have breached and failed to comply with the provisions of this Clause if he/she engaged directly or indirectly as an officer or director of another organization or otherwise, employ, engage or retain, an Existing Employee, if such Employment or engagement arose on account of any act of the Employee.

10.2. The Parties recognize that the foregoing covenants in this Clause 10 and the time and other limitations with respect thereto, are reasonable as to duration and subject matter, properly required for reasonable protection of the value and goodwill of the Company, and agree that such limitations are reasonable with respect to the business of the Company.

10.3. The Employee acknowledges and agrees that the compensation paid to him under this Agreement (as set out in Clause 3 above) along with the mutual agreements, covenants,

representations and warranties set forth in this Agreement is adequate consideration for the non-compete covenants contained in this Agreement and that the restrictions contained in this Clause are consigned, in the event that such restriction shall be found to be void, but would be valid if some part thereof was deleted or the scope, period or area of application were reduced, the above restriction shall apply with the deletion of such words or such reduction of scope, period or area of application as may be required to make the restrictions contained in this clause valid and effective.

10.4. The Employee and non-solicitation as set forth above shall be construed to be a restraint of trade against the Employee and agrees that the covenants and obligations with respect to non-competition and non-solicitation restraints contained in this Clause 10 are special, unique and extraordinary matters, and that a restraint of trade

11. Warranties:

11.1. Employee confirms and warrants that:

- a) He has carefully read and fully understood all the provisions of this Agreement.
- b) He has not been arrested, or convicted of, or cautioned for, or charged but not yet tried with any offence or crime (other than minor traffic offences), and there is no lawsuit, arbitration, administrative or other proceeding of such nature pending or threatened against him.
- c) He has not been the subject of any adverse court judgment which threatens his solvency or substantially compromises his financial security.
- d) By entering into this Agreement or performing any of the obligations under it, he will not be in breach of any court order or implied terms of any contract or other obligation binding on him. The Employee further undertakes to indemnify the Company against any such claims, costs, damages, labours or expenses which the Company may incur if he is in breach of any such obligations.
- e) In the performance of his obligations, the Employee will not utilize or make available to the Company or any of its Subsidiaries/Affiliates any Confidential Information of any third party or other proceeding, litigation or investigation by any state or governmental body or agency or any regulatory authority or self-regulatory organization.

f) He has never been suspended, censured or otherwise been subjected to any disciplinary action or violated any obligation with respect to such information.

g) The Employee agrees that if it is found that the information submitted by the Employee is incomplete or inaccurate and acknowledges that if it is found by any court or any other authority or self-regulatory organization that the Employee has concealed / suppressed certain material information which detrimentally impacts the Company, the Company may terminate employment without notice or pay in lieu thereof to other remedies available to the Company.

11.2. This employment is on the basis that the information submitted by the Employee is complete and correct. The Employee agrees that if it is found that the Employee has concealed / suppressed certain material information which detrimentally impacts the Company, the Company may terminate employment without notice or pay in lieu thereof to other remedies available to the Company.

12. Violation of Unenforceable Restrictions, if any restriction or understanding reached between the parties shall be enforceable restocking the parties shall negotiate in good faith to replace such void or unenforceable restriction or understanding with a valid provision which, so far as possible, has the same legal and commercial effect as that which it replaces.

13. Breach. If any breach or violation of the provisions, covenants warrenties, the Employee agrees to any other remedy afforded by a court of equity) may (subject to the discretion of the courts) be obtained. No waiver of any breach or violation shall be implied from forbearance or failure by the company to take action.

Company Sai Rahul Varma G CEO & Director Edupolis Education Technology Private Limited, Address: Unschool, S2, Cresent Towers, Plot -1018 Pragathi Nagar, ABOVE Karur Vysya Bank, Hyderabad, Tel 500090 IN Email: rahu1@unschool.in
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Any notice or other communication hereunder must be given in writing and either (a) delivered in person; (b) transmitted by facsimile, provided that any notice so given is also mailed as provided in clause (c); or (c) mailed, postage prepaid, as follows:

19. Notices.

16. Entire Agreement; Termination of Prior Agreements. This Agreement and the agreements and documents referred to herein contain the entire understanding of the Employee to the Company with respect to the services to be rendered by the Employee to the Company and supersede any and all prior understandings, written or oral, between the Employee and the Company and between the Employee and any Affiliate or predecessor of the Company. Any such prior understandings or agreements are hereby terminated and are of no further force and effect. This Agreement may not be amended, waived, discharged or terminated orally, but only by an instrument in writing, specifically identified as an amendment to this Agreement, and signed by the Employee and a duly authorized officer of the Company. By entering into this Agreement, and signing an instrument in writing, specifically identified as an amendment to this Agreement, the Employee certifies and acknowledges that he has carefully read all of the provisions of this Agreement and the rules and regulations of the Company and that he voluntarily and knowingly enters into this Agreement.

17. Severability. If any provision of this Agreement is invalid or unenforceable to any extent for any reason including by reason of any circumstance shall be invalid or unenforceable to any extent that it is invalid or unenforceable to persons or circumstances other than those to which it is held and the application of such provision to persons or circumstances other than those to which it is held invalid or unenforceable shall not affect the validity or enforceability of the remainder of this Agreement. The invalid and enforceable parts of this Agreement shall be replaced by law. Any invalid or unenforceable provision of this Agreement shall be valid and enforceable to the fullest extent permitted by law.

18. Governing Law. This Agreement shall be governed by and construed in accordance with the laws of the Republic of India without regard to applicable conflicts of laws principles. The courts in Hyderabad shall have the exclusive jurisdiction in relation to all matters arising out of this Agreement.

15. Deductions. The Employee agrees and acknowledges that the Company may, subject to applicable laws, at any time during the term of employment cease to deduct from the Employee's salary, or final settlement, any outstanding loans, advances or overpayments.

14. **Indemnities.** The Employee, at all times during the course of his employment in the Company (and even after the termination of this Agreement) agrees to indemnify and keep indemnified the Company against all losses, damages, claims, interests, costs, expenses, labilities, proceedings and demands which the Company actually suffers or incurs as a direct result of acts or omissions of the Employee during the course of employment.

21. Interimship Period.

21.1 The interimship period will be for the 1st 3 months.

21.2 Salary for the interimship period i.e., for 1st 3 months will be INR 2000.

- 20.6 The requirements and covenants of Clauses 8 (Non-Disclosure of Confidential or Proprietary Information), 9 (Intellectual Property Rights), 10 (Non-Competition Restrictions and Non-Solicitation Restrictions), 14 (Indemnities), 17 (Severability), 18 (Governing Law), 18 (Dispute Resolution), and 20 (Miscellaneous) and such other clauses which by their nature survive termination of this Agreement continue in full force and effect after the termination of this Agreement.
- 20.5 Notwithstanding anything to the contrary contained elsewhere, the Company shall be entitled at any time by the Company to the Employee pursue any claim from the Employee against any amount payable at any time to set off any amount owing at any time to the Company.
- 20.4 The Employee has been provided with an opportunity to consult with the Employee's own counsel with respect to this Agreement.
- 20.3 The captions of the Clauses of this Agreement are for convenience of reference only and in no way define, limit or affect the scope or substance of any section of this Agreement.
- 20.2 This Agreement may be modified or amended only by an instrument in writing executed by the parties hereto and approved in writing by a duly authorized officer of the Company. The parties hereto agree that in no event shall an oral modification of this Agreement be enforceable or valid.
- 20.1 No delay or omission by the Company or the Employee in exercising any right under this Agreement shall operate as a waiver of that or any other right. A waiver or consent given by the Company or the Employee on any one occasion shall be effective only in that instance and shall not be construed as a bar or waiver of any right on any other occasion.

20. Miscellaneous.

the other Parties. Each such notice or other communication shall be effective (i) if given by mail, three days after such communication is deposited in the mail with first class postage prepaid, addressed as aforesaid, (ii) if given by facsimile, when transmitted to the applicable number so specified in (or pursuant to) this Clause 19 provided that appropriate confirmation of receipt is generated by the facsimile and a duplicate copy is mailed, postage prepaid, or (iii) sent by electronic mail or if given by any other means, when actually delivered at such address.

Employee	Name: Sayyad Abdulla
Address: - 11 -76, Chandamama Peta, Nandigama, Krishna district 521185	Email: abdullaabdullahsayyad@gmail.com Mobile: 6302794637

Name: Sayyad Abdulla 	
Name: Rahul Varma 	Title: CEO, Name: Rahul Varma 
COMPANY: 	Name: Edupolis Education Technology Pvt. Ltd. (Unschool) 

IN WITNESS WHEREOF, EACH OF THE PARTIES HERETO HAS CAUSED THIS AGREEMENT TO BE DULY EXECUTED AND DELIVERED UNDER SEAL, BY ITS AUTHORIZED OFFICERS OR INDIVIDUALLY, AS OF THE DATE FIRST ABOVE WRITTEN.

22.1 The full time employment will start from the 4th Month.

22. Full time Employment.

22.3 Salary for the training period i.e. 1st month will be held as training cost and released along with the 2nd month salary to the Employee.

Other benefits

-Your CTC is Rs 1,68,000/-per annum as the fixed portion and +10,000 INR per month performance-based incentives for the operating year 2022-23 payable monthly.

(* Subject to TDS deduction)

Annexe A

- During the first 3 months, the employee is paid a base stipend of 12000 INR.
 - Refer below for the split-up of the salary structure for the full-time role (after the internship period).

Other benefits

1. Gratuity will be paid by the Company as per the Rules of Payment of Gratuity Act 1972.

Your CTC is Rs 3,45,000/-per annum as the fixed portion and 3LPA performance-based incentives for the operating year 2022-23 payable monthly.

(* Subject to TDS deduction)

Particulars	Monthly	Annual
House Rent Allowance	14,400	1,72,800
Phone & Internet	5,760	69,120
Any Specific Allowance [2]	2,000	24,000
Any Specific Allowance [3]	-	-
Gross Salary	4,862	58,344
ESIC	1,728	20,736
Gross Salary FIX	28,750	3,45,000
Variabale	-	-
Bonuses	-	-
Mediclaim	-	-
Gratuity	-	-
Cost To Company (TOTAL)	28,750	3,45,000
ESI Employee	1,728	20,736
PF Employee	200	2,5094
Professional Tax	-	-
Tax Home	-	-
Operating Year 2022-23 Payable monthly		
Other benefits		
1. Gratuity will be paid by the Company as per the Rules of Payment of Gratuity Act 1972.		

Name	Designation	DOJ	1 st December 2022	Business Operations	Executive	Automatic CTC Structure	Basic Salary	House Rent Allowance	Phone & Internet	Any Specific Allowance [2]	Any Specific Allowance [3]	Gross Salary	ESIC	Gross Salary FIX	Variabale	Bonuses	Mediclaim	Gratuity	Cost To Company (TOTAL)	ESI Employee	PF Employee	Professional Tax	Tax Home	Operating Year 2022-23 Payable monthly	Other benefits
Sayyad Abdulla	Designation	DOJ	1 st December 2022	Business Operations	Executive	Automatic CTC Structure	Basic Salary	House Rent Allowance	Phone & Internet	Any Specific Allowance [2]	Any Specific Allowance [3]	Gross Salary	ESIC	Gross Salary FIX	Variabale	Bonuses	Mediclaim	Gratuity	Cost To Company (TOTAL)	ESI Employee	PF Employee	Professional Tax	Tax Home	Operating Year 2022-23 Payable monthly	Other benefits

Refer below for the split-up of the salary structure after completion of 6 months as an New Designation at Edupolls Education Technology Pvt Ltd. (Unschool).

Name: Daiyoud: Abdulla

Date: 11-11-2022

Signed: Sayed Abdulla

I hereby accept the aforesaid position and terms and conditions of employment set forth above.

Authorized Signature

Rahul Varma
Co-founder and CEO
Edupolls Education Technology Pvt Ltd. (Unschool)
Rahul Varma



for Edupolls Education Technology Pvt Ltd (Unschool)

Yours faithfully,

Thanking you,

We hope you have a great learning experience with us and grow in the process of this role.

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HEREIN PROVIDED, THE COMPANY AND THE EMPLOYEE AGREE AS FOLLOWS:

IN CONSIDERATION OF THE MUTUAL COVENANTS HEREIN CONTAINED AND OF THE MUTUAL BENEFITS

Words of any gender are deemed to include those of the other gender such as "he", include "she".

"Party".

The Company and the Employee shall hereinafter be collectively referred to as "Parties" and individually as

Employee's acceptance of and adherence to the terms set forth in this Agreement.

C. The Company's engagement and continual employment of the Employee is conditioned upon the

B. In order to more clearly define the relationship between the Company and Employee, the Company and Employee desire to execute this Agreement; and

A. In connection with the offer letter given by the Company date 1st Dec 2022, the Company desires to employ the Employee and the Employee accepts the employment of the Company.

WHEREAS:

THANNERU ASRITHA S/D/O THANNERU SURYANARAYANA aged about 20 years and presently residing at 5-183, Gundralah Nagar, Wyra, Khammam, Telangana, 507165 hereinafter referred to as the "Employee", which expression shall, unless it be repugnant to the context or meaning thereof, be deemed to mean and include his heirs, executors, administrators, successors, assigns and legal representatives).

Edupolis Education Technology Private Limited, a company incorporated under the Companies Act, 2013 having CIN U72900TG2021PTC149055 and its registered office at Unischool, 52, CrescenT TOWERS, PLOT -1018 PAGATHI NAGAR, ABOVE KARUR VYSYA BANK, HYDERABAD TG 500090 IN, represented by one of its director Mr. Rahul Varma ("Company" or "Employee", which expression shall, where the context so admits, include its heirs, successors, executors and permitted assigns);

This EMPLOYMENT Agreement (this "Agreement") is made and executed on this 7th Nov 2022 at Hyderabad (hereinafter referred to as the "Effective Date").

EMPLOYMENT AGREEMENT

Unischool
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19/11/2022

1. Definitions:

- 1.1. "Affiliate" shall mean a Person that directly or indirectly through one or more intermediaries, controls, or is controlled by, or is under common control with, a specified Person, provided that, in respect of an Employee, Affiliates shall include his relative (as is such term defined in the Companies Act, 2013). For purposes of this definition, "control" means the possession, directly or indirectly, of the power to elect more than 50% of the governing board of such Person or to direct to cause the direction of the management and policies of the Person, whether through ownership, partnership, contract or otherwise.
- 1.2. "Business" shall mean and include ((i) e-learning platform for students (iii) and such other business as the Company may start in the ordinary course of business;
- 1.3. "Business Days" shall mean days other than, Sunday and public holidays in Hyderabad;
- 1.4. "Control" shall mean, with respect to any Person: (i) the ownership of more than 50% (fifty percent) of the equity shares or other voting securities of such Person, (ii) the possession of the power to direct the management and policies of such Person, or (iii) the power to appoint a majority of the directors, managers, partners or other individuals exercising similar authority with respect to such Person directly or indirectly, including through one or more other Persons; and the term "Common Control" and its Subsidiaries and Affiliates, from time to time.
- 1.5. "Non-Compete Period" shall mean the period commencing on from the Effective Date and expiring after 12 (twelve) months from the termination of employment of the Employee in terms of this Agreement;
- 1.6. "Non-Competing Business" shall mean and include any business which does not compete, either directly or indirectly, with the Business or any other business as conducted / engaged by the Company, its Subsidiaries and Affiliates, from time to time.
- 1.7. "Person" shall mean an individual, an association, a corporation, a partnership, a joint venture, a trust, an unincorporated organization, a stock company or other entity or organization, including a government or political subdivision, or an agency or instrumentality thereof and/or any other entity;
- 1.8. "Subsidiary" shall have the meaning given to it under the Companies Act, 2013;
- 1.9. "The standard working hours" for the Employee will be 11:30 AM to 8:30 PM, 5-6 days in a week, in view of the Employee's position in the Company, the Employee shall effectively perform to ensure results and will be expected to work beyond the standard working hours to achieve the results, whenever the job so requires. Additionally, the Company may implement staggered working hours as may be notified by the Company to accommodate such staggered shifts.
2. Duties and Functions.
- 2.1. Upon the commencement of this Agreement, the Employee shall occupy the position and perform the duties of Business Operations Executive of the Company. The Employee shall fulfill such general duties and responsibilities as are consistent with such position and as are assigned to him from time to time by the Company. Further, the Employee shall perform his duties and functions in such a manner as to achieve the goals set by the Company.
- 2.2. The Employee agrees that he shall be posted at Telangana, Hyderabad. However, during employment with the Company, the Employee may be posted/transferred at any place in India to any office of the Company or Affiliate either existing or to be set up, without any addition or remuneration at the sole discretion of the management of the Company.

- 4.1. The Parties acknowledge that Employee's employment with the Company commenced on Effective Date and agree that it will continue unless terminated by either Party in accordance with the provisions of this Agreement ("Term"); provided, however, that the employee agrees to serve the company for a minimum period of 3 months from the effective date.

4.2. Term of the Agreement.

- 3.5. Relocation Reimbursement Benefits: Company shall reimburse as per norms for the expenses he/she and his/her family incur in relocating to the metropolitan area as required by the job in accordance with Company's Relocation Plan and/or as otherwise agreed by Company. In the event that Employee's employment is terminated within one year following the joining date (ii) by Employee or (iii) by the Company, Employee shall be entitled to receive a joining bonus, the Joining Bonus will be paid no later than 30 days following the joining date. In the event that Employee's Relocation Reimbursement done by the company.
- 3.6. Joining Bonuses Benefits: If employee shall be entitled to repay the Company in full for the Joining Bonus, Employee shall agree to repay the Company in full for the Relocation by the Company, Employee shall and hereby does agree to repay the Company in full for the Relocation by the Company, Employee shall only be responsible for withholding taxes made pursuant to the applicable law. Any tax liability arising in respect of payments required to be withheld pursuant to applicable law may withhold the performance amounts as are subject to applicable taxes and the Company may withhold the amount as are levies such as casual leaves, sick leaves etc. The terms and conditions for such leaves is governed by the HR Manual of the Company and the Company reserves the right to modify the terms of such HR Manual without any consent of the Employee.

- 3.4. Leaves and benefits: Subject to the applicable laws, the Employee shall be eligible for certain leaves such as casual leaves, sick leaves etc. The terms and conditions for such leaves is governed by the HR Manual of the Company and the Company reserves the right to modify the terms of such HR Manual without any consent of the Employee.

- 3.3. Withholding at Taxation. The Remuneration (cost-to-company) paid to the Employee under lodging, telecommunication and entertainment in accordance with Company's policy in this regard, including, without limitation, those incurred in connection with business-related travel, boarding and business-rerelated expenses incurred by the Employee in the performance of his duties hereunder, reasonably satisfactory to the Company, the Company may as per the its policies, reimburse all expenses related to the Company to the extent permitted by law. Any tax liability arising in respect of payments required to be withheld pursuant to applicable law may withhold the amount as are subject to applicable taxes and the Company may withhold the amount as are levies such as casual leaves, sick leaves etc. The terms and conditions for such leaves is governed by the HR Manual of the Company and the Company reserves the right to modify the terms of such HR Manual without any consent of the Employee.
- 3.2. Reimbursement of Expenses. Upon presentation of supporting documentation as may be required by the Company, the Company shall be entitled to the remuneration as set out in detail in Schedule 1 annexed hereto.

- 3.1. The Employee shall be entitled to the following compensations and benefits as given below:
- 3.1.1. Remuneration: The Employee shall be entitled to the remuneration as set out in detail in Schedule 1 annexed hereto.

3. The Compensation and Benefits.
- 2.4. The Employee shall devote all his business time, attention and energies to the Business, devote his reasonable best efforts, skill and ability and shall perform his responsibilities in a competent and professional manner.
- 2.5. The Employee further agrees that during the term of this Agreement, he shall not render commercial or professional services of whatsoever nature to any person or organization, whether or not, for pecuniary gain.
- 2.6. The Employee agrees and undertakes that during the term of this Agreement, he shall not hold any position (whether directly or indirectly), for profit or not) in any company, organization, entities, partnership and/or joint venture without the prior written consent of the Company.
- 2.7. The Employee agrees to abide by the rules, regulations, human resource manual, stock option scheme, personnel policies and other policies of the Company and any change thereof which may be adopted by the Company from time to time ("HR Manual").

5.1.1. The term "Cause" shall include;

5.1.1. Termination by Company for Cause;

5. Termination of the Agreement.

- a) Unauthorized leaves taken from the Company;
- b) A material act of dishonesty, or fraud or other willful misconduct by the Employee that is detrimental to the pecuniary interests, reputation or goodwill of the Company, its Subsidiaries and Affiliates;
- c) The Employee's consistent failure to reasonably render the services and perform his duties or breach of any material obligation as provided in this Agreement, which is not cured within 30 (thirty) days following the Employee's receipt of written notice (including electronic mail) therefrom that behalf from the Company;
- d) Unethical business conduct in violation of the policies of the Company or any anti-corruption laws as applicable in India;
- e) Breach of any material statutory duty relevant to his role that, if capable of being cured and provided that such breach does not have a material adverse effect on the Company, has not been cured within 30 (thirty) days of the date of notice of such breach;
- f) Unauthorized material disclosure of any confidential information of the Company, its Subsidiaries and Affiliates; and
- g) Conviction for any criminal offence.

- 5.1.2. The Company shall be entitled to terminate the services of the Employee for Cause immediately, without serving any notice period to Employee. Further the Company shall not give any severance package or monetary compensation to the Employee upon termination of Employment under Clause 5.1.
- 5.2. Termination for Employee's Disability. After the completion of training Period, if in the sole opinion of the Company, the Employee is unable to carry out the responsibilities and functions of the position held by reason of any physical or mental impairment for more than 30 (thirty) consecutive days or more than 90 (ninety) days in any twelve-month period, then, the Company may terminate the Employee by reason of any disability for the minimum term, the Employee may resign his employment ("Notice Period") of his resignation from the Company. Parties understand that five days written notice ("Notice Period") of his resignation from the Company. Parties understand the following:-

- 5.3. Resignation by Employee. Subject to applicable law and after the completion of Minimum Term, the Company may request the Company to reduce the term of Notice Period and the Company may accept such request. Upon the occurrence of this event, mentioned in clause 5.3.1, the Company at no cost accept such request of the Employee;
- 5.3.2. the Company at its own discretion may also waive off term of Notice Period and compensate the Employee with such amount as it may deem fit.
- 5.4. Termination due to Abscond of Employee: Subject to the applicable law, if the Employee is absent from the office for a period of 3 days such employee shall be referred as Absconded Employee. The Company at its sole discretion terminates the employment of the Absconded Employee by serving notice to such Employee.
- 5.5. Termination before the completion of training Period: Subject to applicable law and before the completion of training Period, the Company owing to the non-performance Employee, at its option, terminates this Agreement by serving the Employee with 1 (one) day prior written notice of his termination from the Company.

6.1. 30 (thirty) days after the Company delivers to the Employee written notice of his termination by reason of the Employee's having become disabled as per Clause 5.2 above;

6.2. immediately upon the delivery of written notice to the Employee by the Company of his termination with cause as per Clause 5.1;

6.3. the last working day of the Employee, where Employee delivers to the Company written notice of his resignation in accordance only with Clause 5.3 above. The Employee agrees that during such notice period Employee shall continue to perform his regular duties and will assist the Company. Further the Employee shall be relieved from his duties only after he hands over the Company's property and complies with the terms of full and final settlement policy.

6.4. the date mentioned in the termination notice issued by the Company, with respect to event occurred as per Clause 5.4 and 5.5 above.

6. Effective Date of Termination. Notwithstanding anything in this Agreement to the contrary, the termination of

9.2. This Clause 9 is subject to, and shall not be deemed to limit, restrict, or constitute a waiver by the Company of any rights of ownership to which the Company may be entitled to by operation of law by virtue of the Company or any of its affiliates being provided the services by the Employee in the manner contemplated by this Agreement.

9.1. Intellectual Property Rights.
8.4. The Employee will return to the Company or to the relevant Affiliate, all such materials and property, including any material or medium from which any Confidential Information may be ascertained or derived, as and when requested by the Company or the relevant Affiliate. In any event, the Employee will return all such materials and property immediately upon the termination of the employment or derivation, as and when requested by the Company or the relevant Affiliate, in the event of termination of services by the Employee hereunder, including without limitation any copyrights, designs or methodologies; during the employment under this Agreement whether or not in the Company's premises or further consideration, perpetually and irrevocably transfers, assigns and conveys all right, title and interests to such property (including, but not limited to, any moral rights) worldwide that the Employee permits to the Company under any law or equity whatsoever to the Company. To the maximum extent permitted by applicable law, the Company's rights herein associated with any such assignment shall not lapse for any reason whatsoever (other than as expressly agreed to by the Company), including but not limited to non-use and/or non-enforcement of such right. At the Company's request, the Employee shall cooperate with the Company in completing any filings and processes, to perfect the Company's (or its designates') ownership in intellectual property rights hereunder.

8.4. The Employee will return to the Company or to the relevant Affiliate, all such materials and property, including any material or medium from which any Confidential Information may be ascertained or derived, as and when requested by the Company or the relevant Affiliate. In any event, the Employee will return all such materials and property immediately upon the termination of the employment or derivation, as and when requested by the Company or the relevant Affiliate, in the event of termination of services by the Employee hereunder, including without limitation any copyrights, designs or methodologies; during the employment under this Agreement whether or not in the Company's premises or further consideration, perpetually and irrevocably transfers, assigns and conveys all right, title and interests to such material or property or any copies, compilations or analyses thereof after such termination.

8.3. All documents, records, data, apparatus, equipment and physical property pertaining to the Company and/or its Affiliates, whether or not pertaining to Confidential Information, which are furnished to the Employee by the Company and/or its Affiliates or are produced by the Employee in connection with the rendering of services by the Company and/or its Affiliates (as the case may be).

8.2. In recognition of the foregoing, during and after the termination of this Agreement (regardless of the reason for any such termination) and until such time as the Confidential Information is generally published or is available to the general public other than through the Employee's unauthorized disclosure, the Employee shall not, without the prior written consent of the Company, disclose or use or make available for anyone to use (except in the course of rendering his services, or in furtherance of the business of the Company and Affiliate) any Confidential Information.

8.1.8. Information relating to the prior, current or contemplated products or services offered and information that the Employee has a reasonable basis to believe was accepted by the Company and/or Affiliates from any third party under obligations of confidentiality.

8.1.7. trade secrets, business strategies, designs, test methods, software and such other intellectual properties; and

8.1.6. hardware systems and software programs;

8.1.5. information regarding employees and personnel;

8.1.4. information regarding customers and products;

10. Non-Competition Restrictions and Non-Solicitation Restrictions.
- 10.1. The Employee undertakes that without prejudice to any other duty implied by law, he shall not, either directly or through his Affiliates, during the Non-Compete Period, either personally or through an agent, company, joint venture partner, collaborator, consultant, advisor, principal contractor or sub-contractor, director, trustee, committee member, office bearer or in any other manner whatsoever, be concerned in any business in any manner whatsoever that directly or indirectly competes with the business in which such Employee is materially involved as an employee of the Company after the time of termination of the employment of the Employee ("Competing Business");
- 10.1.1. be concerned or interested in any business in any manner whatsoever that directly or indirectly competes with the Business or any business or customer or service similar to those being provided by the Company any Person who is a customer of the Company;
- 10.1.2. be concerned in any business in any manner whatsoever that directly or indirectly competes with the business in which such Employee is materially involved as an employee of the Company after the Effective Date;
- 10.1.3. except on behalf of the Company, canvass or solicit business or customers for services similar to those being provided by the Company from any Person who is a customer of the Company;
- 10.1.4. induce or attempt to induce any customer/client of the Company to cease to be, in the interest of the Company;
- 10.1.5. leave the employment of the Company; or (b) encourage any consultant, vendor or customer to reduce the quantum of business they do with the Company. It is clarified that the Employee shall be deemed to have breached and failed to comply with the provisions of this Clause to reduce the quantum of business they do with the Company, or (c) engage in any other conduct or behaviour with the relationship between such a customer/client and the Company (save and except actions taken during the course of his employment with the Company in exercise of his power and authority as an employee of the Company and in, what he reasonably believes to be, in the interest of the Company);
- 10.2. The Parties recognize that the foregoing covenants in Clause 10 and the time and other limitations with respect thereto, are reasonable as to duration and subject matter, properly required for the adequate protection of the value and goodwill of the Company, and agree that such limitations are reasonable with respect to the business of the Company.
- 10.3. The Employee acknowledges and agrees that the compensation paid to him under this Agreement (as set out in Clause 3 above) along with the mutual agreements, covenants,
- 10.4. The Employee acknowledges and agrees that the covenants and obligations with respect to non-competition and non-solicitation as set forth above shall not be construed to be a restraint of trade against the Employee and relate to special, unique and extraordinary matters, and that a violation of

- a) He has carefully read and fully understands all the provisions of this Agreement.
- b) He has not been arrested, or convicted of, or cautioned for, or charged but not yet tried with any offence or crime (other than minor traffic offences), and there is no lawsuit, arbitration, administrative or other proceeding or government investigation pending or threatened against him.
- c) He has not been the subject of any adverse court judgment which threatens his solvency or substantially compromises his financial security.
- d) By entering into this Agreement or performing any of the obligations under it, he will not be in breach of any court order or any express or implied terms of any contract or other obligation such as claims, costs, damages, labours or expenses which the Company may incur if he is in breach of any such obligations.
- e) In the performance of his obligations, the Employee will not utilize or make available to the Company or any of its Subsidiaries/Affiliates any Confidential Information of any third party or other proceedings or investigations by any state or governmental body or agency or any regulatory authority or self-regulatory organization.
- f) He has never been suspended, censured or otherwise been subjected to any disciplinary action or other procedure, litigation or investigation by any state or governmental body or agency or any regulatory authority or self-regulatory organization without which determination impacts the Employee under this Agreement.
- 11.2. This employment is on the basis that the information submitted by the Employee is complete and correct. The Employee agrees and acknowledges that if it is found that the information submitted is false or incomplete or that the Employee has concealed / suppressed certain material information which determines or affects the Employee's pay in lieu thereof in addition to other remedies available to the Company against the Employee under this Agreement.
- 11.2.1. Warrants:
- 11.2.1.1. Employee confirms and warrants that:
- a) Any of the terms of such covenants and obligations will cause the Company irreparable injury. Each of such covenants contained in this Clause shall be construed as a separate covenant and if, in any judicial proceeding, a court shall refuse to enforce any of the separate covenants of this clause, then such applicable laws for the purpose of such proceeding or any other judicial proceeding to the extent necessary to permit the remaining covenants to be enforced.
 - b) He has not been arrested, or convicted of, or cautioned for, or charged but not yet tried with any offence or crime (other than minor traffic offences), and there is no lawsuit, arbitration, administrative or other proceeding or government investigation pending or threatened against him.
 - c) He has not been the subject of any adverse court judgment which threatens his solvency or substantially compromises his financial security.
 - d) By entering into this Agreement or performing any of the obligations under it, he will not be in breach of any court order or any express or implied terms of any contract or other obligation such as claims, costs, damages, labours or expenses which the Company may incur if he is in breach of any such obligations.
 - e) In the performance of his obligations, the Employee will not utilize or make available to the Company or any of its Subsidiaries/Affiliates any Confidential Information of any third party or other proceedings or investigations by any state or governmental body or agency or any regulatory authority or self-regulatory organization.
 - f) He has never been suspended, censured or otherwise been subjected to any disciplinary action or other procedure, litigation or investigation by any state or governmental body or agency or any regulatory authority or self-regulatory organization without which determination impacts the Employee under this Agreement.
- 11.2.2. The employment is on the basis that the information submitted by the Employee is complete and correct. The Employee agrees and acknowledges that if it is found that the information submitted is false or incomplete or that the Employee has concealed / suppressed certain material information which determines or affects the Employee's pay in lieu thereof in addition to other remedies available to the Company against the Employee under this Agreement.
- 11.2.3. This employment is on the basis that the Employee under this Agreement.
12. Void or Unenforceable Restrictions. If any restriction or undertaking is found by any court or other competent authority to be void or unenforceable, the Parties shall negotiate in good faith to replace such void or unenforceable restriction or undertake with a valid provision which, as far as possible, has the same legal and commercial effect as that which it replaces.
13. Breach. If any breach or violation of the provisions, covenants warrants, the Employee agrees and is likely to be essential to safeguard the interests of Company and that injunctive relief (in addition to any other remedies afforded by a court of equity) may (subject to the discretion of the courts) be obtained. No waiver of any breach or violation shall be implied from forbearance or failure by the company to take action.

Company

Sai Rahul Varma G

CEO & Director

Edupolls Education Technology Private Limited,

ABOVE KARUR VVSYA BANK, HYDERABAD, TG 500090 IN

Address: Unischool, S2, Cresent Towers, Plot-1018 Pragathi Nagar,

Email: rahul@unischool.in

(c) mailed, postage prepaid, as follows:

(b) transmitted by facsimile, provided that any notice so given is also mailed as provided in clause (c); or
Any notice or other communication hereunder must be given in writing and either (a) delivered in person;

19. Notices.

Hyderabad shall have the exclusive jurisdiction in relation to all matters arising out of this Agreement.
of the Republic of India without regard to applicable conflicts of laws principles. The courts in
Hyderabad shall have the exclusive jurisdiction in relation to all matters arising out of this Agreement.

18. Governing Law. This Agreement shall be governed by and construed in accordance with the laws
reflects the original intent of the unenforceable provision.
of the Republic of India without regard to applicable conflicts of laws principles. The courts in
Hyderabad shall have the exclusive jurisdiction in relation to all matters arising out of this Agreement.

17. Severability. If any provision of this Agreement or the application thereof to any Person or
invalid or unenforceable shall not be affected thereby, and each provision of this Agreement
and the application of such provision to Persons or circumstances other than those as to which it is held
invalid or unenforceable shall not be affected thereby, and each provision of this Agreement
law or regulation or government policy or any amendment thereto, the remainder of this Agreement
circumstance shall be invalid or unenforceable to any extent for any reason including by reason of any
reflects the original intent of the unenforceable provision.

16. Entire Agreement; Termination of Prior Agreements. This Agreement and the agreements and
documents referred to herein contain the entire understanding of the Company and supersede any and all prior
respect to the services to be rendered by the Employee to the Company and supersede any and all prior
understandings, written or oral, between the Employee and between the Employee
and any Affiliate or predecessor of the Company. Any such prior understandings or agreements are
hereby terminated and are of no further force and effect. This Agreement may not be amended,
waived, discharged or terminated orally, but only by an instrument in writing, specifically identified
as an amendment to this Agreement, and signed by the Employee and a duly authorized officer of the
Company. By entering into this Agreement, the Employee certifies and acknowledges that he has
carefully read all of the provisions of this Agreement and understands them to be his Agreement and
that he voluntarily and knowingly enters into this Agreement.

15. Deductions. The Employee agrees and acknowledges that the Company may, subject to
applicable laws, at any time during the term of employment or cessation thereof, deduct from the
Employee's salary, or final settlement, any outstanding loans, advances or overpayments.
Employee.

14. Indemnities. The Employee, at all times during the course of his employment in the Company
(and even after the termination of this Agreement with respect to the terms contained herein) agrees
to indemnify and keep indemnified the Company, as the case may be, against all losses, damages,
claims, interests, costs, expenses, labilities, proceedings and demands which the Company actually
suffers or incurs as a direct result of acts or omissions of the Employee during the course of

- 20.1. No delay or omission by the Company or the Employee in exercising any right under this Agreement shall operate as a waiver of that or any other right. A waiver or consent given by the Company or the Employee on any one occasion shall be effective only in that instance and shall not be construed as a bar to future exercise of any right or power.
- 20.2. This Agreement may be modified or amended only by an instrument in writing executed by the Parties hereto and approved in writing by a duly authorized officer of the Company. The Parties hereto agree that in no event shall an oral modification of this Agreement be enforceable or valid.
- 20.3. The captions of the Clauses of this Agreement are for convenience of reference only and in no way define, limit or affect the scope or substance of any section of this Agreement.
- 20.4. The Employee has been provided with an opportunity to consult with the Employee's own counsel with respect to this Agreement.
- 20.5. Notwithstanding anything to the contrary contained elsewhere, the Company shall be entitled at any time to set off any amount owing at any time from the Employee against any amount payable at any all times to the Company to the Employee pursuant to this Agreement.
- 20.6. The requirements and covenants of Clauses 8 (Non-Disclosure of Confidential or Proprietary Information), 9 (Intellectual Property Rights), 10 (Non-Competition Restrictions and Non-Solicitation of Information), 14 (Indemnities), 17 (Severability), 18 (Governing Law), 18 (Dispute Resolution), and 20 (Miscellaneous) and such other clauses which by their nature survive termination, shall survive and continue in full force and effect after the termination of this Agreement.

21. **Intership Period.**

21.1. The Intership period will be for the last 3 months.

21.2. Salary for the Intership period i.e. for last 3 months will be INR 12000.

20. Miscellaneous.

When actually delivered at such address.

Employee copy is mailed, postage prepaid, or (iii) sent by electronic mail or if given by any other means, to this Clause 19 provided that appropriate confirmation of receipt is generated by the facsimile or the days after such communication is deposited in the mail with first class postage prepaid, addressed as aforesaid, (ii) if given by facsimile, when transmittal so specified is received in (or pursuant to) this Clause 19 provided that appropriate confirmation of receipt is generated by the facsimile or the other Parties. Each such notice or other communication shall be effective (i) if given by mail, three days to such other address or to such other Person as any Party shall designate by such notice to the other Parties. Each such notice or other communication shall be effective (ii) if given by email, when actually delivered at such address.

Employee	Name: THANNERU ASRTHA
Address: - 5-183, sundaralah nagar, wvra, khambammam, Telangana, 507165	Email: asrithanenneru121106@gmail.com Mobile: 8639274240

COMPANY: 	Name: EDUPOLLS EDUCATION TECHNOLOGY PVT. LTD. (UNISCHOOL) Title: CEO,
EMPLOYEE: 	Name: THANNEERU ASIRTHA

IN WITNESSES WHEREOF, EACH OF THE PARTIES HERETO HAS CAUSED THIS AGREEMENT TO BE DULY EXECUTED AND DELIVERED UNDER SEAL, BY ITS AUTHORIZED OFFICERS OR INDIVIDUALLY, AS OF THE DATE FIRST ABOVE WRITTEN.

22.1 The full time employment will start from the 4th Month.

22. Full time Employment.

21.3 Salary for the training period i.e. 1st month will be held as training cost and released along with the 2nd month salary to the Employee.

1. Gratuity will be paid by the Company as per the Rules of Payment of Gratuity Act 1972.

Other benefits
Incentives for the operating year 2022-23 payable monthly.
Your CTC is Rs 1,68,000/-per annum as the fixed portion and +10,000 INR per month performance-based

(* Subject to TDS deduction)

	Monthly	Annual
Automated CTC Structure		
Basic Salary	7,000	84,000
House Rent Allowance	2,800	33,600
Phone & Internet	2,000	24,000
Any Specific Allowance [2]	-	-
Any Specific Allowance [3]	-	-
Special Allowance	639	7,668
Gross Salary	12,439	149,268
ESIC	404	4,848
Gross Salary FIX	14,000	1,68,000
Variable	-	-
Mediclaim	-	-
Bonuses	-	-
Gratuity	-	-
Cost To Company [TOTAL]	14,000	1,68,000
ESI Employee	93	1,119
PF Employee	1,157	13,119
Professional Tax	-	-
Take Home	11,189	132,880

Annexure

- During the 1st 3 months, the employee is paid a base stipend of 12000 INR
- Refer below for the split-up of the salary structure for the full-time role (after the internship period) at Edupolis Education Technology Pvt Ltd. (Unischool).

Remuneration breakup

SCHEDULE 1

Other benefits

1. Gratuity will be paid by the Company as per the Rules of Payment of Gratuity Act 1972.

Your CTC is Rs 3,45,000/-per annum as the fixed portion and 3LPA performance-based incentives for the operating year 2022-23 payable monthly.

(* Subject to TDS deduction)

	Monthly	Annual
Particulars	Automatic CTC Structure	
Basic Salary	14,400	1,72,800
House Rent Allowance	5,760	69,120
Phone & Internet	2,000	24,000
Any Specific Allowance [2]	-	-
Special Allowance	4,862	58,344
Gross Salary	27,022	3,24,264
Provident Fund	1,728	20,736
ESIC	-	-
Gross Salary Fix	28,750	3,45,000
Variable	-	-
Mediclaim	-	-
Bonus	-	-
Gratuity	-	-
Cost To Company [TOTAL]	28,750	3,45,000
ESI Employee	-	-
PF Employee	1,728	20,000
Professional Tax	200	2,400
Take Home	25,094	3,17,604

Name	DOJ	Designation	Business Operations	Executive	THANNERU ASRITHA
Refer below for the split-up of the salary structure after completion of 6 months as an New Designation at Edupolis Education Technology Pvt Ltd. (Unschool).					

Name: _____

Date: _____

Signed: _____

I hereby accept the aforesaid position and terms and conditions of employment set forth above.

Authorized Signature

Rahul Varma
Co-Founder and CEO
Edupolis Education Technology Pvt Ltd. (Unschool)



for Edupolis Education Technology Pvt Ltd (Unschool)

Yours faithfully,

Thanking You.

We hope you have a great learning experience with us and grow in the process of this role.

HEREIN PROVIDED, THE COMPANY AND THE EMPLOYEE AGREE AS FOLLOWS:

IN CONSIDERATION OF THE MUTUAL COVENANTS HEREIN CONTAINED AND OF THE MULTUAL BENEFITS

- Words of any gender are deemed to include those of the other gender such as "he" includes "she".
- The Company and the Employee shall hereinafter be collectively referred to as "Parties" and individually as "Party".
- C. The Company's engagement and continuing employment of the Employee is conditioned upon the Employee's acceptance of and adherence to the terms set forth in this Agreement.
- B. In order to more clearly define the relationship between the Company and Employee, the Company employ the Employee and the Employee accepts the employment of the Company.
- A. In connection with the offer letter given by the Company date 1st Dec 2022, the Company desires to

WHEREAS:

ASITTA GADDE S/D/O Shimwesara Gadda aged about 20 years and presently residing at House no: 3-94-1, Ramalayam Street, Cheyyuru Village, G Kanduru Mandal, Krishna District, Andhra Pradesh herein after referred to as the "Employee", which expression shall, unless it be repugnant to the context or meaning thereof, be deemed to mean and include his heirs, executors, administrators, permitted assigns and legal representatives].

And

Mr. Rahul Varma ("Company" or "Employer", which expression shall, where the context so admits, include his heirs, successors, executors and permitted assigns);

PRAGATHI NAGAR, ABOVE KARUR VYSYA BANK, HYDERABAD TG 500090 IN, represented by one of its director CIN U72900T2022PTC14905 and its registered office at Unischool, 52, CRESCENT TOWERS, PLOT -1018 Edupolis Education Technology Private Limited, a company incorporated under the Companies Act, 2013 having

By And Between

THIS EMPLOYMENT AGREEMENT (this "Agreement") is made and executed on this 7th Nov 2022 at Hyderabad (hereinafter referred to as the "Effective Date").

EMPLOYMENT AGREEMENT

Unischool

19H2IA0402.

A. Definitions:

- 1.1. "Affiliate" shall mean a Person that directly or indirectly through one or more intermediaries controls, or is controlled by, or is under common control with, a Specified Person, provided that, in respect of an Employee, Affiliates shall include his relative (as is such term defined in the Companies Act, 2013) for purposes of this definition, "Control" means the possession, directly or indirectly, of the power to select more than 50% of the governing board of such Person, whether through ownership of voting securities, partnership or otherwise, or to direct the direction of the management and policies of such Person, or (iii) the power to appoint a majority of the directors, managers, partners or other voting securities of such Person, (ii) the ownership of more than 50% (fifty percent) of the equity share or other voting securities of such Person, or (iv) the possession of the power to direct the management and policies of such Person, or (v) the right to receive dividends or other distributions or benefits in respect of such Person.
- 1.2. "Business" shall mean and include (i) e-learning platform for students (iii) and such other business as the Company may start in the ordinary course of business.
- 1.3. "Business Days" shall mean days other than, Sunday and public holidays in Hyderabad;
- 1.4. "Control" shall mean, with respect to any Person: (i) the ownership of more than 50% (fifty percent) of the equity share or other voting securities of such Person; (ii) the authority to appoint a majority of the directors, managers, partners or other voting securities of such Person, or (iii) the power to direct the direction of the management and policies of such Person, or (iv) the right to receive dividends or other distributions or benefits in respect of such Person.
- 1.5. "Non-Compete Period" shall mean the period commencing on from the Effective Date and expiring after 12 (twelve) months from the termination of employment of the Employee in terms of this Agreement;
- 1.6. "Non-Competing Business" shall mean and include any business which does not compete, either directly or indirectly, with the Business or any other business as conducted or engaged by the Company, its Subsidiaries and Affiliates, from time to time.
- 1.7. "Person" shall mean an individual, an association, a corporation, a partnership, a joint venture, a trust, an unincorporated organization, a joint stock company or entity or organization, including a government or political subdivision, or an agency or instrumentality thereof and/or any other legal entity.
- 1.8. "Subsidary" shall have the meaning given to it under the Companies Act, 2013.
- 1.9. "The Standard Working Hours" for the Employee will be 12:30 AM to 8:30 PM, 5-6 days in a week, in view of the Employee's position in the Company, the Employee shall effectively perform to ensure results and will be expected to work beyond the standard working hours to achieve the results, whenever the job so requires. Additionally, the Company may implement staggered work shifts, in rare cases of necessity, in such an event, the Employee shall abide by the change in the standard working hours as may be notified by the Company to accommodate such staggered shifts.
2. Duties and Functions:
- 2.1. Upon the commencement of this Agreement, the Employee shall occupy the position and perform the duties of Business Operations Executive of the Company. The Employee shall fulfill such general duties and responsibilities as are consistent with such position and as are assigned to him from time to time by the Company. Further, the Employee shall perform his duties and functions in such a manner as to achieve the goals set by the Company.
- 2.2. The Employee agrees that he shall be posted at Telangana, Hyderabad. However, during the course of his employment with the Company, the Employee may be posted/transferred at any place in India to any place to any duration.

- 2.3. The Employee shall devote all his business time, attention and energies to the Business, remunerated at the sole discretion of the Company or Affiliate either existing or to be set up, without any additional office of the Company or Affiliate.
- 2.4. The Employee agrees that he will, at all times, while performing his services for the Company, devote his reasonable best efforts, skill and ability and shall perform his responsibilities in a competent and professional manner.
- 2.5. The Employee further agrees that during the term of this Agreement, he shall not render commercial or professional services of whatsoever nature to any person or organization, whether or not, for pecuniary gain.
- 2.6. The Employee agrees and undertakes that during the term of this Agreement, he shall not hold any position (whether directly or indirectly, for profit or not) in any company, organization, entities, partnership and/or joint venture without the prior written consent of the Company.
- 2.7. The Employee agrees to abide by the rules, regulations, human resource manual, stock option scheme, personnel policies and other policies of the Company and any change thereof which may be adopted by the Company from time to time ("HR Manual").

3.2. The Employee shall be entitled to the following compensation and benefits as given below:

3.2.1 Remuneration: The Employee shall be entitled to the remuneration as set out in detail in SCHEDULE I annexed hereto.

3.2.2 Reimbursement of expenses. Upon presentation of supporting documentation as may be reasonable, satisfactory to the Company, the Company may pay for the its policies, remuneration, business-related expenses incurred in connection with business-related travel, boarding and lodging, telecommunication and entertainment in respect of payment of expenses made by him/her under,

3.3. Withholding Taxation. The Remuneration in accordance with his duties hereunder, shall be subject to applicable taxes and the Company may withhold the amount paid to the Employee in respect of payment of taxes required to be withheld pursuant to applicable law. Any tax liability arising in respect of payments made pursuant to the Agreement pursuant to applicable law, shall be borne solely by the Employee.

3.4. Leaves and Benefits: Subject to the applicable laws, the Employee shall be eligible for certain leaves such as Casual leaves, sick leaves etc. The terms and conditions for such leaves is governed by the HR Manual of the Company and the Company reserves the right to modify the terms of such HR Manual without any consent of the Employee.

3.5. Relocation Remuneration Benefits: Company shall reimburse as per norms for the expenses he/she and his/her family incur in relocating to the metropolitan area as required by the job in accordance with Company's Relocation Plan and/or as otherwise agreed by Company. In the event that Company's Relocation Plan and/or as otherwise agreed by Company is full for the Relocation Bonus will be paid no later than 30 days following the joining date. In the event that Employee's employment is terminated within one year following the joining date ((i) by Employee or (ii) by the Company, Employee shall and hereby does agree to repay the Company in full for the Joining Bonus.

3.6. Joining Bonus Benefits: If employee shall be entitled to receive a joining bonus, the joining bonus shall be paid to the employee who joins the Company, Employee shall and hereby does agree to repay the Company in full for the Relocation Bonus.

4.1. The Parties acknowledge that Employee's employment with the Company commenced on Effective Date and agree that it will continue unless terminated by either Party in accordance with the provisions of this Agreement ("Term"); provided, however, that the employee agrees to serve the Company for a minimum period of 3 months from the effective date.

4. Term of the Agreement.

5.1.1. The term "Cause" shall include:

5.1.1.1. Termination by Company for Cause.

5.2. Termination of the Agreement.

a) Unauthorized leaves taken from the Company;

b) a material act of dishonesty, or fraud or other willful misconduct by the Employee that is determined

c) the Employee's consistent failure to reasonably render the services and perform his duties or breach

d) unethical business conduct in violation of the policies of the Company or any anti-corruption laws as

e) breach of any material statutory duty relevant to his role that, if capable of being cured and provided

f) that such breach does not have a material adverse effect on the Company, has not been cured within 30 (thirty) days of the date of notice of such breach;

g) unauthorized disclosure of any confidential information of the Company, its Subsidiaries and

h) affiliation; and

i) cause for any criminal offence;

5.2.1. The Company shall be entitled to terminate the services of the Employee for Cause immediately,

without serving any notice period to Employee. Further the Company shall not give any severance

package or monetary compensation to the Employee upon termination of Employment under Clause

5.1.1.2. The Company may terminate the services of the Employee for Cause immediately,

the Company may accept the Company to reduce the term of Notice Period and the

5.3. Designation by Employee. Subject to applicable law and after the completion of Minimum Term, the

Employee may, at his option, terminate this Agreement by serving the Company with prior to 45 (Forty-five) days written notice ("Notice Period") of his resignation from the Company. Parties understand that

5.3.1. the Employee may request the Company to reduce the term of Notice Period and the following:-

5.3.1.1. the Company may accept such request if it is satisfied that the employee has given notice to the Company in clause

5.3.1.2. the Company may accept such request. Upon the occurrence of this event, mentioned in clause

5.3.1.3. the Company may accept such request to reduce the term of Notice Period and the

5.3.2. the Company at its own discretion may also waive off term of Notice Period and compensate

5.4. Termination due to Abscond of Employee: Subject to the applicable law, if the Employee is absent from

5.5. Termination before the completion of training Period, the Company owing to the non-performance Employee, at its option,

6. Effective Date of Termination. Notwithstanding anything in this Agreement, the termination of the Employee's services pursuant to this Agreement shall be effective 30 (thirty) days after the Company delivers to the Employee written notice of his termination by reason of the Employee's having become disabled as per Clause 5.2 above.
- 6.1. The Employee will receive written notice of his termination by the Company terminating this Agreement, having been delivered to the Employee with 3 (one) day prior written notice of this termination from the Company.
- 6.2. The Employee's services pursuant to this Agreement shall be effective immediately upon the delivery of written notice to the Employee by the Company of his termination.
- 6.3. The last working day of the Employee, where Employee delivers to the Company written notice of his termination as per Clause 5.1.
- 6.4. The Employee shall continue to perform his regular duties after he hands over the Company's property and personal effects to the Company before the expiry of the training period, the Employee shall receive only unpaid salary with respect to the number of days worked by the Employee. For the purpose of calculating salary with respect to the training period, the Employee shall receive only unpaid salary with respect to the number of days worked by the Employee before the completion of this Agreement (i.e., Employee terminates this Agreement before the completion of minimum term), Employees agrees for the following:
7. Effect of termination before the expiry of Minimum Term; if the Employee violates the Clause 4.1 of this Agreement before the expiry of Minimum Term; if the Employee violates the Clause 4.1 of the Company. The Company shall upon receipt of payment of liquidated damages, shall believe the Employee from the dues, within 30 days from the date of payment of liquidated damages, shall believe the Company shall furnish all the exit formalities as per the human resources policies/manual of the Company. The Company shall furnish all the exit formalities as per the human resources policies/manual of the Company. The Company shall pay a cost of training of INR 25,000/- immediately.
- 7.2.1. The Employee shall pay a cost of training of INR 25,000/- immediately.
- 7.2.2. The Employee shall furnish all the exit formalities as per the human resources policies/manual of the Company. The Company shall believe the Employee from the dues, within 30 days from the date of payment of liquidated damages, shall believe the Employee from the dues, within 30 days from the date of payment of liquidated damages.
- 7.2. The Employee shall agree to the following:-
- 7.2. Effect of termination before the expiry of Minimum Term; if the Employee violates the Clause 4.1 of this Agreement (i.e., Employee terminates this Agreement before the completion of minimum term), Employees agrees for the following:-
- 7.2.1. The Employee shall pay a cost of training of INR 25,000/- immediately.
- 7.2.2. The Employee shall furnish all the exit formalities as per the human resources policies/manual of the Company. The Company shall believe the Employee from the dues, within 30 days from the date of payment of liquidated damages, shall believe the Employee from the dues, within 30 days from the date of payment of liquidated damages.
- 7.3. Effect of termination due to Ascension; if the Employee is ascended, as stipulated under Clause 5.5 of this Agreement, the Company shall have a right to receive from the Employee such damages, as it may deem fit. Notwithstanding anything contained in this Agreement, the Company shall be entitled to all remedies that may be available to it under applicable law.
- 7.4. The Employee acknowledges that during the course of rendering services and performing his other duties under this Agreement, he will have and / or has had access to information about the Company and / or its Affiliates or otherwise in its possession and that this information shall be confidential to him upto, close contact with many confidential affairs of the Company and / or its Affiliate, including without limitation, information regarding the following:
- 8.1. The Employee acknowledges that during the course of rendering services and performing his other duties under this Agreement, he will have and / or has had access to information about the Company and / or its Affiliates or otherwise in its possession and that this information shall be confidential to him upto, close contact with many confidential affairs of the Company and / or its Affiliate, including without limitation, information regarding the following:
- 8.1.1. Management methods and operating techniques;

Company of any rights of ownership to which the Company may be entitled to by operation of law by Clause 9 is subject to, and shall not be deemed to limit, restrict, or constitute a waiver by the

it's designates), ownership in intellectual property rights hereunder.

shall cooperate with the Company in competing any filings and processes; to perfect the Company's (or its non-use) and/or non-enforcement of such right. At the Company's request, the Employee limited to non-use and/or non-enforcement (other than as expressly agreed to by the Company), including but not lapses for any reason whatsoever (herein associated with any such assignment) shall not be permitted by applicable law, the Company's rights herein associated with the Company. To the maximum extent may have or be entitled to under any law or right, the Employee (including without limitation to such property (including, but not limited to, any moral rights) worldwide (all rights, title and interest considered, perpetually and irrevocably transfers, assigns and conveys all right, title and rights, created or conceived (including, but not limited to, any tools, designs or methodologies) during the employment of the Company under this Agreement whether or not in the Company's premises or using the Company's property or other proprietary rights therein, shall be considered as work for hire and shall be the absolute property of the Company ("Work for hire"). The Employee hereby, without derelictive works, trade secrets, software, technologies, patents and any other intellectual property rights, create or conceive (including, but not limited to, any tools, designs or methodologies) during the employment of the Company under this Agreement whether or not in the Company's premises or using the Company's premises or other proprietary rights therein, shall be considered as work for hire and shall be the absolute property of the Company ("Work for hire"). The Employee hereby, without derelictive of services by the Employee hereunder, including without limitation any copyrights, rights to renderings of services in any intellectual property arising out of or in connection with the

9.1. All rights, title and interest in any intellectual property will after such termination of the employment of the Company or any services for any reason, as provided in this Agreement. The Employee will not retain any such material or property or any copies, compilations or analyses thereof after such termination.

9.2. Intellectual Property Rights.

8.4. The Employee will return to the Company or to the relevant Affiliate, all such materials and property, including any material or medium from which any Confidential Information may be ascertained or derived, as and when requested by the Company or the relevant Affiliate, in any event, which may result in the Employee's services for any reason, as provided in this Agreement. The Employee will return all such materials and property immediately upon the termination of the employment or connection with the Company or its Affiliates, in any event, which may result in the Employee's services for any reason, as provided in this Agreement. The Employee will not retain any such material or property or any copies, compilations or analyses thereof after such termination.

8.5. All documents, records, data, apparatus, equipment and physical property pertaining to the Company and/or its Affiliates, whether or not pertaining to Confidential Information, which are furnished to the Employee by the Company and/or its Affiliates by the Employee hereunder will be and remain the sole property of the Company or the respective Affiliates (as the case may be).

8.6. Disclosure of the Employee to the Company or to the relevant Affiliate of information which may result in the Employee's services for any reason, as provided in this Agreement, will be and remain the sole connection with the Employee rendering of services by the Employee hereunder will be and remain the sole property of the Company or the respective Affiliates (as the case may be).

8.7. In recognition of the foregoing, during and after the termination of this Agreement (regardless of the reason for any such termination) and until such time as the Confidential Information is generally published or is available to the general public other than through the Employee's unauthorized disclosure, the Employee shall not, without the prior written consent of the Company, disclose or use or make available for anyone to use (except in the course of rendering his services, or in furtherance of the business of the Company or its Affiliates and as authorized in writing by the Company) any Confidential Information.

8.8. In recognition of the foregoing, during and after the termination of this Agreement (regardless of the reason for any such termination) and until such time as the Confidential Information is generally published or is available to the general public other than through the Employee's unauthorized disclosure, the Employee shall not, without the prior written consent of the Company, disclose or use or make available for anyone to use (except in the course of rendering his services, or in furtherance of the business of the Company or its Affiliates and as authorized in writing by the Company) any Confidential Information.

8.1.2. Sales, advertising and marketing methods;

8.1.3. Business and training techniques, manuals and procedures;

8.1.4. Information regarding customers and products;

8.1.5. Information regarding employees and personnel;

8.1.6. Hardware systems and software programs;

8.1.7. Trade secrets, business strategies, designs, copyights, test methods, software and such other intellectual properties; and

8.1.8. Information relating to the prior, current or contemplated products or services offered and information that the Employee has a reasonable basis to believe was accepted by the Company and/or Affiliates from any third party under obligations of confidentiality or non-disclosure;

8.2.8. In recognition of the foregoing, during and after the termination of this Agreement (regardless of the reason for any such termination) and until such time as the Confidential Information is generally published or is available to the general public other than through the Employee's unauthorized disclosure, the Employee shall not, without the prior written consent of the Company, disclose or use or make available for anyone to use (except in the course of rendering his services, or in furtherance of the business of the Company or its Affiliates and as authorized in writing by the Company) any Confidential Information.

10. Non-Competition Restraints and Non-Solicitation Restraints.
- 10.1. The Employee undertakes that without prejudice to any other duty implied by law, he shall not, either directly or through his Affiliates, during the Non-Compete Period, either personally or through an agent, company or partnership or as a shareholder of a private company or through an agency, joint venture partner, collaborator, consultant, advisor, principal contractor or sub-contractor, director, trustee, committee member, office bearer or in any other manager whatsoever, to engage in at the time of termination of the employment of the Employee ("Competing Business"),
- 10.1.2. be concerned in any business in any manner whatsoever that directly or indirectly competes with the business in which such Employee is materially involved as an employee of the Company after the Effective Date,
- 10.1.3. except on behalf of the Company, canvas or solicit business of customers for services similar to those being provided by the Company from any Person who is a customer of the Company;
- 10.1.4. induce or attempt to induce any customer/client of the Company to cease to be a customer/client, or to restrict or vary the terms of the contract to, the Company or otherwise interfere with the relationship between such a customer/client and the Company (save and except actions taken during the course of his employment with the Company in exercise of his power and authority as an employee of the Company and in, what he reasonably believes to be, in the interest of the Company);
- 10.1.5. he shall not, directly or indirectly, including by assisting others, solicit, recruit, induce or attempt to persuade (a) any Person then engaged by the Company as an employee, officer or director or (b) employees within the preceding 12 months (a) period ("Existing Employee"), to leave the employment of the Company, or (b) encourage any consultant, vendor or customer to reduce the quantum of business they do with the Company; it is clarified that the Employee shall be deemed to have breached and failed to comply with the provisions of this Clause 10.1.4 if the Employee directly or indirectly as an officer or director of another organization or otherwise, employ, engage or retain, an Existing Employee, if such employment or representation with respect to the Existing Employee continues for more than three months after the date of termination of this Agreement.
- 10.2. The Parties recognize that the foregoing covenants in this Clause 10 and the time and other limitations with respect thereto, are reasonable as to duration and subject matter, properly required for the protection of the business and goodwill of the Company, and agree that such limitations are reasonable with respect to the businesses of the Company.
- 10.3. The Employee acknowledges and agrees that the compensation paid to him under this Agreement (as set out in Clause 3 above) along with the mutual agreement, covenants,
- considered reasonable for the ultimate protection of the business and goodwill of the Company. However, in the event that such restriction of such words of such reduction of scope, period or area of application is found to be void, but would be valid if some part thereof was deleted or the scope, period or area of application were reduced, the above restriction shall apply with the deletion of such words of scope, period or area of application as to the extent that such restriction shall be found to be void, but would be valid if some part considered reasonable for the ultimate protection of the business and goodwill of the Company.
- 10.4. The Employee shall not make the restrictions contained in this clause valid and effective unless he has been provided with a copy of this clause and has signed it in the presence of a witness who may be required to make the restrictions contained in this clause valid and effective.

virtue of the Company or any of its affiliates being provided the services by the Employee in the manner contemplated by this Agreement;

- 10.4. The Employee acknowledges and agrees that the Covenants and Obligations with respect to non-compete and non-solicitation as set forth above shall not be construed to be a restraint of trade of the terms of such Covenants and Obligations will cause the Company to prepare to defend any of the Covenants contained in this Clause, shall be construed as a separate Covenant and if, in any judicial proceeding, a court refuses to enforce any of the separate Covenants of this Clause, then such Covenants shall be deemed included herein only to the extent enforceable under the applicable Laws for the purpose of such proceeding or any other judicial proceeding to the extent necessary to permit the remaining Covenants to be enforced.
- 11.1. Employee confirms and warrants that:
- a) He has carefully read and fully understood all the provisions of this Agreement.
- b) He has not been arrested, convicted of, or charged but not tried with any offense or crime (other than minor traffic offenses), and there is no lawsuit, arbitration, administrative or other proceeding or Governmental investigation pending or threatened against him.
- c) He has not been the subject of any adverse court judgment which creates his solvency or substantial loss financial security.
- d) By entering into this Agreement any of the obligations under it, he will not be in breach of any court order or any express or implied term of any contract or obligation to any third party or company or any of its Subsidiaries/Affiliates any Confidential Information of any third party or violate any obligation with respect to such information.
- e) In the performance of his obligations, the Employee will not utilize or make available to the Company or any of its Subsidiaries/Affiliates any Confidential Information of any third party or other proceedings, litigation or investigation by any state or Governmental body or agency or any regulatory authority or self-regulatory organization.
- f) He has never been suspended, censured or otherwise been subjected to any disciplinary action or other procedure, discipline or investigation by any state or Governmental body or agency or any other party or the Company or any of its Subsidiaries/Affiliates which terminates employment without cause or terminates employment before the end of the probationary period.
- 11.2. This Employment is on the basis that the Information submitted by the Employee is complete and correct. The Employee agrees and acknowledges that if it is found that the Information submitted is false or incomplete or that the Employee has concealed / suppressed certain material information which detrimentally impacts the Company may terminate employment without notice or notice of pay in lieu thereof in addition to other remedies available to the Company.
12. Void or Unenforceable Restrictions: If any restriction or undertaking in any part of other competent authority to be void or unenforceable, the Parties shall negotiate in good faith to replace such void or unenforceable restriction with a valid provision which is reasonable, has the same legal and commercial effect as that which it replaces.
13. Breach: If any breach or violation of the provisions, covenants, warranties, the Employee agrees that damages alone are likely not to be sufficient compensation and that injunctive relief is reasonable and is likely to be essential to safeguard the interests of Company and that injunctive relief is reasonable and is likely to be essential to safeguard the interests of Company and that injunctive relief is reasonable

Company

Sai Rahul Varma G
CEO & Director

ABOVE KARUR VSYA BANK, HYDERABAD, TELANGANA - 500050
Address: Unschodl, 52, Cressent Towers, Plot - 1018 PRAGATHI NAGAR,
Edupolis Education Technology Private Limited.

,

(c) mailed, postage prepaid, as follows:

(b) transmitted by facsimile, provided that any notice so given is also mailed as provided in clause (c); or

Any notice or other communication hereunder must be given in writing and either (a) delivered in person,

19. Notices.

Hyderabad shall have the exclusive jurisdiction in relation to all matters arising out of this Agreement
of the Republic of India without regard to applicable conflicts of laws principles. The courts in
Hyderabad shall have the exclusive jurisdiction in relation to all matters arising out of this Agreement

18. Governing Law. This Agreement shall be governed by and construed in accordance with the laws
and regulations of such provision to Persons or circumstances other than those to which it is held
invalid or unenforceable shall not be affected thereby, and each provision of this Agreement shall be
and the application of such provision to any amendment thereto, the remainder of this Agreement
law or regulation or government policy or any reason including by reason of any
circumstance shall be invalid or unenforceable to any extent for any reason including by reason of
any original intent of the parties to this Agreement therefore to any Person or
reflects the original intent of the unenforceable provision.

17. Severability. If any provision of this Agreement or the application thereof to any Person or
company, by entering into this Agreement, the Employee certifies and acknowledges that he has
agreed to this Agreement, and signed by the Employee and a duly authorized officer of the
company, hereby discharged or terminated orally, but only by an instrument in writing. Specifically identified as
an amendment to this Agreement, but only by an instrument in writing. Specifically identified as
waived, discharged, or terminated orally, but only by an instrument in writing. Specifically identified as
hereby terminated and are of no further force and effect. This Agreement may not be amended,
and any Affiliate or predecessor of the Company. Any such prior understandings or agreements are
understandings, written or oral, between the Employee and the Company and supersede any and all prior
respect to the services to be rendered by the Employee to the Company and supercede any and the Company with
documents referred to herein contain the entire understanding of the Employee and the Company with
respect to the termination of this Agreement. This Agreement and the agreements and
Employee's salary, or final settlement, any outstanding loans, advances or overpayments.

15. Deductions. The Employee agrees and acknowledges that the Company may, subject to
applicable laws, at any time during the term of employment or cessation thereof, deduct from the
Employee's salary, or final settlement, any outstanding loans, advances or overpayments.

14. Indemnities. The Employee, at all times during the course of his employment in the Company
(and even after the termination of this Agreement with respect to the terms contained herein) agrees
to indemnify and keep indemnified the Company, as the case may be, against all losses, damages,
claims, interests, costs, expenses, liabilities, proceedings, demands which the Company actually
suffers or incurs as a direct result of acts or omissions of the Employee during the course of
employment.

13. Other remedies afforded by a court of equity may (subject to the discretion of the courts) be
obtained. No waiver of any breach or violation shall be implied from forbearance of failure by the
Company to take action.

20. Miscellaneous

20.1 **No delay or omission by the Company or the Employee in exercising any right under this Agreement** shall operate as a waiver of that or any other right. A waiver of consent given by the Company or the Employee on any one occasion shall be effective only in that instance and shall not be construed as a waiver of any right on any other occasion.

20.2 **This Agreement may be modified or amended only by an instrument in writing executed by the parties hereto and approved in writing by a duly authorized officer of the Company.** The parties hereto agree that in no event shall an oral modification of this Agreement be enforceable or valid.

20.3 **The capacity of the Clauses of this Agreement are for convenience of reference only and in no way define; limit or affect the scope or substance of any section of this Agreement.**

20.4 **The Employee has been provided with an opportunity to consult the Employee's own counsel with respect to this Agreement.**

20.5 **Notwithstanding anything to the contrary contained elsewhere, the Company shall be entitled at all times to set off any amount owing at any time from the Employee against any amount payable at any time by the Company to the Employee pursuant to this Agreement.**

20.6 **The requirements and convenants of Clauses 8 (Non-Disclosure of Confidential or Proprietary Information), 9 (Intellectual Property Rights), 10 (Non-Competition Restrictions and Non-Solicitation (Miscellaneous)), 14 (Indemnities), 17 (Severability), 18 (Governing Law), 19 (Dispute Resolution), and 20 (Miscellaneous) shall survive the termination of this Agreement.**

Edupediis Education Technology Pvt. Ltd. (Unacademy) Title: CEO, Name: Rahul Varma	ASRTHA GADDE Signature:
COMPANY:	EMPLOYEE:

IN WITNESS WHEREOF, EACH OF THE PARTIES HERETO HAS CAUSED THIS AGREEMENT TO BE DULY EXECUTED AND DELIVERED UNDER SEAL, BY ITS AUTHORIZED OFFICERS OR INQUADRALLY, AS OF THE DATE FIRST ABOVE WRITTEN.

- 21.1. The full time employment will start from the 4th March.
 - 21.2. Salary for the Internship period i.e., for 1st 3 months will be INR 12000.
 - 21.3. Salary for the training period i.e., 1st month will be held as training cost and released along with the 2nd month salary to the Employee.
- 22.1. The Internship period will be for the first 3 months.
 - 22.2. Full time Employment.

21. Internship Period.

21.2. Salary for the Internship period i.e., for 1st 3 months.

21.3. Salary for the training period i.e., 1st month will be held as training cost and released along with the 2nd month salary to the Employee.

22. Full time Employment.

22.1. The Internship period will be for the first 3 months.

21. Internship Period.

• During the last 3 months, the employee is paid a base stipend of 12000 INR

Remuneration breakup

- Refer below for the split-up of the salary structure for the full-time role (after the internship period) at Edupolls Education Technology Pvt Ltd. (Unstated).

Annexure

at Edupolls Education Technology Pvt Ltd. (Unstated).

Automated CTC Structure		
Particulars	Monthly	Annual
Basic Salary	7,000	84,000
House Rent Allowance	2,800	33,600
Phone & Internet	2,000	24,000
Any Specific Allowance [2]	-	-
Any Specific Allowance [3]	-	-
Special Allowance	635	7,668
Gross Salary	13,393	149,268
Provident Fund	1,157	13,884
ESIC	404	4,848
Gross Salary Fix	14,000	148,000
Varable	-	-
Medidam	-	-
Bonus	-	-
Gratuity	-	-
CastTo Company (TOTAL)	14,000	148,000
Esi Employee	93	1,119
PF Employee	1157	13,884
Professional Tax	-	-
Tax Home	11,189	13,884

Other benefits

1. Gratuity will be paid by the Company as per the Rules of Payment of Gratuity Act 1972.

Year CTC is Rs 1,68,000/-per annum as the fixed portion and +10,000 INR per month performance-based incentives for the operating year 2022-23 payable monthly.

(* Subject to TDS deduction)

SCHEDULE I

Other benefits

1. Gratuity will be paid by the Company as per the Rules of Payment of Gratuity Act 1972.

Your CTC is Rs 3,45,000/- per annum as the fixed portion and 31% performance-based incentives for the operating year 2022-23 payable monthly.

(* Subject to TDS deduction)

	Monthly	Annual
Automatic CTC Structure		
Particulars		
Basic Salary	14,400	1,72,800
House Rent Allowance	5,760	69,120
Phone & Internet	2,000	24,000
Any Specific Allowance [2]	-	-
Special Allowance	4,862	58,344
Gross Salary	27,022	3,24,264
ESIC	1,728	20,736
Gross Salary Fx	28,750	3,45,000
VHabs	-	-
Mediclaim	-	-
Bonus	-	-
Gratuity	-	-
Cost To Company [TOTAL]	28,750	3,45,000
ESI Employee	1,728	20,736
PF Employee	200	2,400
Professional Tax	-	-
Taxes Home	25,094	3,01,128
(* Subject to TDS deduction)		

ASHTHA GADDE	Designation	DOJ	Business Operations	Executive
		1st December 2022		

- Refer below for the split-up of the salary structure after completion of 6 months as an NPP.
- Designation of Education Technology Pvt Ltd. (Unschool).

Name: Ayush · Goyal

Date: 11/11/2022

Signed:

Ayush · Goyal

I hereby accept the above position and terms and conditions of employment set forth above.

Authorized Signature

Rahul Varma
Co-Founder and CEO
Edupolls Education Technology Pvt Ltd (Unischool)



for Edupolls Education Technology Pvt Ltd (Unischool)

Yours faithfully,

Thanking you,

We hope you have a great starting experience with us and grow in the process of this role.

DVR & DR HS M/C College of Technology
Training & Placement Officer

HEREIN PROVIDED, THE COMPANY AND THE EMPLOYEE AGREE AS FOLLOWS:
IN CONSIDERATION OF THE MUTUAL COVENANTS HEREIN CONTAINED AND OF THE MUTUAL BENEFITS

Words of any gender are deemed to include those of the other gender such as "he" include "she".

The Company and the Employee shall hereinafter be collectively referred to as "Parties" and individually as "Party".

C. The Company's engagement and continual employment of the Employee is conditioned upon the Employee's acceptance of and adherence to the terms set forth in this Agreement.

B. In order to more clearly define the relationship between the Company and Employee, the Company and Employee desire to execute this Agreement; and

A. In connection with the offer letter given by the Company date 1st Dec 2022, the Company desires to employ the Employee and the Employee accepts the employment of the Company.

WHEREAS:

Kallepalli Luktla S/D/O Kallepalli Sriivilas aged about 20 years and presently residing at 1-A-287/1, Beside lorry stand, RTC Workshop Road, Bhavanipuram, Vijayawada, Andhra Pradesh-520012 hereinafter referred to as the "Employee", which expression shall, unless it be repugnant to the context or meaning thereof, be deemed to mean and include his heirs, executors, administrators, permitted assigees and legal representatives).

And

Edupolis Education Technology Private Limited, a company incorporated under the Companies Act, 2013 having CIN U72900TG2021PTC149055 and its registered office at Unischool, 52, Crescent Towers, Plot -1018 Pragathi Nagar, Above Karur Vysya Bank, Hyderabad TG 500090 IN, represented by one of its director Mr. Rahul Varma ("Company" or "Employer" which expression shall, where the context so admits, include its heirs, successors, executors and permitted assigees);

This EMPLOYMENT Agreement (this "Agreement") is made and executed on this 7th Nov 2022 at Hyderabad (hereinafter referred to as the "Effective Date").

EMPLOYMENT AGREEMENT

Unischool
S

20A95#04/14

Regd. Address: 6th Floor, Ambit IT Park, No. 32A & B, Ambit Road, Ambattur Industrial Estate, Chennai - 600056.
 Tamil Nadu, India Tel: +91 44 6632 2000; www.csccorp.com
 CIN: U72900TN2000PTC116034
 FORMERLY KNOWN AS CSS CORP PRIVATE LIMITED
MOVATE TECHNOLOGIES PRIVATE LIMITED

1. Please be specifically informed that this offer of employment is specific to projects that the Company may get from time to time from its existing or prospective clients, details of client and the project are confidential that shall be disclosed to you at the time of you joining the Company and subject to execution of appropriate Service Agreement, Confidentiality Agreement, and such other documents as part of on-boarding formalities.
2. Movate will have the absolute right and discretion to offer employment to you notwithstanding your successful completion of the training to offer employment to you notwithstanding your academic qualification and you meeting the requisite standards specified by Movate. Further, you agree that Movate offering employment to you will be purely based on business requirements of Movate.
3. You shall not be eligible for or paid any stipend for the one hundred and twenty (120) hours of training that you undergo as part of the Centre of Excellence Initiative.
4. Please be specifically informed that this offer of employment is specific to projects that the Company may get from time to time from its existing or prospective clients, details of client and the project are confidential that shall be disclosed to you at the time of you joining the Company and subject to execution of appropriate Service Agreement, Confidentiality Agreement, and such other documents as part of on-boarding formalities.

PRIMARY TERMS AND CONDITIONS:

Upon your joining the Company, you would be offered an offer letter only upon you meeting the following terms and conditions referred to as Engineer Trainee-Networking. Please read these Terms and Conditions and signify your acceptance by signing at the designated space below.

Welcome to Movate Technologies Private Limited (hereinafter referred to as "Movate" / the "Company"). With reference to your discussions with us, we understand that you are the kind of person that we are looking for to play a key role in helping to drive the business towards achieving its market potential and with such understanding, we are pleased to extend an offer of employment on the terms and conditions set out below.

On the interview(s) and tests (if any) attended by you as part of the campus hiring process of Movate, you would receive the final offer letter only upon you meeting the following terms and conditions:

- a. You should complete a one hundred and twenty (120) hours of training under the Centre of Excellence (CoE) Initiative in your final year of your academic graduation.
- b. >90% attendance in all training assessments with >80% threshold (upto 2 attempts would be provided to passing all training assessments with >80% threshold).
- c. Passing all training assessments in Virtual Interactive Learning and Training (VILT).
- d. 90% Lab Utilization.
- e. 90% E-Learning Completion.
- f. You are passing in all subjects of your academic graduation with minimum 70% percentage and within the scheduled original duration.
- g. In case, if it emerges after you are joining the training program of Movate that you have a backlog of subjects under your academic graduation and have not passed through, you should ensure completion of the same within the scheduled original course duration to be eligible for selection to Movate.
2. Movate will have the absolute right and discretion to offer employment to you notwithstanding your successful completion of the training to offer employment to you notwithstanding your academic qualification and you meeting the requisite standards specified by Movate.
3. You shall not be eligible for or paid any stipend for the one hundred and twenty (120) hours of training that you undergo as part of the Centre of Excellence Initiative.
4. Please be specifically informed that this offer of employment is specific to projects that the Company may get from time to time from its existing or prospective clients, details of client and the project are confidential that shall be disclosed to you at the time of you joining the Company and subject to execution of appropriate Service Agreement, Confidentiality Agreement, and such other documents as part of on-boarding formalities.

Dear Puliappati Saranya

Date: 30th Nov 2022



MOVATE TECHNOLOGIES PRIVATE LIMITED

(FORMERLY KNOWN AS CSS CORP PRIVATE LIMITED)

Regd. Address: 6th Floor, Ambit IT Park, No. 32A & B, Ambit Road, Ambattur Industrial Estate, Chennai - 600058.

Tamil Nadu, India Tel: +91 44 6632 2000; www.csscorp.com

CIN: U72300TN2000PTC116034

MOVATE TECHNOLOGIES PRIVATE LIMITED

Candidate Signature

Date

Accepted:

The undersigned accepts the above conditional employment offer, agrees that it contains the terms of employment with Movate, and that there are no other terms, expressed or implied, except the terms and conditions incorporated by reference herein-above. By accepting this conditional employment offer, the undersigned is acknowledging that no prior employment obligations or other contractual restrictions exist outside employment with Movate. It is further understood that this offer is confidential and disclosure of the undersigned's family or financial, accounting, and/or legal advisors may result in termination of employment or withdrawal of this offer.

modules and lab exercises to become eligible for the final selection.

7. I understand on joining Movate as an Employee I must sign a "24-month service agreement" which will be effective, from my first day of employment onwards, with Movate.

5 days a week or as per business requirements of Movate, I may be posted to any location within India, as per business requirements of Movate. I further understand that the decision taken by Movate in this regard would be final and binding on me.

4. I understand that Movate functions on a 24x7 work environment, and I am expected to work an average of 5 days a week or as per business requirements of Movate.

5. I understand that on joining Movate as an employee, I may be posted to any location within India, as per business requirements of Movate. I further understand that the decision taken by Movate in this regard would be final and binding on me.

3. I understand and agree that in case I absent myself without reporting or without proper reasons or decide to leave the CoE training program, I will not be considered for final offer and receive any certifications provided by Movate.

2. I understand that I am expected to meet all the set performance evaluation criteria as many be decided by Movate. I hereby agree before I could be declared successful candidate to receive the final offer from Movate. I understand that if I don't clear all the assessments, I will be declared unsuccessful in the CoE training program, and no further attempt/ chance may be given to the undersigned nor I the result of the CoE training program, I will have the right to question the correctness of the result declared logically corollary, I will not be considered for absorption/employment by Movate. As a

1. I understand that I have been offered the conditions offered on the basis that the particulars furnished by me start/commissionment of the center of excellence training program, its transpires/ comes to the notice of a material fact) sought from undersigned which Movate relied in good faith to admit me for the CoE training program, my selection shall be rendered null and void ab initio and liable to be terminated forthwith without seeking any explanation or clarification. I fully agree that I will not be considered for any certifications provided by Movate.

DECLARATION

Movate



Name:

Designation:

Pulipati Sravya
Salary Working
Annexure - I

Guaranteed Compensation
Basic Pay
House Rent Allowance
Sacrifice Bonuses
Special Allowance*

Total Guaranteed Compensation (TGC)	As per the Act	25,333	304,000
Provident Fund (Employee Contribution)	As per the Act	1,800	21,600
House Rent Allowance	On Basic	3,800	45,600
Sacrifice Bonuses	50%	7,600	91,200
Special Allowance*	As per the Act	10,613	127,360

Balancing Component
Total GTC
Variable Performance Pay (VPP)

Gross Cost to Company (CTC)	All	320,000	16,000
Total Variable Compensation**	All	320,000	16,000
Night Shift Allowance (Us)	22 days	3,300	39,600
Total Allowances	Bed		39,600
Personal Accidental Disability Cover	Bed		750,000
Group Term Life Insurance Cover	Bed		1,500,000
Accident Death Cover	Bed		1,500,000
Employee Term Life Insurance Cover	Bed		1,500,000
Hospitalization Insurance for Self, Spouse & 2 Dependent children	Bed		705,000
Gratuity as per prevailing rules	Bed		200,000
Leave Encashment upon exit up to	60 days	Basic	Stipulated Deductions like:- Provident Fund, ESIC, Labour Welfare Fund, Income Tax & Profession Tax - As per applicable rules

- ** Tax Exemption on Flexi Option will be provided as per prevailing IT Rules on Production of Proofs.
- ** AS per current policy all variable payments are eligible to be paid only if on rolls as on date of payment.
- ** Variable Performance Pay (VPP) will be paid twice in a year (i.e.) October and April based on the individual and company's performance.

MOVATE TECHNOLOGIES PRIVATE LIMITED
(FORMERLY KNOWN AS CSS CORP PRIVATE LIMITED)
CIN: U72900TN2000PTC115034

Regd. Address: 6th Floor, Ambit IT Park, No. 32A & B, Ambit Road, Ambattur Industrial Estate, Chennai - 600058,
Tamil Nadu, India Tel: +91 44 6632 2000; www.csscorp.com

DVR & DR H.S. MIC College of Technology
Training & Placement Officer

CIN NO: U64204TN2010PTC076664
Phone: 044 64623242 | Fax: 044 42642536
www.plintern.com
Registered Office: Block 6, GKS Tech Park, Level 3, DLF IT SEZ, 1/2A, Shivali Gardens, Ramapuram, Chennai - 600 089, INDIA
Plintron Mobility Solutions Private Limited

Senior Vice President - Human Resource
K. N. Anand

L.N. Anand

For Plintron Mobility Solutions Pvt. Ltd,
Yours Sincerely

Wishing You the very best.

We believe this offer represents the beginning of an exciting and satisfying career at Plintron and we will work together in building a world-class organization.
Upon completion of your graduation, you would be absorbed in the permanent rolls of the organization and receive gratuity benefits as per company policy.
at an annualized compensation of Rs.350,000/- In addition to the above, you will be entitled to medical and gratuity benefits as per company policy.

You could start your internship with us on 01-Mar-23, at our D.L.F. Chennai Office. You would be paid a stipend of Rs.10,000/- p.m. during your internship.
You have successfully completed our initial selection process and we take great pleasure in offering you Internship Cum Placement in our organization.
We thank you for exploring career opportunities with Plintron.

Sub: Internship Cum Placement Offer

Mr. Nayem Mahammud,

Mr. Nayem Mahammud,
S-324/1,
Jaggaiahpet,
Andhra Pradesh

January 21, 2023

PLINTRON
Mobility Simplified

**FACE Prep | Campus Recruitment - 2023 | Associate Trainer | DEVINENI VENKATA RAMANA & DR.HIMA SEKHAR MIC COLLEGE...**

FACE Recruitment <recruiting@faceprep.in>
To: TNP MIC College <tpg@micacher.in>

Dear Sir,

Greetings from FACE Prep

PRB, the list of selected candidates for the role of Associate Trainer.

Name	Email ID	College Name	Gender	Degree	Department
Babbari Sindhiya	srbabbari77891@gmail.com	DVR & Dr.HS MIC college of Technology	Female	B.TECH	CSE
Cherianu Dameli	dameracherishma@gmail.com	DVR & Dr.HS MIC college of Technology	Female	B.Tech	CSE
Dheeksha Bhavani	hanikshabh00@gmail.com	DVR & Dr.HS MIC college of Technology	Female	B.Tech	CSE
Ishanawaranna Madhuri	koteswar191@gmail.com	DVR & Dr.HS MIC college of Technology	Female	B.Tech	ECE
M.S.L Sai Nehitha	misaicnhitha@gmail.com	DVR & Dr.HS MIC college of Technology	FEMALE	B.TECH	ECE
Jhamari Nakamboina	rjhamsari@gmail.com	DVR & Dr.HS MIC college of Technology	Female	B.Tech	ECE
Supriya Potti	supriyaphone2408@gmail.com	DVR & Dr.HS MIC college of Technology	Female	B.Tech	Computer Science and Engineering
KONDAPALLI RAMYA	ramyaasab7@gmail.com	DVR & Dr.HS MIC college of Technology	Female	B.Tech	Electronics and communication engineering

Their joining date will be on July 3, 2023

Base Location : Chennai

Offer letters will be shared to the candidates shortly.

Best Regards,

Srinivasan M
FACE Recruitment Team



12, Lakshmi Nagar, Avinashi Road, Coimbatore - 641014 | Tel: 8667504572 | Email:

The information contained in this email and any attachments is confidential and may be subject to copyright or other intellectual property protection. If you are not the intended recipient, you are not authorized to use or disclose this [Obfuscated text hidden]

DVR & DR HS MIC College of Technology Mail - FACE Prep | Campus Recruitment - 2023 | Associate Trainer | DEVINENI VENKATA RAMANA & DR.HIMA SEKHAR MIC COLLEGE...

UVR & Dr. HS MJC College of Technology

Training & Placement Officer



We look forward to your arrival at our company and are confident that you will play a key role in our company's expansion.

Your appointment will include a commitment of service for a period of 2 years starting from the date of confirmation of employment. This letter is a confirmation of an employment offer and is not a letter of appointment. I hope that you will accept this offer by signing this letter in the space below (in all pages) and returning it to me as soon as possible, but no later than 5 days from the date of offer.

Upon confirmation of employment, you will be inducted as an Associate Trainer with an annual CTC of Rs.3,06,000/- . The break-up of the same is provided in Annexure I. In addition, all expenses incurred for official purposes such as business travel will be reimbursed as per company policy.

The period from your joining date to your course completion will be treated as an internship. During this period, you will be paid a stipend of Rs.1000/- out of which Rs.800/- will be fixed and Rs.200/- will be performance-based pay. In addition, you will be provided with other allowances up to Rs.1500/- and rent allowance of Rs.4,000/- (incase if you are not a permanent resident of Chennai). Your notice period during performance-based pay will be 15 days. Your performance during this internship period will be considered in deciding the confirmation of employment, post successful completion of your course.

You will report to Mr. Prasad C (Training Manager) or anyone whom he may depute. Your date of joining will be July 3, 2023. Your base location will be Chennai.

Your supervisor arrangements will be communicated upon joining. During the course of your employment with us, you may be transferred to any of the company's locations based on organizational needs. In addition to the duties that were outlined during your interviews, you shall perform such other duties as are customarily associated with such a position and as the authorized representatives of the management may from time to time require. You shall devote your full business efforts and time to FACE and agree to perform your duties faithfully and to the best of your ability.

Further to our interactions with you, we are pleased to offer you the position of Associate Trainer in our Skill Development Division.

Dear Bobburi Shridhya,

Candidate Id: CN20231046
Ms. Bobburi Shridhya
slribobburu7891@gmail.com

April 27, 2023

DVR & DR-HS MJC College of Technology
Training & Placement Officer

We look forward to your arrival at our company and are confident that you will play a key role in our company's expansion.

Your appointment will include a commitment of service for a period of 2 years starting from the date of confirmation of employment. This letter is a communication of an employment offer and is not a letter of appointment. I hope that you will accept this offer by signing this letter in the space below (in all pages) and returning it to me as soon as possible, but no later than 5 days from the date of offer.

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The period from your joining date to your course completion will be treated as an internship. During this period, you will be paid a stipend of Rs.1000/- out of which Rs.800/- will be fixed and Rs.200/- will be performance-based pay. In addition, you will be provided with other allowance up to Rs.1500/- and rent allowance of Rs.4,000/- (in case if you are not a permanent resident of Chennai). Your notice period during this period is 15 days. Your performance during this internship period will be considered in deciding the confirmation of employment, post successful completion of your course.

You will report to Mr. Arun M (Training Manager) or anyone whom he may depute. Your date of joining will be July 3, 2023. Your base location will be Chennai.

Your supervisor arrangements will be communicated upon joining. During the course of your employment with us, you may be transferred to any of the company's locations based on organizational needs. In addition to the duties that were outlined during your interviews, you shall perform such other duties as are customary associated with such a position and as the authorized representatives of the management may from time to time require. You shall devote your full business efforts and time to FACE and agree to perform your duties faithfully and to the best of your ability.

In our Skill Development Division,
Further to our interactions with you, we are pleased to offer you the position of Associate Trainer
Dear Koteshwaramma Madduru,

Mrs. Koteshwaramma Madduru
Candidate Id: CN20231049
koteshwari191@gmail.com



April 27, 2023

Ms. KONDAPALLU RAMYA
ramyaceeb97@gmail.com
Candidate Id: CN20231053

Dear KONDAPALLU RAMYA,

In our Skill Development Division,
Further to our interactions with you, we are pleased to offer you the position of Associate Trainer.

Your supervisory arrangements will be communicated upon joining. During the course of your employment with us, you may be transferred to any of the company's locations based on organizational needs. In addition to the duties that were outlined during your interviews, you shall perform such other duties as are customarily associated with such a position and as the authorized representatives of the management may from time to time require. You shall devote your full business efforts and time to FACE and agree to perform your duties faithfully and to the best of your ability.

You will report to Mr. Arun M (Training Manager) or anyone whom he may depute. Your date of joining will be July 3, 2023. Your base location will be Chennai.

The period from your joining date to your course completion will be treated as an internship. During this period, you will be paid a stipend of Rs.10000/- out of which Rs.8000/- will be fixed and Rs.2000/- will be performance-based pay. In addition, you will be provided with other allowances up to Rs.1500/- and rent allowance of Rs. 4,000/- (in case if you are not a permanent resident of Chennai). Your notice period during this period is 15 days. Your performance during this internship period will be considered in deciding the confirmation of employment, post successful completion of your course.

Upon confirmation of employment, you will be induced as an Associate Trainer with an Annual CTC of Rs.3,06,000/- . The break-up of the same is provided in Annexure I. In addition, all expenses incurred for official purposes such as business travel will be reimbursed as per company policy.

Your appointment will include a commitment of service for a period of 2 years starting from the date of confirmation of employment. This letter is a communication of an employment offer and is not a letter of confirmation. I hope that you will accept this offer by signing this letter in the space below (in all pages) and returning it to me as soon as possible, but no later than 5 days from the date of offer.

We look forward to your arrival at our company and are confident that you will play a key role in our company's expansion.

DVR & DRHS MICE College of Technology
Training & Placement Officer

DVR & DR HS MJC College of Technology
Training & Placement Officer

We look forward to your arrival at our company and are confident that you will play a key role in our company's expansion.

Your appointment will include a commitment of service for a period of 2 years starting from the date of confirmation of employment. This letter is a confirmation of an employment offer and is not a letter of appointment. I hope that you will accept this offer by signing this letter in the space below (in all pages) and returning it to me as soon as possible, but no later than 5 days from the date of offer.

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The period from your joining date to your course completion will be treated as an internship. During this period you will be paid a stipend of Rs.10000/- out of which Rs.8000/- will be fixed and Rs.2000/- will be performance-based pay. In addition, you will be provided with other allowances up to Rs.1500/- and rent allowance of Rs.4,000/- (in case if you are not a permanent resident of Chennai). Your notice period during this period is 15 days. Your performance during this internship period will be considered in deciding the confirmation of employment, post successful completion of your course.

You will report to Mr. Prasad C (Training Manager) or anyone whom he may depute. Your date of joining will be July 3, 2023. Your base location will be Chennai.

Further to our interactions with you, we are pleased to offer you the position of Associate Trainer. Your duties faithfully and to the best of your ability. You shall devote your full business efforts and time to FACE and agree to perform from time to time required. You shall associate with the authorized representatives of the management and customarily associated with such a position and as the authorized representatives of the management may to the duties that were outlined during your interviews, you shall perform such other duties as are with us, you may be transferred to any of the company's locations based on organizational needs. In addition your supervisory arrangements will be communicated upon joining. During the course of your employment you will be reporting to our Skill Development Division.

Dear Suprajaa Potti,
Further to our interactions with you, we are pleased to offer you the position of Associate Trainer in our Skill Development Division.

Candidate Id: CN20231052
Ms. Suprajaa Potti
suprajahoney2408@gmail.com

A unit of Focus 4D Career Education Pvt. Ltd

April 27, 2023



19-450

DVR & SAI HS HLC College of Technology
Training & Placement Officer

We look forward to your arrival at our company and are confident that you will play a key role in our company's expansion.

Your appointment will include a commitment of service for a period of 2 years starting from the date of confirmation of employment. This letter is a communication of an employment offer and is not a letter of appointment. I hope that you will accept this offer by signing this letter in the space below (in all pages) and returning it to me as soon as possible, but no later than 5 days from the date of offer.

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You will report to Mr. Prasad C (Training Manager) or anyone whom he may depute. Your date of joining will be July 3, 2023. Your base location will be Chennai.

Your supervisory arrangements will be communicated upon joining. During the course of your employment with us, you may be transferred to any of the company's locations based on organizational needs. In addition to the duties that were outlined during your interviews, you shall perform such other duties as are customary associated with such a position and as the authorized representatives of the management may from time to time require. You shall devote your full business efforts and time to FACE and agree to perform your duties faithfully and to the best of your ability.

In our Skill Development Division,
Further to our interactions with you, we are pleased to offer you the position of Associate Trainer
Dear M.S.L.Sai Nohitha,

Candidate Id: CN20231050
Ms. M.S.L.Sai Nohitha
mislainohitha@gmail.com



19444

DVR & DR HS MIC College of Technology

Training & Placement Officer

(Signature)

We look forward to your arrival at our company and are confident that you will play a key role in our company's expansion.

Your appointment will include a commitment of service for a period of 2 years starting from the date of confirmation of employment. This letter is a communication of an employment offer and is not a letter of appointment. I hope that you will accept this offer by signing this letter in the space below (in all pages) and returning it to me as soon as possible, but no later than 5 days from the date of offer.

Upon confirmation of employment, you will be induced as an Associate Trainer with an Annual CTC of Rs.3,06,000/- . The break-up of the same is provided in Annexure I. In addition, all expenses incurred for official purposes such as business travel will be reimbursed as per company policy.

The period from your joining date to your course completion will be treated as an internship. During this period, you will be paid a stipend of Rs.10000/- out of which Rs.8000/- will be fixed and Rs.2000/- will be performance-based pay. In addition, you will be provided with other allowance up to Rs.1500/- and rent allowance of Rs.4,000/- (incase if you are not a permanent resident of Chennai). Your notice period during this period is 15 days. Your performance during this internship period will be considered in deciding the confirmation of employment, post successful completion of your course.

You will report to Mr. Prasad C (Training Manager) or anyone whom he may depute. Your date of joining will be July 3, 2023. Your base location will be Chennai.

Your supervisor arrangements will be communicated upon joining. During the course of your employment with us, you may be transferred to any of the company's locations based on organizational needs. In addition to the duties that were outlined during your interviews, you shall perform such other duties as are customarily associated with such a position and as the authorized representatives of the management may from time to time require. You shall devote your full business efforts and time to FACE and agree to perform your duties faithfully and to the best of your ability.

Further to our interactions with you, we are pleased to offer you the position of Associate Trainer in our Skill Development Division.

Dear Dharika bhabani,

A Unit of Focus 4D Career Education Pvt. Ltd

April 27, 2023

Candidate Id: CN20231048
Ms. D. Dharika bhabani
dharikaharid000@gmail.com

Vide Letter

I will report for duty on or before

Signature of P. Muzhar Khan

No

I hereby accept the offer of employment as

ACCEPTANCE

GM-Human Resources

Rajeswari Human Ch

M. V. Khan

For Mold-Tek Technologies Ltd.

We wish you all the best.

- We welcome you to Mold-Tek Technologies Ltd, and look forward to a long and mutually beneficial association.
- You joining in Mold-Tek.
6. Please sign the acceptance of this offer as a token of your acceptance, mentioning the date of

5. This offer is valid subject to your clearing of B.Tech Civil Engineering with an aggregate of 65% and above.

4. Your joining date will be on July 3rd, 2023. Any change in the date of joining should be communicated to the HR Department in writing well in advance.

3. The appointment letter will be given to you on the date of joining. As part of the service conditions you need to submit us in original a Bank Guarantee for INR 1,00,000 Rupees on your date of joining with us, the bank guarantee has to be raised through any of the nationalized/scheduled banks.

2. Your employment with us will be governed by the terms and conditions as mentioned in your appointment letter. You need to sign a services agreement for a minimum period of 03(Three) years at the time of joining the service.

1. With reference to your application and subsequent interview we've had with you, we're pleased to offer you an appointment in our organization as a "Trainee CAD Engineer - CES" with Mold-Tek Technologies Ltd, at Plot No.700, Road No.36, Jubilee Hills, Hyderabad 500 033.

Dear Mr. P. Muzhar Khan

Sub: - Offer of Employment

Date: 23/05/2023

MTR/HR/05/2023

To

Mr. P. Muzhar Khan,

NTR District, Vijayawada
H.No: 22-12, West Ibrahimpetum
Andhra Pradesh - 52456



MOLD-TEK
Technologies Limited



DVR & DR HS MIC College of Technology
Training & Placement Officer

[Signature]

IoT Solutions

Smart Cities

Smart Building

Smart Railway Signaling

CIN: U51909AP1987PTC007554 | GST: 37AACCE4879A1ZT

HR MANAGER
(SPURTHI D)

[Signature]

With Regards,
For Electronics Systems Pvt Ltd,

Note: The above offer will be confirmed only after MEDICAL PHASE CLEARANCE.

We welcome you to Electronics family, looking forward to a long and mutually benefited association.

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.

Your Scheduled date of joining is 01-May-2023 (Tentatively).
we are pleased to offer you the position of Trainee in Electronics Systems Pvt Ltd.
Further to your application for employment with us, and the subsequent selection process,

Subject: Professional Conditional Offer Letter as Solution Support Engineer Trainee in CS Department.

Dear MR. JONNALAGADDA SRIRAKANTH,

TO,
MR. JONNALAGADDA SRIRAKANTH,
S/O J RAJA BABU
D.NO 4-33, MYLAVARAM,
CHANDRALA,
KRISHNA DISTRICT,
ANDHRA PRADESH-521230.



24-Mar-2023

EFF/HRD/23-24/OFF/069

EFTRONICS SYSTEMS PVT LTD.
Plot No-4, IT park, Mangalapet-522 503, Guntur, AP, INDIA
+91 (8645) 655777 | info@eftronics.com | www.eftronics.com

To provide insight for enhancing wealth
EFTRONICS

19/11/2023

10. If the Trainee wants to leave or discontinue the Training Voluntarily then he/she has to pay Recruitment cost and Training cost on pro-rate basis to the company.

9. If the Trainee fails to prove himself during the Training period, the company has every right to terminate him at that stage itself.
Termination:

8. As per the General Services Rules, you are entitled to one casual leave per month and other public holidays.

7. Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of Electronics Systems Pvt. Ltd., as applicable to you and the changes therein from time to time.

6. You are eligible for a stipend of Rs.4000/- per month during the training period and would be Rs.22,703/- (Rs.12,753+Rs.9,950) per month also accommodation & travelling will be given separately.

5. If your training period extends on administration grounds, extension of training depends on the discretion of management.

4. You are required to complete all the assignments given in the training task, you will be stipulated time period. In case of your inability to complete the given task, you will be eliminated from the training.

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.

2. You are required to serve the company for a period of 2.5 WORKING YEARS excluding the Training period.

1. Your Training period would be for Minimum Forty-Five days to Maximum "Trainee" till the completion of your probationary period.
Three months starting from 01-May-2023, and you will be designated as

The Terms and Conditions of this offer are:

Signature of Parent/Guardian

Signature of candidate

Place:

Date:

I have read and understood all the terms and conditions contained in this letter and agree to abide by the same. I am signing this letter as a token of my accepted employment with the company and the terms and conditions set out in this letter.

ACCEPTANCE FORM

HR MANAGER
(SURYA D)

For Electronics Systems Pvt. Ltd.

For any further clarifications, Contact the HRD Recruitment

- All Original Academic Certificates.
- 5 Passport size photographs.

the following documents.

You are required to report at HR Department on 01-May-2023, at 9 AM along with

the Training.

13. A detailed Letter of Appointment will be issued to you, after the successful completion of

for the above said acts.

itself, and the company has every right to recover the damages of training cost from you us which affects the company's interest, your Training will be suspended at that stage 12. prolonged absence from duty without permission or any other conduct considered by

negligence, indiscipline.

11. At any time during the Training, if the Trainee is found to be willfully non-performer or guilty of fraud, dishonest, disobedient, disorderly behavior,

Continuation Sheet ...

To provide insight for enhancing wealth

Electronics

DVR & DR HS MIC College of Technology
Training & Placement Officer

HR MANAGER
(SPURTHI D)

Jyothi D.

For Electronics Systems Pvt Ltd,
With Regards,

Note: The above offer will be confirmed only after MEDICAL PHASE CLARIFICATION.

We welcome you to Electronics family, looking forward to a long and mutually benefited association.

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.

Your scheduled date of joining is 01-May-2023 (Tentatively).
We are pleased to offer you the position of Trainee in Electronics Systems Pvt Ltd.
Further to your application for employment with us, and the subsequent selection process,

Subject: Provisional Conditional Offer Letter as Solution Support Engineer Trainee in CS Department.

Dear MR. KAKANI HEMANTH KUMAR,

ANDhra Pradesh-521185.

MR. KAKANI HEMANTH KUMAR,
S/o KAKANI SURYA NARAYANA,
D. NO 1-53, NAWABUPETTA,
PENUGANCHIPROLU,
NTR DISTRICT,
ANDhra Pradesh-521185.



24-Mar-2023

EFF/HRD/23-24/OFF/099

EFFRONICS SYSTEMS PVT. LTD.
Plot No-4, IT Park, Manzilbagh-522 503, Guntur, AP, INDIA
+91 (8645) 666777 | info@effronics.com | www.effronics.com

effronics
To provide insight for enhancing wealth

20H75A0408

1. Your Training period would be for Minimum Forty-Five days to Maximum "Trainee" till the completion of your probationary period.
2. You are required to serve the company for a period of 2.5 WORKING YEARS excluding the Training period.
3. You are required to submit all your Original Academic Academic Certificates on the date of joining and would be held with the company till the completion of your service agreements.
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 eliminated 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.4000/- per month during the training period and would be Rs.22,703/- (Rs.12,753+Rs.9,950) per month also accommodation & travelling will be given separately.
7. Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of Electronics Systems Pvt. Ltd., as applicable to you and the changes therein from time to time.
8. As per the General Services Rules, you are entitled to one casual leave per month and other public holidays.
9. If the Trainee fails to prove himself during the Training period, the company has every right to terminate him at that stage itself.
10. If the Trainee wants to leave or discontinue the Training Voluntarily then he/she has to pay Recruitment cost and Training cost on pro-rate basis to the company.

The Terms and Conditions of this offer are:

Continuation Sheet ...



Electronics
To provide insights for enhancing wealth

30/08/2023

Signature of candidate

Signature of Parent/Guardian

Place:

Date:

I have read and understood all the terms and conditions contained in this letter and agree to abide by the same. I am signing this letter as a token of my accepted employment with the company and the terms and conditions set out in this letter.

ACCEPTANCE FORM

HR MANAGER
(SPURTHI D)

For Electronics Systems Pvt. Ltd.
S. P. Muthuraj

- You are required to report at HR Department on 01-May-2023, at 9 AM along with the following documents.
- All Original Academic Certificates.
 - 5 Passport size photographs.
 - For any further clarifications, contact the HRD Recruitment.
13. A detailed letter of Appointment will be issued to you, after the successful completion of the Training.
12. prolonged absence from duty without permission or any other conduct considered by us which affects the company's interest, your Training will be suspended at that stage itself, and the company has every right to recover the damages of training cost from you for the above said acts.

11. At any time during the Training, if the Trainee is found to be willfully non-performer or guilty of fraud, dishonesty, disobedient, disorderly behavior, negligence, indiscipline.

Continuation Sheet ...

To provide insight for enhancing wealth
elBETONiEs

HR MANAGER
(SPURTHI D)

SPURTHI D

For Electronics Systems Pvt Ltd,
With Regards,

Note: The above offer will be confirmed only after MEDICAL PHASE CLEARANCE.

We welcome you to Electronics family, looking forward to a long and mutually benefited association.

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.

Your Scheduled date of joining is 01-May-2023 (Tentatively).
we are pleased to offer you the position of Trainee in Electronics Pvt Ltd.
Further to your application for employment with us, and the subsequent selection process,

Subject: Provisional Conditional Offer Letter as Solution Support Engineer Trainee in CS Department.

Dear MR. SURE GOPI KRISHNA,

ANDHRA PRADESH-521182.

NTR(DIST),

CHANDRALAPADU,

1-43, GUDIMETLA,

S/O S NARASIMHA RAO,

MR. SURE GOPI KRISHNA,

TO,

EFF/HRD/23-24/OFF/123

20-Mar-2023

1. Your Training period would be for Minimum Forty-Five days to Maximum Sixty days.
2. You are required to serve the company for a period of 2.5 WORKING 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 eliminated 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.4000/- per month during the training period and would be Rs.22,703/- (Rs.12,753+Rs.9,950) per month also accommodation & travelling will be given separately.
7. Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of Electronics Systems Pvt. Ltd., as applicable to you and the changes therein from time to time.
8. As per the General Services Rules, you are entitled to one casual leave per month and other public holidays.
9. If the Trainee fails to prove himself during the Training period, the company has every right to terminate him at that stage itself.
10. If the Trainee wants to leave or discontinue the Training Voluntarily then he/she has to pay Recruitment cost and Training cost on pro-rate basis to the company.
11. At any time during the Training, if the Trainee is found to be fully non-performer or guilty of fraud, dishonest, disobedient, disorderly behavior, negligence, indiscipline.

Termination:

1. Your appointment will be given separately.
2. After the successful completion of Training Period, your Gross Salary + Allowances would be Rs.22,703/- (Rs.12,753+Rs.9,950) per month also accommodation & allowances will be given separately.
3. If the Trainee fails to prove himself during the Training period, the company has every right to terminate him at that stage itself.
4. If the Trainee is found to be fully non-performer or guilty of fraud, dishonest, disobedient, disorderly behavior, negligence, indiscipline.
5. If the Trainee wants to leave or discontinue the Training Voluntarily then he/she has to pay Recruitment cost and Training cost on pro-rate basis to the company.
6. If the Trainee fails to prove himself during the Training period, the company has every right to terminate him at that stage itself.
7. Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of Electronics Systems Pvt. Ltd., as applicable to you and the changes therein from time to time.
8. As per the General Services Rules, you are entitled to one casual leave per month and other public holidays.
9. If the Trainee fails to prove himself during the Training period, the company has every right to terminate him at that stage itself.
10. If the Trainee wants to leave or discontinue the Training Voluntarily then he/she has to pay Recruitment cost and Training cost on pro-rate basis to the company.
11. At any time during the Training, if the Trainee is found to be fully non-performer or guilty of fraud, dishonest, disobedient, disorderly behavior, negligence, indiscipline.

1. Your Training period would be for Minimum Forty-Five days to Maximum Sixty days.
2. You are required to serve the company for a period of 2.5 WORKING 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 eliminated 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.4000/- per month during the training period and would be Rs.22,703/- (Rs.12,753+Rs.9,950) per month also accommodation & travelling will be given separately.
7. Your appointment will be given separately.
8. If the Trainee fails to prove himself during the Training period, the company has every right to terminate him at that stage itself.
9. If the Trainee fails to prove himself during the Training period, the company has every right to terminate him at that stage itself.
10. If the Trainee wants to leave or discontinue the Training Voluntarily then he/she has to pay Recruitment cost and Training cost on pro-rate basis to the company.
11. At any time during the Training, if the Trainee is found to be fully non-performer or guilty of fraud, dishonest, disobedient, disorderly behavior, negligence, indiscipline.

The Terms and Conditions of this offer are:

Signature of Parent/Guardian

Signature of Candidate

Place:

Date:

I have read and understood all the terms and conditions contained in this letter and agree to abide by the same. I am signing this letter as a token of my accepted employment with the company and the terms and conditions set out in this letter.

ACCEPTANCE FORM

HR MANAGER
(SURYA D)

Surya D
For Electronics Systems Pvt. Ltd.

For any further clarifications, Contact the HRD Recruitment.

- All Original Academic Certificates.
- 5 Passport size photographs.

The following documents.

You are required to report at HR Department on is 01-May-2023, at 9 AM along with

the Training.

13. A detailed letter of Appointment will be issued to you, after the successful completion of



12. prolonged absence from duty without permission or any other conduct considered by us which affects the company's interest, your Training will be suspended at that stage itself, and the company has every right to recover the damages of training cost from you for the above said acts.

HR MANAGER
(SPURTHI D)

Spurthi D

For Electronics Systems Pvt Ltd,
With Regards,

Note: The above offer will be confirmed only after MEDICAL PHASE CLARANCE.

We welcome you to Electronics family, looking forward to a long and mutually benefited association.

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.

Further to your application for employment with us, and the subsequent selection process, we are pleased to offer you the position of Trainee in Electronics Systems Pvt Ltd. Your Scheduled date of joining is 01-May-2023 (Tentatively).

Subject: Professional Conditional Offer Letter as Solution Support Engineer Trainee in CS Department.

Dear MR. BELLAMKONDA BULLI RAJA,

ANDHRA PRADESH-521185.

NTR(DIST),

NANDIGAMA,

1-121, AMBARUPETTA,

S/O B YESU BABU,

MR. BELLAMKONDA BULLI RAJA,

TO,



20-Mar-2023

EFF/HRD/23-24/OFF/122

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Plot No-4, IT Park, Mangalagiri-522 503, Guntur, AP, INDIA

EFTRONICS SYSTEMS PVT. LTD.

Jothayohi

11. At any time during the Training, if the Trainee is found to be willfully non-performer or guilty of fraud, dishonesty, disobedient, disorderly behavior, negligence, indiscipline.

10. If the Trainee wants to leave or discontinue the Training Voluntarily then he/she has to pay Recruitment cost and Training cost on pro-rate basis to the company.

9. If the Trainee fails to prove himself during the Training period, the company has every right to terminate him at that stage itself.
Termination:

8. As per the General Services Rules, you are entitled to one casual leave per month and other public holidays.

7. Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of Electronics Systems Pvt. Ltd., as applicable to you and the changes therein from time to time.

6. You are eligible for a stipend of Rs.4000/- per month during the training period and would be Rs.22,703/- (Rs.12,753+Rs.9,950) per month also allowances after the successful completion of Training Period, your Gross Salary + Allowances travelling will be given separately.

5. If your training period extends on administration grounds, extension of training depends on the discretion of management.

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 eliminated from the training.

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.

2. You are required to serve the company for a period of 2.5 WORKING YEARS excluding the Training period.

1. Your Training period would be for Minimum Forty-Five days to Maximum "Trainee" till the completion of your probationary period.
Three months starting from 01-May-2023, and you will be designated as

The Terms and Conditions of this offer are:

Continuation Sheet ...

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10

Signature of Parent/Guardian

Signature of candidate

Place:

Date:

I have read and understood all the terms and conditions contained in this letter and agree to abide by the same. I am signing this letter as a token of my accepted employment with the company and the terms and conditions set out in this letter.

ACCEPTANCE FORM

HR MANAGER
(SPURTHI D)



For Electronics Systems Pvt. Ltd.

For any further clarifications, contact the HRD Recruitment.

- All Original Academic Certificates.
- 5 Passport size photographs.

the following documents.

You are required to report at HR Department on is 01-May-2023, at 9 AM along with

the Training.

13. A detailed letter of Appointment will be issued to you, after the successful completion of



12. prolonged absence from duty without permission or any other conduct considered by us which affects the company's interest, your Training will be suspended at that stage itself, and the company has every right to recover the damages of training cost from you for the above said acts.

Continuation Sheet ...

HR MANAGER
(SPURTHI D)

Jpwthi . D

With Regards,
For Electronics Systems Pvt Ltd,

Note: The above offer will be confirmed only after MEDICAL PHASE CLEARANCE.

We welcome you to Electronics family, looking forward to a long and mutually benefited association.

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.

Further to your application for employment with us, and the subsequent selection process, we are pleased to offer you the position of Trainee in Electronics Systems Pvt Ltd. Your Scheduled date of joining is 01-May-2023 (Tentatively).

Subject: Provisional Conditional Offer Letter as Solution Support Engineer Trainee in CS Department.

Dear MR. GORANTLA ANAND SAI KUMAR,

TO,
MR. GORANTLA ANAND SAI KUMAR,
S/O G SREENIVASULU,
1-A-201/A, ORAVAKONDA,
ANANTAPUR(DIST),
ANDHRA PRADESH-575812.



20-Mar-2023

EFF/HRD/23-24/OFF/125

1. Your Training Period would be for Minimum Forty-Five days to Maximum Joining and would be held with the company till the completion of your service. You are required to submit all your Original Academic Certificates on the date of stipulated time period. In case of your inability to complete the given task, you will be eliminated from the training.
2. You are required to serve the company for a period of **2.5 WORKING 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. 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 eliminated from the training.
4. If your training period extends on administration grounds, extension of training depends on the discretion of management.
5. You are eligible for a stipend of **Rs.4000/- per month** during the training period and would be **Rs.22,703/- (Rs.12,753+Rs.9,950)** per month also accommodation & travelling will be given separately.
6. You are eligible for a stipend of **Rs.4000/- per month** during the training period and processes and procedures of Electronics Systems Pvt. Ltd., as applicable to you and the changes therein from time to time.
7. Your appointment will be governed by the policies, rules, regulations, practices, and other public holidays.
8. As per the General Services Rules, you are entitled to one casual leave per month.
9. If the Trainee fails to prove himself during the Training period, the company has every right to terminate him at that stage itself.
10. If the Trainee wants to leave or discontinue the Training Voluntarily then he/she has to pay Recruitment cost and Training cost on pro-rate basis to the company.
11. At any time during the Training, if the Trainee is found to be willfully non-performer or guilty of fraud, dishonest, disobedient, disorderly behavior, negligence, indiscipline, or any other conduct which may be considered undesirable by the company, the company has the right to terminate him at that stage itself.

The Terms and Conditions of this offer are:

1. Your Training Period would be for Minimum Forty-Five days to Maximum "Trainee" till the completion of your probationary period. Three months starting from is 01-May-2023, and you will be designated as

Signature of Parent/Guardian

Signature of candidate

Place:

Date:

I have read and understood all the terms and conditions contained in this letter and agree to abide by the same. I am signing this letter as a token of my accepted employment with the company and the terms and conditions set out in this letter.

ACCEPTANCE FORM

HR MANAGER
(SURYA D)

Surya D
For Electronics Systems Pvt Ltd.

For any further clarifications, Contact the HRD Recruitment.

- All Original Academic Certificates.
- 5 Passport size photographs.

You are required to report at HR Department on 01-May-2023, at 9 AM along with the following documents.

13. A detailed letter of Appointment will be issued to you, after the successful completion of the Training.

12. prolonged absence from duty without permission or any other conduct considered by us which affects the company's interest, your Training will be suspended at that stage itself, and the company has every right to recover the damages of training cost from you for the above said acts.

13. A detailed letter of Appointment will be issued to you, after the successful completion of the Training.

HR MANAGER
(SPURTHI D)

Jpw M. D

With Regards,
For Electronics Systems Pvt Ltd,

Note: The above offer will be confirmed only after MEDICAL PHASE CLARANCE.

We welcome you to Electronics family, looking forward to a long and mutually benefited association.

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.

Further to your application for employment with us, and the subsequent selection process, we are pleased to offer you the position of Trainee in Electronics Systems Pvt Ltd. Your Scheduled date of joining is 01-May-2023 (tentatively).

Subject: Professional Conditional Offer Letter as Solution Support Engineer Trainee in CS Department

Dear Mr. KURTI VENU,

ANDHRA PRADESH-520003.

KRISHNA(DIST)
VIJAYAWADA URBAN,
24-17-12C, BAVAJIPETTA,
S/O K SRINIVASA RAO,
MR. KURTI VENU,
TO,



20-Mar-2023

EFF/HRD/23-24/OF/119

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+91 (6643) 666777 | info@electronics.com | www.electronics.com
Plot No. 4, TEPARK, Mangalagiri, HS22 503, Guntur, AP, India

Electronics SYSTEMS PVT. LTD

19A71404673

The Terms and Conditions of this Offer are:

1. Your Training period would be for Minimum Forty-Five days to Maximum "Trainee" till the completion of your probationary period. Three months starting from 01-May-2023, and you will be designated as "Trainee" till the completion of your probationary period.
2. You are required to serve the company for a period of 2.5 WORKING 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 eliminated 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.4000/- per month during the training period and would be Rs.22,703/- (Rs.12,753+Rs.9,950) per month also accommodation & travelling will be given separately.
7. Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of Electronics Systems Pvt. Ltd., as applicable to you and the changes therein from time to time.

8. As per the General Services Rules, you are entitled to one casual leave per month and other public holidays.
9. If the Trainee fails to prove himself during the Training period, the company has every right to terminate him at that stage itself.
10. If the Trainee wants to leave or discontinue the Training Voluntarily then he/she has to pay Recruitment cost and Training cost on pro-rate basis to the company.
11. At any time during the Training, if the Trainee is found to be fully non-performer or guilty of fraud, dishonesty, disobedient, disorderly behavior, negligence, indiscipline, or any other conduct which is not acceptable to the company, the company has the right to terminate him at any stage.

Termination:

Signature of candidate

Signature of Parent/Guardian

Place:

Date:

I have read and understood all the terms and conditions contained in this letter and agree to abide by the same. I am signing this letter as a token of my accepted employment with the company and the terms and conditions set out in this letter.

ACCEPTANCE FORM

HR MANAGER
(SPURTHI D)

SPURTHI D
For Electronics Systems Pvt. Ltd.

For any further clarifications, Contact the HRD Recruitment.

- All Original Academic Certificates.
- 5 Passport size photographs.

the following documents.

You are required to report at HR Department on 01-May-2023, at 9 AM along with

13. A detailed letter of Appointment will be issued to you, after the successful completion of the Training.

12. prolonged absence from duty without permission or any other conduct considered by us which affects the company's interest, your Training will be suspended at that stage itself, and the company has every right to recover the damages of training cost from you for the above said acts.

13. A detailed letter of Appointment will be issued to you, after the successful completion of the Training.

Continuation Sheet

Electronics

CIN: U51909AP1987PTC007554 | GST: 37AAACCE487GQ1ZT

DVR & DR HS MIC College of Technology
Training & Placement Officer

HR MANAGER
(SPURTHI D)

Spurthi D

With Regards,
For Electronics Systems Pvt Ltd,

Note: The above offer will be confirmed only after MEDICAL PHASE CLEARANCE.

We welcome you to Electronics family, looking forward to a long and mutually benefited association.
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.

Your Scheduled date of joining is 01-May-2023 (tentatively).
Further to your application for employment with us, and the subsequent selection process, we are pleased to offer you the position of Trainee in Electronics Systems Pvt Ltd.

Subject: Provisional Conditional Offer Letter as Solution Support Engineer Trainee in CS Department.

Dear MR. JONNALAGADDA SRIKANTH,

ANDHRA PRADESH-521230.

KRISHNA DISTRICT,

CHANDRALA,

D.NO 4-33, MYLAVARAM,

S/O J Raja Babu

MR. JONNALAGADDA SRIKANTH,

TO,



24-Mar-2023

EFF/HRD/23-24/OFF/069

EFFTRONICS SYSTEMS PVT. LTD.
Plot No.-4, IT Park, Manegala gr-522 503, Guntur, AP, INDIA
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19-AUG

CIN: U51909AP1987PTC007554 | GST: 37AACCE4879Q1ZT

DVR & DR HS MIC College of Technology
Training & Placement Officer

HR MANAGER
(SPURTHI D)

Spurthi D

For Electronics Systems Pvt Ltd,
With Regards,

Note: The above offer will be confirmed only after MEDICAL CLEARANCE.

We welcome You to Electronics family, looking forward to a long and mutually benefited association.

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.

Further to your application for employment with us, and the subsequent selection process, we are pleased to offer you the position of Trainee in Electronics Systems Pvt Ltd. Your Scheduled date of joining is 01-May-2023 (Tenatively).

Subject: Provisional Conditional Offer Letter as CDA-System Administrator Trainee in CS Department.

Dear MR. SANAMURI VENKATA KRISHNA,

ANDHRA PRADESH-521241.

BHAVANIPURAM, VIJAYAWADA,

OPPOSITE RAMAKASTURI BHAI ENCLAVES,

76-8/G-5/4, CASSEROLE RESTAURANT ROAD,

S/O. SANAMURI VENKATESWARLU,

MR. SANAMURI VENKATA KRISHNA,

TO,



24-MAR-2023

EFF/HRD/23-24/OFF/0141

CIN: U51909AP1987PTC007554 | GST: 37AAACCE4879Q1ZT

DVR & DR HS MIC College of Technology

Training & Placement Officer

HR MANAGER
(SPURTHI D)With Regards,
For Electronics Systems Pvt Ltd,

Note: The above offer will be confirmed only after MEDICAL PHASE CLARANCE.

We welcome you to Electronics family, looking forward to a long and mutually benefited association.

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.

Further to your application for employment with us, and the subsequent selection process, we are pleased to offer you the position of Trainee in Electronics Systems Pvt Ltd. Your Scheduled date of joining is 01-May-2023 (tentatively).

Subject: Provisional Conditional Offer Letter as CDA-System Administrator Trainee in CS Department

Dear MR. MASANAM KESAVA,

ANDHRA PRADESH-522503.

GUNTUR(DIST),

ATMAKUR, MANGALAGIRI

FLAT NO:303, SRI VENKATESWARA RESIDENCY,

S/O. MASANAM RAJARAO,

MR. MASANAM KESAVA,

TO,



24-MAR-2023

EFF/HRD/23-24/OFF/0142

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Plot No-4, IT Park, Mangalagiri-522 503, Guntur, AP, INDIA
ELECTRONICS SYSTEMS PVT. LTD.

HR MANAGER
(SPURTHI D)

Spurthi D

For Efftronics Systems Pvt Ltd,
With Regards,

Note: The above offer will be confirmed only after MEDICAL PHASE CLARANCE.

We welcome you to Efftronics family, looking forward to a long and mutually benefited association.

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.

Your Scheduled date of joining is 01-May-2023 (tentatively).
We are pleased to offer you the position of Trainee in Efftronics Systems Pvt Ltd.
Further to your application for employment with us, and the subsequent selection process,

Subject: Provisional Conditional Offer Letter as Solution Support Engineer Trainee in CS Department.

Dear MR. EARLA VENKATA SAGAR,

ANDHRA PRADESH-524226.

VELLORE(DIST),

UDAYAGIRI,

5-51, KRISHNARADDY PALLI,

S/O E NAGARAJU,

MR. EARLA VENKATA SAGAR,

To,

EFF/HRD/23-24/Off/124

20-Mar-2023

19/4/21/A0471

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efftronics

8. As per the General Services Rules, you are entitled to one casual leave per month and other public holidays.

7. Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of Electronics Systems Pvt. Ltd., as applicable to you and the changes therein from time to time.

6. You are eligible for a stipend of Rs.4000/- per month during the training period and after the successful completion of Training Period, your Gross Salary + Allowances would be Rs.22,703/- (Rs.12,753+Rs.9,950) per month also accommodation & travelling will be given separately.

5. If your training period extends on administration grounds, extension of training depends on the discretion of management

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 eliminated from the training.

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.

2. You are required to serve the company for a period of 2.5 WORKING YEARS excluding the Training period.

1. Your Training period would be for Minimum Forty-Five days to Maximum "Trainee" till the completion of your probationary period.
Three months starting from 01-May-2023, and you will be designated as

The Terms and Conditions of this offer are:

Continuation Sheet ...

Conditions

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19/15

Signature of candidate

Signature of Parent/Guardian

Place:
Date:

I have read and understood all the terms and conditions contained in this letter and agree to abide by the same. I am signing this letter as a token of my accepted employment with the company and the terms and conditions set out in this letter.

ACCEPTANCE FORM

HR MANAGER
(SURYA D)

Surya D

For Electronics Systems Pvt. Ltd.

For any further clarifications, contact the HRD Recruitment.

- All Original Academic Certificates.
- 5 Passport size photographs.

You are required to report at HR Department on 15 May 2023, at 9 AM along with the following documents.

13. A detailed letter of Appointment will be issued to you, after the successful completion of the Training.

12. prolonged absence from duty without permission or any other conduct considered by us which affects the company's interest, your Training will be suspended at that stage itself, and the company has every right to recover the damages of training cost from you for the above said acts.

Continuation Sheet ...

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education

DVR & DR HS MIC College of Technology
Training & Placement Officer

HR MANAGER
(SPURTHI D)

Spurthi D

With Regards,
For Electronics Systems Pvt Ltd,

Note: The above offer will be confirmed only after MEDICAL PHASE CLEARANCE.

We welcome you to Electronics family, looking forward to a long and mutually benefited association.

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.

Your Scheduled date of joining is 01-May-2023 (Tenatively).
We are pleased to offer you the position of Trainee in Electronics Systems Pvt Ltd.
Further to your application for employment with us, and the subsequent selection process,

Subject: Provisional Conditional Offer Letter as CDA-System Administrator Trainee in CS Department.

Dear MR. CHELLU RAKESH,

ANDHRA PRADESH-521241.

VJAYAWADA,
THUMALAPALEM, IBRAHIMPATNAM,
4-14, NEAR NEW SIVAGALAYAM,
S/O. CH MURALI MOHAN,
MR. CHELLU RAKESH,
TO,



24-MAR-2023

EFF/HRD/23-24/OFF/0140

HR MANAGER
(SPURTHI D)With Regards,
For Electronics Systems Pvt Ltd,

Note: The above offer will be confirmed only after MEDICAL PHASE CLARANCE.

We welcome you to Electronics family, looking forward to a long and mutually benefited association.

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.

Your Scheduled date of joining is 01-May-2023 (Tenatively).
We are pleased to offer you the position of Trainee in Electronics Systems Pvt Ltd.
Further to your application for employment with us, and the subsequent selection process,

Subject: Provisional Conditional Offer Letter as Solution Support Engineer Trainee in CS Department.

Dear MR. MUKKIDI PEDDAIAH,



TO,
MR. MUKKIDI PEDDAIAH,
S/O M GIDDALAH,
D.NO 3-94-3, GORANTLA,
KODUMURU,
KURNOOL DISTRICT,
ANDHRA PRADESH-522034.

24-Mar-2023

EPR/HRD/23-24/OFF/0101

CIN: U51909AP1987PTC00 554 | GST: 3TAACCE4879Q1ZT

DVR & DR HS MJC College of Technology

Training & Placement Officer

HR MANAGER
(SPURTHI D)With Regards,
For Efftronics Systems Pvt Ltd,

Note: The above offer will be confirmed only after MEDICAL PHASE CLERANCING.

We welcome you to Efftronics family, looking forward to a long and mutually benefited association.

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.

Your Scheduled date of joining is 01-May-2023 (Tentatively).
we are pleased to offer you the position of Trainee in Efftronics Systems Pvt Ltd.
Further to your application for employment with us, and the subsequent selection process,

Subject: Provisional Conditional Offer Letter as Solution Support Engineer Trainee in CS Department.

Dear MR. SHAIK FARUK GANI,

TO,
MR. SHAIK FARUK GANI,
S/O SHAIK KARIMULLA,
D. NO 1-175B, PEDAKOMIRIA,
THOTAMULA, GAMALGUDLEM,
KRISHNA DISTRICT,
ANDHRA PRADESH-521403.

24-Mar-2023

ERF/HRD/23-24/OFF/075

CIN: U51909AP1987PTC007554 | GST: 37AAACE4879Q1ZT

DVR & DR HS MIC College of Technology
Training & Placement OfficerHR MANAGER
(SPURTHI D)

Spurthi D

For Electronics Systems Pvt Ltd,
With Regards,

Note: The above offer will be confirmed only after MEDICAL PHASE CLARANCE.

We welcome you to Efftronics family, looking forward to a long and mutually benefited association.
 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.

Your Scheduled date of joining is 01-May-2023 (tentatively).
 We are pleased to offer you the position of Trainee in Electronics Systems Pvt Ltd.
 Further to your application for employment with us, and the subsequent selection process,

Subject: Provisional Condition Job Offer Letter as Solution Support Engineer Trainee in CS Department.

Dear MR. KORRA SRINU,

ANDHRA PRADESH-521125.

KRISHNA DISTRICT,

VISSANAPPETTA,

D.NO 2-146, CHANDRAPATLA,

S/O KORRA RANGA,

MR. KORRA SRINU,

TO,



24-Mar-2023

EFF/HRD/23-24/Off/063

EFFTRONICS SYSTEMS PVT. LTD.
Plot No.4, IT Park, Mangalagiri-522 503, Guntur, AP, INDIA
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Efftronics

165

HR MANAGER
(SPURTHI D)

Spurthi D

For Electronics Systems Pvt Ltd,
With Regards,

Note: The above offer will be confirmed only after MEDICAL PHASE CLARANCE.

We welcome you to Electronics family, looking forward to a long and mutually benefited association.

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.

Your Scheduled date of joining is 01-May-2023 (tentatively).
We are pleased to offer you the position of Trainee in Electronics Systems Pvt Ltd.
Further to your application for employment with us, and the subsequent selection process,

Subject: Provisional Conditional Offer Letter as Solution Support Engineer Trainee in CS Department.

Dear MR. SHAIK NAGUL MEERA,

TO,
MR. SHAIK NAGUL MEERA,
S/O SHAIK MAHABUB SUBHANI,
D.NO 4-44, ALLURUPADU,
VATSAVAL, KRISHNA DISTRICT,
ANDHRA PRADESH-521190.



24-Mar-2023

EFF/HRD/23-24/OFF/062

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Electronics

10. If the Trainee wants to leave or discontinue the Training Voluntarily then he/she must pay Recruitment cost and Training cost on pro-rate basis to the company.

9. If the Trainee fails to prove himself during the Training Period, the company has every right to terminate him at that stage itself.

8. As per the General Services Rules, you are entitled to one casual leave per month and other public holidays.

7. Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of Electronics Systems Pvt. Ltd, as applicable to you and the changes therein from time to time.

6. You are eligible for a stipend of Rs.4000/- per month during the training period and after the successful completion of Training Period, your Gross Salary + Allowances would be Rs.22,703/- (Rs.12,753+Rs.9,950) per month also accommodation & travelling will be given separately.

5. If your training period extends on administration grounds, extension of training depends on the discretion of management.

4. You are required to complete all the assignments given in the training period within the stipulated time. In case of your inability to complete the given task, you will be eliminated from the training.

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.

2. You are required to serve the company for a period of 2.5 WORKING YEARS excluding the Training period.

1. Your Training period would be for Minimum Forty-Five days to Maximum "Trainee" till the completion of your probationary period.
Three months starting from 01-May-2023, and you will be designated as

The Terms and Conditions of this offer are:

Signature of Parent/Guardian

Signature of candidate

Place:

Date:

I have read and understood all the terms and conditions contained in this letter and agree to abide by the same. I am signing this letter as a token of my accepted employment with the company and the terms and conditions set out in this letter.

ACCEPTANCE FORM

HR MANAGER
(SPURTHI D)



For Electronics Systems Pvt. Ltd.

For any further clarifications, Contact the HRD Recruitment.

- All Original Academic Certificates.
- 5 Passport size photographs.

You are required to report at HR Department on 01-May-2023, at 9 AM along with the following documents.

13. A detailed letter of Appointment will be issued to you, after the successful completion of the Training.

12. prolonged absence from duty without permission or any other conduct considered by us which affects the company's interest, Your Training will be suspended at that stage itself, and the company has every right to recover the damages of training cost from you for the above said acts.

11. At any time during the Training, if the Trainee is found to be fully non-performer or guilty of fraud, dishonest, disobedient, disorderly behavior, negligence, indiscipline.

Continuation Sheet

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Electronics

HR MANAGER
(SPURTHI D)

Spurthi · D

For Efftronics Systems Pvt Ltd,
With Regards,

Note: The above offer will be confirmed only after MEDICAL PHASE CLARANCE.

We welcome you to Efftronics family, looking forward to a long and mutually benefited association.

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.

Your Scheduled date of joining is 01-May-2023 (Tentatively).

We are pleased to offer you the position of Trainee in Efftronics Systems Pvt Ltd.
Further to your application for employment with us, and the subsequent selection process,

Subject: Provisional Conditional Offer Letter as Solution Support Engineer Trainee in CS Department.

Dear MR. SAYYAD ABDULLA,

ANDHRA PRADESH-521185.

KRISHNA(DIST)

NANDIGAMA,

11-76, CHANDAMMETA,

S/O SIBRAHM,

MR. SAYYAD ABDULLA,

TO,



20-Mar-2023

EFF/HRD/23-24/OFF/118

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EFFTRONICS SYSTEMS PVT. LTD.

19/12/2023

11. At any time during the Training, if the Trainee is found to be willfully non-performer or guilty of fraud, dishonesty, disobedient, disorderly behavior, negligence, indiscipline.

10. If the Trainee wants to leave or discontinue the Training Voluntarily then he/she has to pay Recruitment cost and Training cost on pro-rate basis to the company.

9. If the Trainee fails to prove himself during the Training period, the company has every right to terminate him at that stage itself.

8. As per the General Services Rules, you are entitled to one casual leave per month and other public holidays.

7. Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of Electronics Systems Pvt. Ltd., as applicable to you and the changes therein from time to time.

6. You are eligible for a stipend of Rs.4000/- per month during the training period and would be Rs.22,703/- (Rs.12,753+Rs.9,950) per month also accommodation & travelling will be given separately.

5. If your training period depends on administration grounds, extension of training depends on the discretion of management.

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 eliminated from the training.

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.

2. You are required to serve the company for a period of 2.5 WORKING YEARS excluding the Training period.

1. Your Training period would be for Minimum Forty-Five days to Maximum "Trainee" till the completion of your probationary period. Three months starting from 01-May-2023, and you will be designated as

The Terms and Conditions of this offer are:

Continuation Sheet ...

Offer Details

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Signature of Candidate

Signature of Parent/Guardian

Place:

Date:

I have read and understood all the terms and conditions contained in this letter and agree to abide by the same. I am signing this letter as a token of my accepted employment with the company and the terms and conditions set out in this letter.

ACCEPTANCE FORM

HR MANAGER
(SPURTHI D)

S. P. S. W. D.
For Electronics Systems Pvt. Ltd.

For any further clarifications, Contact the HRD Recruitment.

- All Original Academic Certificates.
- 5 Passport size photographs.

the following documents.

You are required to report at HR Department on 01-May-2023, at 9 AM along with

the Training.

13. A detailed Letter of Appointment will be issued to you, after the successful completion of

12. prolonged absence from duty without permission or any other conduct considered by us which affects the company's interest, your Training will be suspended at that stage itself, and the company has every right to recover the damages of training cost from you for the above said acts.

Continuation Sheet ...

Explanation
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CIN: U51909AP1987PTC007554 | GST: 37AACCE4879Q1ZT

DVR & Dr HS MJC College of Technology

Training & Placement Officer

HR MANAGER
(SPURTHI D)With Regards,
For Electronics Systems Pvt Ltd,

Note: The above offer will be confirmed only after MEDICAL P-1ASR CLARANCE.

We welcome you to Electronics family, looking forward to long and mutually benefited association.

Herewith, we include the Terms & Conditions of your application. After reading the terms & conditions, you are required to return this Offer of Appointment duly signed by you and your parents.

Your Scheduled date of joining is 01-May-2023 (Tentative).

Further to your application for employment with us, and the subsequent selection process, we are pleased to offer you the position of Trainee in Electronics Systems Pvt Ltd.

Subject: Provisional Conditional Offer Letter as Solution Support Engineer Trainee in CS Department.

Dear MR. TODETI BHAGYA RAJU,

ANDHRA PRADESH-521109.

KRISHNA(DIST),

UNGUTRUVU,

2-61, MUKKAPADU,

S/O T SRINIVASA RAO,

MR. TODETI BHAGYA RAJU,

TO,



20-Mar-2023

EFF/HRD/23-24/OFF/114

CIN: U51909AP1987PTC007554 | GST: 37AACCE4879Q1ZJ

DVR & DR HS MIC College of Technology
 Training & Placement Officer

HR MANAGER
 (SPURTHI D)

Spurthi D

With Regards,
 For Efftronics Systems Pvt Ltd,

Note: The above offer will be confirmed only after A. DIGITAL PHASE CLEARANCE.

We welcome you to Efftronics family, looking forward to a long and mutually benefited association.

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.

Further to your application for employment with us, and the subsequent selection process, we are pleased to offer you the position of Trainee in Efftronics Systems Pvt Ltd. Your scheduled date of joining is 01-May-2023 (Interview).

Subject: Professional Conditional Offer Letter as Solution Support Engineer Trainee in CS Department.

Dear MR. JADDU GANESH,

ANDHRA PRADESH-520004.

TO,
 MR. JADDU GANESH,
 S/O JAGANNADHAM,
 32-15/2-3, VIZIANAGAR ROAD,
 CHUTUGUNTA,
 VIZAWADA,
 ANDHRA PRADESH-520004.



20-Mar-2023

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CIN: U51909AP1987PTC007554 | GST: 37AACCE4879Q1ZT

DVR & DR HS MIC College of Technology
 Training & Placement Officer
 (Signature)

HR MANAGER
 (SPURTHI D)

Spurthi D.

For Electronics Systems Pvt Ltd,
 With Regards,

Note: The above offer will be co. firmed only after MEDICAL PHASE CLARANCE.

We welcome you to Efftronics family, looking forward to a long and mutually benefited association.

Herewith, we include the Term & Conditions of your appointment. After reading the terms & conditions, you are requested to return this Offer of Appointment duly signed by you and your parents.

Further to your application for employment with us, and the subsequent selection process, we are pleased to offer you the position of Trainee in Electronics Systems Pvt Ltd. Your Scheduled date of joining is 01-May-2023 (tentatively).

Subject Professional Contract Offer Letter as Solution Support Engineer Trainee in CS Department.

Dear MR. VALLERU KOTESWARI RAO,

ANDHRA PRADESH-520 012.

VIJAYAWADA,

VIDHYADHARPURAM,

1-3/4-199, 4 PILLAR CENTER

S/O V BALARAMU,

MR. VALLERU KOTESWARA RAO,

TO,



20-Mar-2023

EFF/HRD/23-24/OFF/1 26

To provide insight for enhancement, we invite you to visit our website: www.efftronics.com

eGATEWAY

DVR & DR HS NIC College of Technology
Training & Placement Cell
W

HR MANAGER
(SPURTHI D)

Spurthi D

For Electronics Systems Pvt Ltd,
With Regards,

Note: The above offer will be confirmed only after MRDICAL PHASE CLEARANCE.

We welcome you to Electronics family, looking forward to a long and mutually benefited association.

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.

Your Scheduled date of joining is 01-May-2023 (tentatively).
We are pleased to offer you the position of Trainee in Electronics Systems Pvt Ltd.
Further to your application for employment with us, and the subsequent selection process,

Subject: Provisional Conditional Offer letter as Solution Support Engineer Trainee in CS Department.

Dear MR. CHINTALA DEEPAK SRINIVAS,

TO,
MR. CHINTALA DEEPAK SRINIVAS,
S/O CHINTALA MURALI KRISHNA,
BLOCK NO. HI-1, GF-8,
VAMBAY COLONY, AJITHSINGH NAGAR,
VIJAYAWADA, NTR DISTRICT,
ANDHRA PRADESH-520015.



24-Mar-2023

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CIN: U51909AP1987PTC007554 | GST: 37AAACF4879G1ZT

DVR & DR HS MIC College of Technology
Training & Placement OfficerHR MANAGER
(SPURTHI D)

Jpuniti D

For Efftronics Systems Pvt Ltd,
With Regards,

Note: The above offer will be confirmed only after MEDICAL PHASE CLEARANCE.

We welcome you to Efftronics family, looking forward to a long and mutually benefited association.

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.

Your Selected date of joining is 01-May-2023 (tentatively).
We are pleased to offer you the position of Trainee in Efftronics Systems Pvt Ltd.
Further to your application for employment with us, and the subsequent selection process,

Subject: Professional Conditional Offer Letter as Solution Support Engineer Trainee in
CS Department.

Dear MR. KOTHURI SAMPATH KUMAR,



TO,
MR. KOTHURI SAMPATH KUMAR,
S/O KOTHURI CHANDRA SEKHAR,
D.NO 65, VOMBAY COLONY,
AJITH SINH NAGAR,
VIJAYAWADA, KRISHNA DISTRICT,
ANDHRA PRADESH-520015.

24-Mar-2023

EPR/HRD/23-24/Off/0100

CIN: U51909AP1987PTC007554 | GST: 3TAACCE4879Q1ZT

DVR & DR HS MIC College of Technology

Training & Placement Officer

HR MANAGER
(SPURTHI D)With Regards,
For Efftronics Systems Pvt Ltd,

Note: The above offer will be confirmed only after MEDICAL PHASE CLARIFICATION.

We welcome you to Efftronics family, looking forward to a long and mutually benefited association.

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.

Further to your application for employment with us, and the subsequent selection process, we are pleased to offer you the position of Trainee in Efftronics Systems Pvt Ltd. Your Scheduled date of joining is 01-May-2023 (Tentatively).

Subject: Provisional Conditional Offer Letter as Solution Support Engineer Trainee in CS Department.

Dear MR. GUNJA BHANU LAKSHMAN,

TO,
MR. GUNJA BHANU LAKSHMAN,
S/O GUNJA JARAMJI KALIDAS,
FLAT:13-474/1, RL RAO COLONY,
TADEPALLI,
GUNTUR DISTRICT,
ANDHRA PRADESH-522501.

24-Mar-2023

EFF/HRD/23-24/OFF/073

CIN: U51909AP1987PTC007554 | GST: 37AACCE4879G1ZT

DVR & DR HS M/C College of Technology
Training & Placement Officer

(SPURTHI D) HR MANAGER

*Jputhi . D*For Electronics Systems Pvt Ltd,
With Regards,

Note: The above offer will be confirmed only after MEDICAL PHASE CLARIFICATION.

We welcome you to Electronics family, looking forward to a long and mutually benefited association.

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.

Your Scheduled date of joining is 01-May-2023 (Tentatively).
we are pleased to offer you the position of Trainee in Electronics Systems Pvt Ltd.
Further to your application for employment with us, and the subsequent selection process,

Subject: Provisional Conditional Offer Letter as Solution Support Engineer Trainee in CS Department

Dear MR. TUMMALA SAI TEJA,

TO,
MR. TUMMALA SAI TEJA,
S/O TUMMALA VENKATESWARLU,
D.NO 42-9-27, BLOCK NO 31,
AJITHSINGH NAGAR,
VIJAYAWADA, NTR DISTRICT,
ANDHRA PRADESH-521180.

24-Mar-2023

EFF/HRD/23-24/OFF/0107

CIN: U51909AP1987PTC007554 | GST: 3TAACCE4879Q1ZT

DVR & DR HS MIC College of Technology
Training & Placement Officer

HR MANAGER
(SPURTHI D)

Spurthi D

With Regards,
For Electronics Systems Pvt Ltd,

Note: The above offer will be confirmed only after MEDICAL PHASE CLARIFICATION.

We welcome you to Electronics family, looking forward to a long and mutually benefited association.

Herewith, we include the Terms & Conditions of Your appointment duly signed by you & conditions, you are required to return this Offer of Appointment duly signed by you and your parents.

Further to your application for employment with us, and the subsequent selection process, we are pleased to offer you the position of Trainee in Electronics Systems Pvt Ltd. Your Scheduled date of joining is 01-May-2023 (tentatively).

Subject: Provisional Conditions, Job Offer Letter as Solution Support Engineer Trainee in CS Department.

Dear MR. GUGULOTHU PAVAN KUMAR,

TO,
MR. GUGULOTHU PAVAN KUMAR,
S/o GUGULOTHU TULASI R/o,
D.NO 2-2-12, MAIN ROAD,
PONDUGALA, THANADA,
MVALARAM, KRISHNA DISTRICT,
ANDHRA PRADESH-521230.



24-Mar-2023

EPR/HRD/23-24/OFR/064

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DVR & DR HS MIC College of Technology
 Training & Placement Officer

HR MANAGER
 (SPURTHI D)

Spurthi D

For Electronics Systems Pvt Ltd,
 With Regards,

Note: The above offer will be confirmed only after MEDICAL PHASE CL1 ARRANGE.

We welcome you to Electronics family, looking forward to a long and mutually benefited association.

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.

Your Scheduled date of joining is 01-May-2023 (tentatively).
 Further to your application for employment with us, and the subsequent selection process, we are pleased to offer you the position of Trainee in Electronics Systems Pvt Ltd.

Subject: Provisional Conditional Offer Letter as Solution Support Engineer Trainee in CS Department.

Dear MR. BATTLA HARSH,

ANDhra PRADESH-520013.

VIJAYAWADA,
 41-11-6, KRISHNARAJA,

S/O B RAMA RAO,
 MR. BATTLA HARSH,

TO,



20-Mar-2023

EFF/HRD/23-24/OFF/117

To provide insights for enhancing wealth

Electronics

HR MANAGER
(SPURTHI D)

Spurthi · D

For Electronics Systems Pvt Ltd,
With Regards,

Note: The above offer will be confirmed only after MEDICAL PHASE CLEARANCE.

association.

We welcome you to Electronics family, looking forward to a long and mutually benefited

and your parents.

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

Your Scheduled date of joining is 01-May-2023 (tentatively).

we are pleased to offer you the position of Trainee in Electronics Systems Pvt Ltd;
Further to your application for employment with us, and the subsequent selection process,

CS Department.

Subject: Provisional Conditional Offer Letter as Solution Support Engineer Trainee in

Dear MR. MUNGARA SYAM PAVAN,

ANDHRA PRADESH-521162.

KRISHNA(DIST),

GUDURU,

7-114, MALLAVOLU,

S/O M VENKATA VEERA BABU,

MR. MUNGARA SYAM PAVAN,

TO,

20-Mar-2023

EFF/HRD/23-24/OFF/115

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+91 9675166677 | info@electronics.com | www.electronics.com

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19H7/104/47

CIN: U51908AP1987PTC007554 | GST: 37AACCE4679A1ZT

Signature of Parent/Guardian

Signature of candidate

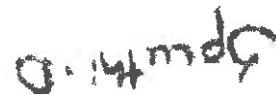
Place:

Date:

I have read and understood all the terms and conditions contained in this letter and agree to abide by the same. I am signing this letter as a token of my accepted employment with the company and the terms and conditions set out in this letter.

ACCEPTANCE FORM

HR MANAGER
(SPURTHI D)



For Electronics Systems Pvt. Ltd.

For any further clarifications, Contact the HRD Recruitment.

- All Original Academic Certificates.
- 5 Passport size photographs.

the following documents.

You are required to report at HR Department on 01-May-2023, at 9 AM along with

the Training.

13. A detailed Letter of Appointment will be issued to you, after the successful completion of



12. prolonged absence from duty without permission or any other conduct considered by us which affects the company's interest, your Training will be suspended at that stage itself, and the company has every right to recover the damages of training cost from you for the above said acts.

Continuation Sheet

To provide insight for claim filing

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CIN: U51909AP1987PTC007554 | GST: 37AAACCE4879Q1ZT

MR & LS MIC Challenge of Technology
Training & Placement Officer

HR MANAGER
(SPURTHI D)

Spurthi D

For Electronics Systems Pvt Ltd,
 With Regards,

Note: The above offer will be confirmed only after MEDICAL PHASE CLARANCE.

We welcome you to Electronics family, looking forward to a long and mutually benefited association.

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.

Your Scheduled date of joining is 01-May-2023 (Tentatively).
 We are pleased to offer you the position of Trainee in Electronics Systems Pvt Ltd.
 Further to your application for employment with us, and the subsequent selection process,

Subject: Provisional Conditional Offer Letter as CDA-System Administrator Trainee in CS Department.

Dear MR. SAMUNURI GANESH,

ANDHRA PRADESH-520001.

VIZAWADDA,

WNGHIPET,

8-9-24, MAHALAKSHMI TEMPLE STREET,

S/O. SVENKATA SIVA NAGARAJU,

MR. SAMUNURI GANESH,

TO,



24-MAR-2023

EFF/HRD/23-24/OF/0144

eAduTutor

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CIN: U51909AP1987PTC007554 | GST: 37AACCE4879Q1ZT

DVR & DR HS MIC COLLEGE OF TECHNOLOGY

Training & Placement Officer

HR MANAGER
(SPURTHI D)

Spurthi D

With Regards,
For Electronics Systems Pvt Ltd,

Note: The above offer will be confirmed only after MEDICAL PHASE CLEARANCE.

We welcome you to Electronics family, looking forward to a long and mutually benefited association.

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.

Your Scheduled date of joining is 01-May-2023 (Tentatively).

Further to your application for employment with us, and the subsequent selection process, we are pleased to offer you the position of Trainee in Electronics Systems Pvt Ltd.

Subject: Provisional Conditional Offer Letter as Solution Support Engineer Trainee in CS Department.

Dear MR. LAVUDIYA MAHEN德拉,

ANDHRA PRADESH-521175.

NTR(DIST),

JAGGVYAPET,

6-813/29B, DANAGE NAGAR,

S/O VENKATESWARLU,

MR. LAVUDIYA MAHEN德拉,

TO,



20-Mar-2023

EFF/HRD/23-24/OFF/121

To provide insights for enhancing wealth

Electronics Systems

ELECTRONICS SYSTEMS PVT. LTD.
Plot No-4, IT Park, Mangalagiri-522 503, Guntur, AP, INDIA
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16/225

Confidentiality of Terms. You agree to follow the Company's strict policy that employees must not disclose, either directly or indirectly, any information, including any of the terms of this agreement; regarding salary, bonuses, to any person, including other employees of your Company; provided, however, that you may discuss such terms with members of your family or immediate relatives.

Compensation. You will be paid a gross annual compensation of ₹ 2,50,000 INR, and will be structured as per the attached Annexure - A. We will direct deposit funds electronically to the local bank account of your choice. It includes allowances and statutory benefits and will be structured in accordance with SightPlan policies.

Start Date. This agreement will begin effective from the date of your joining, but no later than May 02, 2023.

Indirectly (i) engage during the term of your employment or for one year thereafter directly or indirectly not either during the prior written consent of the Company, or Board of Directors, and for compensation, without the prior written consent of any person or organization not commercial or professional services of any nature to any person or organization of the Company's business (ii) solicit, induce, recruit, or encourage, or take away employees or consultants of the Company, or attempt to solicit, induce, recruit, encourage, or encourage, or terminate their relationship with the Company, or attempt to solicit, induce, recruit, encourage, or encourage, or take away employees or consultants of the Company's business (iii) solicit, induce, recruit, or encourage any of the Company's employees or consultants to terminate their agreement with the Company for any other person or entity. Nothing in this letter agreement will prevent you from - accepting speaking or presentation engagements for honoraria or from serving on boards of charitable organizations, or from owning no more than one percent (1%) of the outstanding equity securities of a corporation whose stock is listed on a national stock exchange.

SightPlan and making sure all of the checklists are appropriately followed to complete the setup of the properties. You will report to the "Implementation Coordinator" or "Implementation Manager". As "Implementation Associate", you will be responsible for onboarding new properties for the express and implicit terms hereof, and to the reasonable satisfaction of the Company.

We are pleased to extend you this offer to join SightPlan India Private Limited - as Implementation Associate. Speaking for myself and other members of the Company's management team, we are all pleased to have you as a permanent member of our team in India. This letter officially confirms the offered terms of employment.

Dear Adisurya,

Adisuryajidugu941@gmail.com
Adisurya Jidugu

Mar 27, 2023

1. One set Photocopies of all academic and employment certificates
2. Photocopy of your passport
3. 2 passport size photographs
4. Photocopy of PAN
5. Professional Form 16 from previous employer

Annexure B

*Total Fixed Salary will be subject to Provident Fund, Professional Tax and other statutory deductions as applicable

			Total Fixed Salary	20,833.33	2,50,000.00
Special Allowance	1,150.00	13,800.00			
Heslith Checkup Allowance	500.00	6,000.00			
Petrol Allowance	500.00	6,000.00			
Telephone & Internet Allowance	500.00	6,000.00			
Medical Allowance	1,000.00	12,000.00			
Food Allowance	1,000.00	12,000.00			
Conveyance	1,600.00	19,200.00			
HRA	4,166.67	50,000.00			
Basic	10,416.67	125,000.00			
	Per Month	Per Annum			

Compensation Structure in INR

Annexure A

DVR & Dr HS MIC College of Technology

Training & Placement Officer

(Chairman)

With Regards,

Please revert with your acceptance of the offer within three working days claiming your acceptance of the OFFER with M/s Godavari Krishna Co-op Society Limited - Vijayawada. If you fail to send any reply within 3 days, this offer stands cancelled. We look forward to working with you.

(You should submit these details within 7 days from the date of receipt of this Offer.) Once

Documents required:

Joining, you are advised to carry your true copies of all your credentials along with the list of documents mentioned below.

Society. If the Employee wants to pay three months of their Salary to the Society, it will serve two months of Notice Period or has to pay two months of their Salary to the Society.

It is mandatory to achieve your monthly set target of business given by your supervisor, to justify your monthly fixed pay. Your career with us is based on your performance and achievement out of the set business goals and objectives of the Organization. As discussed with you during your interview, your Salary / Position, or maybe both, will be revised after the first 6 months after you join, such revision shall be purely based on the level of your performance in these first 6 months.

For more details, see Annexure I for your reference.

Your remuneration will be INR 21,000/- (in words Rupees Twenty-One Thousand Only) per month and INR 2,52,000/- (in words Rupees Two Lakhs - Fifty-Two Thousand Only) per annum.

In continuation of our discussions on possible employment with M/s Godavari Krishna Co-Op Society Limited - Vijayawada, we are pleased to make you an offer as Web Developer, initially based at HEAD OFFICE as per the norms fixed in the Appointment letter and Duty list. Your complete offer and duty list shall be released within or completion of 45 days of employment with Godavari Krishna Co-Op Society Limited.

Ms. G. Laxshmi Tanuja,

Date: 01/03/2023.

'or

OFFICER LETTER

Hr - Aaradhya Cloud Solutions - Neelima
last seen today at 4:53 am

Aaradhya Cloud Solutions Student Information.xlsx
1 page • XLX • 9KB

Like this send details of your students who got selected sir

If you want to leave the group you can sir

11/05/2023

Hr - Aaradhya Cloud Solutions - Neelima
Aaradhya Cloud Solutions Student Information.xlsx • 1 page

Did not received final students list please send sir

11:59 am

Thank sir 12:02 pm

5

Q

DVR & DR HS MLC College of Technology
Training & Placement Officer

(3)

Ok madam 6:39 am ✓

Aaradhya Cloud Solutions Student Information.xlsx
XLX • 12 KB

12:04 pm ✓

Interview schedule

We have sent mail to all students.

Good Morning Madam,

meet.google.com

<https://meet.google.com/oyb-cgva-kwc>

meet.google.com

4 May 2023

10:48 pm

Siva and vardini tell them to speak well

10:48 pm

Rescheduled interview
Tomorrow 1 to 2pm

Vardini

Siva

Selected

M ushmita sri valli

Bobburi sri divya

Kollepalli likitha

Gogireddy gayatri

Shareena bhanu

OK
9:26 pm

Information.xlsx (1 sheet)
Aaradhyaa Cloud Solutions Student
Hr - Aaradhyaa Cloud Solutions - Neelima

11 May 2023

9:16 pm

If you want to leave the group you can sir

6:39 am

OK madam

6:34 am

Like this send details of your students
who got selected sir

6:33 am

Aaradhyaa Cloud Solutions
Student Information.xlsx
1 sheet • 9.3 KB • XLSX

Forwarded

10 May 2023

9:19 pm

Thank you madam

8:58 pm

Vardhini selected

9:26 am

173 655#

Aaradhya Cloud Solutions Selected Students List

S.NO	1. Name	2. Date of Birth	3. Gender	4. Mobile Number	5. Branch	6. Location	7. Email ID
1	Kallepalli Likitha	13-04-2002	Female	6305668421	ECE	Vijayawada	likithakallepalli018@gmail.com
2	Susarla Sri Vardhani	3/2/2002	Female	9059851270	CSE	Nandigama	susarlasrivardhani2018@gmail.com
3	Bobburi SriDivya	4/12/2002	Female	7386080753	CSE	Mylavaram	siribobburi7891@gmail.com
4	Gogireddy Gayathri	3/9/2002	Female	8639410703	CSE	Vijayawada	gogireddy.gayathri2002@gmail.com
5	Shaik Shareena Bhanu	10/25/2001	Female	9182460481	CSE	Vijayawada	shaikshareenabhanu7866@gmail.com
6	M.Susmitha srivalli	9/13/2000	Female	8074042128	MCA	Vijayawada	susmithasrivallimahankali@gmail.com



Incoor Infrastructure Pvt Ltd., Campus drive select List-Dt.04.01.2023
1 message

TNP MIC College (tnp@mictech.ac.in)

Mon, Jul 3, 2023 at 10:14 AM

CHANDKA V V D. SREEKANTH (sreekanth.cvvd@det.ac.in)
To: tnp@mictech.ac.in, lnp@mictech.ac.in

Greetings of the Day.

Dear Sir,

I am herewith forwarding the details of final selected students from DVR & DR-HS MIC College of Technology for "Incoor Infrastructure Pvt Ltd" pool campus drive held in our campus on 04.01.2023 as shared by HR Ms.Arunima..

L. Patan Mushrat Khan 6303701741 nagaparna51@gmail.com
2. Chandu Ram Sal 9492287905 chanduramsal550@gmail.com

Thank you.

www.det.ac.in
Email: sreekanth.cvvd@det.ac.in

Mobile: 9346242525

Andhra Pradesh

Ganuguru, VIJAYAWADA - 521139.

Dhanekula Institute of Engineering & Technology
Dean-Traing, placements & Career Guidance Cell,

Dr.Sreekanth CVVD

Regards,

Dhanekula Institute of Engineering & Technology,
Ganuguru, VIJAYAWADA - 521139.

Andhra Pradesh

Email: sreekanth.cvvd@det.ac.in

<https://mail.google.com/mail/u/0/?ik=195267acd4&view=publicsearch=fullpermId=thread-f:177037324334765272&selmp=msg-f:17703732433476527222> 1/1

DVR & DR H S MIC College of Technology
Training & Placement Officer

QSpiders 2023 Batch!!! Incubation Final Selection List

dilekvarani.l@qspiders.com <dilekvarani.l@qspiders.com>

To: trip@nictach.ac.in

Cc: ryanidhi@gmail.com, maheshvaran761@gmail.com, sivaroopkumarreddy2001@gmail.com, deviyassawl.verma@gmail.com,

malsam.a123@gmail.com, innaneesend@gmail.com, lakshmidikshitha202@gmail.com, asititaresharma@gmail.com, geethashree.r@qspiders.com

Hello Sir/Mam,

Good Evening

We are happy to announce the Final Selects for Incubation [Free Training & Placement] of 2023 Batch from your college.

We heartily congratulate students for getting placed & we officially welcome all the selected students to QSpiders.

Below mentioned students in the offer letter are the Final selects & Please communicate the same with students & we will post you the date of Joining ASAP.

Mon, Feb 13, 2023 at 4:37 PM
TNP MC College <tp@nictach.ac.in>

A Unit of Test Yatra Software Solutions India Pvt Ltd

QSpiders Campus Connect

INCUBATION OFFER LETTER

Dear Sir,

We are happy to inform you that Below Students from your college DVR & Dr. HS MIC College of Technology AP been Selected in our Incubation Screening Drive.

Dear Sir,

We are happy to inform you that Below Students from your college DVR & Dr. HS MIC College of Technology AP been Selected in our Incubation Screening Drive.

Candidate Name	Mobile Number	Email ID	Degree	Degree stream	Degree college	Status
Jhanaskri Nakkundaohna	620135582	njhanskaris@gmail.com	BTech	Computer Science(CS)	DVR & Dr. HS MIC College of Technology AP	Selected
Kannan madhesh verun	8374893469	matheshvaran761@gmail.com	BTech	Mechanical(IE)	DVR & Dr. HS MIC College of Technology AP	Selected
Upendra Ravula	6305468859	upendrajavula@gmail.com	BTech	Electrical & Electronics(EEE)	DVR & Dr. HS MIC College of Technology AP	Selected
Cherishima Dameria	7013965775	dameriacherishima@gmail.com	BTech	Computer Science(CS)	DVR & Dr. HS MIC College of Technology AP	Selected
Lavanya	6201988548	lavanyakamatham19@gmail.com	BTech	Information Technology	DVR & Dr. HS MIC College of Technology AP	Selected

DVR & Dr. HS MIC College of Technology AP
Training & Placement Office

<https://mail.google.com/mail/u/0/rk=195267ecd4&view=pt&search=all&permmsgid=msg-f:1757713736184101715&siml=en>

HEREIN PROVIDED, THE COMPANY AND THE EMPLOYEE AGREE AS FOLLOWS:
IN CONSIDERATION OF THE MUTUAL COVENANTS HEREIN CONTAINED AND OF THE MUTUAL BENEFITS

Words of any gender are deemed to include those of the other gender such as "he", include "she".

The Company and the Employee shall hereinafter be collectively referred to as "Parties" and individually as "Party".

Employee's express acceptance of and adherence to the terms set forth in this Agreement.

C. The Company's engagement and continual employment of the Employee is conditioned upon the

B. In order to more clearly define the relationship between the Company and Employee, the Company

A. In connection with the offer letter given by the Company date 1st Dec 2022, the Company desires to

WHEREAS:

THANNERU ASRITHA S/D/O THANNERU SURYANARAYANA aged about 20 years and presently residing at 5-183, Sundaralak Nagar, Wyra, Khammam, Telangana, 507165 hereinafter referred to as the "Employee", which expression shall, unless it be repugnant to the context or meaning thereof, be deemed to mean and include his heirs, executors, administrators, successors, assigns and legal representatives).

And

Edupolis Education Technology Private Limited, a company incorporated under the Companies Act, 2013 having CIN U72900TG2021PTC149055 and its registered office at Unischool, 52, CrescenT TOWERS, PLOT -1018 PRAGATHI NAGAR, ABOVE KARUR VYSYA BANK, HYDERABAD TG 500090 IN, represented by one of its director Mr. Rachul Varma ("Company" or "Employer", which expression shall, where the context so admits, include its heirs, successors, executors and permitted assigns);

This EMPLOYMENT AGREEMENT (this "Agreement") is made and executed on this 7th NOV 2022 at Hyderabad (hereinafter referred to as the "Effective Date").

EMPLOYMENT AGREEMENT

Unischool


DVR & Dr H S MIC College of Technology Mail - QSpiders 2023 Batch!!! Incubation Final Selection List

Sharopova Yaramsetti	727008249	sharopova...@maestri201@gmail.com	BTech	Computer Scier. -(CS)	DVR & Dr. HS MIC College of Technology AP	Selected
Devi Yeswari Venkula	8522843833	deviyaswari.venkula@gmail.com	BTech	Information Technology	DVR & Dr. HS MIC College of Technology AP	Selected
Athlia Mallestti	8639162727	mallestti123@gmail.com	BTech	Electronics & Communication(E&C)	DVR & Dr. HS MIC College of Technology AP	Selected
Mohammed Imran	7893794364	imranceemad@gmail.com	BTech	Electrical & Electronic(EEE)	DVR & Dr. HS MIC College of Technology AP	Selected
Balhuni Lakshmi Deekshitha	9337424457	lakshminikethi2002@gmail.com	BTech	Information Technology	DVR & Dr. HS MIC College of Technology AP	Selected
asrittha	8639274240	asrittha@gmail.com	BTech	Electronics & Communication(E&C)	DVR & Dr. HS MIC College of Technology AP	Selected

NOTE:

- We do not charge for the complete training which takes 3 months
- We do not charge you for any Interviews and placement activity conducted at our end.
- The training includes Software Testing/Software Development & General Aptitude.
- On successful completion of their training they will be awarded with course completion Certificates
- No other programs are included in the training module

RULES:

Following rules to be followed for placement activities:

- You should have 80% attendance in class room / practical session
- Should be ready to relocate to different cities for job / Interviews (Bangalore, Chennai, Hyderabad, Pune and Delhi)
- Complete the given assignments in time.
- Give everyday presentation
- Bring the user letter on the first day of reporting with all semester marks card, 10th/12th/PUC & Degree/TII Now/1 Govt ID proof & 2 passport size photo.

This letter is valid only on respective date of joining only. If you join on any other date, free training will not be valid. You may have to pay the fees.

Thank & Regards

QSpiders Campus Connect Team.

For Selected students anything in further information or Query contact only on below numbers according to college State/Location

+919162250781/9167212206677/85673

[Note- This mail is a final confirmation of your selection, No Commercials involved & students while reporting can take a printout the mail confirmation to the respective concerns @ QSpiders]



Training & Development Sector

Thanks & Regards,

L Devika Rani Shekha
Business Manager

Dear Sir,

We are happy to inform you that Below Students from your college DVR & DHS MIC College of Technology, Vijaywada – MCA Selected in our Incubation Screening Drive.

Candidate Name	Email ID	Master Degree	Master Degree YOP	Status
Ajay Kumar	eebuajaykumar9@gmail.com	MCA	2023	Selected
Basava Manikanta Bade	badebasavamanikanta@gmail.com	MCA	2023	Selected
V.Yeswanth Kumar	yeswanth2242@gmail.com	MCA	2023	Selected
Saikumar	Saikumar14sep18@gmail.com	MCA	2023	Selected
Raghavendra Reddy Cherreddy	chereddrraghavendrareddychintu@gmail.com	MCA	2023	Selected
Likhith Sai Bikkina	b.sailikith@gmail.com	MCA	2023	Selected
RUBEN	rubenmuppalla7010@gmail.com	MCA	2023	Selected
Krishna Varasi	vamsikrishna53150@gmail.com	MCA	2023	Selected
Durgarao Valasapalli	durga.raovalasapalli2264@gmail.com	MCA	2023	Selected
Sai Varsha Nannapaneni	nannapanenivarsha@gmail.com	MCA	2023	Selected

NOTE:

- We do not charge for the complete training which takes 3 months.
- We do not charge you for any interviews and placement activity conducted at our end.
- The training includes Software Testing/Software Development & General Aptitude.
- On successful completion of their training they will be awarded with course completion Certificate.
- No other programs are included in this training module.

RULES:
Following rules to be followed for placement activities:

- You should have 90% attendance in class room / practical session
- Should be ready to relocate to different cities for job / Interviews (Bangalore, Chennai, Hyderabad, Pune and Delhi)

DVR & DHS MIC College of Technology, Vijaywada – MCA Selected in our Incubation Screening Drive.
Training & Placement Placement Officer
DVR & DHS MIC College of Technology, Vijaywada – MCA Selected in our Incubation Screening Drive.

DVR & DR HS MIC College of Technology
Training & Placement Cell

Address : CPR Tower, 4th & 5th Floor, Above Reliance Fresh,
Stage 2, BTM Layout, Bengaluru, Karnataka 560076
Phone : +91 8095 000 123 | Email : nello@kodnest.com | Website : www.kodnest.com



E-mail

Phone

Website

2. To be eligible for the CSR program offer, the Trainee must agree to comply with all of KodNest's policies and procedures. It is also crucial to acknowledge that failure to accept this offer within 15 days will result in the Trainee forfeiting their seat and no longer being eligible for the program.

1. Completion of the Dream Factory 2023 program is mandatory before the deadline as this is a prerequisite for the validity of this CSR offer.

TERMS AND CONDITIONS

To ensure all compliance with the terms and conditions, we ask that you please read and understand the following before signing the CSR Offer Confirmation Letter.

We are delighted to offer you the position of "Trainee" at KodNest Technologies Pvt. Ltd., Bengaluru. We are offering free training with unlimited placement to all participants in this program.

Congratulations on being selected for our CSR Program 2023!

Vivek Emani,

Sub: Offer Confirmation Letter

17-March-2023

Stage 2, BTM Layout, Bengaluru, Karnataka 560076
CPR Tower, 4th & 5th Floor, Above Reliance Fresh,

KodNest Technologies Pvt Ltd,

KodNest

DVR & Dr HS MIC College of Technology
Training & Placement Officer

Address : Stage 2, BTM Layout, Bangalore, Karnataka 560076
CPR Tower, 4th & 5th Floor, Above Reliance Fresh,
Phone : +91 8095 000 123 | E-mail : helo@kodenest.com | Website : www.kodenest.com

2. To be eligible for the CSR program offer, the Trainee must agree to comply with all of KodNest's policies and procedures. It is also crucial to acknowledge that failure to accept this offer within 15 days will result in the Trainee forfeiting their seat and no longer being eligible for the program.

1. Completion of the Dream factory 2023 program is mandatory before the deadline as this is a prerequisite for the validity of this CSR offer.

TERMS AND CONDITIONS

To ensure all compliance with the terms and conditions, we ask that you please read and understand the following before signing the CSR Offer Confirmation Letter.

We are delighted to offer you the position of "Trainee" at KodNest Technologies Pvt. Ltd., Bengaluru. We are offering free training with unlimited placement to all participants in this program.

Congratulations on being selected for our CSR Program 2023!

Venkata Siva Vattikuti,

Sub: Offer Confirmation Letter

17-March-2023

Stage 2, BTM Layout, Bangalore, Karnataka 560076
CPR Tower, 4th & 5th Floor, Above Reliance Fresh,

KodNest Technologies Pvt Ltd,

Kodenest

4. Any Govt ID Proof - One copy.

3. Copy of the PAN (permanent account number) Card, self-attested.

2. One (1) passport-size photograph.

1. Education provisional certificate and mark sheets of the highest qualification degree / professional qualification.

List of documents copies to be submitted while reporting at KodNest and now you can reply back to the same email by replying | accept the offer if you accept it.

ANNEXURE I:

(Signature of the Candidate)

Accepted

CEO & Co-Founder
Akash Pandey



Regards,

of legal advice.

- All documents provided by the company must be kept confidential except in the case

Confidentiality Policy

DVR & DR HS MJC College of Technology
Training & Placement Officer

Address: Stage 2, BTM Layout, Bengaluru, Karnataka 560076
CPR Tower, 4th & 5th Floor, Above Reliance Fresh,
Phone: +91 8095 000 123 | Email: hello@kodnest.com | Website: www.kodnest.com

2. To be eligible for the CSR program offer, the Trainee must agree to comply with all of KodNest's policies and procedures. It is also crucial to acknowledge that failure to accept this offer within 15 days will result in the Trainee forfeiting their seat and no longer being eligible for the program.
1. Completion of the Dream factory 2023 program is mandatory before the deadline as this is a prerequisite for the validity of this CSR offer.

TERMS AND CONDITIONS

To ensure all compliance with the terms and conditions, we ask that you please read and understand the following before signing the CSR Offer Confirmation Letter.

We are delighted to offer you the position of "Trainee" at KodNest Technologies Pvt. Ltd., Bengaluru. We are offering free training with unlimited placement to all participants in this program. We are sure all compliance with the terms and conditions, we ask that you please read and understand the following before signing the CSR Offer Confirmation Letter.

Congratulations on being selected for our CSR Program 2023!

Vaishnavi Nalajala,

Sub: Offer Confirmation Letter

17-March-2023

CPR Tower, 4th & 5th Floor, Above Reliance Fresh,
Stage 2, BTM Layout, Bengaluru, Karnataka 560076

KodNest Technologies Pvt Ltd,



4. Any Govt ID Proof - One copy.

3. Copy of the PAN (permanent account number) Card, self-attested.

2. One (1) passport-size photograph.

1. Education provisional certificate and mark sheets of the highest qualification degree / professional qualification.

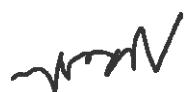
List of documents copies to be submitted while reporting at KodNest and now you can reply back to the same email by replying | accept the offer if you accept it.

ANNEXURE I:

(Signature of the Candidate)

Accepted

CEO & Co-Founder
Akash Pandey



Regards,

- All documents provided by the company must be kept confidential except in the case of legal advice.

Confidentiality Policy

DVR & DR HS MIC College of Technology
Training Placement

Website
www.kodnest.com

E-mail
hello@kodnest.com

Phone
+91 8095 000 123

Stage 2, BTM Layout, Bangalore, Karnataka 560076
CPR Tower, 4th & 5th Floor, Above Reliance Fresh,

Address

1. Completion of the Dream Factory 2023 program is mandatory before the deadline as this is a prerequisite for the validity of this CSR offer.
2. To be eligible for the CSR program offer, the Trainee must agree to comply with all of KodNest's policies and procedures. It is also crucial to acknowledge that failure to accept this offer within 15 days will result in the Trainee forfeiting their seat and no longer being eligible for the program.

TERMS AND CONDITIONS

We are delighted to offer you the position of "Trainee" at KodNest Technologies Pvt. Ltd., Bengaluru. We are offering free training with unlimited placement to all participants in this program.

Congratulations on being selected for our CSR Program 2023!

Srujanan Kapa,

Sub: Offer Confirmation Letter

17-March-2023

Stage 2, BTM Layout, Bengaluru, Karnataka 560076
CPR Tower, 4th & 5th Floor, Above Reliance Fresh,

KodNest Technologies Pvt Ltd,



Address
Website
E-mail
Phone
+91 8095 000 123
hello@kodnest.com
www.kodnest.com

Opp Tower, 4th & 5th Floor, Shaarohi Residency, Gurukul Colony,
Sector 2, BTM Layout, Bengaluru, Karnataka 560076

4. Any Govt ID Proof - One copy.
3. Copy of the PAN (permanent account number) Card, self-attested.
2. One (1) passport-size photograph.

1. Education professional certificate and mark sheets of the highest qualification degree /
professional qualification.

List of documents copies to be submitted while reporting at KodNest and now you can reply back
to the same email by replying | accept the offer if you accept it.

ANNEXURE I:

(Signature of the Candidate)

Accepted

Akash Pandey
CEO & Co-Founder



Regards,

Confidentiality Policy
- All documents provided by the company must be kept confidential except in the case
of legal advice.

DVR & DR HS MIC College of Technology
Training & Placement Officer

Address: Stage 2, BTM Layout, Bangalore, Karnataka 560076
CPR Tower, 4th & 5th Floor, Above Reliance Fresh,
KodNest Technologies Pvt Ltd,
Phone: +91 8095 000 123
E-mail: hello@kodenest.com
Website: www.kodenest.com

2. To be eligible for the CSR program offer, the Trainee must agree to comply with all of KodNest's policies and procedures. It is also crucial to acknowledge that failure to accept this offer within 15 days will result in the Trainee forfeiting their seat and no longer being eligible for the program.
1. Completion of the Dream factory 2023 program is mandatory before the deadline as this is a prerequisite for the validity of this CSR offer.

TERMS AND CONDITIONS

To ensure all compliance with the terms and conditions, we ask that you please read and understand the following before signing the CSR Offer Confirmation Letter.

We are delighted to offer you the position of "Trainee" at KodNest Technologies Pvt. Ltd., Bengaluru. We are offering free training free with unlimited placement to all participants in this program.

Congratulations on being selected for our CSR Program 2023!

Shareena Bhanu Shaik,

Sub: Offer Confirmation Letter

17-March-2023

Stage 2, BTM Layout, Bangalore, Karnataka 560076
CPR Tower, 4th & 5th Floor, Above Reliance Fresh,

KodNest Technologies Pvt Ltd,

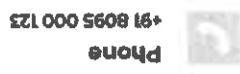




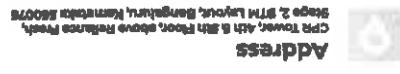
Address
Vellore



Phone
+91 8095 000 123
hello@kodnest.com



E-mail
+91 8095 000 123
hello@kodnest.com



Website
www.kodnest.com
Shop 2, 2nd Layout, Bengaluru - 560078
CPR Tower, 4th Block, Sector 60, Noida - 201301



4. Any Govt ID Proof - One copy.
 3. Copy of the PAN (permanent account number) Card, self-attested.
 2. One (1) passport-size photograph.
 1. Education professional certificate and mark sheets of the highest qualification degree / professional qualification.
- List of documents copies to be submitted while reporting at KodNest and now you can reply back to the same email by replying | accept the offer if you accept it.

ANNEXURE I:

(Signature of the Candidate)

Accepted

CEO & Co-Founder
Akash Pandey

Regards,

- All documents provided by the company must be kept confidential except in the case of legal advice.

Confidentiality Policy

DVR & DR HS MIC College of Technology
Training & Placement Officer

Address : Stage 2, BTM Layout, Bengaluru, Karnataka 560076
CPR Tower, 4th & 5th Floor, Above Reliance Fresh,
Bengaluru, 560076
Phone : +91 8095 000 123
E-mail : hello@kodenest.com
Website : www.kodenest.com

2. To be eligible for the CSR program offer, the Trainee must agree to comply with all of KodNest's policies and procedures. It is also crucial to acknowledge that failure to accept this offer within 15 days will result in the Trainee forfeiting their seat and no longer being eligible for the program.
1. Completion of the Dream Factory 2023 program is mandatory before the deadline as this is a prerequisite for the validity of this CSR offer.

TERMS AND CONDITIONS

To ensure all compliance with the terms and conditions, we ask that you please read and understand the following before signing the CSR Offer Confirmation Letter.

We are delighted to offer you the position of "Trainee" at KodNest Technologies Pvt. Ltd., Bengaluru. We are offering free training with unlimited placement to all participants in this program.

Congratulations on being selected for our CSR Program 2023!

SRI NAGA SOWJANYA ALLADA,

Sub: Offer Confirmation Letter

17-March-2023

Stage 2, BTM Layout, Bengaluru, Karnataka 560076
CPR Tower, 4th & 5th Floor, Above Reliance Fresh,

Kodenest Technologies Pvt Ltd,



4. Any Govt ID Proof - One copy.
 3. Copy of the PAN (permanent account number) Card, self-attested.
 2. One (1) passport-size photograph.
 1. Education professional certificate and mark sheets of the highest qualification degree / professional qualification.
- List of documents copies to be submitted while reporting at KodNest and now you can reply back to the same email by replying ! accept the offer if you accept it.

ANNEXURE I:

(Signature of the Candidate)

Accepted

Akash Pandey
CEO & Co-Founder



Regards,

- All documents provided by the company must be kept confidential except in the case of legal advice.

Confidentiality Policy

DVR & DR HS MIC College of Technology
Training & Placement Officer

Address
Vidya Bhawan,
CPR Tower, 4th & 5th Floor,
Above Reliance Fresh,
Stage 2, BTM Layout, Bangalore,
Karnataka 560076

E-mail
hello@kodnest.com

Phone
+91 8095 000 123

Website
www.kodnest.com

2. To be eligible for the CSR program offer, the Trainee must agree to comply with all of KodNest's policies and procedures. It is also crucial to acknowledge that failure to accept this offer within 15 days will result in the Trainee forfeiting their seat and no longer being eligible for the program.

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TERMS AND CONDITIONS

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We are delighted to offer you the position of "Trainee" at KodNest Technologies Pvt. Ltd., Bengaluru. We are offering free training with unlimited placement to all participants in this program.

Congratulations on being selected for our CSR Program 2023!

Shakik Samiera Shuhel,

Sub: Offer Confirmation Letter

17-March-2023

Stage 2, BTM Layout, Bengaluru, Karnataka 560076
CPR Tower, 4th & 5th Floor, Above Reliance Fresh,

KodNest Technologies Pvt Ltd,



✓

✓

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ANNEXURE I:

(Signature of the Candidate)

Accepted

Akash Pandey
CEO & Co-Founder



Regards,

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Confidentiality Policy

DVR & DR HS MLC College of Technology
Training & Placement Officer



E-mail: hello@kodnest.com

Phone: +91 8095 000 123

Stage 2, BTM Layout, Bengaluru, Karnataka 560076
CPR Tower, 4th & 5th Floor, Above Reliance Fresh,

Address: www.kodnest.com

Website:

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TERMS AND CONDITIONS

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Congratulations on being selected for our CSR Program 2023!

Naveen Sai Anumolu,

Sub: Offer Confirmation Letter

17-March-2023

Stage 2, BTM Layout, Bengaluru, Karnataka 560076
CPR Tower, 4th & 5th Floor, Above Reliance Fresh,

KodNest Technologies Pvt Ltd,

KodNest

Website
www.kodnest.com



E-mail
hello@kodnest.com



Phone
+91 8095 000 123



Address
C-9 Tower, 4th & 5th Floor, Bengaluru, India - 560006
Sangam Layout, Bangalore, Karnataka 560006

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ANNEXURE I:

(Signature of the Candidate)

Accepted

CEO & Co-Founder
Akash Pandey

Regards,

Confidentiality Policy

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41

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TERMS AND CONDITIONS

To ensure all compliance with the terms and conditions, we ask that you please read and understand the following before signing the CSR Offer Confirmation Letter.

We are delighted to offer you the position of "Trainee" at KodNest Technologies Pvt. Ltd., Bengaluru. We are offering free training with unlimited placement to all participants, in this program.

Congratulations on being selected for our CSR Program 2023!

Srujanikaapa,

Sub: Offer Confirmation Letter

17-March-2023

Stage 2, BTM Layout, Bengaluru, Karnataka 560076
CPR Tower, 4th & 5th Floor, Above Reliance Fresh,

KodNest Technologies Pvt Ltd,



19-449

We welcome you and wish you the best in your career.

Kindly sign and return a copy of this letter.

We are dedicated to giving back to society through education and are thrilled to support talented and motivated individuals like you in achieving your goals. Congratulations on being selected for our CSR Drive, and we look forward to embarking on this journey together.

Securing a job on campus is a common aspiration, but you need not worry as KodNest is here to help you make that dream come true through our KodNest CSR & Dream Factory program. We offer immersive learning experiences and a plethora of placement opportunities, so make the most of this chance. If not, we look forward to meeting you at KodNest's world-class physical and digital infrastructure.

7. KodNest Technologies Pvt. Ltd. will provide the training materials (Welcome kits).

joining.

6. We will inform you of the mode of training, 15 days prior to your joining date. To ensure the validity of the offer, it is required that you have no pending backlog at the time of

5. KodNest takes its policies and code of conduct very seriously and expects its trainees to abide by them at all times. In case of any violation of policy or misconduct, KodNest reserves the right to terminate your Training immediately, without prior notice. Such violations could include but are not limited to, inappropriate behavior, harassment, discrimination, or other acts that may harm the reputation or training and learning environment of KodNest. Such actions would be taken only after due investigation and consideration of the circumstances surrounding the breach or misconduct. KodNest will strive to ensure that such actions are fair and reasonable and that trainees are aware of the reasons for such actions.

4. Rest assured that KodNest will not charge any fees or require any payment of any kind from the trainee who has been selected through the CSR program. It is our pleasure to offer this opportunity to you without any financial burden.

3. Participation in all training and placement drives and opportunities that meet the criteria provided by KodNest through various channels is mandatory for the trainee. The trainee must actively participate in all such opportunities and ensure that they obtain pre-approval in case of emergency situations. Failure to comply with this requirement may result in disciplinary action, up to and including termination of the training opportunity.

9-A49

4. Any Govt ID Proof - One copy.
 3. Copy of the PAN (permanent account number) Card, self-attested.
 2. One (1) passport-size photograph.
 1. Education professional certificate and mark sheets of the highest qualification degree / professional qualification.
- List of documents copies to be submitted while reporting at KodNest and now you can reply back to the same email by replying ! accept the offer if you accept it.

ANNEXURE I:

(Signature of the Candidate)

Accepted

Akash Pandey
CEO & Co-Founder



Regards,

- All documents provided by the company must be kept confidential except in the case of legal advice.

Confidentiality Policy

2. To be eligible for the CSR program offer, the Trainee must agree to comply with all of KodNest's policies and procedures. It is also crucial to acknowledge that failure to accept this offer within 15 days will result in the Trainee forfeiting their seat and no longer being eligible for the program.
1. Completion of the Dream factory 2023 program is mandatory before the deadline as this is a prerequisite for the validity of this CSR offer.

TERMS AND CONDITIONS

To ensure all compliance with the terms and conditions, we ask that you please read and understand the following before signing the CSR Offer Confirmation Letter.

Understand the following before signing the CSR Offer Confirmation Letter.

Congratulations on being selected for our CSR Program 2023!

Cherishma Dameria,

Sub: Offer Confirmation Letter

17-March-2023

Stage 2, BTM Layout, Bengaluru, Karnataka 560076
CPR Tower, 4th & 5th Floor, Above Reliance Fresh,

KodNest Technologies Pvt Ltd,



4. Any Govt ID Proof - One copy.
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ANNEXURE I:

(Signature of the Candidate)

Accepted

CEO & Co-Founder
Akash Pandey



Regards,

- All documents provided by the company must be kept confidential except in the case of legal advice.

Confidentiality policy



Address



Phone

E-mail



Website



2. To be eligible for the CSR program offer, the Trainee must agree to comply with all of KodNest's policies and procedures. It is also crucial to acknowledge that failure to accept this offer within 15 days will result in the Trainee forfeiting their seat and no longer being eligible for the program.
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TERMS AND CONDITIONS

To ensure all compliance with the terms and conditions, we ask that you please read and understand the following before signing the CSR Offer Confirmation Letter.

We are delighted to offer you the position of "Trainee" at KodNest Technologies Pvt. Ltd., Bengaluru. We are offering free training with unlimited placement to all participants in this program.

Congratulations on being selected for our CSR Program 2023!

Dayakar Yedumakula,

Sub: Offer Confirmation Letter

17-March-2023

Stage 2, BTM Layout, Bengaluru, Karnataka 560076
CPR Tower, 4th & 5th Floor, Above Reliance Fresh,

KodNest Technologies Pvt Ltd,

KodNest

Address
CPM Tower, 4th & 5th Floor, Above Reliance Plaza,
Shop No. 2, 8th Layer, Bawaliwala, Karmalai, 560075

Phone
+91 8095 000 123
hello@kodnest.com

E-mail

Website
www.kodnest.com

Phone
+91 8095 000 123
hello@kodnest.com

Phone
+91 8095 000 123
hello@kodnest.com

Address
CPM Tower, 4th & 5th Floor, Above Reliance Plaza,
Shop No. 2, 8th Layer, Bawaliwala, Karmalai, 560075



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ANNEXURE I:

(Signature of the Candidate)

Accepted

CEO & Co-Founder
Akash Pandey

Regards,

of legal advice.

- All documents provided by the company must be kept confidential except in the case

Confidentiality Policy

6

DVR & DR HS MIC College of Technology
Training & Placement Officer

Address: Stage 2, BTM Layout, Bengaluru, Karnataka 560076
Phone: +91 8095 000 123 | E-mail: hello@kodnest.com | Website: www.kodnest.com

KodNest Technologies Pvt Ltd,

Stage 2, BTM Layout, Bengaluru, Karnataka 560076
CPR Tower, 4th & 5th Floor, Above Reliance Fresh,



Sub: Offer Confirmation Letter

17-March-2023

Jhansi Priyanka Nakkana

Congratulations on being selected for our CSR Program 2023!

We are delighted to offer you the position of "Trainee" at KodNest Technologies Pvt. Ltd.
Bengaluru. We are offering free training with unlimited placement to all participants in this program.

To ensure all compliance with the terms and conditions, we ask that you please read and understand the following before signing the CSR Offer Confirmation Letter.

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ANNEXURE I:

(Signature of the Candidate)

Accepted

CEO & Co-Founder
Akash Pandey



Regards,

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Confidentiality Policy

DVR & Dr HS MIC College of Technology
Training & Placement Officer

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Congratulations on being selected for our CSR Program 2023!

NaaveenSai Anumolu,

Sub: Offer Confirmation Letter

17-March-2023

Stage 2, BTM Layout, Bengaluru, Karnataka 560076
CPR Tower, 4th & 5th Floor, Above Reliance Fresh,

KodNest Technologies Pvt Ltd,

KodNest

19421A0460

3. Participation in all training and placement drives and opportunities that meet the criteria provided by KodNest through various channels is mandatory for the trainee. The trainee must actively participate in all such opportunities and ensure that they obtain pre-approval in case of emergency situations. Failure to comply with this requirement may result in disciplinary action, up to and including termination of the training from the trainee who has been selected through the CSR program. It is our pleasure to offer this opportunity to you without any financial burden.

4. Rest assured that KodNest will not charge any fees or require any payment of any kind provided by KodNest through various channels is mandatory for the trainee. The trainee must actively participate in all such opportunities and ensure that they obtain pre-approval in case of emergency situations. Failure to comply with this requirement may result in disciplinary action, up to and including termination of the training from the trainee who has been selected through the CSR program. It is our pleasure to offer this opportunity to you without any financial burden.

5. KodNest takes its policies and code of conduct very seriously and expects its Trainees to abide by them at all times. In case of any violation of policy or misconduct, KodNest reserves the right to terminate your Training immediately, without prior notice. Such violations could include but are not limited to, inappropriate behavior, harassment, discrimination, or other acts that may harm the reputation or training and learning environment of KodNest. Such actions would be taken only after due investigation and consideration of the circumstances surrounding the breach or misconduct. KodNest will strive to ensure that such actions are fair and reasonable and that trainees are aware of the reasons for such actions.

6. We will inform you of the mode of training, 15 days prior to your joining date. To ensure the validity of the offer, it is required that you have no pending backlog at the time of joining.

7. KodNest Technologies Pvt. Ltd. will provide the training materials (Welcome kits). Securing a job on campus is a common aspiration, but you need not worry as KodNest is here to help you make that dream come true through our KodNest CSR & Dream Factory program. We offer immersive learning experiences and a plethora of placement opportunities, so make the most of this chance. If not, we look forward to meeting you at KodNest's world-class physical and digital infrastructure.

We are dedicated to giving back to society through education and are thrilled to support talented and motivated individuals like you in achieving your goals. Congratulations on being selected for our CSR Drive, and we look forward to embarking on this journey together.

Kindly sign and return a copy of this letter.

We welcome you and wish you the best in your career.

19-460

- List of documents copies to be submitted while reporting at KodNest and now you can reply back to the same email by replying ! accept the offer if you accept it.
1. Education professional certificate and mark sheets of the highest qualification degree / professional qualification.
2. One (1) passport-size photograph.
3. Copy of the PAN (permanent account number) Card, self-attested.
4. Any Govt ID Proof - One copy.

ANNEXURE I:

(Signature of the Candidate)

Accepted

Akash Pandey
CEO & Co-Founder



Regards,

- All documents provided by the company must be kept confidential except in the case of legal advice.

Confidentiality Policy



Address

Email

Phone

Website

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TERMS AND CONDITIONS

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We are delighted to offer you the position of "Trainee" at KodNest Technologies Pvt. Ltd., Bengaluru. We are offering free training with unlimited placement to all participants in this program.

Congratulations on being selected for our CSR Program 2023!

SRI NAGA SOWJANYA ALLADA,

Sub: Offer Confirmation Letter

17-March-2023

Stage 2, BTM Layout, Bengaluru, Karnataka 560076
CPR Tower, 4th & 5th Floor, Above Reliance Fresh,

KodNest Technologies Pvt Ltd,

kodnest

19-4/21

Confidentiality policy

- All documents provided by the company must be kept confidential except in the case of legal advice.

Regards,

Akash Pandey
CEO & Co-Founder

Accepted

(Signature of the Candidate)

ANNEXURE T:

List of documents copies to be submitted while reporting at KodNest and now you can reply back to the same email by replying I accept the offer if you accept it.

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2. One (1) passport-size photograph.
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4. Any Govt ID Proof - One copy.



Address

CPR Tower, 4th & 5th Floor, above Reliance Fresh,
Stage 2, BTM Layout, Bengaluru, Karnataka 560078



Phone

+91 8095 000 123



E-mail

hello@kodnest.com



Website

www.kodnest.com



KodNest Technologies Pvt Ltd,

CPR Tower, 4th & 5th Floor, Above Reliance Fresh,
Stage 2, BTM Layout, Bengaluru, Karnataka 560076

17-March-2023

Sub: Offer Confirmation Letter

Shaik Sameera Suhel,

Congratulations on being selected for our CSR Program 2023!

We are delighted to offer you the position of "Trainee" at KodNest Technologies Pvt. Ltd., Bengaluru. We are offering free training with unlimited placement to all participants in this program.

To ensure all compliance with the terms and conditions, we ask that you please read and understand the following before signing the CSR Offer Confirmation Letter.

TERMS AND CONDITIONS

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Address:

CPR Tower, 4th & 5th Floor, above Reliance Fresh,
Stage 2, BTM Layout, Bengaluru, Karnataka 560076



Phone

+91 8095 000 123



E-mail:

hello@kodnest.com



Website

www.kodnest.com

19. 4/2

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7. KodNest Technologies Pvt. Ltd. will provide the training materials (Welcome kits).

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We are dedicated to giving back to society through education and are thrilled to support talented and motivated individuals like you in achieving your goals. Congratulations on being selected for our CSR Drive, and we look forward to embarking on this journey together.

Kindly sign and return a copy of this letter.

We welcome you and wish you the best in your career.



Address

CPR Tower, 4th & 5th Floor, above Reliance Fresh,
Stage 2, BTM Layout, Bengaluru, Karnataka 560078



Phone

+91 8095 000 123



E-mail

hello@kodnest.com



Website

www.kodnest.com

Confidentiality policy

- All documents provided by the company must be kept confidential except in the case of legal advice.

Regards,

Akash Pandey
CEO & Co-Founder

Accepted

(Signature of the Candidate)

ANNEXURE 1:

List of documents copies to be submitted while reporting at KodNest and now you can reply back to the same email by replying I accept the offer if you accept it.

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2. One (1) passport-size photograph.
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4. Any Govt ID Proof - One copy.



Address

CPR Tower, 4th & 5th Floor, above Reliance Fresh,
Stage 2, IITM Layout, Bengaluru, Karnataka 560078



Phone

+91 8095 000 123



E-mail

hello@kodnest.com



Website

www.kodnest.com



TNP MIC College <tnp@mictech.ac.in>

TAP Academy | CSR Selects | Thank you for your support | Devineni Venkata Ramana & Dr.Hima Sekhar MIC College of Technology

Afsha zeenath <afsha@thetapacademy.com>
 To: TNP MIC College <tnp@mictech.ac.in>
 Cc: Sufiyan Khan <sufiyan@thetapacademy.com>, Ashish Balaji R <ashish@thetapacademy.com>

Wed, Apr 5, 2023 at 12:57 PM

Dear Sir

Greetings from TAP Academy!

Thank you for the great and excellent support given by you and your team in organizing and managing CSR Activity. We experienced a really successful event and we realized it could happen due to you and your team's hard work and effort.

The below is the selected students and their details for your reference:

Name	Email	Phone	Branch / Stream
VI MAHIDAR TARUN MAJETY	haki24355@gmail.com	9398282226	Electronics & Communication
Srinu Korra	srinukorra30@gmail.com	9133549085	Electrical & Electronics
Srikanth Reddy Danda	dandavenu007@gmail.com	7981299156	Electronics & Communication
Lavanya Kamatham	lavanyakamatham19@gmail.com	6281988548	Information Technology
Sarvani Udutha	udathasarvani10@gmail.com	9959611375	Computer Science
NAGULMEERA SHAIK	nagulmeerashaik092000@gmail.com	7780660458	Electronics & Communication
Varaprasad Vudatha	vudathavaraprasad7909@gmail.com	7670881787	Computer Science

Looking forward to a long term relationship with your organisation.

Feel free to contact us for any queries.

Thank you



Syeda Afsha Zeenath
 Manager - Campus Relations | Tap Academy

M 9663989084
 E afsha@thetapacademy.com

Udupi garden signal, Tap Academy, 3,
 opposite Bharat petroleum, BTM 2nd stage,
 Bengaluru - 560076

www.thetapacademy.com


Training & Placement Officer
DVR & Dr HS MIC College of Technology



CSR Activity Offer Letter - 2023

Dear Student,

Congratulations you have been selected for Tap academy's CSR Activity 2023.

We are glad to inform you that you have successfully cleared the online assessment and you are selected as Full Stack Web Development Trainee for the CSR Batch 2023.

Classes will be conducted Offline.

A detailed Email will be sent to your registered Email ID.
(Batch start date will be informed in the same Email).

Benefits:

1. Industry approved course curriculum offered for FREE inclusive of study materials.
2. Guaranteed unlimited placement opportunities.

Note: This offer letter is not transferable.

Please Fill the below details and submit while enrolling for course:

Name:

Email:

Roll No:

Mobile No:

College:




Rohit Ravinder
 Founder & CEO - TAP Academy Pvt Ltd.



CSR Activity Offer Letter - 2023

Dear Student,

Congratulations you have been selected for Tap academy's CSR Activity 2023.

We are glad to inform you that you have successfully cleared the online assessment and you are selected as Full Stack Web Development Trainee for the CSR Batch 2023.

Classes will be conducted Offline.

A detailed Email will be sent to your registered Email ID.

(Batch start date will be informed in the same Email).

Benefits:

1. Industry approved course curriculum offered for FREE inclusive of study materials.
2. Guaranteed unlimited placement opportunities.

Note: This offer letter is not transferable.

Please Fill the below details and submit while enrolling for course:

Name:

Email:

Roll No:

Mobile No:

College:



Rohit
Rohit Ravinder
Founder & CEO - TAP Academy Pvt Ltd.

Shortlisted Data
1 message

hrmanager@suryatechsolutions.in <hrmanager@suryatechsolutions.in> Tue, Apr 25, 2023 at
4:51 PM
To: TNP MIC College <tnp@mictech.ac.in>

Dear Sir,

Greetings of the Day....

Please find the attachment copy of Shortlisted.

Congratulations....to all of your selected candidates.

THANKS®ARDS

*N.Divya
Hr-Manager
8885785386*

SuryaTechSolutions

Ecil 'x' roads, Hyderabad-500062.

www.suryatechsolutions.in


Training & Placement Officer
DVR & Dr HS MIC College of Technology



SURYA TECH SOLUTIONS

LEADING VENDOR TO THE TELECOM SECTOR

Date: 25-04-2023

To

The Training & Placement cell,
MIC College of Technology,
Vijayawada.

Sub: Selected medical Candidates List

Respected Sir,

As per schedule we had conducted campus drive on 24-04-2023. These are the following candidates selected.

SNO	NAME	CONTACT	QUAL	BRANCH
1	KARRI PRABHASH KUMAR	8121225431	DIPLOMA	MECH
2	U.PREM SAGAR	7989114994	DIPLOMA	MECH
3	B.J.V.S.S.RAHUL	9701071027	DIPLOMA	MECH
4	K.PAVAN KUMAR	9502468983	DIPLOMA	MECH
5	P.VENKATA SHYAM	8143120949	DIPLOMA	MECH
6	KODALI SRINIVAS	8331895553	DIPLOMA	EEE
7	ANIL KUMAR DOKKA	7013706578	DIPLOMA	EEE
8	M.VISHWANTH	9494975998	DIPLOMA	MECH
9	M.ESWAR SURYA ABHAY	7386382179	DIPLOMA	MECH
10	S.PRAMOD	8121112253	DIPLOMA	MECH
11	R.SANKEERTH	7981614808	DIPLOMA	MECH
12	VENKATA LAKSHMI SUMANTH GUNTURU	7702170128	DIPLOMA	EEE
13	MANI DEEPAK REDDY GORUSU	9515058163	DIPLOMA	EEE
14	S.K.JAKEER HUSSAIN	8106635220	DIPLOMA	MECH
15	GURUDEV THIGULLA	9704892018	DIPLOMA	MECH
16	CHERUKUPALLI NARENDRA BABU	9553558391	DIPLOMA	EEE
17	SRIRAM YESUPOGU	9381919783	DIPLOMA	ECE



401

QUIZARO

As a token of your acceptance of our offer of trainee with the Company, please sign in the space provided below and return a duplication version of this letter immediately to us within two (2) days from the date of this letter.

Our offer shall automatically lapse unless (i) you confirm your acceptance of it and return a copy to us within the prescribed time and (ii) you join us on or before your date of joining stated in this Training Offer Letter.

Any disputes arising out of this offer letter shall be governed by and construed in accordance with the laws of India and the courts in Bangalore shall have exclusive jurisdiction.

Separation:

- Your voluntary separation will be one months' notice
- The Company reserves the right to terminate your services without assigning any specific reason whatsoever for such termination by giving you one months' notice or one month's basic pay.
- The Company also reserves the right to terminate your services without any notice or salary in lieu thereof on the grounds of misconduct.

For Quizaro ExtendedEdge PVT LTD

B P Pradeep Kumar
(Human Resources)

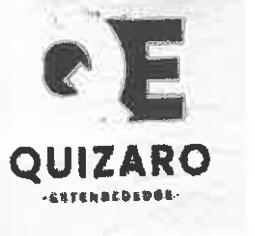
Acceptance:

I have read and understood the contents of this Training Offer Letter and Exhibits here to (hereinafter 'Letter') and accept all the terms and conditions of this Letter in its totality.

Yours sincerely,

SIGNATURE:
(Candidate's Signature)

DATE:



Date: 13.06.2023

OL No: QZE2305163

Dear ABDUL JAMEER SYED

Re: Offer of Trainee

We are delighted to offer you 4 Months on a basis in the role of Training. It is intended for you to commence your Training on 20-06-2023. Please read this letter carefully and indicate your acceptance of the offer by signing and returning a copy of this letter.

1. Your Position

You will be hired on the terms and conditions in this agreement, in the role of **Business Development Associate**.

In any Addition to any duties allocated by the Training from 20 June 2023 to 30 June 2023, your position will involve.

The Duties allocated set out below:

OJT Start Date: 01 July 2023

OJT End Date: 01 Nov 2023

Stipend: INR 17000 Per Month + INR 10000 as incentives (Subject to statutory deductions)

Target: Shall be discussed during the induction/training period.

2. Location

You will be based at the address shown below: **3rd Floor in CK Pearl, No. L 151, 5th Main, Sector 6, HSR Layout, Bangalore - 560102.**

3. Probationary Period

Your training is subject to the satisfactory completion of a probationary period of four month. The probationary period is designed to grant the Training time to assess whether you are able to fulfill your role with the Training. During the probationary period, your training may be terminated by either you or the Training upon providing 1 Month written notice.



OFFER LETTER,

Dear Madduru Koteswaramma,

We are pleased to offer you an appointment in our organization as a Software Engineer W.E.F 03 September 2023. You will be paid a monthly salary of INR 15000/- only.

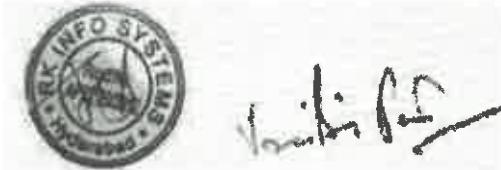
Your Employment with us will be governed by the Terms & Conditions as detailed in Annexure – A

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.

Employment As per this offer is subject to your being medically fit. Please sign and return a duplicate copy of this letter in token of your acceptance.

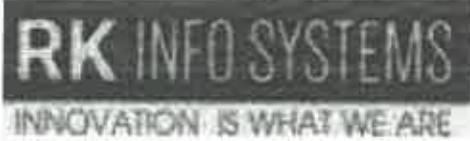
We congratulate you on your appointment and wish you a long and successful career with us. We are confident that your contribution will take us further in our journey towards becoming world leaders. We assure you of our support for your professional development and growth.

Yours truly,
Vivek Parmar - (Chief Technology Officer)
RK Info Systems - Innovation | Skill | Expertise



RK Info Systems - SY No 130P & 115, Nanakramguda Rd, Financial Distt, Manikonda, TG Website : www.rkinfosystems.in Email: hiring@rkinfosystems.in , Phone : +91-6301302833 | +91-563214929 | +91-40-40205020 | GST : 36BFJPP8047R1ZF


Training & Placement Officer
DVR & Dr HS MIC College of Technology



OFFER LETTER,

Dear Kalva Ramya,

We are pleased to offer you an appointment in our organization as a Software Engineer W.E.F 03 September 2023. You will be paid a monthly salary of INR 15000/- only.

Your Employment with us will be governed by the Terms & Conditions as detailed in Annexure – A

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.

Employment As per this offer is subject to your being medically fit. Please sign and return a duplicate copy of this letter in token of your acceptance. You will not be paid any stipend during internship but if your performance seems to be good we will look forward to pay the stipend from the third month onwards.

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.

Yours truly,
Vivek Parmar - (Chief Technology Officer)
RK Info Systems - Innovation | Skill | Expertise



RK Info Systems - SY No 130P & 115, Nanakramguda Rd, Financial Distt, Manikonda, TG Website : www.rkinfosystems.in Email: hiring@rkinfosystems.in , Phone : +91-6301302833 | +971-563214929 | +91 - 40 -40205020 | GST : 36BFJPP8047R1ZF

Training & Placement Officer
DVR & Dr HS MIC College of Technology



OFFER LETTER,

Dear Jabeer Basha Shaik

We are pleased to offer you an appointment in our organization as a Software Engineer W.E.F 03 June 2023. You will be paid a monthly salary of INR 15000/- only.

Your Employment with us will be governed by the Terms & Conditions as detailed in Annexure – A

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.

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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.

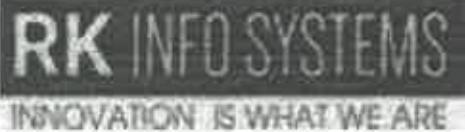
Yours truly,

Vivek Parmar - (Chief Technology Officer)
RK Info Systems - Innovation | Skill | Expertise



RK Info Systems - SY No 130P & 115, Nanakramguda Rd, Financial Distt, Manikonda, TG Website :
www.rkinfosystems.in Email: hldng@rkinfosystems.in , Phone : +91-6301302833 | +91-563214929 | +91 - 40
-40205020 | GST : 36BFJPP8047R1ZF

Training & Placement Officer
DVR & Dr HS MIC College of Technology



OFFER LETTER,

Dear Pavani Konagala,

We are pleased to offer you an appointment in our organization as a Software Engineer W.E.F 03 June 2023. You will be paid a monthly salary of INR 15000/- only.

Your Employment with us will be governed by the Terms & Conditions as detailed in Annexure - A

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.

Employment As per this offer is subject to your being medically fit. Please sign and return a duplicate copy of this letter in token of your acceptance. You will not be paid any stipend during internship but if your performance seems to be good we will look forward to pay the stipend from the third month onwards.

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.

Yours truly,

Vivek Parmar - (Chief Technology Officer)
RK Info Systems - Innovation | Skill | Expertise



RK Info Systems - SY No 130P & 115, Nanakramguda Rd, Financial Distt, Manikonda, TG Website : www.rkinfosystems.in Email: hiring@rkinfosystems.in , Phone : +91-6301302833 | +971-563214929 | +91 - 40 -40205020 | GST : 36BFJPP8047R1ZF

Am
Training & Placement Officer
DVR & Dr HS MIC College of Technology



OFFER LETTER.

Dear Kuppakula Anitha,

We are pleased to offer you an appointment in our organization as a Software Engineer W.E.F 03 August 2023. You will be paid a monthly salary of INR 15000/- only.

Your Employment with us will be governed by the Terms & Conditions as detailed in Annexure – A

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.

Employment As per this offer is subject to your being medically fit. Please sign and return a duplicate copy of this letter in token of your acceptance. You will not be paid any stipend during internship but if your performance seems to be good we will look forward to pay the stipend from the third month onwards.

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.

Yours truly,

Vivek Parmar - (Chief Technology Officer)
RK Info Systems - Innovation | Skill | Expertise



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Training & Placement Officer
DVR & Dr HS MIC College of Technology



TNP MIC College <tnp@mictech.ac.in>

Requesting for Campus Drive for 2023 Batch: DVR & Dr HS MIC College of Technology - Vijayawada

ASHWATHANARAYANA GOWDA(ASHWATHANARAYANA GOWDA) <ashwatha.g@siworld.com>
To: TNP MIC College <tnp@mictech.ac.in>
Cc: "A ANANDA BHASKER (A ANANDA BHASKER)" <aananda.bhasker@siworld.com>

Sun, Mar 26, 2023 at 9:50 AM

Dear Sir,

Greetings from SLAP!

Please find the attached list of students who are shortlisted for company Trainee position.

Total No. of Students Selected – 46. Date of joining is first week of May-2023.

Thanks & Regards

Ashwatha

+91 7829209050

HR Dept.



SL AP Private Limited

Plot No.6-B, Industrial Park | KIA Ancillary Unit, Site-B

Bangalore-Hyderabad Highway | Gudipall Village |

Ananthapur – 515 122 | Andhra Pradesh | INDIA

Website: [www.siworld.com]www.shworld.com

Kindly confirm the names of the students who are willing to join on the below said dates for making necessary arrangements.

[Quoted text hidden]

[Quoted text hidden]

[Quoted text hidden]

상기 메일은 지정된 수신인만을 위한 것이며, 부정경쟁방지 및 영업비밀의 보호에 관한 법률을 포함하여
관련 법령에 따라 보호의 대상이 되는 영업비밀, 기밀정보 등을 포함하고 있을 수 있습니다.
본 문서에 포함된 정보의 전부 또는 일부를 무단으로 제3자에게 공개, 배포, 복사 또는 사용하는 것은 엄격히 금지됩니다.
본 메일이 잘못 전송된 경우, 발신인 또는 당사에 알려주시고, 본 메일을 즉시 삭제하여 주시기 바랍니다.

The above message is intended solely for the named addressee and may contain information that is privileged, confidential or otherwise protected under applicable law. Any unauthorized dissemination, distribution, copying or use of the information contained in this communication is strictly prohibited. If you have received this communication in error, please notify the sender by email and erase this communication immediately.

SLAP Selected students

S No	Roll No	Student Name	Branch
1	19H71A0203	Balne Bhuvanesh	EEE
2	19H71A0204	Kambhampati Dhayanidhi	EEE
3	19H71A0210	Gujjarapudi Nikhil	EEE
4	19H71A0214	Vuyyuru Sathwik	EEE
5	19H71A0217	Mudavathu Srikanth	EEE
6	20H75A0205	Todeti Bhagya Raju	EEE
7	20H75A0207	Nadakuditi Bhargava Ram	EEE
8	20H75A0208	Sunkisala Bruce lee	EEE
9	20H75A0210	Chinthala Deepak Srinivas	EEE
10	20H75A0212	Shaik Faruk Gani	EEE
11	20H75A0215	Sakinala Gopal	EEE
12	20H75A0223	Vallepudi Koteswara Rao	EEE
13	20H75A0234	Kodigudla Neeraj	EEE
14	20H75A0235	Varre Pavan Kalyan Chakravarthi	EEE
15	20H75A0237	Mukkidi Peddaiah	EEE
16	20H75A0240	Davu Rama Linga Prasad	EEE
17	20H75A0242	Tummala Sai Teja	EEE
18	20H75A0244	Kothuri Sampath Kumar	EEE
19	20H75A0246	Tikkisetty Satya Vara Prasad	EEE
20	20H75A0250	Thota Srihari	EEE
21	20H75A0252	Medida Sumanth	EEE
22	20H75A0254	Palla Trinadh	EEE
23	20H75A0257	Anupoju Venkat	EEE
24	20H75A0262	Yathakula William Cary	EEE
25	20H75A0265	Korra Srinu	EEE
26	19H71A0410	Andraju Durga Prasad	ECE
27	19H71A0420	Kosaraju Mahith Sai	ECE
28	19H71A0448	Jonnalagadda Srikanth	ECE
29	19H71A0452	Puli Venkata Sai Karthik	ECE
30	19H71A0460	Chepuri Aditya Sai Akhil	ECE
31	19H71A0466	Kurmala Dhanvantar B Datta Kumar	ECE
32	19H71A04A0	Teja Somanath Sahu	ECE
33	19H71A04A3	Danda Srikanth Reddy	ECE
34	20H75A0402	Gorantla Anand Sai Kumar	ECE
35	20H75A0417	Kandula Naveen Kumar	ECE
36	19H71A0416	Kumar Vardhan Singamsetty	ECE
37	20H75A0302	Shaik Akbar	MECH
38	20H75A0304	Tummala Gnana Deep	MECH
39	20H75A0305	Regandla Harish	MECH
40	20H75A0308	Yannam Karthikeya	MECH
41	20H75A0312	Valeti Maneesh	MECH
42	20H75A0313	Mikkili Nagaraju	MECH
43	20H75A0317	Siddela Prem Kumar	MECH
44	20H75A0318	Boddu Raja	MECH
45	20H75A0320	Yandapalli Ramesh	MECH
46	20H75A0324	Kalasani Udaybhaskar	MECH



TVS Educational Society

NEEM TRAINEE ID CARD



NAME : Thummala Amrutha Prem Sagar

NEEM ID : N168180

Training & Placement Officer
DVR & Dr HS MIC College of Technology

T At : Sundram Fastners Limited, Sri City

dress : No.2-9/2,Near Rcm Church

Kondapavuluru,Purushothapatnam,Gannavaram Krishna

Andhra Pradesh - 521101

OJ : 01/12/2022

OT : 30/11/2025

Emergency
ontact No.: 9490838397

lood Group: O+ VE

Mobile No.: 7673926236



Authorised Signatory

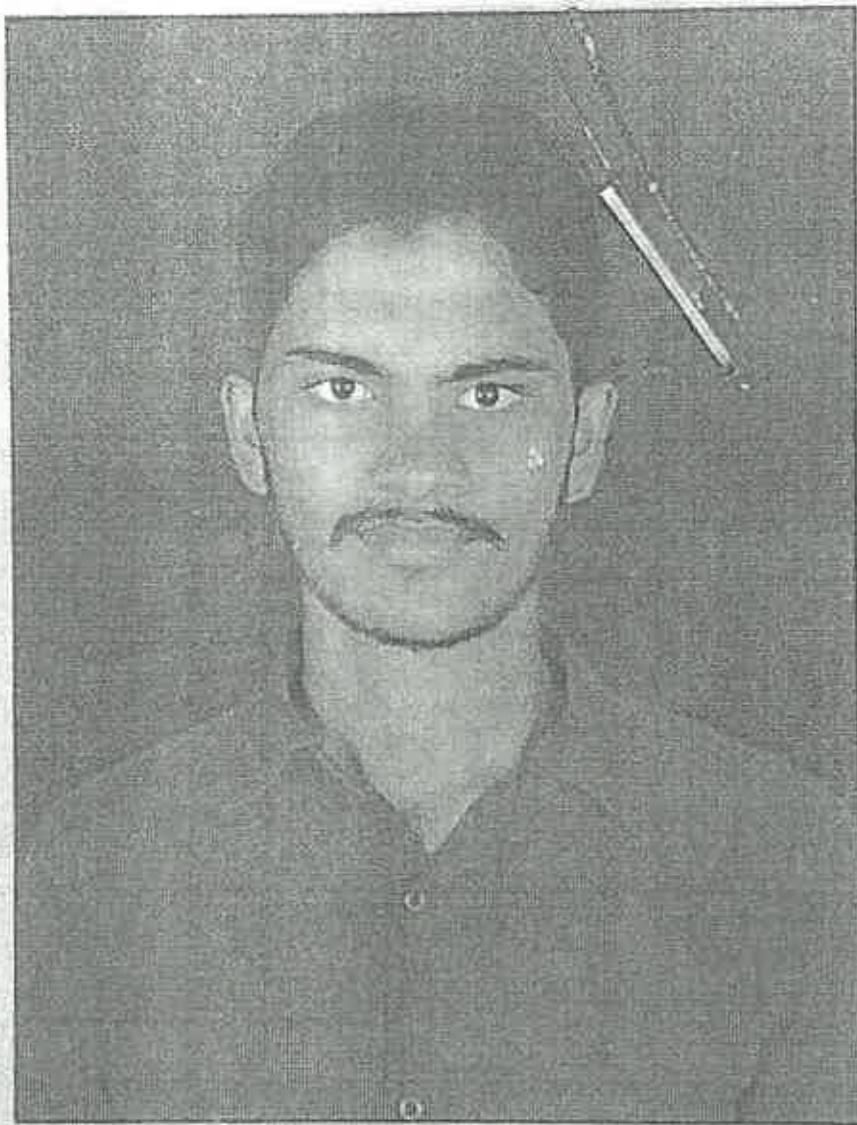
Trainee Signature

TVS Educational Society
Jayalakshmi Estate, 29, Haddows Road,
Chennai - 600 006.

TVS-E-S

TVS Educational Society

NEEM TRAINEE ID CARD



NAME : Uppu Ganesh

NEEM ID : N168181


Training & Placement Officer
DVR & Dr HS MIC College of Technology

OJT At : Sundram Fastners Limited, Sri City

Address : No.2-2/C , Pesarlanka

Guntur

Andhra Pradesh - 522324

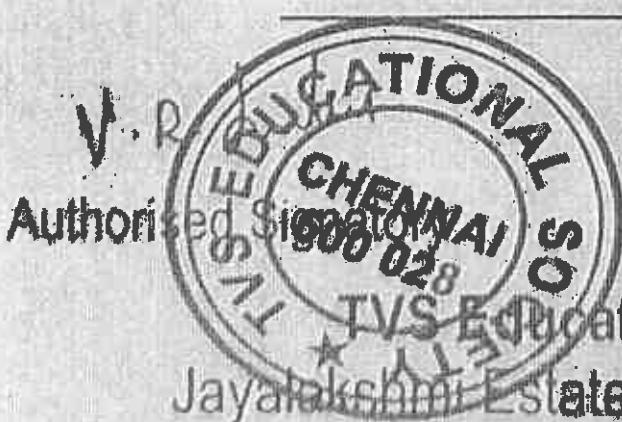
DOJ : 01/12/2022

DOT : 30/11/2025

Emergency
Contact No.: 9959002243

Blood Group : O + VE

Mobile No.: 7207529497



Trainee Signature

TVS Educational Society
Jayalakshmi Estate, 29, Haddows Road,
Chennai - 600 006.

TVS-Es

TVS Educational Society

NEEM TRAINEE ID CARD



NAME : Kukkala Venkateswara Rao

NEEM ID : N168178

OJT At: Sundram Fastners Limited, Sri City

Address: No.1-65-A , N Gopalapalem

Nelakumar Chinnapuram

Andhra Pradesh - 521001

DOJ: 01/12/2022

DOT: 30/11/2025

Emergency
Contact No: 9640919501

Blood Group: O + VE

Mobile No.: 8688914668

Authorised



Trainee Signature

VVS Educational Society
Jayalakshmi Estate, 29, Haddows Road.
Chennai - 600 006.



TVS Educational Society

NEEM TRAINEE ID CARD



NAME : Velivela Sri Muralinadh

NEEM ID : N168179

Training & Placement Officer
DVR & Dr. HS MIC College of Technology

Campus Drive for 2023 Batch: DVR & Dr HS MIC College of Technology - Vijayawada

From: <hr@ultramarinepigments.net>
To: TNP MIC College <tnp@mictech.ac.in>

Jan 05, 2023 at 11:50 AM

Dear Sir,

Greetings from Ultra Marine Pigments!

Please find the below students who are shortlisted for company Trainee position.

Name	Branch
Valeti Maneesh	MECH
Kalasani Udaybhaskar	MECH
Vuyyuru Venkatasai Niranjan	MECH
Kalakanti Narasimha Swamy	EEE
Varre Pavan Kalyan Chakravarthi	EEE
Mukkidi Peddaiah	EEE
Bezawada Vijay Kumar	EEE

Thanks & Regards

**Pavan Kumar
HR**

OJT At: Sundram Fastners Limited, Sri City

Address: No.4-211,Pedakonduru

Guntur

Andhra Pradesh - 522305

DOJ: 01/12/2022

DOT: 30/11/2025

Emergency
Contact No.: 9704998907

Blood Group: O + VE

Mobile No.: 7093387219



Trainee Signature

T.V.S. Educational Society
Jayashankar Estate, 29, Haddows Road
Chennai - 600 006

Annexure I: Annual Compensation Structure

Name	Ms. Bobburi SiriDivya	Position & Department	Associate Trainer
#	Components of Total Fixed Pay	Per Annum (in INR)	
1	Basic Pay	2,52,012/-	
2	Other Allowance	18,000/-	
3	Total Fixed Pay per annum	2,70,012/-	
4	Annual Performance Linked Pay (Maximum)	35,988/-	
	Total Cost to Company	3,06,000/-	

Notes: *Associates will be covered under the company group accidental policy for Life Cover Rs.10,00,000). The premium for the same will be borne by the company.

Thank you
Yours sincerely
For Focus 4 – D Career Education Pvt Ltd.


Arumugam N Vadivelu
HR Business Partner

ACCEPTANCE OF OFFER

I hereby confirm that I accept the above offer with all its terms and conditions of employment.

Name & Signature of the candidate with date of acceptance