



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.

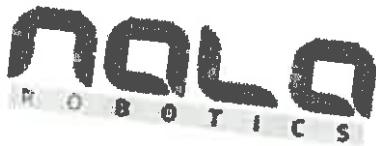
Yours truly,  
For NALA Robotics

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](http://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**

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.

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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](http://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](http://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](http://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.

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. 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 C S

Balaji Koneeru  
General Manager



For NALA Robotics  
Yours truly,

Pilot No 36 A, TIE, IDA, Balanagar, Hyderabad, Telangana - 500037  
[www.nalarobotics.com](http://www.nalarobotics.com)



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

Pilot No 36 A, TIE, IDA, Balanagar, Hyderabad, Telangana - 500037  
[www.nalarobotics.com](http://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

நலா  
NALAROBOTICS  
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](http://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](http://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.

on submission of all documents.

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

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](http://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	Variable Pay	Variable Pay
Components in Salary		Percentage		13125		1600	19200	15000	1250	10275	123300	43200
HRA				13125		1600	19200	15000	1250	10275	123300	70000
Conveyance				13125		1600	19200	15000	1250	10275	123300	PF Contribution
Medical Allowance				13125		1600	19200	15000	1250	10275	123300	ESI Contribution
Special Allowances				13125		1600	19200	15000	1250	10275	123300	Professional Tax
Variable Pay				13125		1600	19200	15000	1250	10275	123300	Income Tax
PF Contribution				3600		0	0	0	0	0	0	Total Deductions (PF + ESI + PT)
ESI Contribution				3600		0	0	0	0	0	0	Net Salary (Gross-Total deductions)
Professional Tax				200		0	0	0	0	0	0	Gross Salary
Income Tax				200		0	0	0	0	0	0	Variable Pay
Total Deductions (PF + ESI + PT)				3800		45600	58400	48700	52500	630000	630000	Net Salary (Gross-Total deductions)
Net Salary (Gross-Total deductions)				3800		45600	58400	48700	52500	630000	630000	Gross Salary
Gross Salary				3800		45600	58400	48700	52500	630000	630000	Variable Pay
Variable Pay				3800		45600	58400	48700	52500	630000	630000	Gross Salary

Name of the Employee: VENKATA SRI PRANATHI NEDUNURU  
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](http://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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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. Venkata Sri Pranathi Nedunuri,

### LETTER OF INTENT TO OFFER

Date: 27-SEP-2022

நலா  
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](mailto:abdullaabdullahsyedd@gmail.com)>  
Subject: Byjus || Selection for InsideSales Hyderabad SSP Onboarding  
Date: Fri, 23 Jun, 2023, 8:55 PM  
From: [madhan.p@byjus.com](mailto:madhan.p@byjus.com)

Forwarded message

To: <[tmp@mictech.ac.in](mailto: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](mailto:abdullaabdullahsyedd@gmail.com)>

Forwarded message

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

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

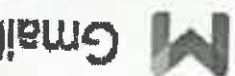
TNP MIC College <[tmp@mictech.ac.in](mailto:tmp@mictech.ac.in)>

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](mailto:hariji.gaddam@tcs.com))  
To: "tcs@mictech.ac.in" <[tcs@mictech.ac.in](mailto:tcs@mictech.ac.in)>  
Cc: Vara Prasada Rao Medala ([vs.medala@tcs.com](mailto:vs.medala@tcs.com)), Faizma Zohra ([faizma.zohra@tcs.com](mailto:faizma.zohra@tcs.com)), Parveen Ahmed ([parveen.b@tcs.com](mailto: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	Narshini Nandigama	DVR & Dr.	HS MIC College of Technology	Krishna Satyha Sonti
DT20229754624	DVR & Dr.	HS MIC College of Technology	Nagaavarashtha Sonti	Sravya Pullipati
DT20221007097	DVR & Dr.	HS MIC College of Technology	Ninja	DVR & Dr.
DT20229750178	DVR & Dr.	HS MIC College of Technology	Ninja	DVR & Dr.
DT2022999646	Meghana Moramudi	DVR & Dr.	HS MIC College of Technology	Sameera Shakir
DT20222951251	Sudheesha Kondapalli	DVR & Dr.	HS MIC College of Technology	Harshini Adusumilli
DT20222872577	DVR & Dr.	HS MIC College of Technology	Ninja	DVR & Dr.
DT20222933213	Satyakiran Parasararam	DVR & Dr.	HS MIC College of Technology	Manikanta Cheruvu
DT20222927731	Suprasa Nomula	DVR & Dr.	HS MIC College of Technology	Hemasri Tummala
DT20223019737	Manikanta Bolem	DVR & Dr.	HS MIC College of Technology	Kavya Javvadi
DT20223117838	Kavya Makkalla	DVR & Dr.	HS MIC College of Technology	DVR & Dr.
DT20223074587	Vaswita Karasala	DVR & Dr.	HS MIC College of Technology	Nimra Annavarapu
DT20223170830	Omkara Annavarapu	DVR & Dr.	HS MIC College of Technology	Som Sekhar Burada
DT20223117838	Ninja	DVR & Dr.	HS MIC College of Technology	Ninja
DT20223074587	Sahithi Bandila	DVR & Dr.	HS MIC College of Technology	Ninja
DT20223057242	Aditya Chepuri	DVR & Dr.	HS MIC College of Technology	Kumar Babu Mandla
DT20223103740	Vennela Uppuluri	DVR & Dr.	HS MIC College of Technology	Ninja
DT20223048067	Akanksha Gaddi	DVR & Dr.	HS MIC College of Technology	Ninja
DT20223048001	Greeshma Pediti	DVR & Dr.	HS MIC College of Technology	Ninja
DT2022349278	Manasa Ventrapragada	DVR & Dr.	HS MIC College of Technology	Ninja
DT20229858869	Kavya Malapati	DVR & Dr.	HS MIC College of Technology	DVR & Dr.
DT20229784684	Mohith Vasamsetti	DVR & Dr.	HS MIC College of Technology	Ninja
DT2022984684	Nanda Krishore Balla	DVR & Dr.	HS MIC College of Technology	Ninja
DT20229762213	Krishna Yarrapothu	DVR & Dr.	HS MIC College of Technology	Ninja
DT20229753925	Likhith Sai Bikkina	DVR & Dr.	HS MIC College of Technology	Ninja
DT20207502611	Utkarsh Samuntri	DVR & Dr.	HS MIC College of Technology	Ninja
DT20222975040	Charitha Drama	DVR & Dr.	HS MIC College of Technology	Ninja
DT20222880152	Anitha Garnepuddi	DVR & Dr.	HS MIC College of Technology	Ninja
DT20222880139	Kavya Makakkapati	DVR & Dr.	HS MIC College of Technology	Ninja
DT20222975046	Naguimera Shalik	DVR & Dr.	HS MIC College of Technology	Ninja
DT20222970864	Maheesh Kamleeni	DVR & Dr.	HS MIC College of Technology	Ninja
DT20222975078	Lakshmi Surisetti	DVR & Dr.	HS MIC College of Technology	Ninja

TCS CAREERS SERVICES: 800 209 3111 Email: careers@tcs.com  
REGISTERED OFFICE ADDRESS: 9th Floor, Almanac Point, Mumbai 400 021  
TCS, 91 40 6657 2000 Fax: 91 40 6657 2222 Website: www.tcs.com  
Deccanpark, No 1 Software Units Layout, Nachapudi, 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 Ramarao 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, Madhupur, Hyderabad 500 081 India  
Tel: +91 40 6667 2000 Fax: +91 40 6667 2222 Website: [www.tcs.com](http://www.tcs.com)  
Registered Office Ahmedabad Building, 9th Floor, Parliament Road, Mumbai 400 021  
TCS Careers Services Limited, 1800-209 3111 Email: [careers@tcs.com](mailto:careers@tcs.com)

ALTA 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  
3-4 Ramalayam,  
Beside Ramalayam,  
Tenali-522308,  
Andhra Pradesh.  
Tel# 91-9908302945

Other: Computer Consultancy  
Ref: TCSL/DT20222933213/Hyderabad  
Date: 18/04/2023



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 &

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 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 Goutham Sal Bandaru,

Tel# 91-9912042192  
Andhra Pradesh.  
Vijayawada-520003,  
Vikram Hotel,  
16-9-9 Vijayawada  
Mr. Gowtham Sai Ban-

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

19H91R0412

**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 209 311 | 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).  
Decanpark No 1 Software Indl Layout, Mysore, Karnataka 570 081 India  
Tel: 91 80 6667 2000 | Fax: 91 80 6667 2222 Website: www.tcs.com  
Registered Office: Nimmadi Building, 9th Floor, Nimmadi Post, Mysore 570 021  
TCS Group Services ServiceLine: 1800 209 8111 Email: careers@tcs.com

## 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 Readiness Incentive AND/OR Competency incentive, basis your performance is fully taxable and subject to review.  
Undergo 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 be eligible for a City Allowance of ₹200/- per month. This is specific to India and is fully taxable upon successful completion of the TCS Xplore programme.

**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, your business unit and your own ongoing individual performance. The payment is subject to your being active on the company change based on your first anniversary and may undergo a change 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 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 the training policy.

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.

written permission of TCSL.

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

#### 9. Confidentiality Agreement

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 Placement International Assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement, you will be required to sign the Placement International Assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement to the date of termination of the placement.



- 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 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 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 (P)  
\*Aadhaar Card  
\*Passport  
\*NISR 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 registering/penalising against you in the university

- An affidavit/narrated undertaking (Non-Criminal Affidavit, should be made on the format shown below).

- Addressees affidavits etc.)
- Passport / Acknowledgment letter of passport application
- Gaps/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



(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.  
 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

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

Associate shall at all times vest in and remain with or belong to TCS and Associate shall have no right title or claim of any nature whatsoever in the Confidential Information. Associate shall promptly disclose to an authorized officer of TCS all inventions, discoveries, improvements, suggestions, or reports and enhancements made, created, developed, conceived or devised by him or her arising out of his or her engagement with TCS, including in the course of provision of services to the Clients of TCS and Associate hereby agrees and confirms that all such intellectual property rights shall at all times vest in and remain vested in TCS and agrees to transfer and assign to TCS, any interests Associate may have in such intellectual property rights including any interest in and to any domestic or foreign patent rights, trademarks, trade names and trade secrets in and to any other instruments, including without limitation of letters of patent, trademarks, trade names and copyrigths or assignments thereto. 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 copyrigths 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 hereinabove set forth. All expenses of prosecution any application for patents, trademarks, trade names, or copyrigths shall be borne solely by TCS, but Associate shall co-ordinate in filing and / or prosecuting any such application for TCS, but Associate shall file any "artist's rights" or "moral rights", which Associate might otherwise have in such intellectual property rights.

### 3. Intellectual Property Rights

Associates agrees to treat the Confidential Information as strictly confidential and a trade secret of TCS. Associates agrees to use the Confidential Information only for the purpose for which it was provided. Associates agrees to keep the Confidential Information secret except for disclosure to employees or contractors who have a need to know such information in connection with their work for TCS. Associates agrees to use reasonable efforts to protect the Confidential Information from unauthorized disclosure. Associates agrees to return all copies of the Confidential Information to TCS upon termination of this Agreement or upon request by TCS.

## 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.

mandated by the Customer).

(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),

obligations.

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

of Conduct Conflict of Interest provisions.

(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.

protocols.

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



(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 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 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 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.



TCS Confidential

TCSL/DT20222878615

**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. 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

TCS Careers ServiceLine 1800 209 3111 Email careers@tcs.com  
Recruitment Office Normal Building, 9th Floor, Nariman Point Mumbai 400 021  
Tel: +91 40 6667 2000 Fax: +91 40 6667 2222 Website: www.tcs.com  
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.

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 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 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.



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 & prototyped 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. Please note that your joining is subject to successful completion of your TCS Xplore program including the prototyped 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/arrars/backlogs, if any, during your academics and work experience. The manager will 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 communication is conducted 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 semesters without any 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.

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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.

RETRALS



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 reveal unsavourable results, you will be liable to discipline. If 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 filing of Income Tax returns.

- Aadhaar Card
- Standard X and XII/Diploma mark sheets & Certificate
- Degree certificate/Professional Diploma mark sheets for processing salary
- Standard X and XII/Diploma mark sheets & Certificate
- Graduation
- Degree certificate and mark sheets for all semesters of
- 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
- Any other affidavits on Rs100 stamp paper if applicable (name affidavit for multiple 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) starting :

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 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, 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 anytime at its sole discretion.

same shall be communicated on internal portal/Ultimatrix.



## GROSS SALARY SHEET

Annexure 1

Name	Designation	Institute Name
Lakshmi Madhuri Surisetti	Assistant System Engineer-Trainer	DVR & Dr. HS MEC College Of Technology

Table 1: Compensation Details (All Components in INR)

Compensation Category	Monthly	Annual	Basic Salary
Bouquet Of Benefits #	1,77,408	1,77,408	2) Performance Pay**
Monthly Performance Pay	1,700	20,400	3) City Allowance
Quarterly Variable Allowance*	600	7,200	4) Annual Components/Rertrals
Health Insurance***	200	2,400	5) Quarterly Performance Pay
Provider Fund	NA	7,900	6) Monthly Performance Pay
Gratuity	1,774	21,269	7) City Allowance
Total of Annual Components & Rertrals	711	8,533	8) Health Insurance***
TOTAL GROSS	2,485	37,722	9) Quarterly Variable Allowance*
Xplore/ Learning Incentive****	27,415	3,36,877	10) Annual Components/Rertrals
# Refer to Table 2 for TCSL defined Structure. In case, you wish not to restucture your BOB, TCSL defined Structure as given in Table 2 will be applicable.			Up to 50,000

\* Amount duplicated 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 or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

\*\*\* Explore/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/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)

\*\*\*\*\* Xplore/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/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)

Compensation Category	Monthly	Annual	GROSS BOUTIQUE OF BENEFITS
House Rent Allowance	5,914	70,968	Food Card
Leave Travel Assistance	1,232	14,784	Leave Travel Assistance
Annual	7,646	91,762	TCIS CAREERS SERVICES LIMITED

TCIS CAREERS SERVICES LIMITED | 800 209 3111 | Email: careers@tcis.com  
Registered Office: Normal Building, 9th Floor, Nariman Point, Mumbai 400 021  
Dhackerapark, No 1 Software Units Layout, Mahipalpur, Hyderabad 500 081 India  
Tel: 91 40 6667 2000 Fax: 91 40 6667 2222 Website: www.tcis.com

**TATA CONSULTANCY SERVICES**

Deccan Park, No 1 Software Units Layout, Machhapur, Hyderabad 500 081 India  
Tel: +91 40 6667 2000 Fax: +91 40 6667 2222 Website: www.tcs.com  
Registered Office: Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021  
TCS Careers Services: 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, 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, copyrighted materials, 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 Client or 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 with TCS. and on whatever media and all related documentation and software,

1. Confidential Information  
Confidentiality and IP Terms and Conditions  
Annexure 3  
"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**



**TATA CONSULTANCY SERVICES**

DIGITALISATION NO 1 SOFTWARE LAYOUT MASTERS LTD LIMITED  
TEL 91 40 6667 2000 FAX 91 40 6667 2222 WEBSITE: WWW.DIGITALISATION.COM  
REGISTERED OFFICE NIMMEL BUILDING, 9TH FLOOR, NARIMAN POINT, MUMBAI 400 021  
TCS CAREERS SERVICE LINE: 1800 209 3111 EMAIL: CAREERS@TCS.COM

- 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**  
TCS and while working on the premises of TCS or its Clients or in connection with TCS and while working on the course of his or her association with TCS, Associate expressly agrees that it shall not in the course of his or her association with TCS and while working on the premises of TCS or its Clients or in connection with TCS, use any third party material or intellectual property rights or work for or on behalf of TCS, with the development of any intellectual property rights or in connection with 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  
Dhaka Nagar, No 1 Software Layout, Madhabpur, Haldibari, 500 061 India  
Tel: +91 40 6667 2000 Fax: +91 40 6667 2222 Website: www.tcs.com  
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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TATA 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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**TATA CONSULTANCY SERVICES**

TCS/LDT20223057242

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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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## TATA CONSULTANCY SERVICES

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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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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 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  
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.

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.

**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 deployment 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 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.

serve TCSL as per the Notice Period clause mentioned below.

case of every international assignment that exceeds 30 days, you will be required to documents pertaining to the international assignment for which you are being placed in case of every international assignment that exceeds 30 days, you will be required to



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Tel: +91 40 5667 / 2000 141 40 6667 / 2222 Website: www.tcs.com  
Registered Office Nirman Building, 8th Floor, Nadimandi, 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**



## 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 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 information terminating a valid contract with or need under TCS, any Confidential Information. Upon have no right title or claim of any nature whatsoever in the Confidential Information. Associate shall at all times remain with or belong to TCS and Associate shall have no right title or claim of any nature whatsoever in and remain with or belong to TCS and Associate shall engage in and remain vested in and remain vested in TCS and agree to the Client's of TCS and Associate hereby agrees to disclose to an authorized officer of TCS all information made, created, developed, conceived or devised by him or her arising out of his or her innovations, discoveries, improvements, suggestions, or reports and enhancement ideas, inventions, developments, improvements, discoveries, suggestions, or reports to the Client's of TCS and Associate hereby agrees in the course of provision of services to transfer and assign to TCS any interests in and remain vested in such intellectual property rights including any interest in and to any domestic patent or foreign patent rights, trademarks, trade names and copyrights in and to any renewals thereof. On request of TCS, Associate shall execute from time to time, during or after the termination of TCS, any interests Associate may have in such intellectual property rights including any interest in and to any secret rights therein and any renewals thereof. Associate shall at all times make, create, develop, conceive or devise to the Client's of TCS all innovations, developments, improvements, discoveries, suggestions, or reports and enhancement ideas, inventions, developments, improvements, discoveries, suggestions, or reports to the Client's of TCS and Associate hereby agrees to transfer and assign to TCS all information that he or she may then possess or have under his or her control.

## 3. Intellectual Property Rights

- Associate agrees and confirms that all intellectual property rights in the Confidential Information shall at all times vest in and remain with or belong to TCS and Associate shall have no right title or claim of any nature whatsoever in and remain with or belong to TCS and Associate shall engage in and remain vested in and remain vested in TCS and agree to the Client's of TCS and Associate hereby agrees in the course of provision of services to transfer and assign to TCS any interests in and remain vested in such intellectual property rights including any interest in and to any 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 interests Associate may have in such intellectual property rights including any interest in and to any renewals thereof. Associate shall at all times make, create, develop, conceive or devise to the Client's of TCS all innovations, developments, improvements, discoveries, suggestions, or reports and enhancement ideas, inventions, developments, improvements, discoveries, suggestions, or reports to the Client's of TCS and Associate hereby agrees to transfer and assign to TCS all 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

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Regd Office: 91 40 6667 2000 Fax: 91 40 6667 2222 Website: www.tcs.com  
TCS Careers Service Line: 1800 209 3111 Email: careers@tcs.com  
TCS Office Normal Building, 9th Floor, Nariman Point, Mumbai 400 021

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.

**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.

**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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TCS Customer Service Centre, 1800 209 3111 Email: customer@tcs.com  
Tel: +91 40 6667 2099 Fax: +91 40 6667 2222 Website: [www.tcs.com](http://www.tcs.com)  
Dhoniapet, No 1 Software Park, Nizamabad Hyderabad 500 042  
**DVR & DMS M/C College of Technology**  
**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 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 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.
- 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.
- Leave Travel Allowance**
- You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.
- 3. Food Card**
- You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS Cafeterias. As per the Pre-Defined structure you will be eligible for a Food Card with an amount of ₹500/- being credited to this card per month. However you may want to re-distribute the BOB amount between the components as per your tax plan, once you join TCSL.



**TATA CONSULTANCY SERVICES**

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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. 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**



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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 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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Deccanpatri No 1 Software Units Layout, Madhapur, Hyderabad 500 081 India



**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 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  
Tata Consultancy Services Limited  
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TCS Careers Services: (800 209 311) Email: careers@tcs.com



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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.

**12. Overseas 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 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.

**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 deletion 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, assume any public or private office, honorary or remunerative, without the prior written permission 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

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.

iii. 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.

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.

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 depotededly 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.

- TCS Confidential  
TCS Provided by TCSL) starting :  
- An Affidavits under 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.)  
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  
- 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  
Graduation  
- Degree certificate/Professional Degree Certificate and mark sheets for all semesters of  
- Standard X and XII/Diploma mark sheets & Certificate  
- 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  
- Aadhaar Card  
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.

#### 18. Employment of Non Indian Citizens



**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 needs to be added to the above mentioned amount.
- "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	Hemasti Tummaia
3) City Allowance	200	2,400	Designtation
Quarterly Variable Allowance*	600	7,200	Assistant System Engineer-Trainee
Monthly Performance Pay	1,700	20,400	Name
3) City Allowance	200	2,400	Institute Name
Quartermly Variable Allowance*	600	7,200	Dvr & Dr. Hs Mic College Of Technology
Monthly Performance Pay	1,700	20,400	
4) Annual Components/Retirals	200	2,400	
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	Designtation	Assistant System Engineer-Trainee	Institute Name	Dvr & Dr. Hs Mic College Of Technology
Annexure 1	GROSS SALARY SHEET				

## **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 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, 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:
- 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 any and all policies, documents, guidelines and procedures in force from time to time, whether expressly endorsed or not.

- Associate agrees to abide by any and all policies or its Client's 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, with the development of any facilities or facilities of TCS or its Client's or in connection with TCS and while working on the premises or facilities of TCS or its Client's or in connection with 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.
- 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.



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**

TCS Careers ServicesLine: 1800 209 3131 Email: careers@tcs.com  
Regional Office Mumbai Building, 9th Floor, Nirwana Point, Mumbai 400 021  
Tel: +91 40 6667 2000 Fax: +91 40 6667 2222 Website: www.tcs.com  
Decoupage, No 1 Software Units Layout, Madhapur Hyderabad 500 081 India  
Tata Consultancy Services Limited



(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.

Sub: Letter of Offer  
an offer.

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

Date: 24/11/2022  
Ref: TCSL/DT2022317005/Hyderabad  
Offer: Computer Consultancy



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TCSL/DT2022317005

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 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.  
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).

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.

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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 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: Noida Sector 15, Plot No. 10, Sector 15, Noida, UP 201301 India  
TCS Careers Services India Tel: 09 3111 Email: careers@tcs.com

**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 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 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 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 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.

**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**

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1. **Aggregate Percentage Requirements**
- Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above (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.

**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.

**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 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 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 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, 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.

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 or 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



TCS Corporate Services Limited, Hydronated 500 081 India  
Regulated Office Nilman Building, 9th Floor, Nilman First, Mumbai 400 021  
Tele: +91 667 200 00 91 40 667 2222 Website: www.tcs.com  
Decomplex No. 1 Software Layout Andheri East Mumbai 400 051 India  
TCS Corporate Services Limited having a minimum  
TCSL) which needs to be verified by a registered medical practitioner having a minimum  
You are required to submit a Medical Certificate of Fitness (in the format prescribed by  
17. Pre-employment Medical Certificate

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

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. Your failure to comply with this clause will entail monetary payment of damages to TCS

i. 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  
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.  
ii. Your failure to comply with this clause will entail monetary payment of damages to TCS

#### 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 TCS.  
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 deployment 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 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. 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.  
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





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 No 1 Software Units Support Headquarter 590 091 India  
Tel: +91 40 6667 2000 Fax: +91 40 6667 2222 Webiste: www.tcs.com  
Registed Office: Nirmal Building, 9th Floor, Nirmal Puri, Mumbai 400 001  
TCS Careers Services: 1800 200 311 | Email: careers@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 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 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.



TCSLDT20223170005

LIA CONSULTANCY SERVICES

Tata Consultancy Services Limited  
Decanapatic No. 1 Software Units Layout, Muthapura, Hyderabad 500 081, India  
Tel: +91 40 6667 2000 | Fax: +91 40 6667 2222 | Web Site: [www.tcs.com](http://www.tcs.com)  
Regulated Office Nitinai Building, 9th Floor, Nanthan Point, Mumbai 400 071  
TCS Careers ServiceLine 1800 209 3111 | Email: [careers@tcs.com](mailto:careers@tcs.com)

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## **Annexure 1: Benefits and Gross Salary**

## **Annexure 2: List of TCS Explore Centres**

## **Annexure 3: Confidentiality and IP Terms**

Global Head Talent Acquisition & AIP

For IATA 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.

Offer presented in this employment and this offer will be automatically withdrawn.



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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
<b>Total</b>	<b>1,232</b>	<b>14,784</b>	<b>91,752</b>

Xplore Program, Table 2: TCSL defined structure for BoB (All Components in INR)  
 Xplore/Leasing incentive is paid over and above the CTC during first year, based on your performance in TCS  
 \*\*\* Xplore/Leasing Incentive needs to be added to the above mentioned amount  
 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.

Component Category	Monthly	Annual	GROSS BOUTIQUE OF BENEFITS
1) Fixed Compensation			
Basic Salary	14,784	177,408	7,646
2) Performance Pay**			91,752
3) City Allowance	1,700	20,400	7,200
4) Annual Components/Rertrals	200	2,400	600
Health Insurance***	NA	7,900	1,774
Provident Fund	NA	7,900	21,289
Gratuity	711	8,533	2,485
Total of Annual Components & Rertrals	27,415	37,722	3,36,877
<b>TOTAL GROSS</b>			<b>Up to 60,000</b>

Table 1: Compensation Details (All Components in INR)

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

Annexure 1

GROSS SALARY SHEET



TCS XP HR Lead	TCS Consultancy Services, Tata Consultancy Services, Goregaon - No 42, Think Campus, Electronic City Phase II,	Ban-E-lore - 560100, Karmatake Channel	TCS XP HR Lead Tata Consultancy Services, Tata Consultancy Services, Plot No. 1, No 42, Think Campus, Electronic City Phase II,	Bhubaneswar - 751024 3S, CHANDAKA INDUSTRIAL ESTATE, PATAI, Tata Consultancy Services, Bhubaneswar, HRC Block, Ground Floor, Block C, Kudings Canyon, AFS Misigia, Gurgaon - Hosur - 201 309, UP Hyderabad
DEHLI - Gurgaon	TCS XP HR Lead Tata Consultancy Services, Plot No. A-44 & A-45, Ground, 1st To 5th Floor & 10th	Noida - 201 309, UP Hyderabad	TCS XP HR Lead Tata Consultancy Services, Tata Consultancy Services, Plot No. A-44 & A-45, Ground, 1st To 5th Floor & 10th	Hosur - 201 309, UP Hyderabad
INDORE	TCS XP HR Lead Tata Consultancy Services, 781006, Assam Sri NEDF House, G.S. Road, Dispur, Guwahati -	TCS XP HR Lead Tata Consultancy Services, Q City, Namakramguda, Hyderabad	TCS XP HR Lead Tata Consultancy Services, Tata Consultancy Services, Q City, Namakramguda, Hyderabad	Village Trigaya Badshah & Beda Bangarha, Tehsil Haldol, Indore - 452018, T/TIES SEZ, Scheme No. 151 B 169-B, Super Corridor,
KOCHI	TCS XP HR Lead Tata Consultancy Services, Kochi - 700160, West Bengal Auditorium, 2nd Floor, Warderers Building, New Town, Rajarhat, Kolkata - 700160, West Bengal Roads	TCS XP HR Lead Tata Consultancy Services, Yamuna Park, Potharan Road Number 2, TCS Approach, Yamuna Park, West Bengal, India, Phat - 11/F/2, New Road, Theine, Vesai, Thane, Maharashtra 400606	TCS XP HR Lead Tata Consultancy Services, Plot No. 2 & 3, MIDC-SEZ, Rajiv Gandhi Infotech Park, Tata Consultancy Services, Plot No. 2 & 3, MIDC-SEZ, Rajiv Gandhi Infotech Park, Hijewadi Phase II, Pune - 411057, Maharashtra	Mithan-Sez, Nagpur, Telihara, Maharashtra 441108, Tata Consultancy Services Limited,
NAGPUR	TCS XP HR Lead Tata Consultancy Services, Kakdeni, Infopark Road Infopark Campus, Infopark,	TCS XP HR Lead Tata Consultancy Services, Yamuna Park, Potharan Road Number 2, TCS Approach, Yamuna Park, West Bengal, India, Phat - 11/F/2, New Road, Theine, Vesai, Thane, Maharashtra 400606	TCS XP HR Lead Tata Consultancy Services, Plot No. 2 & 3, MIDC-SEZ, Rajiv Gandhi Infotech Park, Tata Consultancy Services, Plot No. 2 & 3, MIDC-SEZ, Rajiv Gandhi Infotech Park, Hijewadi Phase II, Pune - 411057, Maharashtra	Tata Consultancy Services, Mithan-Sez, Nagpur, Telihara, Maharashtra 441108,
TRIVENDRUM	TCS XP HR Lead Tata Consultancy Services, NAGPUR	TCS XP HR Lead Tata Consultancy Services, Yamuna Park, Potharan Road Number 2, TCS Approach, Yamuna Park, West Bengal, India, Phat - 11/F/2, New Road, Theine, Vesai, Thane, Maharashtra 400606	TCS XP HR Lead Tata Consultancy Services, Plot No. 2 & 3, MIDC-SEZ, Rajiv Gandhi Infotech Park, Tata Consultancy Services, Plot No. 2 & 3, MIDC-SEZ, Rajiv Gandhi Infotech Park, Hijewadi Phase II, Pune - 411057, Maharashtra	Tata Consultancy Services, Mithan-Sez, Nagpur, Telihara, Maharashtra 441108,

## **Annexure 2**



## TATA CONSULTANCY SERVICES

TCS Confidential Services Limited: TCSL/DT2022317005  
 Registered Office: Nitin Building, 9th Floor, Nariman Point, Mumbai 400 021  
 Tel: 91 20 6667 2000 Fax: 91 20 6667 2222 Website: www.tcs.com  
 Tata Consultancy Services Limited  
 Regd. No. 1 Software Layout, Madhapur Hyderabad 500 081 India  
 TCS Confidential Services Limited: TCSL/DT2022317005  
 Tel: 91 40 6667 2000 Fax: 91 40 6667 2222 Website: www.tcs.com  
 TCS Confidential Services Limited: TCSL/DT2022317005  
 Tel: 91 40 6667 2000 Fax: 91 40 6667 2222 Website: www.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 which cause competitive harm to 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, objects 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:

## Confidentiality and IP Terms and Conditions



Associate agrees and confirms that all intellectual property rights in the Confidential Information shall at all times vest in and remain with or belong to TCS and Associate shall have no right title or claim of any nature whatsoever in the Confidential Information. Associate shall promptly disclose to an authorized officer of TCS all inventions, innovations, discoveries, improvements, suggestions, or reports and enhancements made, created, developed, conceived or devised by him or her arising out of his or her engagement with TCS, including in the course of provision of services to the Clients of TCS and Associate hereby agrees and confirms that all such intellectual property rights shall at all times vest in and remain vested in TCS and agrees to transfer and assign to TCS any interests Associate may have in such intellectual property rights including any interest in and to any domestic rights therein and any renewals thereof. On request of TCS, Associate shall execute from time to time, during or after the termination of TCS, copyrigths and trade secret rights therein and any renewals thereof. On request of TCS, any interests Associate may have in such intellectual property rights including any interest in and to any domestic rights therein and any renewals thereof. On request of TCS, Associate shall execute the title of 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 shall file co-ordinates any "artist's rights" or "moral rights", which Associate might otherwise have in such intellectual property rights.

### 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 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  
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 intellectual property rights excepted 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.

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 information held confidential 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](mailto: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](http://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.

1947140461



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

TCS Consultancy Services Limited  
TCS Careers Services Line: 1800 209 3113 Email: careers@tcs.com  
Bogibeel Office: Nirmal Building, 9th Floor, Nirmal Polyclinic, Nirmal Road, Bogibeel, Assam  
Tel: +91 90 6667 2000 Fax: +91 90 6667 2222 Website: www.tcs.com  
Dhakarpara, No. 1 Software Units Layout, Nalashauk, Hyderabad 500 081 India

DYEDHS MIC College of Technology  
Training & Placement Officer  
Tel: +91 90 6667 2000 Fax: +91 90 6667 2222 Website: www.dyedhs.in  
Bogibeel Office: Nirmal Building, 9th Floor, Nirmal Polyclinic, Nirmal Road, Bogibeel, Assam

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).

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-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 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 Nagulmeera Shalik,

Mr. Nagulmeera Shalik  
44 Muslim Bazar,  
Near Anjneya Swami Temple, Muslim Bazar,  
Jaggaayya Petta-521190,  
Andhra Pradesh.  
Tel# 91-9705647446

## **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 based on 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 own allocation to the business unit.

**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 own allocation to the business unit.

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

**QTR VARIABLE ALLOWANCE**  
 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 allocation to your base branch. In the event of a change in your base branch this amount may link to your base branch. In the event of a change in your base branch while on international assignments. This undergoes a change. It will stand to be discontinued while on international assignments. This allowance is fully taxable and subject to review.

**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 out made as per your eligibility are recoverable, if you cease to be employed with TCSL, within 12 months of joining TCSL.

**HEALTH INSURANCE SCHEME**  
 TCSL brings the benefit of health insurance cover to you and your dependents under the company's Health Insurance Scheme (HIS). HIS offers the following benefits:

**TCSL/DT20222975046**  
**TCS Confidential**

Tata Consultancy Services Limited  
 Decanpark 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](http://www.tcs.com)  
 Registered Office: Normal Building, 9th Floor, Nariman Point, Mumbai 400 021 India  
 TCS Careers Services: 1800 209 3111 Email: [careers@tcs.com](mailto:careers@tcs.com)

TCS Confidential  
TCSL/DT2022975046



**TATA CONSULTANCY SERVICES**

Deccanipuri, No. 1 Software Lantis Layout, Madhapur, Hyderabad 500 081 India  
TSL 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 ServiceLine: 1800 209 3111 Email: careers@tcs.com  
TCS Confidential

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





DIGITALISERS, NO 1 SOFTWARE LANE, Layout 91 A 40667 2222 Website www.tcs.com  
Registed Office Nirmal Building, 9th Floor Nirmal Park, Mumbai 400021  
TCS Careers Services: 1800 209 3111 Email: careers@tcs.com

**TATA CONSULTANCY SERVICES LIMITED**

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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.

**15. Notice Period**

3. 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.

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.

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.

5. 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 Web: [www.tcs.com](http://www.tcs.com)  
Regd Office: Nirmal Building, 9th Floor Nirmal Point, Mumbai 400 021  
TCS Career Service: 1800 209 3111 Email: [careers@tcs.com](mailto:careers@tcs.com)

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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 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 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 (Permanently 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 500 051 India  
Tel: +91 40 6667 2000 Fax: +91 40 6667 2222 Website: [www.tcs.com](http://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](mailto:customerservice@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.

Associate agrees to assign to TCS all intellectual property rights in and to any 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 provision of services to transfer and assign to TCS any interests vested in and remain vested in TCS and agrees to transfer and assign to TCS at all times vested in and to any domestic or foreign patent rights, trademarks, trade names interest in and to any other instruments, including without limitation of his or her employment, such further instruments, including assignments 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 "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.



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

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

Tele#: 91-8885275313

Dear Rithieesh Reddy Kalavala,

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).  
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 Internet of Things (EIS & IoT) Unit, assigned a role in the Engineering & Industrial Services and Internet of Things (EIS & IoT) Unit, which is subject to change as per the business requirements of TCSL.

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

DVR & DR HS MIC College of Technology  
Training & Placement Officer  
TCS Careers Services 1800 209 3111 Email: careers@tcs.com  
Regisitered Office: Nizam Building, 9th Floor, Nizam Garden, 9, Poonam, Mumbai 400 021  
Tel: +91 40 6667 2000 Fax: +91 40 6667 2222 Website: www.tcs.com  
Tata Consultancy Services Limited  
DCCB, Sector No. 1, Sohna, Haryana - 122001, India  
Headquarters: Hyderabad 500 081, India

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).  
HIS offers the following benefits:

## 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 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 taxiable 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**  
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.

**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 allocation to the business unit.

**PERFORMANCE PAY**  
TATA  
  
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.

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TCSL/DT2022906564

TCS Confidential

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

**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 policies. Salary increments and promotions will be based on TCSL's compensation structure/salary components are subject to change as per TCSL's compensation policy from time to time at its sole discretion.

**8. Alternative Occupations / Employment**

Either during the period of your traineeship or during the period of your employment as a Tata Consultancy Services Limited Registered Office Nirma Building, 9th Floor, Noida Phase 2, 2222 Website www.tcs.com Tel. +91 40 6667 2000 Fax +91 40 6667 2222 Email carwari@tcs.com Decinpark, No 1 Software Units Layout, Madhapur, Hyderabad 500 081 India

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**TCSL/DT20222906564**

## TATA CONSULTANCY SERVICES

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TCS Confidential  
TCS/L/DT20222906564

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.



**TATA CONSULTANCY SERVICES LIMITED**

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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 procured 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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**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

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

<p><b>MUMBAI</b></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 Roads Tata Consultancy Services Limited, IT/ES SEZ, Scheme No. 151 &amp; 169-B, Super Corridor, Vile Parle East, Bandra East Bandra, Mumbai - 400066</p>	<p><b>KOLKATA</b></p> <p>TCS XP HR Lead Tata Consultancy Services Limited, Q City, Nanakramguda, Hyderabad 781006 Assam</p>	<p><b>KOCHI</b></p> <p>TCS XP HR Lead Tata Consultancy Services, IT/ES SEZ, Scheme No. 151 &amp; 169-B, Super Corridor, Vile Parle East, Bandra East Bandra, Mumbai - 400066</p>
<p><b>DELHI - Gurgoan</b></p> <p>TCS XP HR Lead Tata Consultancy Services, Plot No. A-41 &amp; A-45, Ground, 1st to 5th Floor &amp; 10th Floor, Glay Business Park, Block - C &amp; D, Sector - 62, Noida - 201 309, UP</p>	<p><b>GURGAON</b></p> <p>TCS XP HR Lead Tata Consultancy Services, Block C, Dings Canyon, ASF, Insignia, Gurgoan - Faridabad Road, Gaurav Park, Gurgoan - 122003,</p>	<p><b>INDORE</b></p> <p>TCS XP HR Lead Tata Consultancy Services, 5th Floor, NEDF House, G.S. Road, Dispur/Guwahati - 781006 Assam</p>
<p><b>GUWAHATI</b></p> <p>TCS XP HR Lead Tata Consultancy Services, Plot No. A-41 &amp; A-45, Ground, 1st to 5th Floor &amp; 10th Floor, Glay Business Park, Block - C &amp; D, Sector - 62, Noida - 201 309, UP</p>	<p><b>KARNAKA</b></p> <p>TCS XP HR Lead Tata Consultancy Services, IT/ITES SPECIAL ECONOMIC ZONE (SEZ), Plot No. 35, CHANDRAK INDUSTRIAL ESTATE, Patia, Bhubaneswar - 751024</p>	<p><b>NAGPUR</b></p> <p>TCS XP HR Lead Tata Consultancy Services, Kakdeni, Infopark Road, Infopark Campus, Infopark, Kakdeni, Kerala - 682042</p>
<p><b>PUNE</b></p> <p>TCS XP HR Lead Tata Consultancy Services, Yatra Park, Podharan Road Number 2, TCS Approach RD, Thane, Maharashtra 400606</p>	<p><b>TRIVENIDRUM</b></p> <p>TCS XP HR Lead Tata Consultancy Services, Mahar-Sey, Nagpur, Tellicherry, Malabarashtra 441108,</p>	<p><b>TCS CONSULTANCY SERVICES</b></p> <p>TCS XP HR Lead Tata Consultancy Services, Trevandrum - 695582, India</p>



**TATA CONSULTANCY SERVICES**

Decipherate No 1 Software Units Layout, Mahadevapura, Hyderabad 500 081 India  
Tel: +91 40 6667 2000 Fax: +91 40 6667 2222 Website: www.tcs.com  
Registered Office: Normal Building, 9th Floor, Nanthan House, Mumbai 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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**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

DVR & DR HS MJC College of Tech  
Training & Placement Office

**TATA CONSULTANCY SERVICES** 3094067  
Tata Consultancy Services Limited  
Dressenperh No 1 Schwerin 113-14 Lantau Nethasam Hyderbad 500 061 India  
Tel. 01 40 6627 2000 Fax 01 40 6666 2222 Website www.tcs.com  
Registred Office: Nirmala Building 43, NH 100 National Highway Mumbai 400 071  
TCS Customer Service Center 1500 209 3111 Email [customerservice@tcs.com](mailto:customerservice@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 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 Other 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 Intermittent 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 Akanksha Gaddie,

MS. Akanksha Gaddie  
2-100 Near Bridge,  
Kandulapadu,  
Vijayawada-521229,  
Andhra Pradesh.  
Tel# -

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

1911-18045

- 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 or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly salary or a pro-rata 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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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

allowance is fully taxable and subject to review.

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 in your base branch. It will stand to be discontinued while on international assignments. This allowance is a change. 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 annual uncement of Quarterly Variable Allowance.

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 change based on your first anniversary and may undergo a change. It will be reviewed on the date of annual uncement of 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 completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

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 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.

**TATA CONSULTANCY SERVICES**  
TCS Careers Services (800 209 3111) | Email: careers@tcs.com  
RingCentral Office Nirmal Business Park 91 AD 6667 2222 Website: www.tcs.com  
Tel: 91 40 6667 2000 Address: Nirmal Business Park, Nizamabad 500 081 India  
DCCN: 91 40 6667 2000 E-mail: careers@tcs.com  
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**TATA CONSULTANCY SERVICES**

Dhcochipark No. 1 Software Units Layout, HAL Airport, Hyderabad 500 081 | India  
TLE 91 40 6667 2200 Fax 91 40 6667 2222 Website: www.tcs.com  
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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TATA CONSULTANCY SERVICES  
Tata Consultancy Services Limited  
Decanpuri, NO. 1 Software 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, Nirmala Plaza, Mumbai 400 021  
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

7. Increases and Promotions

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

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



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

## 11. Work in SWS mode

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.

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

contirmed 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.

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.

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 deputation 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 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.

24. Every international assignment for which you are being placed in case of every international assignment that exceeds 30 days, you will be required to document pertaining to the international assignment placed below.



## TATA CONSULTANCY SERVICES

TCS LTD20223094067

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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 of Offer.

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

(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 vendors 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 obtainable from time to time. 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 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 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.

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/Ultimatrix.



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**TATA CONSULTANCY SERVICES**

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



**TATA CONSULTANCY SERVICES**

DIGICOMPARISON LTD, 1 Software Units Layout, Malathpur, Hyderabad 500 051, India  
Regulated Office Number Building, 91st Floor, Narmada Point, Mumbai 400 021  
TCS CHARTERS SERVICE; 1800 209 3111 Email: careers@tcs.com  
TCS CONSULTANCY SERVICES LIMITED

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	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 HIs - 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***	NA	1,774	21,269
Provident Fund	NA	711	8,533
Gratuity	NA	2,485	37,722
Total of Annual Components & Rertrals	NA	27,415	3,36,877
<b>TOTAL GROSS</b>			

Table 1: Compensation Details (All Components in INR)

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

**GROSS SALARY SHEET** Annexure 1



## **Annexe 2**

**TATA CONSULTANCY SERVICES**

Tata Consultancy Services Limited  
Deccanpatri, No. 1 Software Units Layout, Hyderabad 500 081 India  
Tel: +91 40 6657 2000 Fax: +91 40 67222222 Website: www.tcs.com  
Registered Office: Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021  
TCS Careers ServiceLine: 1800 209 3111 Email: careers@tcs.com

(e) 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) 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:

Annexure 3



**TATA CONSULTANCY SERVICES**

Dreconpathal, No. 1 Software Units Layout, Noida, Haryana 201301 | India  
TCS Careers Website : [www.tcs.com/careers](http://www.tcs.com/careers)  
Registered Office: Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021  
TCS Careers ServiceLine : 000 209 3111 Email: [careertech@tcs.com](mailto: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.

**TATA CONSULTANCY SERVICES**

Dhruvapark, No. 1 Software Units Layout, Mahindra Layout, Hyderabad 500 081 (India)  
Tel: +91 40 6667 2000 Fax: +91 40 6667 2222 Website: www.tcs.com  
Registred Office: NIT and Building, 9th Floor, Hyattman Park, Mumbai 400 021  
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 authorisation or licence 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.

**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.



**TATA CONSULTANCY SERVICES**

TCS Careers ServiceLine 1800 209 3113 Email: careers@tcs.com  
Headquartered at No. 1 Software Layout, Electronics City, Namma Palya, Bangalore 560 041  
Tel: +91 40 6667 2000 Fax: +91 40 6667 2222 Website: www.tcs.com  
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.



(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.



Dhoomkar, 1001 Software Units Layout, Madhapur, 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 Limited, Mumbai 400 021 India  
TCS Confidential  
TCSL/DT20223094067

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  
TCS SOHS MIC College of Technology  
Placement Officer

## TATA CONSULTANCY SERVICES

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



1941AOYC2

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

(S)

TCS Services Services ServiceLine 1800 209 3111 Email careers@tcs.com  
Reqd. TCS Software Units Layout, Madhapur Hyderabad 500 051 India  
Tel: 91 40 6667 2000 Fax: 91 40 6667 2222 Website: www.tcs.com  
Deccanpark, No 1 Software Units Layout, Madhapur Hyderabad 500 051 India

TATA Consultancy Services Limited

TCSL/DT20223019737  
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 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.

Thank you for exploring career 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 Manikanta Bollem,

Mr. Manikanta Bollem  
5-33/1A Buses Station,  
Water Plant,  
Kanchikacherla-521 180,  
Andhra Pradesh.  
Tel# -9494859987

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



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**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 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.

**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.

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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.

11. Work in SBS mode

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 clause shall survive the termination or earlier determination of this appointment and other businesses in formation 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. The detailed Confidentiality Clause specifies the terms and conditions are set out in Annexure 3.

10. Service Agreement

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



TCS Confidential  
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)
- Refugee Identity card along with Work Permit is required Shiankan 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)
- Degree certificate/Provisional Degree Certificate and mark sheets for all semesters of Standard X and XII/Diploma mark sheets & Certificate
- Aadhar 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.

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 untrustworthy 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.

#### 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



TCS Confidential

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

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

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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



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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](http://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](mailto: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, Banaglore - 560100, Karnataka	Tata Consultancy Services, Gandhinagar IT/TIES SEZ, Plot # 41, Gandhinagar, Gujarat - 382007
BUBANESHWAR	TCS XP HR Lead Chennai	Tata Consultancy Services, Treminge Lab Venue:-Barabati, ITC Block, Ground Floor, TNHB, Shofflignanagar, Chenai, Tamil Nadu 600119	Tata Consultancy Services Limited, (Unit-II) - Barabati SEZ, CHANDRAKA INDUSTRIAL ESTATE, PATA, Treminge Lab Venue:-Barabati, ITC Block, Ground Floor, TNHB, Shofflignanagar, Chenai, Tamil Nadu 600119
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 - Haryana
GUWAHATI	TCS XP HR Lead Hyderabad	Tata Consultancy Services, Q City, Neerakramguda, Hyderabad - 5th Floor, NEDFI House, G.S. Road, Dibrugarh, Guwahati - 781006, Assam	Tata Consultancy Services, Hector, Indore - 452028,
INDORE	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, JIT/SES SEZ, Scheme No. 151 & 159-B, Super Corridor, Village Tigray Badshah & Bada Banglepara, Tehsil Hector, Indore - 452028,
KOCHI	TCS XP HR Lead MUMBAI	Tata Consultancy Services, Townspace 1B limited, TCS XP HR Lead	Tata Consultancy Services, Kakkanad, Keralia 682042
NAGPUR	TCS XP HR Lead PUNE	Tata Consultancy Services, Plot No. 2 & 3, MIDC-SZ, Rajiv Gandhi Infotech Park, Tata Consultancy Services, TCS XP HR Lead	Tata Consultancy Services, Willoan-Sz, Nagpur, Telhara, Maharashtra 441108,
THIRUVANDRUM	TCS XP HR Lead Trivandrum	Tata Consultancy Services, Hinewadi Phase III, Pune - 411057 Maharashtra	Tata Consultancy Services, Peppu Park, Technopark Campus, Karyavastom P.O., Thiruvananthapuram - 695582, India

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 belong to TCS and Associate shall have no right title or claim of any nature whatsoever in the Confidential Information. Associate 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 her engagement with TCS, including in the course of provision of services to the Clients of TCS and Associate hereby agrees and confirms that all such intellectual property rights shall at all times vest in and remain vested in TCS and agrees to transfer and assign to TCS any interests Associate may have in such intellectual property rights including any interest in and to any domestic or foreign patent rights, trademarks, trade names, copyrights and trade secret rights therein and any renewals thereof. On request of TCS, Associate shall further disclose to TCS all information concerning his or her employment, such further disclosure 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 application for patents, trademarks, trade names, or copyrights any such associations. 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 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.



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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 (India) Ltd., 1800 209 209 3 | 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**

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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 &

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



19H21A04E2

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, Muthurayapuram  
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 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 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 condition or clause shall survive the termination or earlier deletion of this appointment. 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 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, Nirmalan 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. 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. 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:

- Aadhaar Card
  - Standard X and XI/Diploma mark sheets & Certificate
  - Degree certificate/Professional Diploma 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.

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
- \*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 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 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.



## TATA CONSULTANCY SERVICES

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, LUMARAN NAGAR, OLD MEHTAPURAM RD, TNNB, SHELINGAMALI, CHENNAI, TAMIL NADU 600119	TCS XP HR Lead Tata Consultancy Services, Noida - 201 309 UP Tata Consultancy Services, Block C, KINGS CANYON, ASIF NISLIGHA, GURGAON - 122003, FARIDABAD ROAD, GAWALI PAHARI, GURGAON - 122003,	Haryana TCS XP HR Lead Tata Consultancy Services, 78006 A.S.S.A.M
INDORE	TCS XP HR Lead Tata Consultancy Services, KOLKATA	TCS XP HR Lead Tata Consultancy Services, EcoSpace 1B Building, 2nd Floor, Plot - II/12, New Town, Rajbhat, Kolkata - 700160, West Bengal OR Auditorium, 2nd Floor, Wandering Building, Dera Park - Lords	Madhya Pradesh TCS Consultancy Services, Kolkata - 452012, Village Tigray Badshah B/ Bada Bangle, Tehsil IT/ITES SEZ, Scheme No. 151 & 169-B, Super Corridor,
KOCHI	TCS XP HR Lead Tata Consultancy Services, MUMBAI	TCS XP HR Lead Tata Consultancy Services, PUNE TCS Approach Road Number 2, TCS Approach Road, Thane, Maharashtra, Maharashtra 400606	Kerala TCS Consultancy Services, Tata Consultancy Services Limited, Mihen-Set, Nagpur, Maharashtra, Maharashtra 441106,
NAGPUR	TCS XP HR Lead Tata Consultancy Services, NAGPUR	TCS Consultancy Services, Plot No. 2 B, 3, MIDC-SEZ, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, Pune - 411057, Maharashtra	TCS Consultancy Services, Tata Consultancy Services Limited, Tata Consultancy Services, Karvyavatnam P.O. Tata Consultancy Services, Techmopark Campuses, Karvyavatnam P.O. Tata Consultancy Services, Techmopark Campuses, Karvyavatnam P.O.

## **Annexe 2**



TATA CONSULTANCY SERVICES

Deccanpatri, No 1 Software Units Layout, Madhabpuri, Hyderabad 500 081 India  
Tel: 91 40 6667 2000 Fax: 91 40 6667 2222 Website: [www.tcs.com](http://www.tcs.com)  
Registered Office: Nirmal Building, 9th Floor, Nethravati Point, Mumbai 400 021  
TCS Centers ServiceLine: 1800 209 3111 Email: [careers@tcs.com](mailto: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 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 Client(s) or 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.

"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:

#### 4. Confidential Information

## 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 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.

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. Information shall at all times vest in and remain with TCS and Associate shall associate agree that all intellectual property rights in such intellectual property rights including any made, created, developed, conceived or devised by him or her arising out of his or her 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 interest in and to any domestic or foreign patent rights, trademarks, trade names or other copyrigths and trade secrets therein and any renewals thereof. On request of TCS, Associate shall execute secret rights therein and any renewals thereof. All expenses of patent, trademarks, trade names and copyrights or assignments thereof, as may be deemed necessary or desirable by TCS to perfect the title of TCS in the intellectual property rights and to effectuate the provisions hereof. All expenses of 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 expresses 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 to treat the Confidential Information as strictly confidential and a trade secret of TCS. Associate agrees to be used, 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.



- (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 procedures in SWS Framework:

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 including IP, Security and Confidentiality of TCS in force from time to time whether expressly endorsed or not.

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) 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.

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

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

TCSL/DT20223074587  
TCS Confidential

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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.



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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 &

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

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 Shaij, Shaij,

TeL# 91-8977661971

Ms. Samiera Shuh Shakk  
Baba 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. 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.

**Quarterly Variable Allowance**  
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



#### 1. Basic Cover

- i. Entitlement - Includes domiciliary expenses up to ₹6,000/- per insured person per annum.
- ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if coverage under Higher Hospitalisation is mandatory. Under this scheme, you and your enrolled dependents will be automatically covered under Higher Hospitalisation benefits.



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, an compilation 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 for twelve weeks. For more details on the compensation mother may avail maternity leave for twenty six weeks. Adopting or 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 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 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.

- i. Entitlement - Includes basic hospitalisation 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





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, training 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 (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.

Written permission of TCSL, 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 assigment is shared and available to TCSL and its associates. This transfer of knowlegement is shared and information is essential for TCSL to continue to serve its clients and customers better. If you are depuated 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.



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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

## TATA CONSULTANCY SERVICES

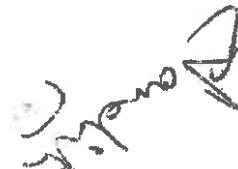
TCS/DT20222841266

TCS Confidential

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. 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**



**TATA CONSULTANCY SERVICES**

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	Up to 60,000
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		
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



**TATA CONSULTANCY SERVICES**

<p><b>MUMBAI</b> TCS XP HR Lead Tata Consultancy Services, Plot No. 2 &amp; 3, MIDC-SEZ, Raivti Gondali Infotech Park, Hinjewadi Phase II, Pune - 411057 Maharashtra</p>	<p><b>TRIVENIDHAM</b> TCS XP HR Lead Tata Consultancy Services, Mhara-Ser, Nagpur, Telhar, Maharashtra 441108, Trivenidham - 695581, India</p>
<p><b>PUNE</b> TCS XP HR Lead Tata Consultancy Services, Rd, Thane, West, Thane, Maharashtra 400606 TCS Center, Potharani Road Number 2, TCS Approach Kakaneed, Kerala 682042</p>	<p><b>NAGPUR</b> TCS XP HR Lead Tata Consultancy Services, TCS Center, Potharani Road Infopark Campus, Infopark, Kakaneed, Kerala 682042</p>
<p><b>KOLKATA</b> TCS XP HR Lead Tata Consultancy Services, Auditorium, 2nd Floor, Wandering Building, Deles Park - Haldia, Jhore - 752018,</p>	<p><b>KOCHI</b> TCS XP HR Lead Tata Consultancy Services, Village Triganya Basakh Et Basa Bangarla, Tethali rt/TEES SEZ, Scheme No. 151 &amp; 159-B, Super Corridor, Eospace Lab building, 2nd Floor, Plot - II/F/12, New Town, Beliaghata, Kolkata - 700160, West Bengal OR Lords</p>
<p><b>INDORE</b> TCS XP HR Lead Tata Consultancy Services, G.C.P., Narmakramguda, Hyderabad - 78006, Assam</p>	<p><b>INDORE</b> TCS XP HR Lead Tata Consultancy Services, 5th Floor, Netti House/G.S. Road, Daspur, Guwahati - 78006, Assam</p>
<p><b>DEHLI - Noida</b> TCS XP HR Lead Tata Consultancy Services, Plot No. A-44 &amp; A-45, Ground, 1st to 5th Floor &amp; 10th Floor, Glay Business Park, C-8 D, Sector - 62,</p>	<p><b>DEHLI - Gurugram</b> TCS XP HR Lead Tata Consultancy Services, Block C, Dings Colony, ASF Insignia, Gurugram - Faridabad Road, Gwal Pather, Gurugram - 122003,</p>
<p><b>BURANESHWAR</b> TCS XP HR Lead Tata Consultancy Services, TNNB, Sholinganallur, Chennai, Tamil Nadu 600119 415/21-24, Kumaran Nagar, Old Mahabhipuram Rd, Training Lab Venue:-Barabati, ITC Black, Ground Floor, Tata Consultancy Services Limited, (UNIT-II) - BARBAT 35, CHANDAKA INDUSTRIAL ESTATE, PATA, SEZ, rt/TEES SPECIAL ECONOMIC ZONE (SEZ), PLOT NO. Chennal, Tamil Nadu 600119</p>	<p><b>BURANESHWAR</b> TCS XP HR Lead Tata Consultancy Services, Gandhi Nagar - 382007</p>
<p><b>Ahmedabad</b> TCS XP HR Lead Tata Consultancy Services, Gata 1, No 42, Think Campus, Electronic City Phase II, Banjalore - 560100, Karnataka</p>	<p><b>AMRAVATI</b> TCS XP HR Lead Tata Consultancy Services, Ganma Park, rt/TEES SEZ, Plot # 41, Ganma Park, Ganma Campus, Electronic City Phase II, Amravati - 440002</p>



- (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 resided and on whatever media and all related documentation and software.
- (b) All other information and material of TCS relating to design, method of construction, manufacture, operation, specifications, use and services of the TCS equipment and components, including, but not limited to, engineering and laboratory notebooks, reports, process data, test data, performance data, inventions, trade secrets, systems, software, objects, codes, source codes, copyrighted matters, methods, drawings, computations, calculations, computer programs, narrations, flow charts and all documentation therefore and all copies thereof (including for avoidance of doubt any such material belonging to the clients of TCS).
- (c) Corporate strategies and other confidential and proprietary material and information, which could cause competitive harm to TCS if disclosed,
- (d) Customer and prospective customer lists, and
- (e) All other information and material, which may be created, developed, conceived, gathered or collected or obtained by the Associate in the course of or arising out of the association with TCS or while in or in connection with or for the purposes of his/her association with TCS or any of the operations and entrusted by TCS to the Associate.

#### 1. Confidential Information

Confidentiality and IP Terms and Conditions

Annexure 3



Tata Consultancy Services Limited  
Tata Consultancy Services Limited  
Deccan Park, No. 152, Software Layout, Madhapur, Hyderabad - 500 081 India  
Tel: 91 40 6667 2000 Fax: 91 40 6667 2222 Website: [www.tcs.com](http://www.tcs.com)  
Registered Office: Nirmal Building 9th Floor, Narmada Point, Mumbai 400 021  
TCS CareLine: 1800-209-3111 Email: [care@tcs.com](mailto:care@tcs.com)

TATA CONSULTANCY SERVICES

3. Intellectual Property Rights  
Associate agrees and confirms that all intellectual property rights in the Confidential Information shall at all times vest in and remain with or belong to TCS and Associate shall have no right title or claim of any nature whatsoever in the Confidential Information. Associate shall promptly disclose to an authorized officer of TCS all inventions, innovations, discoveries, improvements, suggestions, or reports and enhancements made, created, developed, conceived or devised by him or her arising out of his or her engagement with TCS, including in the course of provision of services to the Clients of TCS and Associate hereby agrees and confirms that all such intellectual property rights shall at all times vest in and remain vested in TCS and agrees to transfer and assign to TCS any interests Associate may have in such intellectual property rights including any interests in and to any domestic trade names and any renewals thereof. On request of TCS, copyrights and trade secret rights therein and any renewals thereof. 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 copyrights or assignments thereof, as may be deemed necessary or desirable by TCS to perfect the title of TCS in the intellectual property rights and to effectuate the provisions hereof. All expenses of 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 and / or prosecuting any such associations. 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 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.



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, it is necessary for TCS to protect such Confidential Information by holding it secret and confidential.
5. Use of third party material  
TCS and while working on the promises or faciliites 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.
6. Security policies and Guidelines.  
Associate agrees that it shall not in the course of his or her association with TCS and while working on the promises or faciliites 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 license or approval of the respective owner of such intellectual property rights.
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.
- (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.

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.

(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:

Confidentiality and information security risks. Associate acknowledge 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.

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(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.



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 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.

## 10. Equitable Rights



TCS Confidential  
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**  
 Regulated Office Normal Building, 9th Floor, Nithyanandam Point, Hyderabad 500 081, India  
 Tel: 91 40 6667 2000 Fax: 91 40 6667 2222 Website: www.tcs.com  
 Directorate No 1 Software Layout, Mahabubnagar, Hyderabad 500 031, India  
 Tata Consultancy Services Limited  
**TCSL/DT20222984799**  
**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 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. Additional premiums 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**



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Tata Consultancy Services Limited  
Tata Consultancy Services Limited  
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



**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 unauthorisedly 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.





**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 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.

11. 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.

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 serve 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 deputation 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 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.



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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

### 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 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



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](http://www.tcs.com)  
TCS Careers ServiceLine: 1800 209 311 Email: careers@tcs.com  
Registered Office: Nivel Building, 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
<b>Annua</b>			<b>91,762</b>

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

Component Category	Monthly	Annual	TOTAL GROSS
Xplore/ Learning Incentive ***	Up to 60,000		
Gratuity	3,36,877	37,722	27,415
Provident Fund	21,269	7,900	1,774
Health Insurance***	NA		
4) Annual Components/Rentals			
3) City Allowance	2,400	600	7,200
Quarterly Variable Allowance*	1,700	20,400	1,700
Monthly Performance Pay	7,646	1,77,408	14,784
Basic Salary	1,77,408	1,77,408	1,77,408
1) Fixed Compensation			
Designation	Gopalkrishna Sure		
Institute Name	DVR & Dr. HS MLC College Of Technology		
Table 1: Compensation Details (All Components in INR)			

Name	Designation	Assistant System Engineer-Trainer	Institute Name
Annexure 1			

## GROSS SALARY SHEET





## 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.

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.

## 7. 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.

3. **Use of third party material**  
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 authorisation or licence or approval of the respective owner of such intellectual property rights.

**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 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  
Dharmapuri, No. 1 Software Layout, Mahadevapura,  
Mysore - 570 057, India  
Tel: +91 80 6667 2000; Fax: +91 80 6667 2222  
Website: [www.tcs.com](http://www.tcs.com)  
Registered Office: Nirman Building, 9th Floor, Nalmalai Port, Mysore - 570 021  
TCS Careers Services: 1800 209 3111 Email: [careers@tcs.com](mailto: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

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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' . 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,  
29-28-82Daran Vat Street,  
Ms. 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 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 1 annexed hereto.

3.2.2 Relimbursement of Expenses: Upon presentation of supporting documentation as may be

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 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 shall withhold such taxes from the payment to the Employee.

3.6. Joining Bonuses Benefits: If Employee shall be entitled to receive a joining bonus, the joining bonuses 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 bonuses.

#### 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. Non-Competition Restrictions 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-Competition Period, either personally or through an agent, company or venture partner, 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, be concerned or interested 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;
- 10.1.2. 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 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 (save and 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 so engaged within the preceding 12 months(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 if the parties with respect to the forgoing 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 representation and warranties set forth in the mutual agreements, covenants,
- 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 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 such clause will entitle the Company to specific performance, injunction and damages.

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: rahu1@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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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

- 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.
- BOUQUET OF BENEFITS (BOB)**
- Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.
- The components under Bouquet of Benefits are listed below. The amounts given here for each of the BOB amount between the components as per pre-defined structure. However you may want to re-distribute the BOB amount 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.
- 1. House Rent Allowance (HRA)**
- Your HRA will be ₹5,914/- per month. While restructuring your BOB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.
- 2. Leave Travel Allowance**
- You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.
- 3. Food Card**
- You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS Cafeterias. As per the Pre-Defined structure you will be eligible for a Food Card with an amount of ₹500/- being credited to this card per month. However you may want to re-distribute the BOB amount between the components as per your tax plan, once you join TCSL.

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.

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

**Quarterly Variable Allowance**  
Your monthly Performance Pay will be ₹1,700/- The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your 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 change based on 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.

**Quarterly Variable Allowance**  
Your monthly Performance Pay will be ₹1,700/- The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your 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 change based on 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**  
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.



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

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

**Maternity Leave**  
Women employees are eligible to avail maternity leave of twenty six weeks. Adopting or commissioning mother, may avail maternity leave for twelve weeks. For more details on the benefits and eligibility, once you join, please refer TCS India Policy - Maternity Leave.

**Tata Sons and Consultancy Services Employees' Welfare Trust (TWT)**  
You will become a member of the TWT, on completion of continuous association of one year from the date of joining TCSL. A nominal annual membership fee of ₹250/- will be recovered from you for the same. The Trust provides financial assistance by way of grants/loans in accordance with the rules framed by the Trust from time to time for medical and educational purposes and in case of death of members while in service.

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

2. Higher Hospitalisation

- Coverage under Higher Hospitalisation is mandatory. Under this scheme, you and your enrolled dependents will be automatically covered under Higher Hospitalisation benefits.
- i. Entitlement - You and your enrolled 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 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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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



MEMO

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 TCSL will be incurring considerable expenditure on your training, you will be required to execute an agreement expending considerable expenditure on your training, you will be required 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.

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 possession or knowledge unless specifically authorized to do so in writing by TCS. This possession or engagement shall survive the termination or earlier determination of this appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

contrived 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.



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 entitle 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. IALA 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.

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 depoteded 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 automatically be binding on you and no processes and procedures of TCSL as applicable to you and the changes therein 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 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



**Withdrawal of Offer**

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

locating.

(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 organization 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.



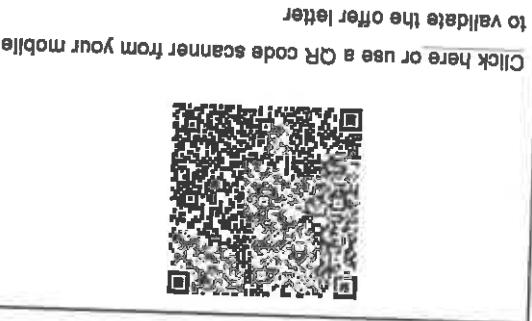
TCS Confidential  
TCSL/DT20223139801

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	

## **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 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, manufacturer, 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, copyrigthed material, methods, drawings, computations, 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 Associate in the 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 residing on whatever media and all related documentation and software.

#### Confidential Information

Secrecy 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 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, 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 "artists rights" or "moral rights", which Associate might otherwise have in such intellectual property rights.





#### 4. 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 operation of a business. Associate further acknowledge 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.

### 3. 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 in connection with the development of any intellectual property rights or work for or on behalf of TCS, use any third party 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
  - a. Associate agree to abide by a guidelines and processes including time to time whether express or not
- 7. Working in SWS Framework
  - a. Associate may be required to work

Associate policy documents and Guidelines.

Working in a  
remote workplace  
is applicable to

Associate understands that working in this hybrid environment may have higher confidentiality and information security risks. Associate acknowledges they have remote the Associate.

(b) will comply with Policies/Protocols

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

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, 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.

(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 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.



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

- (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

TATA CONSULTANCY SERVICES

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) 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,

Te# -

Andhra Pradesh,  
Chinna Masseed Centre,  
Nandigama-521185,  
Mr. Omkar Annavarapu  
20-91West Bazaar,  
Offer: Computer Consultancy  
Ref: TCSL/DT20223170830/Hyderabad  
Date: 24/1/2022



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' 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,

Tel: -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  
Ref: TCSL/DT20222936514/Hyderabad  
Offer: Computer Consultancy



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](http://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](http://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,

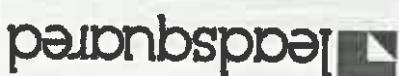
32-25-13,

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



Fwd: Dear P.Maha Lakshmi Manogna Team Data Vortex Welcomes You onboard

1 message

TNP MIC College <[tnp@mictech.ac.in](mailto:tnp@mictech.ac.in)>

530

**DVR & Dr H S MIC College of Technology Mail - List of Selected Candidates - THIS Talent Trail 2023**

**Training & Placement Officer**



THIS  
Talent Trail 2023  
Training & Placement



[www.tomyharts.com](http://www.tomyharts.com)

+91 9742733225

Consultant - Talent Acquisition

Kreshna 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 Alekya	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,

Cc: Campus Hiring <campushiring@tomyharts.com>  
To: TNP MIC College <tnpmic@mictech.ac.in>  
Kreshna Bure <kreshna\_bure@tomyharts.com>

Wed, Oct 12, 2022 at 12:50 PM

## List of Selected Candidates - THIS Talent Trail 2023

2 messages

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



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 INTERNSHIPS:

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



- (i) shall not during the term of this Internship/training program or at any time thereafter, divulge or make use of any trade secrets;
- (ii) The Trainee agrees and undertakes that:

woks 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, journals, copyrighthable 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 and systems, inventions, patents, products, processes, methods, and investigations, information technology architectures and solutions planning information, information technology architectures and solutions investment strategies, sales data, flow charts, projections, strategies, planning, business operations, administration, financials, marketing, sales, vendors, pricing, customer information, account information, business requirements, customers, partners, service providers, Trainees, students, Company's businesses, employment policies and practices, business 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 Internship/training period, the Company expects you to undergo training 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 the Company's businesses, employment policies and practices you to the references given by you.

**5. OBLIGATION AND RESPONSIBILITIES:**

application and the information given at the time of interview, including

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,

(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.

Company (the intellectual property) shall vest in the Company (the Trainee's internship/training with the commencement of the Trainee's, whether before or after the company by the Trainee, whether by or for the company developed or created from time to time by or for the languages, including but not limited to computer and human languages, including but not limited to all other intellectual property throughout the world, in and for all patent protection has been applied for or granted) and all other inventions (whether patentable or not, and whether or not software and preparatory and design materials thereof, works in which copyright may subsist (including computer plans or models, blue prints (whether or not registrable and whether or not design rights subsist in them), utility models, applications development, designs, drawings, plans, business plans or models, business code, know-how, processes, methods, trade secrets, source code,

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 engagement without any notice or payment in lieu of notice.

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.

On completion/termination of training, you will immediately surrender to the Company all 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. The period of Training will not be counted for the purpose of computing your tenure of service with the Company or employment of the Company. Any benefit that are otherwise available to the regular employees of the Company.

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 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. The period of Training will not be counted for the purpose of computing your tenure of service with the Company or employment of the Company. Any benefit that are otherwise available to the regular employees of the Company.

## **10. AFTER COMPLETION/TERMINATION OF TRAINING:**

Authorised Signatory  
Shivdayal Charan

**For TORRY 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 10<sup>th</sup> 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**

regard to verification of the particulars furnished by you in your engagement will be subject to receipt of satisfactory report with strict confidentiality.

#### **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.

(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,

Program with the Company.

(iii) shall not at any time after the termination of the internship/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 trainee before commencement of her/his internship/training

Company.

(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

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 internship/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.

(vi) notwithstanding the provisions of Section 19(4) of the Copyright Act, 1957, such assignment in so far as it relates to copyrightable material shall not lapse nor the rights transferred thereon revert to the Trainee, even if the Company does not exercise the rights under the assignment within a period of one year from the date of assignment. The Trainee further acknowledges and agrees that he shall waive any right to and shall not raise any objection or claims to the Copyright Board with respect to the assignment pursuant to Section 19A of the Copyright Act, 1957. The Trainee also agrees to assist and

(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.

know-how, processes, methods, trade secrets, source code, application development, designs, drawings, plans, business plans or models, blue prints (whether or not registrable and whether or not design rights subsist in them), utility models, works in which copyright may subsist (including computer software and preparatory and design materials thereof, 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 languages developed or created from time to time by or for the Company by the Trainee, whether before or after the commencement of the Trainee's internship/training with the Company (the intellectual property) shall vest in the Company.

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 the purpose of computing your 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 10<sup>th</sup> 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

NAV Tech Electronics Logo

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

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

Girdhar 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.

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

#### 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, measurable and profitable contribution. It is also important that you are inspired to remain with Nav Tech 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 Girdhar Nagotri,

D.N.O: 5-3-27, Basika Rama Krishna Street, Chitineniagar,

Vijayawada, Krishna District, Andhra Pradesh-520001.

Mr. Girdhar 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

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.  
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").

3.1 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 Reimbursement of Expenses. Upon presentation of supporting documentation as may be reasonably satisfactory to the Company, the Company may withhold the amount under lodgings, telephone bills, meals, travel, boardings and other expenses incurred by the Employee in the performance of his duties hereunder, business-relevant expenses incurred by the Employee in connection with business-related travel, boardings and including, without limitation, those incurred by the Employee in the performance of his duties hereunder, required to be withheld pursuant to applicable law. Any tax liability arising in respect of payments shall be subject to applicable taxes and the Company may withhold the amount as are required to be withheld pursuant to the Agreement (cost-to-company) paid to the Employee hereunder.  
3.3 Withholding of Taxation. The Remuneration (cost-to-company) paid to the Employee hereunder shall be subject to applicable taxes and entertainment in accordance with Company's policy in this regard.  
3.4 Leaves and benefits: Subject to the Income Tax Act, 1961, credit of the Government in accordance with the Income Tax Act, to 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 without any consent of the Employee.

3.5 Relocation Reimbursement Benefits: Company shall reimburse as per norms for the expenses she/he and his/her family incur in relocating to the metropolitan area as required by the accommodation with Company's Relocation Plan and/or as otherwise agreed by Company. In the event that Employee's employer 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 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 and hereby does agree to repay the Company in full for the Relocation Reimbursement done by 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. Term of the Agreement.

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; or
- 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;
- 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.
- 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 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 for the protection of the business 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 provisions 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 months(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 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 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 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 engages in at the time of termination of the employment of the Employee "Competing Business";

**on-Competitor Restrictions and Non-Solicitation Restrictions.**

10.1. The Employee undertakes 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, jointly 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 &amp; Director Edupolls Education Technology Private Limited, Address: Unschool, S2, Crescend Towers, Plot -1018 Pragathi Nagar, ABOVE KARUR VYSYA 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 the Employee 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, 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 enters into this Agreement 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, Company: 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
<b>Actualized CTC Structure</b>		
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 <sup>st</sup> 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,Chennuturu Village,G.Konduru mandal

C12187738

Ashitha Gadda

Date: 08/22/2023

Strictly Private and Confidential



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 backlog round of references 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 the same on <https://indiaedcampus.accerutu.com/myzone/academy/august/2019/>

([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 Campus 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](http://www.deloitte.com/about) to learn more.

To: [anjalichowdhury.v@gmail.com](mailto:anjalichowdhury.v@gmail.com)  
 Subject: Recall: Final reminder- Welcome to Deloitte family! || Goodies Survey ||  
 Date: Mon, May 22, 2023, 8:50 PM  
 From: USI Consulting Campus <[usiconsultingcampus@deloitte.com](mailto:usiconsultingcampus@deloitte.com)>  
 — Forwarded message —

To: [tipp@mictech.ac.in](mailto:tipp@mictech.ac.in)  
 Tue, Jun 6, 2023 at 10:40 AM  
 anjalichowdhury.v@gmail.com

Fwd: Recall: Final reminder- Welcome to Deloitte family! || Goodies Survey ||  
 1 message

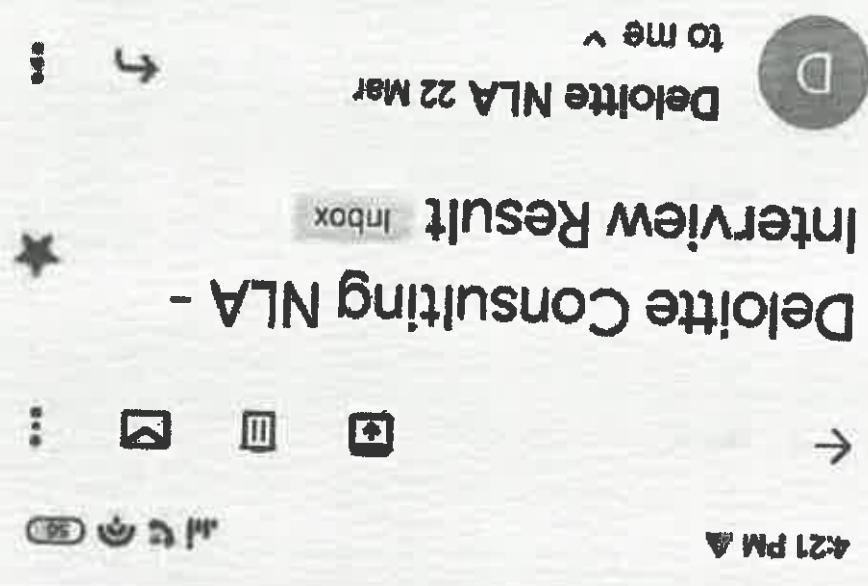
TNP MIC College <[tipp@mictech.ac.in](mailto:tipp@mictech.ac.in)>

19-524

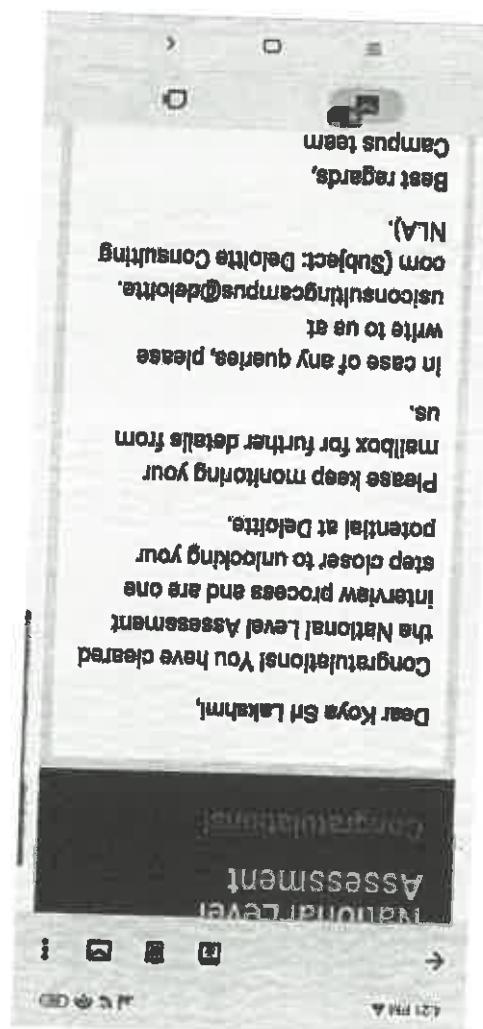
Gmail M

Congratulations! You have cleared  
the National Level Assessment  
interview process and are one  
step closer to unlocking your

Dear Venkuri Krishnanjali,



(S)



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 ^

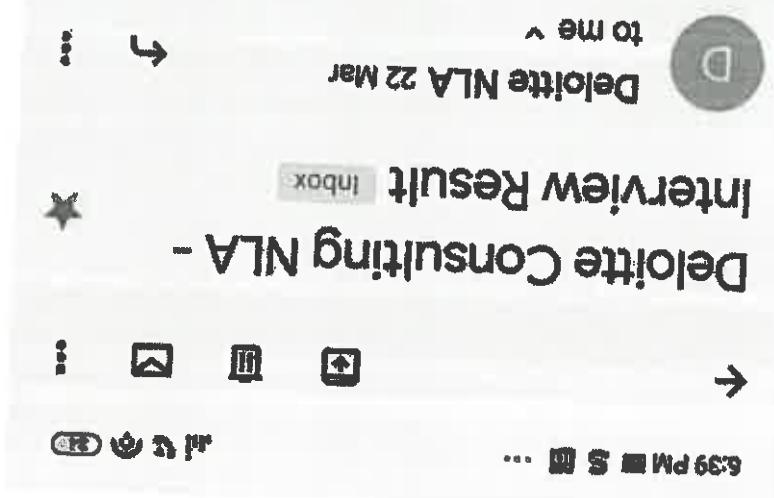
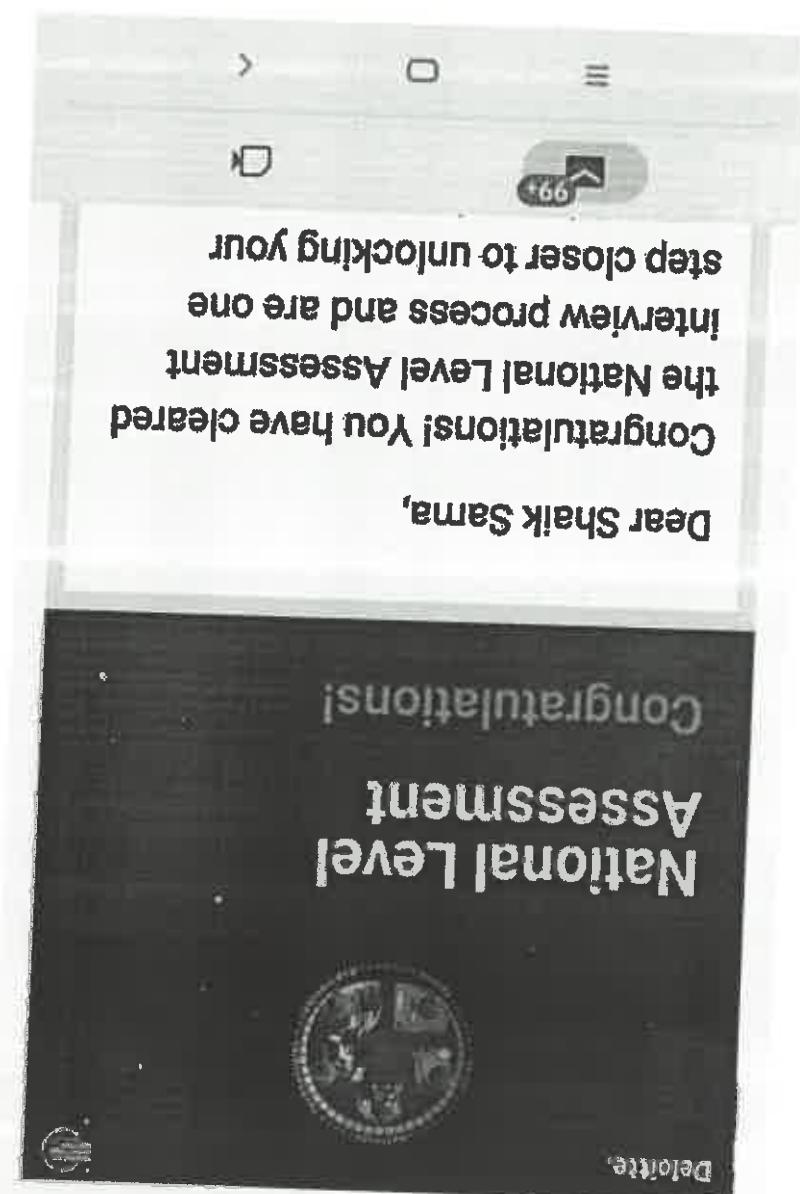
Deloitte NLA 22 Mar

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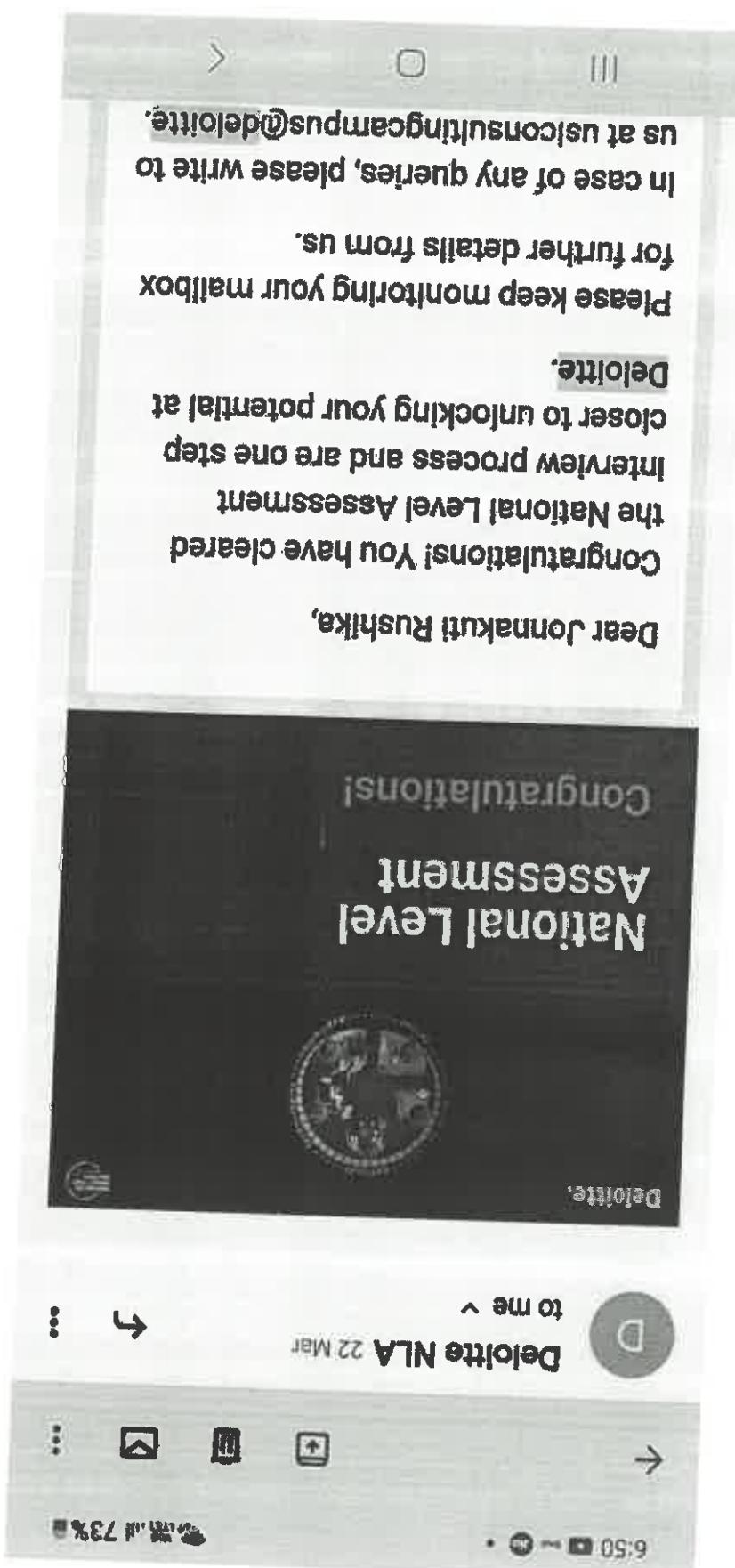
DVR & Dr HS MIC College of Technology  
Training & Placement Officer

✓



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 24<sup>th</sup> 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.snovasys.com | info@sновасы.сом

London, Al3 4SY, United Kingdom

St. Albans, Hertfordshire,

#21 Gonnerston, Mount Pleasant,

Parent Head Office:

(GST Number - 36AAC6891H1Z3)

SNOVASYS 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 Gomnertron, Mount Pleasant,  
Parent Head Office:  
(GST Number - 36AFCCK6891H1Z3)  
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 Employer 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, Dnipro  
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:  
SNOVASYS 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: 12<sup>th</sup> 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: 12<sup>th</sup> June 2023

CEO

Print name: Sriharat Kotchapalli

Sriharat Kotchapalli  
Designated by:  
Sriharat Kotchapalli

Novays Software Solutions India Pvt Ltd

8. This Agreement constitutes the entire agreement between the parties concerning the subject matter. All additions or modifications must be made in writing and must be signed by an authorized representative of each party. Any action related to this Agreement will be governed by the Laws of India.

7. The Recipient agrees that any breach of this Agreement will result in irreparable harm to the provider for which damages would be an inadequate remedy. Therefore, in addition to its rights and remedies otherwise available at law, the Provider shall be entitled to equitable relief, including injunction, in the event of such breach.

Hyderabad, Noida  
Indian Offices:

www.novays.com | info@novays.com

London, AL3 4SY, United Kingdom

St Albans, Hertfordshire,

#21 Gonnerston, Mount Pleasant,

Parrot Head Office:

(GST Number - 36AAFC6891H1Z3)  
NOVAYS SOFTWARE SOLUTIONS INDIA PVT LTD

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 Copyright 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





## HCLTech || Final Confirmation || Batch 2023 || MIC College of Technology

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

Julesha Thomas <[julesha\\_thomas@hcl.com](mailto:julesha_thomas@hcl.com)>, To: <<http://mictech.ac.in>>, Cc: Ashish Bhalla <[ashish\\_bhalla@hcl.com](mailto:ashish_bhalla@hcl.com)>, Disha Gupta <[disha.gupta@hcl.com](mailto:disha.gupta@hcl.com)>, Baljeet Singh <[baljeet.singh@hcl.com](mailto:baljeet.singh@hcl.com)>, Pradeeba Rawat <[pradeeba.rawat@hcl.com](mailto:pradeeba.rawat@hcl.com)>

Sun, Apr 16, 2023 at 9:31 PM

Greetings from HCLTech!!

Dear Campus Partner,

Classmate: Internal

Candidate Name	Gender	Email	Graduation Specialization/ Branch
NADAKUDITI BHARGAVA RAM	MALE	BHARGAVRAM1622@GMAIL.COM	ELECTRICAL ENGINEERING
GUNJA BHANU LAKSHMAN	MALE	GUJNALUCKY000@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.

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

1 message

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	HCLTECH050437	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

Poornam Sharmा

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 Points:**

Call the Global Technical Support team if you have been selected for the opportunity with HCLTech.

Geographies from Afar

#### **Dear Candidate,**

To: kotsawat191@gmail.com [mailto:kotsawat191@gmail.com]  
Subject: HCLTech || Final Confirmation || Batch 2022/2023  
Date: Fri, 28 Jul, 2023, 12:21 pm  
From: Poonam Sharma [poonam-sharma@hcl.com]

To: tip@middlech.ac.in  
Koti Reddy <kotireddy191@gmail.com>  
Tue, Aug 22, 2023 at 11:59 AM

<http://www.elsevier.com/locate/jde>

Digitized by srujanika@gmail.com

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 solutions that move your enterprise ahead on its data maturity milestones.

Data is the currency of today's digital economy, and enterprises across every industry are taking the next step in their journey toward data lifecycle 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: 5<sup>th</sup> Jun 2023

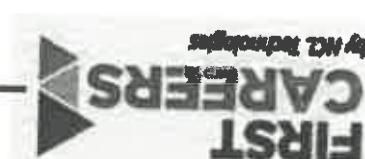
Address : House No. 5-78/1, Sri Manikanta Nillyam, Opp Ankitha Apartment, Ramavarappadu, VTC: Vilayavada (Rural),  
Contact No. 9542509559  
E-mail Id: sravana.sandhyas553@gmail.com

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.

[img:dd: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 15<sup>th</sup> 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](mailto: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)



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	Notice Period	Total CTC
	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 Seti 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 Seti 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
- Thanniru Astha
- Pauli Krupaker Gathapati
- Balusu Parati Chaitanya
- 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](mailto:dhemanth@unischool.in)>  
Cc: TNP MIC College <[mpt@mictech.ac.in](mailto:mpt@mictech.ac.in)>, Shivali.g@unischool.in, Rahul Varma <[rahul@unischool.in](mailto:rahul@unischool.in)>, Elizabeth Jacob <[elizabeth.j@unischool.in](mailto:elizabeth.j@unischool.in)>, Bhavya Deepthi <[bhavya.d@unischool.in](mailto:bhavya.d@unischool.in)>

Set, Nov 5, 2022 at 10:01 AM

## Unischool Recruitment Drive at MIC College



(Signature)

- A. In connection with the offer letter given by the Company date 1<sup>st</sup> 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 7<sup>th</sup> 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 directly or indirectly, including through one or more other Persons; and the term "Common Control" and "Controlled by" shall be construed accordingly;

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 "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 stay in such an event, the Employee shall abide by the change in the standard working hours as many necessitated. In such an event, the Company may implement staggered work shifts, in rare cases of the job so requires. Additionally, the Company may implement staggered work shifts, whenever results and will be expected to work beyond the standard working hours to achieve the results, whenever in view of the Employee's 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. 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 connection with his duties hereunder, including, without limitation, those incurred in connection with business travel, boarding and lodging.
- 3.3. Withholding of Taxation. The Remuneration (cost-to-company) paid to the Employee under the terms of the Agreement shall be subject to applicable taxes and the Company may withhold the amount required 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 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. The Company reserves the right to modify the terms of such 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. Compensation and Benefits.

- 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").
- 2.8. 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.
- 2.9. 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.
- 2.10. 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.

### 3.1. Compensation and Benefits.

- 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 connection with his duties hereunder, including, without limitation, those incurred in connection with business travel, boarding and lodging.
- 3.3. Withholding of Taxation. The Remuneration (cost-to-company) paid to the Employee under the terms of the Agreement shall be subject to applicable taxes and the Company may withhold the amount required 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 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. The Company reserves the right to modify the terms of such 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.
- 3.5. Relocation Rembursement Benefits: Company shall remunerate 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.
- 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 and hereby does agree to repay the Company in full for the Relocation Bonus.

### 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.

## 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 following:-

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, it may deem fit.

5.3.2. the Company at no cost accept such request of the Employee.

5.4. Termination due to Abscond of Employee: Subject to 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. 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 its termination;
- 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 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.

- 7.1. 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 compensation salary with respect to the number of days worked by the Employee during Period of training. This Agreement 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 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 (including where the 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.

- 8.1. The Employee acknowledges that during the course of rendering services and performing his other duties under this Agreement, he will have a right to receive from the Company about the Company and / or its Affiliates or otherwise in its possession and that his access to information about the Company without informing him into close contact with many confidential affairs of the Company and / or its Affiliates, including 8.1.1. management methods and operating techniques;
- 8.1.2. sales, advertising and marketing methods;
- 8.2. without limitation regarding the following:
- 8.2.1. Employee acknowledges that during the course of rendering services and performing his other duties under this Agreement, he will have a right to receive from the Company about the Company and / or its Affiliates or otherwise in its possession and that his access to information about the Company without informing him into close contact with many confidential affairs of the Company and / or its Affiliates, including

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 interests 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 by the Company and/or its Affiliates or its renderers of services, or to the sole connection with the rendering of services by the Company and/or its Affiliates or are produced by the Employee in property of the Company or the respective Affiliates (as the case may be).

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 services for any reason, as provided in this Agreement. The Employee will retain any such material or property or analyses or compilations thereto after the termination of the employment or services for any reason.

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, copyrights, designs, 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 Employer has a reasonable basis to believe was accepted by the Company and/or Affiliates from any third party under obligations of confidentiality (collectively, the "Confidential Information").



## 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 any contract or obligation to which 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 violate any obligation with respect to such information.

f) He has never been suspended, censured or otherwise been subjected to any disciplinary action or other proceeding, litigation or investigation by any state or governmental body or agency or any regulatory authority or self-regulatory organization.

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 Employee is incomplete or inaccurate, 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 against the Employee under this Agreement and law.

12. Violation of Unenforceable Restrictions. If any restriction or understanding reached by the Company or competitor authority to be void or unenforceable, 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 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 injunction 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.

<b>Company</b> <b>Sai Rahul Varma G</b> <b>CEO &amp; Director</b> <b>Edupolis Education Technology Private Limited,</b> <b>Address: Unschool, S2, Cresent Towers, Plot -1018 Pragathi Nagar,</b> <b>ABOVE Karur Vysya Bank, Hyderabad, Tel 500090 IN</b> <b>Email: rahu1@unschool.in</b>
--

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 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.

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 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) agrees to keep indemnified the Company against all claims, interests, costs, expenses, labilities, proceedings and demands which the Company 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 appropriate 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

EMPLOYEE:  Name: Sayyad Abdulla  Signature:	COMPANY:  Name: Edupolis Education Technology Pvt. Ltd. (Unschool) Title: CEO, Name: Rahul Varma  Signature:
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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	-	-
Take Home	-	-

Name	Designation	DOJ	sayyad Abdulla
Business Operations	Executive	1 <sup>st</sup> December 2022	

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.

✓

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 1<sup>st</sup> 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 7<sup>th</sup> Nov 2022 at Hyderabad (hereinafter referred to as the "Effective Date").

EMPLOYMENT AGREEMENT

Unischool  
S

## 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 incurred by his/her family 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 he/she and his/her family incur in relocating to the metropolitan area due to the relocation done 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 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 Bonuses Benefits: If employee shall be entitled to receive a joining bonus, the Joining Bonus will be paid to the employee if he/she and his/her family incur in relocating to the metropolitan area as per norms for the expenses 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

- 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 business-rerelated expenses incurred by the Employee in the performance of his duties hereunder, shall be subject to be withheld pursuant to applicable law. Any tax liability arising in respect of payments made pursuant to the Agreement made by 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 made to the Employee pursuant to 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
- 3.5. Relocation Reimbursement Benefits: Company shall reimburse as per norms for the expenses incurred by his/her family to the metropolitan area as per norms for the expenses without any consent of the Employee.

- 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 I annexed hereto.
- 3.2. Reimbursement of Expenses. Upon presentation of supporting documentation as may be adopted by the Company from time to time ("HR Manual").
- 3.3. The Employee shall devote all his business time, attention and energies to the Business, commercial or professional services of whatsoever nature to any person or organization, whether or 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.
- 3.4. The Employee further 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, not, for pecuniary gain.
- 3.5. The Employee further agrees that during the term of this Agreement, he shall not render and professional manner.
- 3.6. The Employee shall devote all his business time, attention and energies to the Business, commercial or professional services of whatsoever nature to any person or organization, whether or any position (whether directly or indirectly), for profit or not) in any company, organization, entities, not, for pecuniary gain.
- 3.7. 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 part of the Company's culture.

## 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

contemplated by this Agreement.

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

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 any copyrights, rights to derivative works, trade secrets, software, technologies, patents and any other intellectual property 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 otherwise ("Work for hire"), The Employee shall be considered as work for hire and shall be the absolute property of the Company ("Work for hire"). The Employee shall be entitled to such property (including, but not limited to, any moral rights) notwithstanding further consideration, perpetually and irrevocably transfers, assigns and conveys all right, title and interest to such property (including, but not limited to, any moral rights) without limitation that 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.

8.4. The Employee will return to the Company or to the relevant Affiliate, all such materials and property, including any material of 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 for any reason, as provided in this Agreement. The Employee will not retain any such materials, compilations or analyses thereof after such termination.

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 by the Company and/or its Affiliates or are produced by the Employee in connection with the 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).

- 8.1.4. 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, copyrights, designs, 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 third party under obligations of confidentiality (collectively, the "Confidential Information").

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 shall be  
and the application of such provision to Persons or circumstances other than those as to which it is held  
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; 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 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, 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.

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  
employment.

Name: THANNERU ASRTHA

Address: - 5-183, sundaralakshmi nagar, wvra, khambammam, Telangana, 507165

Email: asrithanenneru121106@gmail.com  
Mobile: 8639274240

or to such other address or to such other Person as any Party shall have last designated by such notice to 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 recipient 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, 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.

20.1 No delay or omission by the Company or the Employee in exercising any right under 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.

20.3 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 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 covenants of Clauses 8 (Non-Disclosure of Confidential or Proprietary Information), 9 (Intellectual Property Rights), 10 (Non-Competition Restrictions and Non-Solicitation Restraints), 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.

Edupolls Education Technology Pvt. Ltd. (Unschool)	
Name: Rahul Varma Title: CEO,	
	Name: THANNEERU ASRITHA
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.

22.1 The full time employment will start from the 4th Month.

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		
Particulars		
Basic Salary	84,000	33,600
House Rent Allowance	7,000	2,800
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	11,189

#### 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.

## DVR & DR HS MIC College of Technology

IN CONSIDERATION OF THE MUTUAL COVENANTS HEREBY CONTAINED AND OF THE MUTUAL BENEFITS  
HEREIN PROMISED, THE COMPANY AND THE EMPLOYEE AGREE AS FOLLOWS:

The Company and the employee shall hereinafter be collectively referred to as "Parties" and individually as "Party".

The Company's changeable employment of the Employee is conditioned upon the Employee's acceptance of and adherence to the terms set forth in this Agreement.

In consideration with the office letter given by the Company date 1 Dec 2022, the Company agrees to employ the Employee and the Employee accepts the employment of the Company.

• 544AHM

**ASTHMA GADDI** S/D/ Services area Gaddi aged about 20 years and presently residing at House no: 3-B-1, Ramdalyanagar Street, Chembur Mumbai Maharashtra. Krishna Dutt, Adminstrator 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 assigns and representatives].

• 243

Edupolls Education Technology Private Limited, a company incorporated under the Companies Act, 2013 having CIN U72900TG2021PTC194905 and its registered office at Unischool, 52, Crescent Towers, Plot -1018 PRAGATHI NAGAR, Above KARUR VSYA BANK, HYDERABAD TG 500030 IN, represented by one of its directors Mr. Rahul Varma ("Company" or "Employer" which expression shall, where the context so admits, include its heirs, successors, executors and permitted assigns);

54 And Nehemiah

This EMPLOYMENT AGREEMENT ("Agreement") is made and executed on this 1<sup>st</sup> NOV 2022 at Hyderabad (hereinafter referred to as the "Effective Date").

EMPLOYMENT AGREEMENT

Unschool

## 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 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 I annexed hereto.

3.2 Remuneration 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 lodgings, telecommunication and entertainment in respect of payment of travel, boardings and inclusions, without limitation, those incurred by the Employee in the performance of his duties hereunder.

3.3. Withholding of Taxation. The Remuneration in accordance with Company's policy in this regard shall be subject to applicable taxes and the Company may withhold the amount paid to the Employee hereunder 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.

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 Rembursement Benefit: 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 employee is terminated within one year following the joining date (ii) by the employee, 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 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 (ii) by the employee, 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 minimum period of 3 months from the effective date.

#### 4. Term of the Agreement.

Company, Employee shall and hereby does agree to repay the Company in full for the joining Bonus by the Company, Employee shall and hereby does agree to repay the Company in full for the Relocation Bonus.

4.2. The Parties acknowledge that Employee's employment with the Company commenced on Effective minimum period of 3 months from the effective date.

#### 5.1.1 The term "cause" shall include:

Termination by Company for Cause

#### Termination of the Agreement

10. *Constitutive and regulatory genes in the *lactose operon**

**D**) a material act of dishonesty or fraud as defined in section 1(1)(b) of the Act.

The Embodiment of Subsidaries, its Subsidiaries and Associate

any material change as provided in this Agreement, which is not cured within 30 (thirty) days

that behalf from the Companys

applyable in India; and partners of the company to any one corporation.

It is also important to remember that it is possible for people to provide

so [unintelligible] days or the date of notice of such breach.

affiliates, and other companies in the same industry, its subsidiaries and

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Any Employee by reason of any physical or mental infirmity which makes it impossible for him to perform his duties shall be entitled to compensation.

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Finally, we can use the new function to approximate the sum after the completion of a warm-up term, i.e.

10. The following table summarizes the results of the study. The first column lists the variables, the second column lists the sample size, and the third column lists the estimated effect sizes.

Companies may accept such requests. Upon the occurrence of the above events, the Company will make a public announcement.

The Company at its own discretion may also waive off term of Notice Period and compensation

such employee shall be referred as Absentee Employee. The Company

selection of training period. The comparison between the two methods is shown in Figure 2.

<p>6.1. The Employee's services pursuant to this Agreement shall be effective:</p> <p>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;</p> <p>immediately upon the delivery of written notice to the Employee by the Company of his termination, with Clause 5.1.</p>
<p>6.2. With Clause 5.1.</p>
<p>6.3. The last working day of the Employee, where Employee delivers to the Company written notice of his resignation in accordance 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 policy.</p>
<p>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.</p>

7.2.1. Shall pay a cost of training of INR 25,000/- immediately; and

7.2.2. The Employee shall furnish all the ext formities as per the human resources policies/manual of the Company. The Company shall upon receipt of payment of Liquidated Damage, 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 7.2.1, 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 being found guilty of, or included where the 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, upon an Employee being found guilty of, or included where the Employee's services are terminated for Cause, the Company shall be entitled to all remedies that may be available to it under applicable law.

7.4: Effect of termination due to non-disclosure of confidential or proprietary information: If the Employee is acknowledged to have breached the provisions of Clause 6.1, and 6.1, he shall be liable to pay amounts of liquidated Damages to receive from the Company 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.

7.5: 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, upon an Employee being found guilty of, or included where the Employee's services are terminated for Cause, 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:

8.1.1. Management methods and operating techniques:

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 Affiliate, including without limitation, information regarding the following:

8.1.2. 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 Affiliate, including without limitation, information regarding the following:

Company of any rights of ownership to which the Company may be entitled to by operation of law by the  
312. This clause is subject to, and shall not be deemed to limit, restrict, or constitute a waiver by the

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 any copyrigths, derivative works, trade secrets, software, technologies, patents and any other intellectual property 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 property of the Company ("Work for hire"). The Employee hereby and shall be the absolute proprietor of all rights therin, shall be considered as work for hire further considered or conceived (including, but not limited to, any moral rights) without prejudice to such property (including, but not limited to, any moral rights) worldwide that the Employee may have or be entitled to under any law or equity whatsoever to the Company extent permitted by applicable law, the Company herein assented with any such assignment but not less 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 competing any filings and processes, to perfect the Company's designates' ownership in intellectual property rights hereunder.

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 for any purpose other than his services, or in furtherance of the business of the Company and Affiliates and Associates to use (except in the course of rendering his services, or in furtherance of the connection to the Employee by the Company and/or its Affiliates or its Subsidiaries) any Confidential information and/or its Affiliates, whether or not pertaining to Confidential Information, which are furnished to the Company and/or its Affiliates by the Company and/or its Subsidiaries or its Affiliates or its Subsidiaries or its Associates, or in furtherance of the property of the Company or the respective Affiliates (as the case may be).

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 used by 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 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.

8.1.2 sales, advertising techniques, 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, test methods, software and other intellectual properties; and

8.1.8. information relating to the price, current or contemplated products or services offered and company and/or affiliate from any third party under obligations of confidentiality (collectively, the "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.

- 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 IN  
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.

• 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
Varabale	-	-
Medidation	-	-
Bonus	-	-
Gratuity	-	-
Cast To Company (TOTAL)	14,000	148,000
ESI Employee	93	1,119
PF Employee	1157	1,119
Professional Tax	-	-
Tax Home	11,189	13,189

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 1<sup>st</sup> 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 7<sup>th</sup> 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 stated herein.

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



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  
(FORMERLY KNOWN AS CSS CORP PRIVATE LIMITED)  
MOVATE TECHNOLOGIES PRIVATE LIMITED  
CIN: U72300TN2000PTC116024

Canadianmate Signature

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 hereinabove. By accepting this conditional employment offer, the undersigned is acknowledging that no prior employment obligations or other contractual restrictions exist which preclude employment with MOVATE. It is further understood that this offer is confidential and disclosure outside of the undersigned's family or financial, accounting, and/or legal advisors may result in termination of employment or withdrawal of this offer.

8. I am aware that I should possess a personal laptop/Desktop and I should complete all the relevant training 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.

6. I understand that Motivate 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 Motivate.

5. I understand that upon 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.

4. I understand and agree that my selection shall come to an end automatically, that too, without any notice and any time, in the eventuality if it is found that I have indulged in, including but not limited to, activities like dishonesty, disobedience, insubordination, revealing confidential material to any other party, misconduct or indiscretion. It is hereby understood and agreed that these instances are illustrative in nature and are not exhaustive. In such circumstances my conditional offer gets annulled, and I will not be considered for future employment with Motivate and would not receive any certifications provided by Motivate.

3. I understand and agree that in case I absent myself without reporting or without proper reasons or decide to leave the CCE training program, I will not be considered for final offer and receive any certifications provided by Motte.

- I understand that I have been offered the conditional offer on the basis that the particulars furnished by me start/commissioning of the center of excellence training program, it transpires, comes to the notice of brought to the knowledge that I/undersigned have made a false/in-correct statement (or have not disclosed a material fact) sought from underdesigned which Movate relate in good faith to admit me for the CoE training program, my selection shall be rendered null and liable to be terminated forthwith without seeking any explanation or clarification. I fully agree that I will not be considered for any certificate provided by Movate.

B E C L A R A T I O N

**move**™



Name:

Designation:

Pulipati Sravya  
Salary Working  
Annexure - I

Generalized Compensation Statement		
Exploratory Notes	Monthly	Annual
Engineer Trainee-Networking	Grade: JL 1B	91,200

Basic Pay		
House Rent Allowance	On TGC	7,600
Special Allowance	50%	3,800
As per the Act	1,800	21,600
Provident Fund (Employee Contribution)	25,333	304,000
Total Guaranteed Compensation (TGC)	5%	On CTC
Volatile Performance Pay (VPP)	5%	On CTC
Total Variable Compensation**		
Gross Cost to Company (CTC)	16,000	320,000
Night Shift Allowance (Us)	22 days	3,300
Total Allowances	39,600	39,600

Volatile Compensation Statement		
Variable Performance Pay (VPP)	On CTC	16,000
Total Variable Compensation**	16,000	320,000
Gross Cost to Company (CTC)	16,000	320,000
Night Shift Allowance (Us)	22 days	3,300
Total Allowances	39,600	39,600

Statutory Deductions [like]: - Provident Fund, ESIC, Labour Welfare Fund, Income Tax & Profession Tax - As per applicable rules		
Special Allowance includes Flexi option - LTA, Meal Card and NPS Contribution		
**Tax Exemption on Flexi Option will be provided as per prevailing IT Rules on Production of Proofs.	**As per current policy all variable payments are eligible to be paid only if on rolls as on date of payment.	**Varitable Performance Pay (VPP) will be paid twice in a year (i.e.) October and April based on the individual and company's performance.
**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.	**Varitable Performance Pay (VPP) will be paid twice in a year (i.e.) October and April based on the individual and company's performance.
Employee Term Life Insurance Cover	1,500,000	1,500,000
Group Term Life Insurance Cover	1,500,000	1,500,000
Accident Death Cover	750,000	750,000
Personal Accident Disability Cover	750,000	750,000
Group Term Life Insurance Cover	1,500,000	1,500,000
Employee Direct Link Insurance Cover	705,000	705,000
Hospitalization Insurance for Self, Spouse & 2 Dependent children	200,000	200,000
Gratuity as per prevailing rules	200,000	200,000
Leave Encashment upon exit up to 60 days Basic	60 days	Basic

\*\*Statutory Deductions [like]: - Provident Fund, ESIC, Labour Welfare Fund, Income Tax & Profession Tax - As per applicable rules

\*\*Special Allowance includes Flexi option - LTA, Meal Card and NPS Contribution

\*\*Tax Exemption on Flexi Option will be provided as per prevailing IT Rules on Production of Proofs.

\*\*As per current policy all variable payments are eligible to be paid only if on rolls as on date of payment.

\*\*Varitable Performance Pay (VPP) will be paid twice in a year (i.e.) October and April based on the individual and company's performance.

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.cs3corp.com  
(FORMERLY KNOWN AS CS3 CORP PRIVATE LIMITED)  
CIN: U72900TN2000PTC115034

DVR & DR H.S. MIC College of Technology  
Training & Placement Officer

CIN NO: U64204TN2010PTC076664  
Phone: 044 64623242 | Fax: 044 42642536  
[www.plintern.com](http://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**  
**To: TNP MIC College <tpp@miccollege.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
Cherianne Damelia	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	ECE
Ishwaramma Maduru	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	BCE
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	ramyacscs97@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  
slribobburi7891@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.

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 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

+91 422 4506070 | www.jecseacademy.in | 12, Lakshmi Nagar, Thottappalyam Puthiyavalli, Avissai Road, Coimbatore - 641014

19-492

A Unit of Focus 4D Career Education Pvt. Ltd

DVR & DR HS MIC 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 (Framming 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 customarily associated with such a position and as the authorized representatives of the management from time to time require. You shall devote your full business efforts and time to FACC 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.

Candidate Id: CN20231052  
M  
suprajahoney2408@gmail.com  
Ms. Suprajaa Potti

A Unit of Focus 4D Career Education Pvt. Ltd

April 27, 2023

FACE Pre

$$ash - b /$$

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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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/- (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.

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.

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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

Wide Letter

I will report for duty on or before

No

I hereby accept the offer of employment as

Signature of P. Muzhar Khan

ACCEPTANCE

GM-Human Resources

Rajeswari Human Ch

*VXW*

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 3<sup>rd</sup>, 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

IoT Solutions

Smart Cities

Smart Building

Smart Railway Signaling

CIN: U51909AP1987PTC007554 | GST: 37AACCE4879A1ZT

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 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/HD1A0448.

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,



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.

NTR DISTRICT,

PENUGANCHIPROLU,

D. NO 1-53, NAWABUPETTA,

S/O KAKANI SURYA NARAYANA,



TO,

MR. KAKANI HEMANTH KUMAR,

CS

DEPARTMENT,

STATE OF ANDHRA PRADESH,

INDIA, PINCODE-521185.

ANANDA PRADESH-521185.

ANDhra Pradesh-521185.

NTR DISTRICT,

PENUGANCHIPROLU,

D. NO 1-53, NAWABUPETTA,

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PENUGANCHIPROLU,

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S/O KAKANI SURYA NARAYANA,

STATE OF ANDHRA PRADESH,

INDIA, PINCODE-521185.

ANANDA PRADESH-521185.

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 ...

**Feedbacks**  
To provide insight for enhancing wealth

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. 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 & allowances will be given separately.
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 & allowances 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.



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 & allowances 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.

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)

*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.

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

To provide insight for enhancing wealth

**electronics**

+91 (8645) 666777 | info@electronics.com | www.electronics.com  
Plot No-4, IT Park, Mangalagiri-522 503, Guntur, AP, INDIA

EFTRONICS SYSTEMS PVT. LTD.

JOHNADYOBH

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 "Trainee" till the completion of your probationary period.

The Terms and Conditions of this offer are:

Continuation Sheet ...

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**elabotronics**

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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)

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.

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.



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

If provide insight for enhancing each

**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.



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  
+91 (8645) 666777 | info@efftronics.com | www.efftronics.com

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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 &amp; DR HS MIC College of Technology

Training &amp; 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

To provide insight for enhancing wealth

PLOT NO-4, IT PARK, MANGALAGIRI-522 503, GUNTUR, AP, INDIA  
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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

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 &amp; DR HS MJC College of Technology

Training &amp; 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 &amp; Conditions of your appointment. After reading the terms &amp; 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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To provide insight for enhancing wealth

**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.

#### 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 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**

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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:

**Eligibility**

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Continuation Sheet ...



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. U. R. T. H. I. 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 ...

*Explanation*  
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CIN: U51909AP1987PTC007554 | GST: 37AACCE4879Q1ZT

DVR &amp; Dr HS MJC College of Technology

Training &amp; 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 &amp; Conditions of your application. After reading the terms &amp; 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

EFF/HRD/23-24/Off/116

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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 aim to engage.

**eGATE**

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

EFF/HRD/23-24/OFF/0105

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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 &amp; DR HS MIC College of Technology

Training &amp; 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 &amp; Conditions of your appointment. After reading the terms &amp; 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,



ANDHRA PRADESH-522501.

GUNTUR DISTRICT,

TADEPALLI,

FLAT:13-474/1, RL RAO COLONY,

S/O GUNJA JARAMJI KALIDAS,

MR. GUNJA BHANU LAKSHMAN,

TO,

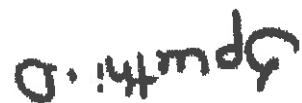
EFF/HRD/23-24/OFF/073

24-Mar-2023

CIN: U51909AP1987PTC007554 | GST: 37AACCE4879G1ZT

DVR & DR HS M/C College of Technology  
Training & Placement Officer

(SPURTHI D) HR MANAGER

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 &amp; Conditions of Your appointment. After reading the terms &amp; 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 Efftronics 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/OFF/064

EFFTRONICS SYSTEMS PVT LTD.  
Plot No-4, IT Park, Mangalagiri-522 503, Guntur, AP, INDIA  
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To provide insight for enhancing health

**efftronics**

LE 251

HR MANAGER  
(SPURTHI D)

*Spurthi D*

For Electronics Systems Pvt Ltd,  
With Regards,

Note: The above offer will be confirmed only after MEDICAL PHASE CL/ ARRANCE.

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, KRISHNARAKA,

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

To provide insights for enhancing welfare

+91 9675166677 | info@electronics.com | www.electronics.com

Plot No-4, IT Park, Manchalur - 562543, Bangalore, Karnataka

EFTRONICS SYSTEMS PVT. LTD.

19H7/104/47

CIN: U51908AP1987PTC007554 | GST: 37AACCE4679A1ZT

Signature of Parent/Guardian

Signature of candidate

Place:

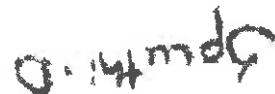
Date:

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

eBLOOMS

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**

To provide insight for enhancing wealth

CIN: U51909AP1987PTC007554 | GST: 37AACCE4879Q1ZT

DVR &amp; DR HS MIC COLLEGE OF TECHNOLOGY

Training &amp; 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 &amp; Conditions of your appointment. After reading the terms &amp; 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

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Electronics Systems

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16/225

Committed to following 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 the Company; provided, however, that you may discuss such terms with members of your

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 SlightPlan policies.

**Start Date:** This agreement will begin effective from the date of your joining, but no later than May 02, 2023.

You agree to the best of your ability and experience that you will at all times loyalty and conscientiously perform all of the duties and obligations required of and from you pursuant to the express and implicit terms hereof, and to the reasonable satisfaction of the Company. During the term of your contract, you further agree that you will devote all of your business time and attention to the business of the Company, the Company will be entitled to all of the benefits and profits arising from or incident to all such work services and advice, you will not render commercial or professional services of any nature to any person or organization, whether or not you will not either during the term of your employment or for one year thereafter directly or indirectly ((i) engage or participate in any business that is competitive in any manner with the business of the Company or (ii) solicit, induce, recruit, or encourage any of the Company's employees or consultants to terminate their relationship with the Company, or attempt to solicit, induce, recruit, encourage, or take away employees or consultants of the Company from another 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.

As "Implementation Association Associate", you will be responsible for overseeing new properties for SightsPlan 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".

We are pleased to extend you this offer to join Sightrplan India Private Limited – as Project Manager of our team. 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

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 of the set business goals and objectives.

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.

'01

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

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

Q ...

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](mailto:tnp@mictech.ac.in))

Mon, Jul 3, 2023 at 10:14 AM

CHANDKA V V D. SREEKANTH ([sreekanth.cvvd@det.ac.in](mailto:sreekanth.cvvd@det.ac.in))  
To: [tnp@mictech.ac.in](mailto:tnp@mictech.ac.in), [cvvd@det.ac.in](mailto:cvvd@det.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,  
Regards,

Dr.Sreekanth CVVD

Dean-Training, Placements & Career Guidance Cell,  
Dhanekula Institute of Engineering & Technology,  
Ganiguru, VIJAYAWADA - 521139.  
Andhra Pradesh

Mobile: 9346242525  
Email: [sreekanth.cvvd@det.ac.in](mailto:sreekanth.cvvd@det.ac.in)  
[www.det.ac.in](http://www.det.ac.in)

Dhanekula Institute of Engineering & Technology,  
Ganiguru, VIJAYAWADA - 521139.  
Andhra Pradesh  
Mobile: 9346242525  
Email: [sreekanth.cvvd@det.ac.in](mailto:sreekanth.cvvd@det.ac.in)  
[www.det.ac.in](http://www.det.ac.in)

### **QSpiders 2023 Batch!!! Incubation Final Selection List**

devitaranil.q@qspiders.com <devitaranil.q@qspiders.com>

To: trip@nictach.ac.in

Cc: ryanidhi@gmail.com, maheshvarun761@gmail.com, swaroopkumarusetti2001@gmail.com, deviyassawl.verma@gmail.com,

malsam.a123@gmail.com, innaneesend@gmail.com, laksmitteekshitha202@gmail.com, asititatharineni121106@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.

A Unit of Test Yatra Software Solutions India Pvt Ltd

### **QSpiders Campus Connect**

#### **INCUBATION OFFER LETTER**

Dear Sir,

Dearest

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
Jhanasri Natakanthna	620135582	njhjanasri@gmail.com	BTech	Computer Science(CS)	DVR & Dr. HS MIC College of Technology AP	Selected
Kannan mathesh varun	8374893469	matheshvarun761@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>

TNP MC College <np@nictach.ac.in>

Mon, Feb 13, 2023 at 4:37 PM

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 1<sup>st</sup> 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, 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 Unschool, 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 7<sup>th</sup> NOV 2022 at Hyderabad (hereinafter referred to as the "Effective Date").

### EMPLOYMENT AGREEMENT

Unschool  


## DVR &amp; 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	lakshminikeshi1232002@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 other paper on the first day of reporting with all semester marks card, 10<sup>th</sup>/12<sup>th</sup>/PUC & Degree/Till 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

+919162500-865102250/7816721220865778573

[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 : hello@kodnest.com | Website : www.kodnest.com



E-mail

Phone

Website

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**

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**

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.

**ANNEXURE 1:**

(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, 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

Address:

Phone:

Email:

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. 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 1:

(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](http://www.kodnest.com)

E-mail  
[hello@kodnest.com](mailto: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



hellogkodnest.com



+91 8095 000 123



Opp Tower, 4th & 5th Floor, Shaaroh Residency, Alwarpet, Madras 600018



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,

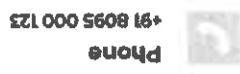




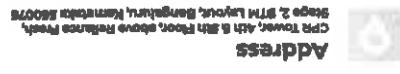
Address  
Vellore



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.
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#### 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](http://www.kodnest.com)

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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, Bangalore, Karnataka 560076  
CPR Tower, 4th & 5th Floor, Above Reliance Fresh,

**KodNest Technologies Pvt Ltd,**



4. Any Govt ID Proof - One copy.

3. Copy of the PAN (permanent account number) Card, self-attested.

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1. Education provisional certificate and mark sheets of the highest qualification degree /

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 MLC College of Technology  
Training & Placement Officer



E-mail: hello@kodnest.com

Phone: +91 8095 000 123

Address: Stage 2, BTM Layout, Bengaluru, Karnataka 560076  
CPR Tower, 4th & 5th Floor, Above Reliance Fresh,  
Bengaluru.

Website: www.kodnest.com

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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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(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,

Kodenest 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.
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  1. Education professional certificate and mark sheets of the highest qualification degree / professional qualification.
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#### 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](http://www.kodnest.com)

Phone  
+91 8095 000 123  
hello@kodnest.com

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+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

(Signature)

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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**

19421AOH60-

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 program.

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.

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.

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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.

We welcome you and wish you the best in your career.

Kindly sign and return a copy of this letter.

- 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.
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2. One (1) passport-size photograph.
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#### 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

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.
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## TERMS AND CONDITIONS

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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.

1. Education provisional certificate and mark sheets of the highest qualification degree / professional qualification.
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3. Copy of the PAN (permanent account number) Card, self-attested.
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**

- 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.**
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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](http://www.kodnest.com)

19. 4/2

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**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.**

**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 backlogs 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.**



**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.

1. Education provisional certificate and mark sheets of the highest qualification degree / professional qualification.
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### **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 &lt;tnp@mictech.ac.in&gt;

**TAP Academy | CSR Selects | Thank you for your support | Devineni Venkata Ramana & Dr.Hima Sekhar MIC College of Technology**

Afsa 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](http://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&REGARDS**

*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)

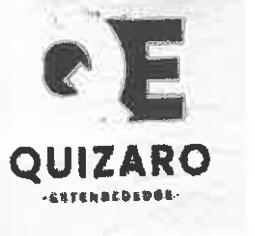
**Acceptance:**

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: **3<sup>rd</sup> 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.

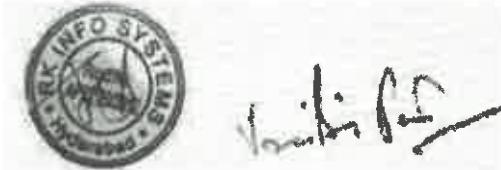
Your Employment with us will be governed by the Terms & Conditions as detailed in Annexure – A

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.

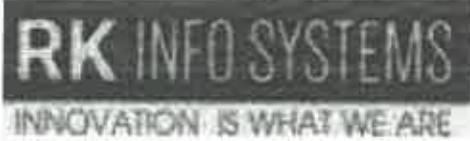
We congratulate you on your appointment and wish you a long and successful career with us. We are confident that your contribution will take us further in our journey towards becoming world leaders. We assure you of our support for your professional development and growth.

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](http://www.rkinfosystems.in) Email: [hiring@rkinfosystems.in](mailto: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](http://www.rkinfosystems.in) Email: [hiring@rkinfosystems.in](mailto: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.

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.

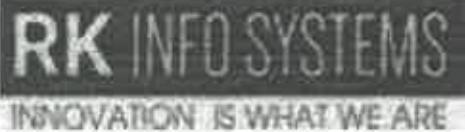
Yours truly,

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](http://www.rkinfosystems.in) Email: [hldng@rkinfosystems.in](mailto: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](http://www.rkinfosystems.in) Email: [hiring@rkinfosystems.in](mailto: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



RK Info Systems - SY No 130P & 115, Nanakramguda Rd, Financial Distt, Manikonda, TG Website : [www.rkinfosystems.in](http://www.rkinfosystems.in) Email: [hiring@rkinfosystems.in](mailto:hiring@rkinfosystems.in) , Phone : +91-6301302833 | +91-563214929 | +91 - 40 -40205020 | GST : 36BFJPP8047R1ZF

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



TNP MIC College &lt;tnp@mictech.ac.in&gt;

**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

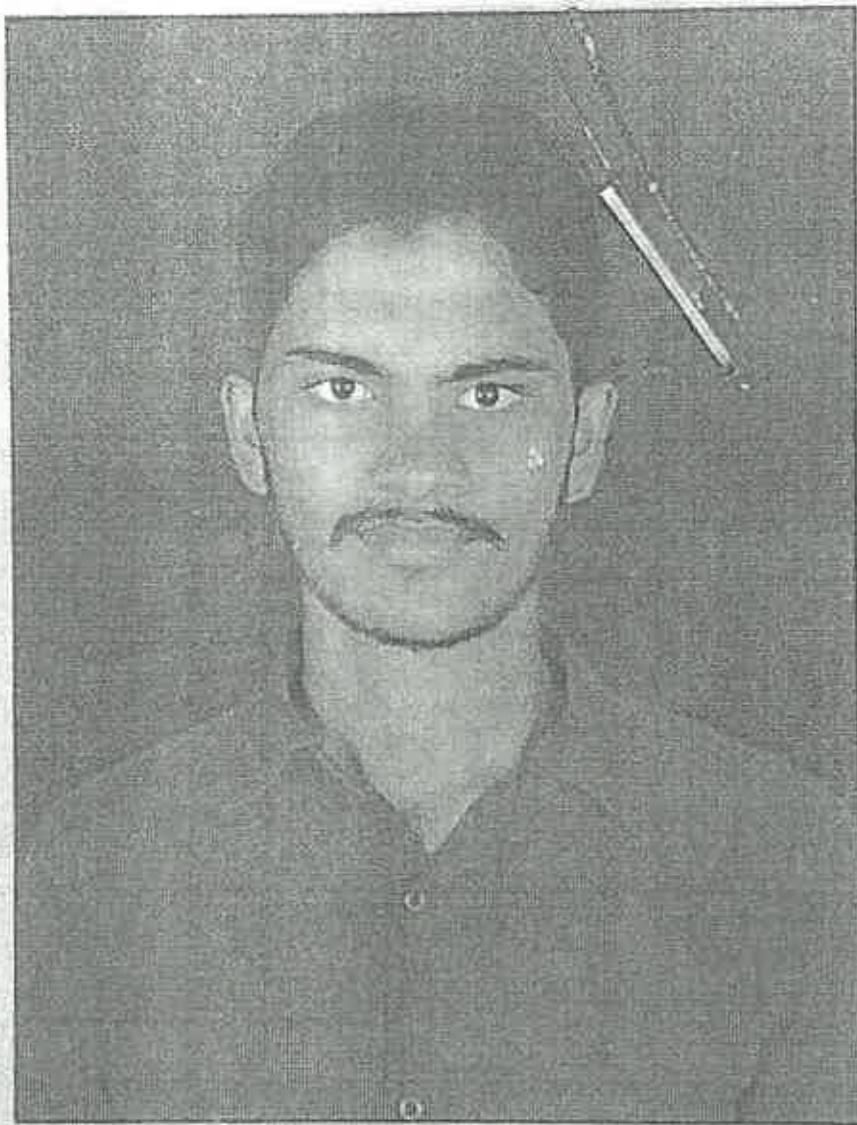
Trainee Signature

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

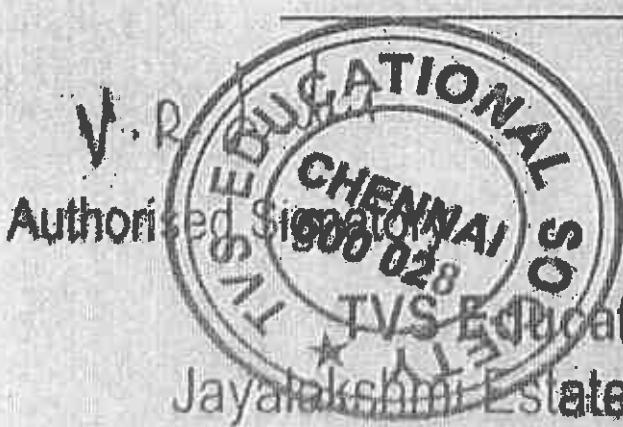
DOJ : 01/12/2022

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**

# UNIVERSITY OF CENTRAL MISSOURI

**International Student Services**  
108 W. South St.  
Ward Edwards 1800  
Warrensburg, MO 64093  
Office 660-543-4092  
[intladmit@ucmo.edu](mailto:intladmit@ucmo.edu)

Dear Munwar,

Congratulations and welcome to the University of Central Missouri! We are excited to offer you admission to the MS Computer Science program for the Fall 2023 semester.

Please continue to check your email. You may receive additional information from the program coordinator regarding your admission. In addition, you will receive more information regarding our online international orientation process.

If you are a new student, you should receive an email within 24 hours of admission with your network ID and instructions on accessing MyCentral. If you do not receive an email, and it is not in your Spam folder, please contact [tsc@ucmo.edu](mailto:tsc@ucmo.edu). If you are a returning student, you will not receive that email as you have already been assigned a network ID. If you need assistance retrieving your network ID, please contact our office.

Please let us know if you have any questions about your next steps. For specific questions about the program or which courses to enroll in, please contact the program directly.

Sincerely,

**International Student Services**  
University of Central Missouri

**Reminder:** You will not be able to enroll in classes until we receive all of your final official transcripts (evaluations) from all college/post-secondary institutions attended (including provisional certificates and/or diplomas for international students) that meet the GPA requirements of the University.

  
PRINCIPAL  
DVR & Dr. HS MIC College of Technology  
Kanchikacherla, N.T.R. Dt.  
Andhra Pradesh, India – Pin: 521180

22-23

# UNIVERSITY OF CENTRAL MISSOURI

International Student Services  
108 W. South St.  
Ward Edwards 1800  
Warrensburg, MO 64093  
Office 660-543-4092  
[intladmit@ucmo.edu](mailto:intladmit@ucmo.edu)

Dear Mohith Naga Adithya,

Congratulations and welcome to the University of Central Missouri! We are excited to offer you admission to the MS Cybersecurity & Information Assurance program for the Fall 2023 semester.

Please continue to check your email. You may receive additional information from the program coordinator regarding your admission. In addition, you will receive more information regarding our online international orientation process.

If you are a new student, you should receive an email within 24 hours of admission with your network ID and instructions on accessing MyCentral. If you do not receive an email, and it is not in your Spam folder, please contact [tsc@ucmo.edu](mailto:tsc@ucmo.edu). If you are a returning student, you will not receive that email as you have already been assigned a network ID. If you need assistance retrieving your network ID, please contact our office.

Please let us know if you have any questions about your next steps. For specific questions about the program or which courses to enroll in, please contact the program directly.

Sincerely,

**International Student Services**

University of Central Missouri

**Reminder:** You will not be able to enroll in classes until we receive all of your final official transcripts (evaluations) from all college/post-secondary institutions attended (including provisional certificates and/or diplomas for international students) that meet the GPA requirements of the University.

  
PRINCIPAL  
DVR & Dr. HS MIC College of Technology  
Kanchikacherla, N.T.R. Dt.  
Andhra Pradesh, India – Pin: 521180

# UNIVERSITY OF CENTRAL MISSOURI

International Student Services  
108 W. South St.  
Ward Edwards 1800  
Warrensburg, MO 64093  
Office 660-543-4092  
[intladmit@ucmo.edu](mailto:intladmit@ucmo.edu)

Dear Raja Rajeswari,

Congratulations and welcome to the University of Central Missouri! We are excited to offer you admission to the MS Cybersecurity & Information Assurance program for the Fall 2023 semester.

Please continue to check your email. You may receive additional information from the program coordinator regarding your admission. In addition, you will receive more information regarding our online international orientation process.

If you are a new student, you should receive an email within 24 hours of admission with your network ID and instructions on accessing MyCentral. If you do not receive an email, and it is not in your Spam folder, please contact [tsc@ucmo.edu](mailto:tsc@ucmo.edu). If you are a returning student, you will not receive that email as you have already been assigned a network ID. If you need assistance retrieving your network ID, please contact our office.

Please let us know if you have any questions about your next steps. For specific questions about the program or which courses to enroll in, please contact the program directly.

Sincerely,

## International Student Services

University of Central Missouri

**Reminder:** You will not be able to enroll in classes until we receive all of your final official transcripts (evaluations) from all college/post-secondary institutions attended (including provisional certificates and/or diplomas for international students) that meet the GPA requirements of the University.

  
DVR & Dr. HS PRINCIPAL  
MIC College of Technology  
Kanchikacherla, N.T.R. Dt.  
Andhra Pradesh, India – Pin: 521180



SCHOOL OF ENGINEERING  
650 East Parkway South  
Memphis, TN 38104  
(901) 321-3410 • Fax (901) 321-3402  
[www.cbu.edu](http://www.cbu.edu)

March 15, 2023

Yathakula William Cary  
DNO 28-38, Bhima Raju Gutta  
Ibrahimpatnam, Andhra Pradesh  
521456  
India

Dear William Cary,

On behalf of the School of Engineering, I am delighted to inform you that you have been admitted into the **Master of Science in Computer Information Systems (MSCIS)** program at Christian Brothers University for the **Fall (August) 2023** term. Your student ID number is **899487422**. You will need this number in order to conduct business with all offices on campus.

Your I-20 will be processed by our Designated School Officer, and you will be contacted as soon as it is received.

**IMPORTANT: You are required to submit official transcripts from all colleges/universities attended prior to enrollment.**

Please note that all students who take classes on campus or utilize campus facilities must submit a **Student Health Form** and **Influenza Vaccination Verification** using the following link: **New Student Health Services On-Boarding Verification Form**. COVID vaccinations are strongly encouraged, and you may also use this form to submit your **COVID Vaccination Verification**.

If you have any questions, please contact me at [rprice@cbu.edu](mailto:rprice@cbu.edu) or 901-321-3412.

I wish you the best of luck in the MSCIS program and offer you my personal congratulations on your acceptance.

*Welcome to Christian Brothers University!*

Best Regards,

PRINCIPAL  
DVR & Dr. H.S. MIC College of Technology  
Kanchikacherla, N.T.R. Dt.  
Andhra Pradesh, India – Pin: 521180

Randel Price, Ph.D.  
Associate Dean-Gadomski School of Engineering

CHRISTIAN BROTHERS UNIVERSITY



November 8, 2022

Hema Sri Nakirkanti  
3-107, Konakanchi Penuganchiprolu, Krishna  
Krishna, AP 521190  
India

Dear Hema Sri:

It gives me great pleasure to inform you that you have been accepted into the following program:

Intended Program: **Computer Science (MS)**  
Intended Term of Entry: **Spring 2023**

Your application was evaluated based on unofficial academic transcripts and test scores. You will be required to submit official copies of these items by the twelfth (12th) class day of the term to which you are admitted, and you will receive a separate communication which contains more information about what to submit and how it should be submitted.

Please review the Graduate Catalog to familiarize yourself with Graduate School regulations and requirements. Information for newly admitted students is available on our website at <http://go.grad.ttu.edu/newstudents>. Pre-arrival information for new incoming international students will be available online at <http://go.grad.ttu.edu/prearrival>.

Access to graduate education is reserved for students who have demonstrated uncommon scholastic ability at the undergraduate level. Moreover, we believe that these students show great promise for further academic achievement. Accordingly, your admission to the Graduate School is a pivotal event in your professional development, and we welcome you to our community of scholars. Please accept our congratulations.

Sincerely,

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

Mark A. Sheridan, Ph.D.  
Vice Provost of Graduate Affairs and Dean of the Graduate School



PRINCIPAL  
DVR & Dr. HS MIC College of Technology  
Kanchikacherla, N.T.R. Dt.  
Andhra Pradesh, India – Pin: 521180



WICHITA STATE  
UNIVERSITY  
*GRADUATE SCHOOL*

Dear Kartheek,

Good news! You have been recommended for admission to the Industrial Engineering - Master's program for the Spring 2024 semester at Wichita State University. As of today we are missing one or more of the following materials in order to finalize your admission:

- **Certification of Financial Support (CFS) Form** - International applicants must prove that they have the financial ability to pay for their tuition, books, and living expenses while they study in the U.S. This is a WSU form that is required. Please click on the link above and fill it out. You can find an example of this form below. To see required costs for an i-20, please review the basic costs for international students.

**Section E: Instructions**

1. Print this document.
  2. Your parents must sign Part C.
  3. Fill in the following sections:
    - a. **Name and Address:** Enter the name and address of the person or persons who will live with you in Denver.
    - b. **Employment:** Enter the name and address of your place of work, school or other organization where you will be working or attending during the school year.
    - c. **Financial Support:** Enter the name and address of the person or persons who will provide financial support for you while you are in Denver.
  4. Sign the completed form and enclose evidence of financial support as follows:
    - CURRENT OR LIMTED YEAR STUDENT: Enclose this form and your financial documentation to us using [this link](#).
    - NEW APPLICANT: Call 303-865-2552. Upload the form and your financial documentation to step 4 at <http://tinyurl.com/submitapplydenver>.

**Information About Dependents  
Accompanying the Student to the U.S.**

- **Financial Support Document** - Typically bank statements, scholarship offers, or other evidence of funds. Your funds must meet the total amount required on the Certification of Financial Support form. Bank statements must match your sponsor on the CFS form.

WICHITA STATE UNIVERSITY | Graduate School | 1845 Fairmount Street | Wichita, Kansas 67260-0004  
tele: (316) 978-3095 | fax: (316) 978-3253 | web: [www.wichita.edu/gradschool](http://www.wichita.edu/gradschool)

SEVIS ID: N0034560442

SURNAME/PRIMARY NAME Meka	GIVEN NAME Tejaswini	Class of Admission <b>F-1</b>
PREFERRED NAME Tejaswini Meka	PASSPORT NAME MEKA TEJASWINI	
COUNTRY OF BIRTH INDIA	COUNTRY OF CITIZENSHIP INDIA	
CITY OF BIRTH Ibrahimpatnam	DATE OF BIRTH 08 JANUARY 2002	
FORM ISSUE REASON INITIAL ATTENDANCE	ADMISSION NUMBER	ACADEMIC AND LANGUAGE

**SCHOOL INFORMATION**

SCHOOL NAME Montclair State University Montclair State University	SCHOOL ADDRESS 1 NORMAL AVE, MONTCLAIR, NJ 07043
SCHOOL OFFICIAL TO CONTACT UPON ARRIVAL Kaitlyn Healy Assistant Director of International Student Services	SCHOOL CODE AND APPROVAL DATE NEW214F01039000 24 DECEMBER 2002

**PROGRAM OF STUDY**

EDUCATION LEVEL MASTER'S	MAJOR 1 Computational Science 30.3001	MAJOR 2 None 00.0000
PROGRAM ENGLISH PROFICIENCY Required	ENGLISH PROFICIENCY NOTES Student is proficient	EARLIEST ADMISSION DATE 29 JULY 2023
START OF CLASSES 28 AUGUST 2023	PROGRAM START-END DATE 28 AUGUST 2023 - 31 MAY 2025	

**FINANCIALS**

ESTIMATED AVERAGE COSTS FOR: 9 MONTHS		STUDENT'S FUNDING FOR: 9 MONTHS	
Tuition and Fees	\$ 17,066	Personal Funds	\$ 0
Living Expenses	\$ 16,574	Funds From This School	\$ 0
Expenses of Dependents (0)	\$ 0	Meka Rama Krishna (Father)	\$ 45,646
Miscellaneous Expenses	\$ 9,671	On-Campus Employment	\$ 0
TOTAL	\$ 43,311	TOTAL	\$ 45,646

**REMARKS**

All costs are estimated, your tuition bill will reflect your accurate cost of attendance. You are required to attend the mandatory international student orientation on August 23 and 24, 2023. For emergencies please contact University Police: 973-655-5222.

**SCHOOL ATTESTATION**

I certify under penalty of perjury that all information provided above was entered before I signed this form and is true and correct. I executed this form in the United States after review and evaluation in the United States by me or other officials of the school of the student's application, transcripts, or other records of courses taken and proof of financial responsibility, which were received at the school prior to the execution of this form. The school has determined that the above named student's qualifications meet all standards for admission to the school and the student will be required to pursue a full program of study as defined by 8 CFR 214.2(f)(6). I am a designated school official of the above named school and am authorized to issue this form.

X *Kaitlyn Healy*

SIGNATURE OF: Kaitlyn Healy, Assistant Director of International Student Services

DATE ISSUED

31 May 2023

PLACE ISSUED

MONTCLAIR, NJ

**STUDENT ATTESTATION**

I have read and agreed to comply with the terms and conditions of my admission and those of any extension of stay. I certify that all information provided on this form refers specifically to me and is true and correct to the best of my knowledge. I certify that I seek to enter or remain in the United States temporarily, and solely for the purpose of pursuing a full program of study at the school named above. I also authorize the named school to release any information from my records needed by DHS pursuant to 8 CFR 214.3(g) to determine my nonimmigrant status. Parent or guardian, and student, must sign if student is under 18.

X

SIGNATURE OF: Tejaswini Meka

DATE

NAME OF PARENT OR GUARDIAN

X  
SIGNATURE

ADDRESS (city/state or province/country)

DATE

SEVIS ID: N0034560442 (F-1)

EMPLOYMENT AUTHORIZATIONS

NAME: Tejaswini Meka

CHANGE OF STATUS/CAP-GAP EXTENSION

AUTHORIZED REDUCED COURSE LOAD

CURRENT SESSION DATES

CURRENT SESSION START DATE

CURRENT SESSION END DATE

TRAVEL ENDORSEMENT

This page, when properly endorsed, may be used for re-entry of the student to attend the same school after a temporary absence from the United States. Each endorsement is valid for one year.

Designated School Official	TITLE	SIGNATURE	DATE ISSUED	PLACE ISSUED
		X		
		X		
		X		
		X		

  
DVR & Dr. HS PRINCIPAL  
MIC College of Technology  
Kanchikacherla, N.T.R. Dt.  
Andhra Pradesh, India - Pin: 521180

**SEVIS ID: N0034056839**

SURNAME/PRIMARY NAME Nemalipuri	GIVEN NAME Naveen	Class of Admission <b>F-1</b>
PREFERRED NAME Naveen Nemalipuri	PASSPORT NAME	
COUNTRY OF BIRTH INDIA	COUNTRY OF CITIZENSHIP INDIA	
CITY OF BIRTH Vellanki	DATE OF BIRTH 08 MAY 2000	
FORM ISSUE REASON INITIAL ATTENDANCE	ADMISSION NUMBER	ACADEMIC AND LANGUAGE

**SCHOOL INFORMATION**

SCHOOL NAME UNIVERSITY OF CENTRAL MISSOURI Missouri Innovation Campus	SCHOOL ADDRESS 1101 Innovation Parkway, LEES SUMMIT, MO 64086
SCHOOL OFFICIAL TO CONTACT UPON ARRIVAL Jeffrey Couch International Student Advisor	SCHOOL CODE AND APPROVAL DATE KAN214F00100001 17 JANUARY 2003

**PROGRAM OF STUDY**

EDUCATION LEVEL MASTER'S	MAJOR 1 Computer Science 11.0701	MAJOR 2 None 00.0000
PROGRAM ENGLISH PROFICIENCY Required	ENGLISH PROFICIENCY NOTES Student is proficient	EARLIEST ADMISSION DATE 15 JULY 2023
START OF CLASSES 14 AUGUST 2023	PROGRAM START-END DATE 14 AUGUST 2023 - 31 MAY 2025	

**FINANCIALS**

ESTIMATED AVERAGE COSTS FOR: 9 MONTHS		STUDENT'S FUNDING FOR: 9 MONTHS
Tuition and Fees	\$ 9,589	Personal Funds \$ 0
Living Expenses	\$ 9,699	Funds From This School \$
Expenses of Dependents (0)	\$	family \$ 21,800
Health Insurance and additional Progra	\$ 2,512	On-Campus Employment \$
TOTAL	\$ 21,800	TOTAL \$ 21,800

**REMARKS**

Mandatory orientation for enrollment begins August 7, 2023.

**SCHOOL ATTESTATION**

I certify under penalty of perjury that all information provided above was entered before I signed this form and is true and correct. I executed this form in the United States after review and evaluation in the United States by me or other officials of the school of the student's application, transcripts, or other records of courses taken and proof of financial responsibility, which were received at the school prior to the execution of this form. The school has determined that the above named student's qualifications meet all standards for admission to the school and the student will be required to pursue a full program of study as defined by 8 CFR 214.2(f)(6). I am a designated school official of the above named school and am authorized to issue this form.

X \_\_\_\_\_  
**SIGNATURE OF:** Jeffrey Couch, International Student Advisor  
 PLACE ISSUED  
 LEES SUMMIT, MO

**STUDENT ATTESTATION**

I have read and agreed to comply with the terms and conditions of my admission and those of any extension of stay. I certify that all information provided on this form refers specifically to me and is true and correct to the best of my knowledge. I certify that I seek to enter or remain in the United States temporarily, and solely for the purpose of pursuing a full program of study at the school named above. I also authorize the named school to release any information from my records needed by DHS pursuant to 8 CFR 214.3(g) to determine my nonimmigrant status. Parent or guardian, and student, must sign if student is under 18.

X  
**SIGNATURE OF:** Naveen Nemalipuri  
 DATE  
 X  
**NAME OF PARENT OR GUARDIAN** \_\_\_\_\_ **SIGNATURE** \_\_\_\_\_  
 ADDRESS (city/state or province/country) \_\_\_\_\_ DATE

DVR & Dr. HS PRINCIPAL  
 MIC College of Technology  
 Kanchikacherla, N.T.R. Dt.  
 Andhra Pradesh, India - Pin: 521180  
 Page 1 of 3

**SEVIS ID: N0034056839 (F-1)**  
**EMPLOYMENT AUTHORIZATIONS**

**NAME: Naveen Nemalipuri**

**CHANGE OF STATUS/CAP-GAP EXTENSION**

**AUTHORIZED REDUCED COURSE LOAD**

**CURRENT SESSION DATES**

**CURRENT SESSION START DATE**

**CURRENT SESSION END DATE**

**TRAVEL ENDORSEMENT**

This page, when properly endorsed, may be used for re-entry of the student to attend the same school after a temporary absence from the United States. Each endorsement is valid for one year.

Designated School Official	TITLE	SIGNATURE	DATE ISSUED	PLACE ISSUED
		X		
		X		
		X		
		X		

  
**PRINCIPAL**  
**DVR & Dr. HS MIC College of Technology**  
Kanchikacherla, N.T.R. Dt.  
Andhra Pradesh, India – Pin: 521180

Department of Homeland Security  
U.S. Immigration and Customs Enforcement

I-20, Certificate of Eligibility for Nonimmigrant Student Status  
OMB NO. 1653-0038

SEVIS ID: N0034329594

SURNAME/PRIMARY NAME Gadde	GIVEN NAME Deepak	Class of Admission <b>F-1</b>
PREFERRED NAME Deepak Gadde	PASSPORT NAME	
COUNTRY OF BIRTH INDIA	COUNTRY OF CITIZENSHIP INDIA	
CITY OF BIRTH Jaggaiahpeta	DATE OF BIRTH 25 SEPTEMBER 2001	
FORM ISSUE REASON INITIAL ATTENDANCE	ADMISSION NUMBER	ACADEMIC AND LANGUAGE

**SCHOOL INFORMATION**

SCHOOL NAME Iowa State University of Science and Technology Iowa State University	SCHOOL ADDRESS 2229 LINCOLN WAY # 4530, International Students/Scholars Office, AMES, IA 50014
SCHOOL OFFICIAL TO CONTACT UPON ARRIVAL Becca Duncan International Orientation and Pre-Arrival Coordinator	SCHOOL CODE AND APPROVAL DATE OMA214F00163000 25 JANUARY 2003

**PROGRAM OF STUDY**

EDUCATION LEVEL MASTER'S	MAJOR 1 Computer Science 11.0701	MAJOR 2 None 00.0000
PROGRAM ENGLISH PROFICIENCY Required	ENGLISH PROFICIENCY NOTES Student is proficient	EARLIEST ADMISSION DATE 18 JULY 2023
START OF CLASSES 21 AUGUST 2023	PROGRAM START-END DATE 17 AUGUST 2023 - 08 AUGUST 2025	

**FINANCIALS**

ESTIMATED AVERAGE COSTS FOR: 10 MONTHS		STUDENT'S FUNDING FOR: 10 MONTHS	
Tuition and Fees	\$ 29,954	Personal Funds	\$ 0
Living Expenses	\$ 16,635	Funds From This School	\$ 0
Expenses of Dependents (0)	\$ 0	Family Funds	\$ 46,589
Other	\$ 0	On-Campus Employment	\$ 0
<b>TOTAL</b>	<b>\$ 46,589</b>	<b>TOTAL</b>	<b>\$ 46,589</b>

**REMARKS**

Arrival after program start date requires permission from the Office of Admissions.

**SCHOOL ATTESTATION**

I certify under penalty of perjury that all information provided above was entered before I signed this form and is true and correct. I executed this form in the United States after review and evaluation in the United States by me or other officials of the school of the student's application, transcripts, or other records of courses taken and proof of financial responsibility, which were received at the school prior to the execution of this form. The school has determined that the above named student's qualifications meet all standards for admission to the school and the student will be required to pursue a full program of study as defined by 8 CFR 214.2(f)(6). I am a designated school official of the above named school and am authorized to issue this form.

X <i>Becca Duncan</i>	DATE ISSUED 24 April 2023	PLACE ISSUED AMES, IA
SIGNATURE OF: Becca Duncan, International Orientation and Pre-Arrival Coordinator		

**STUDENT ATTESTATION**

I have read and agreed to comply with the terms and conditions of my admission and those of any extension of stay. I certify that all information provided on this form refers specifically to me and is true and correct to the best of my knowledge. I certify that I seek to enter or remain in the United States temporarily, and solely for the purpose of pursuing a full program of study at the school named above. I also authorize the named school to release any information from my records needed by DHS pursuant to 8 CFR 214.3(g) to determine my nonimmigrant status. Parent or guardian, and student, must sign if student is under 18.

X <i>Deepak Gadde</i>	DATE 01-07-2023		
SIGNATURE OF: Deepak Gadde			
NAME OF PARENT OR GUARDIAN	SIGNATURE	ADDRESS (city/state/province/country)	DATE

**PRINCIPAL**  
**DVR & Dr. HS MIC College of Technology**  
Kannuracherla, N.T.R. Dt.  
A.P.  
Page 1 of 3

**SEVIS ID: N0034394716**

SURNAME/PRIMARY NAME Vattikuti	GIVEN NAME Venkata Siva	Class of Admission <b>F-1</b>
PREFERRED NAME Venkata Siva Vattikuti	PASSPORT NAME	
COUNTRY OF BIRTH INDIA	COUNTRY OF CITIZENSHIP INDIA	
CITY OF BIRTH Macherla, Andhra Pradesh	DATE OF BIRTH 31 MAY 2002	
FORM ISSUE REASON INITIAL ATTENDANCE	ADMISSION NUMBER	ACADEMIC AND LANGUAGE

**SCHOOL INFORMATION**

SCHOOL NAME Eastern Illinois University Eastern Illinois University	SCHOOL ADDRESS 600 Lincoln Avenue, Charleston, IL 61920
SCHOOL OFFICIAL TO CONTACT UPON ARRIVAL Lori Click Program Assistant	SCHOOL CODE AND APPROVAL DATE CHI214F00410000 29 JANUARY 2003

**PROGRAM OF STUDY**

EDUCATION LEVEL MASTER'S	MAJOR 1 Computer/Computer Systems Technology/Technician 15.1202	MAJOR 2 None 00.0000
PROGRAM ENGLISH PROFICIENCY Required	ENGLISH PROFICIENCY NOTES Student is proficient	EARLIEST ADMISSION DATE 22 JULY 2023
START OF CLASSES 21 AUGUST 2023	PROGRAM START-END DATE 21 AUGUST 2023 - 15 DECEMBER 2025	

**FINANCIALS**

ESTIMATED AVERAGE COSTS FOR: 9 MONTHS		STUDENT'S FUNDING FOR: 9 MONTHS	
Tuition and Fees	\$ 17,876	Personal Funds	\$ 0
Living Expenses	\$ 10,430	Funds From This School	\$ 0
Expenses of Dependents (0)	\$ 0	Father	\$ 46,569
Other	\$ 0	On-Campus Employment	\$ 0
TOTAL	\$ 28,306	TOTAL	\$ 46,569

**REMARKS**

Estimated expenses are based on enrollment in nine hours each semester. Fall 2023 classes begin August 21, 2023. Students with initial I-20 cannot enter the United States more than 30 days prior to this date. Students are required to attend mandatory orientation August 15-17, 2023. During these dates our emergency number is 217-276-0888. After these dates call University Police Department at 217-581-3213 for emergencies. Immunization records must be submitted prior to or upon arrival to campus.

**SCHOOL ATTESTATION**

I certify under penalty of perjury that all information provided above was entered before I signed this form and is true and correct. I executed this form in the United States after review and evaluation in the United States by me or other officials of the school of the student's application, transcripts, or other records of courses taken and proof of financial responsibility, which were received at the school prior to the execution of this form. The school has determined that the above named student's qualifications meet all standards for admission to the school and the student will be required to pursue a full program of study as defined by 8 CFR 214.2(f)(6). I am a designated school official of the above named school and am authorized to issue this form.			
X Lori Click Digitally signed by Lori Click Date: 2023.05.03 10:26:51 -05'00'	DATE ISSUED 03 May 2023	PLACE ISSUED Charleston, IL	
SIGNATURE OF: Lori Click, Program Assistant			

**STUDENT ATTESTATION**

I have read and agreed to comply with the terms and conditions of my admission and those of any extension of stay. I certify that all information provided on this form refers specifically to me and is true and correct to the best of my knowledge. I certify that I seek to enter or remain in the United States temporarily, and solely for the purpose of pursuing a full program of study at the school named above. I also authorize the named school to release any information from my records needed by DHS pursuant to 8 CFR 214.3(g) to determine my nonimmigrant status. Parent or guardian, and student, must sign if student is under 18.

X	DATE		
SIGNATURE OF: Venkata Siva Vattikuti			
X			
NAME OF PARENT OR GUARDIAN	SIGNATURE	ADDRESS (city/state or province/country)	DATE

SEVIS ID: N0034394716 (F-1)

NAME: Venkata Siva Vattikuti

EMPLOYMENT AUTHORIZATIONS

CHANGE OF STATUS/CAP-GAP EXTENSION

AUTHORIZED REDUCED COURSE LOAD

CURRENT SESSION DATES

CURRENT SESSION START DATE

CURRENT SESSION END DATE

TRAVEL ENDORSEMENT

This page, when properly endorsed, may be used for re-entry of the student to attend the same school after a temporary absence from the United States. Each endorsement is valid for one year.

Designated School Official	TITLE	SIGNATURE	DATE ISSUED	PLACE ISSUED
		X		
		X		
		X		
		X		

  
PRINCIPAL  
DVR & Dr. HS MIC College of Technology  
Kanchikacherla, N.T.R. Dt.  
Andhra Pradesh, India - Pin: 521180

**SEVIS ID: N0034207675**

SURNAME/PRIMARY NAME Kalyanapu	GIVEN NAME Charishma	Class of Admission <b>F-1</b>
PREFERRED NAME Charishma Kalyanapu	PASSPORT NAME	
COUNTRY OF BIRTH INDIA	COUNTRY OF CITIZENSHIP INDIA	
CITY OF BIRTH Vijayawada	DATE OF BIRTH 13 APRIL 2002	
FORM ISSUE REASON INITIAL ATTENDANCE	ADMISSION NUMBER	ACADEMIC AND LANGUAGE

**SCHOOL INFORMATION**

SCHOOL NAME University of North Texas University of North Texas	SCHOOL ADDRESS 1155 Union Circle #311067, Denton, TX 76203
SCHOOL OFFICIAL TO CONTACT UPON ARRIVAL Stacey Benton Senior Immigration Advisor	SCHOOL CODE AND APPROVAL DATE DAL214F00610000 21 JANUARY 2003

**PROGRAM OF STUDY**

EDUCATION LEVEL MASTER'S	MAJOR 1 Computer and Information Sciences, General 11.0101	MAJOR 2 None 00.0000
PROGRAM ENGLISH PROFICIENCY Required	ENGLISH PROFICIENCY NOTES Student is proficient	EARLIEST ADMISSION DATE 19 JULY 2023
START OF CLASSES 21 AUGUST 2023	PROGRAM START-END DATE 18 AUGUST 2023 - 12 DECEMBER 2025	

**FINANCIALS**

ESTIMATED AVERAGE COSTS FOR: 9 MONTHS		STUDENT'S FUNDING FOR: 9 MONTHS	
Tuition and Fees	\$ 17,334	Personal Funds	\$ 0
Living Expenses	\$ 15,308	Funds From This School	\$
Expenses of Dependents (0)	\$	Family Funds	\$ 36,764
Books, Insurance	\$ 4,122	On-Campus Employment	\$
TOTAL	\$ 36,764	TOTAL	\$ 36,764

**REMARKS**

Tuition/fees subject to change.

**SCHOOL ATTESTATION**

I certify under penalty of perjury that all information provided above was entered before I signed this form and is true and correct. I executed this form in the United States after review and evaluation in the United States by me or other officials of the school of the student's application, transcripts, or other records of courses taken and proof of financial responsibility, which were received at the school prior to the execution of this form. The school has determined that the above named student's qualifications meet all standards for admission to the school and the student will be required to pursue a full program of study as defined by 8 CFR 214.2(f)(6). I am a designated school official of the above named school and am authorized to issue this form.

**Stacey Benton**

Digitally signed by Stacey Benton

Date: 2023-04-04 09:07:02-05'00'

DATE ISSUED

PLACE ISSUED

Denton, TX

**STUDENT ATTESTATION**

I have read and agreed to comply with the terms and conditions of my admission and those of any extension of stay. I certify that all information provided on this form refers specifically to me and is true and correct to the best of my knowledge. I certify that I seek to enter or remain in the United States temporarily, and solely for the purpose of pursuing a full program of study at the school named above. I also authorize the named school to release any information from my records needed by DHS pursuant to 8 CFR 214.3(g) to determine my nonimmigrant status. Parent or guardian, and student, must sign if student is under 18.

X

SIGNATURE OF: Charishma Kalyanapu

DATE

X

NAME OF PARENT OR GUARDIAN

SIGNATURE

ADDRESS (city/state or province/country)

DATE

**SEVIS ID:** N0034025507

SURNAME/PRIMARY NAME Ginjupalli	GIVEN NAME Likitha	Class of Admission <b>F-1</b>
PREFERRED NAME Likitha Ginjupalli	PASSPORT NAME	
COUNTRY OF BIRTH INDIA	COUNTRY OF CITIZENSHIP INDIA	
CITY OF BIRTH Nandigama	DATE OF BIRTH 18 AUGUST 2002	
FORM ISSUE REASON INITIAL ATTENDANCE	ADMISSION NUMBER	ACADEMIC AND LANGUAGE

#### SCHOOL INFORMATION

SCHOOL NAME University of North Carolina at Charlotte Dubois Center, UNC Charlotte Center City	SCHOOL ADDRESS UNC Charlotte, 9201 University City Blvd., Charlotte, NC 28223
SCHOOL OFFICIAL TO CONTACT UPON ARRIVAL Chau Tran SEVIS Coordinator, International Student & Scholar Office	SCHOOL CODE AND APPROVAL DATE ATL214F10291001 04 FEBRUARY 2003

#### PROGRAM OF STUDY

EDUCATION LEVEL MASTER'S	MAJOR 1 Management Sciences and Quantitative Methods, Other 52.1399	MAJOR 2 None 00.0000
PROGRAM ENGLISH PROFICIENCY Required	ENGLISH PROFICIENCY NOTES Student is proficient	EARLIEST ADMISSION DATE 22 JULY 2023
START OF CLASSES 21 AUGUST 2023	PROGRAM START-END DATE 21 AUGUST 2023 - 31 MAY 2025	

#### FINANCIALS

ESTIMATED AVERAGE COSTS FOR: 10 MONTHS		STUDENT'S FUNDING FOR: 10 MONTHS	
Tuition and Fees	\$ 32,500	Personal Funds	\$ 0
Living Expenses	\$ 19,000	Funds From This School	\$
Expenses of Dependents (0)	\$ 0	Family Funds	\$ 55,004
Health Insurance	\$ 3,000	On-Campus Employment	\$ 0
TOTAL	\$ 54,500	TOTAL	\$ 55,004

#### REMARKS

#### SCHOOL ATTESTATION

I certify under penalty of perjury that all information provided above was entered before I signed this form and is true and correct. I executed this form in the United States after review and evaluation in the United States by me or other officials of the school of the student's application, transcripts, or other records of courses taken and proof of financial responsibility, which were received at the school prior to the execution of this form. The school has determined that the above named student's qualifications meet all standards for admission to the school and the student will be required to pursue a full program of study as defined by 8 CFR 214.2(f)(6). I am a designated school official of the above named school and am authorized to issue this form.

X *Chau Tran*  
SIGNATURE OF: Chau Tran, SEVIS Coordinator,  
International Student & Scholar Office

DATE ISSUED  
28 February 2023

PLACE ISSUED  
Charlotte, NC

#### STUDENT ATTESTATION

I have read and agreed to comply with the terms and conditions of my admission and those of any extension of stay. I certify that all information provided on this form refers specifically to me and is true and correct to the best of my knowledge. I certify that I seek to enter or remain in the United States temporarily, and solely for the purpose of pursuing a full program of study at the school named above. I also authorize the named school to release any information from my records needed by DHS pursuant to 8 CFR 214.3(g) to determine my nonimmigrant status. Parent or guardian, and student, must sign if student is under 18.

SIGNATURE OF: Likitha Ginjupalli	X	DATE
NAME OF PARENT OR GUARDIAN	SIGNATURE	ADDRESS (city/state or province/country)
		DATE

**SEVIS ID: N0034675167**

SURNAME/PRIMARY NAME Yarragunta	GIVEN NAME Narmada	Class of Admission <b>F-1</b>
PREFERRED NAME Narmada Yarragunta	PASSPORT NAME YARRAGUNTA NARMADA	
COUNTRY OF BIRTH INDIA	COUNTRY OF CITIZENSHIP INDIA	
CITY OF BIRTH Chennaraopalem	DATE OF BIRTH 24 JULY 2001	
FORM ISSUE REASON INITIAL ATTENDANCE	ADMISSION NUMBER	ACADEMIC AND LANGUAGE

**SCHOOL INFORMATION**

SCHOOL NAME Florida Atlantic University Boca Raton	SCHOOL ADDRESS Florida Atlantic University, 777 Glades Road, Boca Raton, FL 33431
SCHOOL OFFICIAL TO CONTACT UPON ARRIVAL Ka-Kei Maggie Ng Coordinator, International Student Services	SCHOOL CODE AND APPROVAL DATE MIA214F00308000 03 SEPTEMBER 2002

**PROGRAM OF STUDY**

EDUCATION LEVEL MASTER'S	MAJOR 1 Computer and Information Sciences, General 11.0101	MAJOR 2 None 00.0000
PROGRAM ENGLISH PROFICIENCY Required	ENGLISH PROFICIENCY NOTES Student is proficient	EARLIEST ADMISSION DATE 20 JULY 2023
START OF CLASSES 19 AUGUST 2023	PROGRAM START-END DATE 19 AUGUST 2023 - 05 AUGUST 2025	

**FINANCIALS**

ESTIMATED AVERAGE COSTS FOR: 12 MONTHS		STUDENT'S FUNDING FOR: 12 MONTHS	
Tuition and Fees	\$ 18,483	Personal Funds	\$ 0
Living Expenses	\$ 24,046	Funds From This School	\$ 0
Expenses of Dependents (0)	\$ 0	Family Funds	\$ 45,385
Books, Supplies, and Mandatory Medical	\$ 2,856	On-Campus Employment	\$ 0
TOTAL	\$ 45,385	TOTAL	\$ 45,385

**REMARKS**

Student must comply with the mandatory insurance requirement prior to enrollment of courses. Student must complete check-in upon arrival and attend immigration orientation. International student information is available at <http://www.fau.edu/isss>

**SCHOOL ATTESTATION**

I certify under penalty of perjury that all information provided above was entered before I signed this form and is true and correct. I executed this form in the United States after review and evaluation in the United States by me or other officials of the school of the student's application, transcripts, or other records of courses taken and proof of financial responsibility, which were received at the school prior to the execution of this form. The school has determined that the above named student's qualifications meet all standards for admission to the school and the student will be required to pursue a full program of study as defined by 8 CFR 214.2(f)(6). I am a designated school official of the above named school and am authorized to issue this form.

X <i>Ka-Kei Maggie Ng</i>	DATE ISSUED 26 June 2023	PLACE ISSUED Boca Raton, FL
SIGNATURE OF: Ka-Kei Maggie Ng, Coordinator, International Student Services		

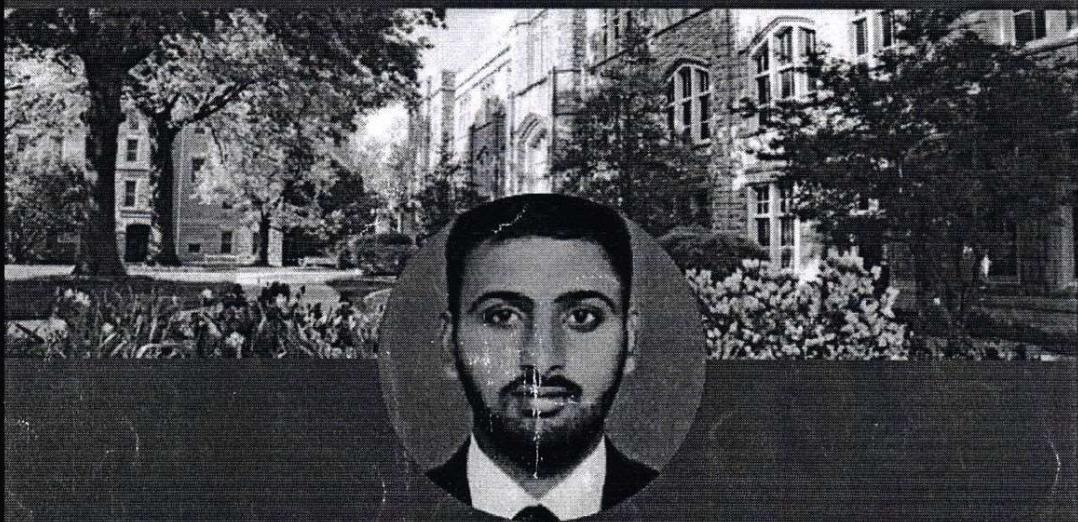
**STUDENT ATTESTATION**

I have read and agreed to comply with the terms and conditions of my admission and those of any extension of stay. I certify that all information provided on this form refers specifically to me and is true and correct to the best of my knowledge. I certify that I seek to enter or remain in the United States temporarily, and solely for the purpose of pursuing a full program of study at the school named above. I also authorize the named school to release any information from my records needed by DHS pursuant to 8 CFR 214.3(g) to determine my nonimmigrant status. Parent or guardian, and student, must sign if student is under 18.

X	DATE		
SIGNATURE OF: Narmada Yarragunta			
X			
NAME OF PARENT OR GUARDIAN	SIGNATURE	ADDRESS (city/state or province/country)	DATE



UNIVERSITY OF  
CENTRAL  
MISSOURI



Sandeep Tumu  
Student

PRINCIPAL  
DVR & Dr. HS MIC College of Technology  
Kanchikacherla, N.T.R. Dt.  
Andhra Pradesh, India – Pin: 521180



AUBURN UNIVERSITY  
AT MONTGOMERY

Nagasai, Mirthivada

India

Dear Nagasai, Mirthivada:

May 19, 2023

Upon reviewing your application for admission to Graduate School at Auburn University at Montgomery (AUM), I am pleased to inform you that you have been admitted into the MS in Management Information Systems program. You are required to submit your official transcript and diploma of a completed B.S. degree before the end of your first semester of enrollment. If you are unable to provide the documents by that time, you must contact your academic advisor before being allowed to register for future semesters.

Degree:	Master of Science
Major:	Management Information Systems
Student ID#	S00442515
Term:	Fall 2023

Please note, it is AUM's academic policy that all graduate students must maintain a 3.0 overall GPA to continue their enrollment in the program.

Check-in and International Student Orientation for all new international students will be held on August 9<sup>th</sup>, 10<sup>th</sup>, and 11<sup>th</sup>, 2023. It is mandatory for all incoming AUM international students. Fall 2023 classes begin August 16<sup>th</sup>, 2023.

Please contact Ms. Cur'Tara Peterson, Academic Advisor/Outreach Coordinator, at [cpeters3@aum.edu](mailto:cpeters3@aum.edu) if you have any questions concerning the MSMIS Program. You should be pleased to know that the business programs offered by the College of Business at Auburn University Montgomery are accredited by the Association for the Advancement of Collegiate Schools of Business International (AACSB).

Choosing Auburn University at Montgomery means engaging in challenging academic pursuits and exploring opportunities that will prepare you for your future—any future you can imagine. You will do this in one of the world's greatest cities, full of opportunities to enjoy culture, sports, the arts, and great food.

I am delighted you have chosen AUM to pursue your graduate education and hope you find your graduate work both enjoyable and profitable. On behalf of our faculty and staff, I look forward to welcoming you as a member of the AUM family.

Sincerely,

Dr. Matthew Ragland

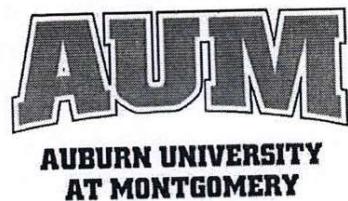
Associate Provost for Graduate Studies and Faculty Services

PRINCIPAL  
DVR & Dr. HS MIC College of Technology  
Kanchikacherla, N.T.R. Dt.  
Andhra Pradesh, India – Pin: 521180

AUBURN UNIVERSITY AT MONTGOMERY | Office of Global Initiatives

P.O. Box 244023 | Montgomery, AL 36124-4023 | Telephone: 334-244-3375

[www.aum.edu](http://www.aum.edu)



May 19, 2023

Nagasaki, Mirthivada  
Program: Management Information Systems, MS

**Congratulations!** Based on your academic achievements, I am pleased to award you the *International Graduate Focus Scholarship* at Auburn University at Montgomery (AUM) for the 2023-2024 academic year. This is an outstanding accomplishment for which you deserve the highest commendation.

The *International Graduate Focus Scholarship* is an award totaling up to \$10,000 paid in increments of \$2,500 per semester for the length of your program.

Your scholarship will begin in Fall 2023. Your scholarship will be renewed automatically if you maintain good academic standing.

\*Please note: Those receiving athletic waivers/scholarships, graduate assistantships, or any other tuition waivers will not qualify for this award.

Again, congratulations on your selection as an *International Graduate Focus Scholarship* recipient. If you need additional information or assistance, please contact the Office of Global Initiatives at [global@aum.edu](mailto:global@aum.edu).

Welcome to the AUM family!

Sincerely,

A handwritten signature in black ink that reads "Sameer Pande".

Sameer Pande, Ph.D.  
Associate Provost for Enrollment Management and Student Success  
Auburn University at Montgomery

A handwritten signature in blue ink that appears to read "Kanchikacherla, N.T.R. Dt."  
PRINCIPAL  
DVR & Dr. HS MIC College of Technology  
Kanchikacherla, N.T.R. Dt.  
Andhra Pradesh, India – Pin: 521180

SEVIS ID: N0033728944

SURNAME/PRIMARY NAME Kanagala	GIVEN NAME Vijay	Class of Admission <b>F-1</b>
PREFERRED NAME	PASSPORT NAME	
COUNTRY OF BIRTH INDIA	COUNTRY OF CITIZENSHIP INDIA	
CITY OF BIRTH	DATE OF BIRTH 07 MARCH 2000	
FORM ISSUE REASON INITIAL ATTENDANCE	ADMISSION NUMBER	ACADEMIC AND LANGUAGE

**SCHOOL INFORMATION**

SCHOOL NAME University of Bridgeport University of Bridgeport	SCHOOL ADDRESS International Center for Students and Scholars, 126 Park Ave., G-level, Bridgeport, CT 06604
SCHOOL OFFICIAL TO CONTACT UPON ARRIVAL Mariel Beteta International Admissions Officer	SCHOOL CODE AND APPROVAL DATE BOS214F10145000 02 JANUARY 2003

**PROGRAM OF STUDY**

EDUCATION LEVEL MASTER'S	MAJOR 1 Mechanical Engineering 14.1901	MAJOR 2 None 00.0000
PROGRAM ENGLISH PROFICIENCY Required	ENGLISH PROFICIENCY NOTES Student is proficient	EARLIEST ADMISSION DATE 04 DECEMBER 2022
START OF CLASSES 09 JANUARY 2023	PROGRAM START-END DATE 03 JANUARY 2023 - 01 JANUARY 2025	

**FINANCIALS**

ESTIMATED AVERAGE COSTS FOR: 9 MONTHS		STUDENT'S FUNDING FOR: 9 MONTHS	
Tuition and Fees	\$ 22,060	Personal Funds	\$ 37,600
Living Expenses	\$ 16,350	Academic Merit Award;	\$ 3,000
Expenses of Dependents (0)	\$ 0	Funds From Another Source	\$
7d Insurance	\$ 2,190	On-Campus Employment	\$
TOTAL	\$ 40,600	TOTAL	\$ 40,600

**REMARKS**

Semester costs are due at registration. Expect a 3-5% increase in costs. I-20 issued and signed electronically due to COVID-19 per SEVP guidance.

**SCHOOL ATTESTATION**

I certify under penalty of perjury that all information provided above was entered before I signed this form and is true and correct. I executed this form in the United States after review and evaluation in the United States by me or other officials of the school of the student's application, transcripts, or other records of courses taken and proof of financial responsibility, which were received at the school prior to the execution of this form. The school has determined that the above named student's qualifications meet all standards for admission to the school and the student will be required to pursue a full program of study as defined by 8 CFR 214.2(f)(6). I am a designated school official of the above named school and am authorized to issue this form.

X *Mariel Beteta*

SIGNATURE OF: Mariel Beteta, International Admissions Officer

DATE ISSUED

08 November 2022

PLACE ISSUED

Bridgeport, CT

**STUDENT ATTESTATION**

I have read and agreed to comply with the terms and conditions of my admission and those of any extension of stay. I certify that all information provided on this form refers specifically to me and is true and correct to the best of my knowledge. I certify that I seek to enter or remain in the United States temporarily, and solely for the purpose of pursuing a full program of study at the school named above. I also authorize the named school to release any information from my records needed by DHS pursuant to 8 CFR 214.3(g) to determine my nonimmigrant status. Parent or guardian, and student, must sign if student is under 18.

X

SIGNATURE OF: Vijay Kanagala

DATE

X

NAME OF PARENT OR GUARDIAN

SIGNATURE

ADDRESS (city/state or province/country)

DATE

**SEVIS ID: N0033321496**

SURNAME/PRIMARY NAME Narisetty	GIVEN NAME Anirudh Kumar	Class of Admission <b>F-1</b>
PREFERRED NAME Anirudh Kumar Narisetty	PASSPORT NAME	ACADEMIC AND LANGUAGE
COUNTRY OF BIRTH INDIA	COUNTRY OF CITIZENSHIP INDIA	
CITY OF BIRTH MANGALAGIRI	DATE OF BIRTH 25 MAY 1998	
FORM ISSUE REASON CONTINUED ATTENDANCE	ADMISSION NUMBER 489859866A3	

#### SCHOOL INFORMATION

SCHOOL NAME University of Illinois Springfield University of Illinois Springfield	SCHOOL ADDRESS One University Plaza, Springfield, IL 62703
SCHOOL OFFICIAL TO CONTACT UPON ARRIVAL Tracy Rakes Immigration Specialist	SCHOOL CODE AND APPROVAL DATE CHI214F06390000 28 JANUARY 2003

#### PROGRAM OF STUDY

EDUCATION LEVEL MASTER'S	MAJOR 1 Computer Systems Analysis/Analyst 11.0501	MAJOR 2 None 00.0000
PROGRAM ENGLISH PROFICIENCY Required	ENGLISH PROFICIENCY NOTES Student is proficient	EARLIEST ADMISSION DATE 18 JULY 2022
START OF CLASSES 19 AUGUST 2022	PROGRAM START-END DATE 17 AUGUST 2022 - 16 DECEMBER 2023	

#### FINANCIALS

ESTIMATED AVERAGE COSTS FOR: 12 MONTHS		STUDENT'S FUNDING FOR: 12 MONTHS	
Tuition and Fees	\$ 22,200	Personal Funds	\$ 0
Living Expenses	\$ 9,700	Funds From This School	\$
Expenses of Dependents (0)	\$	Family	\$ 35,000
Insurance/Transportation/Books	\$ 3,100	On-Campus Employment	\$
TOTAL	\$ 35,000	TOTAL	\$ 35,000

#### REMARKS

Student has met the academic year requirement and seeks practical training in his field of study.

#### SCHOOL ATTESTATION

I certify under penalty of perjury that all information provided above was entered before I signed this form and is true and correct. I executed this form in the United States after review and evaluation in the United States by me or other officials of the school of the student's application, transcripts, or other records of courses taken and proof of financial responsibility, which were received at the school prior to the execution of this form. The school has determined that the above named student's qualifications meet all standards for admission to the school and the student will be required to pursue a full program of study as defined by 8 CFR 214.2(f)(6). I am a designated school official of the above named school and am authorized to issue this form.

X *Tracy Rakes*  
SIGNATURE OF: Tracy Rakes, Immigration Specialist

DATE ISSUED  
29 September 2023

PLACE ISSUED  
Springfield, IL

#### STUDENT ATTESTATION

I have read and agreed to comply with the terms and conditions of my admission and those of any extension of stay. I certify that all information provided on this form refers specifically to me and is true and correct to the best of my knowledge. I certify that I seek to enter or remain in the United States temporarily, and solely for the purpose of pursuing a full program of study at the school named above. I also authorize the named school to release any information from my records needed by DHS pursuant to 8 CFR 214.3(g) to determine my nonimmigrant status. Parent or guardian, and student, must sign if student is under 18.

X  
SIGNATURE OF: Anirudh Kumar Narisetty

DATE

X  
NAME OF PARENT OR GUARDIAN

SIGNATURE

ADDRESS (city/state or province/country)

DATE

## Contact

vyshuakj@gmail.com

[www.linkedin.com/in/vyshnavi-priya-tummalagunta-a39aa21ba](https://www.linkedin.com/in/vyshnavi-priya-tummalagunta-a39aa21ba)  
(LinkedIn)

## Top Skills

Video Conferencing

Troubleshooting

Technical Documentation

# Vyshnavi Priya Tummalagunta

Student at Lakehead University  
Canada

## Education

Lakehead University

Master's degree, Computer Science · (September 2022)

Devineni Venkata Ramana & Dr. Hima Sekhar MIC College of Technology

Bachelor of Technology - BTech, Computer Science · (2016 - 2020)



PRINCIPAL  
JVR & Dr. HS MIC College of Technology,  
Kanchikacherla, N.T.R. Dt.  
Andhra Pradesh, India – Pin: 521180



Teja Sai Vinay Bukka  
2-43/1, Cheruvu Bazar, Jaggaiahpet  
Krishna, Andhra Pradesh 521175  
India

Dear Teja Sai Vinay,

Your application for admission to Graduate School has been reviewed. I am pleased to inform you that you have been admitted to the Master of Science in Management Science and Supply Chain Management program effective for the Fall 2023 semester.

Your admission status in this program is Full Standing. Please refer to our website [here](#) for more information about your admission level. In order for your admission to remain valid, you must enroll and complete at least one course as a graduate student within one calendar year of the effective semester of admission. Please note: Any transcripts or test scores used to evaluate you for admission were considered unofficial if uploaded along with your application. You will be required to submit official transcripts from schools where you obtained a degree and, if applicable, any school where you have taken graduate credit. You will also need to send official test scores to WSU. These items will be due by the 20th day of class for the semester you are admitted.

- It is important to contact your advisor as necessary regarding course selection, program requirements, and admission status. You have been assigned Mehmet Barut as your advisor. You can reach your advisor at [mehmet.barut@wichita.edu](mailto:mehmet.barut@wichita.edu) or 316-978-6967.
- Although you should meet regularly with your advisor, as a graduate student, you will be expected to take responsibility for your individual program of study. You will find the Graduate Catalog to be an important source of information in this regard. In order to assist with your progress toward earning your degree, I encourage you to refer to the Graduate Catalog online at [www.wichita.edu/catalog](http://www.wichita.edu/catalog).
- You have been classified as a International Non-Resident for tuition purposes. If this information is incorrect, please contact the Registrar's Office at 316-978-3672, or visit their website at [www.wichita.edu/residency](http://www.wichita.edu/residency). Please note: Online programs are resident neutral for tuition purposes.

Your student identification number is called your myWSU ID. Your myWSU ID is Z334H277. Activate it by going to [MyWSU](#), your student portal. You will then be able to log into the myWSU portal, where you can enroll in courses, access your WSU email account, pay tuition/fees, and view your financial aid award status. Welcome to your new program!

Sincerely,

Dr. Coleen Pugh  
Dean of the Graduate School

PRINCIPAL  
DVR & Dr. HS MIC College of Technology  
Kanchikacherla, N.T.R. Dt.

WICHITA STATE UNIVERSITY | Graduate School | 1845 Fairmount Street | Wichita, Kansas 67260-0004  
Andhra Pradesh, India - Pin: 521180  
tele: (316) 978-3095 | fax: (316) 978-3253 | web: [www.wichita.edu/gradschool](http://www.wichita.edu/gradschool)



Ganesh Manikanta Sanchi  
2-3 Factory Centre  
Factory Centre Opp Nagarjuna School  
Andhra Pradesh  
Tiruvuru 521235  
India

May 25, 2023

Provisional Admission

Dear Ganesh Manikanta Sanchi:

On behalf of the USF President, the USF Board of Trustees, and the faculty, staff, and students of the University of South Florida CONGRATULATIONS on your official admission to the University of South Florida Tampa Campus. We welcome you to the Master of Science degree program in Business Analytics and Information Systems for the Fall 2023 semester. Based on our most current information, your residency classification for tuition purposes is Non-Florida Resident, International.

For information about Florida residency, New Graduate Orientation, and to learn about the next steps to enroll as a graduate student, please visit Admitted Graduate Students Checklist webpage at [admissions.usf.edu/grad-checklist](http://admissions.usf.edu/grad-checklist).

You have been provisionally admitted because we are missing the following item(s). To remove the provisional status, please submit the following as soon as possible, and no later than the end of your first semester of enrollment:

Final Official College Transcript with Bachelors degree India (All Col)  
Diploma/Grad Certificate Awarded or Provisional

Also, international students must complete the Immigration check-in process. As an international student, you will receive an email with details on how to access iStart, the university's system for immigration documents and tasks.

Again, I congratulate you on your admission to the University of South Florida. I wish you every success in your pursuit of academic excellence.

Sincerely,

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

Sean Gilmore  
Interim Director of Admissions

Reference: Sanchi, Ganesh Manikanta, U68210930, GR-BU-MS-BAI, 202308, 1, T, INTL

**OFFICE OF ADMISSIONS**

University of South Florida | 4202 E Fowler Avenue, SVC 1036 | Tampa, FL 33620-4301  
813-974-3350 | [admissions.usf.edu](mailto:admissions.usf.edu)

22-23  
NE  
  
PRINCIPAL  
DVR & Dr. HS MIC College of Technology  
Kanchikacherla, N.T.R. Dt.  
Andhra Pradesh, India - Pin: 521180



# University of New Haven

April 04, 2023

Dilipkumar Badugu  
Water Tank(Street), Krishna(District)  
Nandigama, Andhra Pradesh 521185  
India

Congratulations, Dilipkumar!

On behalf of President Steven H. Kaplan and our family of over 60,000 alumni, I am delighted to inform you that you have been accepted into our **Mechanical Engineering, MS** program for the Fall 2023 term.

At the University of New Haven, we are confident you will have an exceptional graduate experience and will build a strong network necessary for success in today's highly competitive world. Our rigorous academic programs and dedicated faculty will assist you in fulfilling your career goals and will set you on the path to professional growth.

We are guided by the following core values as they are the foundational elements of our culture and how we approach issues and make decisions essential to advancing the University of New Haven Mission.

- **Student Centered:** We place their success at the center of our decisions and activities to cultivate their full potential academically and personally.
- **Engaged and Inclusive Community:** We foster and celebrate diversity, inclusion, equity and access and strive for continuous improvement of these.
- **Impactful Education:** We intentionally engage our students in experiential education to prepare them for purposeful and fulfilling lives in a global society.

To begin the process of enrolling at the University of New Haven, please complete your offer reply form within your Accepted Student Portal by April 19, 2023. Once you have received your F-1 visa (passport stamped by the US Embassy), you will need to pay an enrollment deposit of \$500 to ensure your seat is confirmed for your program. The enrollment deposit is \$500 for students living off campus or \$700 for students looking for on-campus residential housing. An enrollment deposit is required for all graduate students who decide to attend the University of New Haven. Your acceptance is contingent upon the receipt of all final official documents and official test scores, if applicable.

We look forward to you joining our community and wish you every success in the future.

Sincerely,

Abigail Burkhardt  
Director of International Admissions

PRESIDENTIAL  
JVR & Dr. HS MIC College of Technology  
Kanchikacherla, N.T.R. Dt.  
Andhra Pradesh, India - Pin: 521180



Center for International Education Services  
International Student Services Office  
101 International Center  
Memphis, Tennessee 38152-3520  
Office: 901-678-5918  
Fax: 901-678-4949

January 24, 2022

Dear Kartheek:

Please see attached your form I-20, which will be needed for any F-1 visa related processes, to include visa interview, crossing the U.S. Border, and check-in with your International Student Services Office at The University of Memphis. The I-20 serves as your official documentation of the invitation to attend school inside the U.S.

Our office is extremely pleased that you will be joining us at Memphis, and we remain committed to providing necessary information for students who are seeking to maintain compliance with the U.S. government's Student and Exchange Visitor Information System monitoring requirements. It is also our hope to guide students to the best offices, both on and off campus, for any student needs upon arrival or throughout the school year.

As we get closer to your first day of classes, I hope you peruse our online resources for new students. Our ISS web pages (see link below) contain information for new students, to include information about hiring paperwork if you have on-campus employment, social security number applications, mandatory health insurance for international students, driver license processing, and more.

As always, please contact us with any questions: [TheWorld@memphis.edu](mailto:TheWorld@memphis.edu) and be sure to check our webpage for specific updates, international student programs, and other special announcements. <http://www.memphis.edu/iss/>

Best Regards,

A handwritten signature in black ink that appears to read "Rebecca Laumann".

Rebecca Laumann, M.Phil., J.D.  
Executive Director, DSO



Hochschule Nordhausen - SSZ - Weinberghof 4 - 99734 Nordhausen

Pujari Gopal Kuruba  
Pujari Gopal Kuruba  
BC Colony, H.No 1-12  
515871 Malyam

Nordhausen, 09.06.2023

Please store these  
documents carefully.

Edit by: Silke Umann

Phone: +49 3631 420 222  
Fax: +49 3631 420 811  
E-Mail: ssz@hs-nordhausen.de

your applicantnumber: 672

**Englische unverbindliche Lesefassung - English non-binding version**

**Notice of admission for the Master's program Renewable Energy Systems (M.Eng.) in 1.FS for Wintersemester 2023**

Hello Pujari Gopal Kuruba,

You have submitted a request to be admitted to study at Nordhausen University of Applied Sciences in winter semester 2023. I am pleased to inform you that you have been accepted to study the master's degree course in Renewable Energy Systems.

Your application was considered in the admission procedure for winter semester 2023/2024, and you have been accepted to study at Nordhausen University of Applied Sciences in winter semester 2023/2024 . The admission is in accordance with the fourth amendment of the Study and Examination Regulations (Studien- und Prüfungsordnung) for the master's degree courses in the Department of Engineering at Nordhausen University of Applied Sciences from 24 October 2022, published in Official Bulletin no. 18/2022 of Nordhausen University of Applied Sciences. Admission is subject to the condition that you submit your APS certificate to the Study Service Centre by the day of enrolment/matriculation at Nordhausen University of Applied Sciences.

Please send us your passport number and the application date and application number of the Academic Evaluation Centre (APS) certificate via e-mail to [ssz@hs-nordhausen.de](mailto:ssz@hs-nordhausen.de).

Useful information on formalities after admission can be found in the checklist at <https://www.hs-nordhausen.de/en/international/come-in/formalities/>.

Information on living and studying in Nordhausen can be found here <https://www.hs-nordhausen.de/en/international/come-in/living-and-studying-in-nordhausen/>.

Please confirm the acceptance of your place at the university in your Application Portal by 15 August at the latest and subsequently use the option of online enrolment. After you have accepted your place in your Application Portal, you will receive further information on student accommodation in Nordhausen and on the start of your studies.

verificationnumber: aE8haJ7n7Erp

  
**PRINCIPAL**  
**DVR & Dr. HS MIC College of Technology**  
Kanchikacherla, N.T.R. Dt.  
Andhra Pradesh, India – Pin: 521180

22-23  
NE 1/2

SEVIS ID: N0034144200

SURNAME/PRIMARY NAME Ragi	GIVEN NAME Venkatesh	Class of Admission <b>F-1</b>
PREFERRED NAME Venkatesh Ragi	PASSPORT NAME Ragi Venkatesh	
COUNTRY OF BIRTH INDIA	COUNTRY OF CITIZENSHIP INDIA	
CITY OF BIRTH Kammavari Palam	DATE OF BIRTH 03 OCTOBER 2000	
FORM ISSUE REASON INITIAL ATTENDANCE	ADMISSION NUMBER	ACADEMIC AND LANGUAGE

**SCHOOL INFORMATION**

SCHOOL NAME Lamar University Lamar University	SCHOOL ADDRESS PO Box 10078, Beaumont, TX 77710
SCHOOL OFFICIAL TO CONTACT UPON ARRIVAL Ian Quinn Admissions Coordinator	SCHOOL CODE AND APPROVAL DATE HOU214F00143000 13 DECEMBER 2002

**PROGRAM OF STUDY**

EDUCATION LEVEL MASTER'S	MAJOR 1 Industrial Engineering 14.3501	MAJOR 2 None 00.0000
PROGRAM ENGLISH PROFICIENCY Required	ENGLISH PROFICIENCY NOTES Student is proficient	EARLIEST ADMISSION DATE 18 JULY 2023
START OF CLASSES 17 AUGUST 2023	PROGRAM START-END DATE 17 AUGUST 2023 - 20 MAY 2025	

**FINANCIALS**

ESTIMATED AVERAGE COSTS FOR: 12 MONTHS		STUDENT'S FUNDING FOR: 12 MONTHS	
Tuition and Fees	\$ 15,698	Personal Funds	\$ 0
Living Expenses	\$ 9,980	Scholarship and Out-of-State tuition w	\$ 8,362
Expenses of Dependents (0)	\$ 0	Family	\$ 19,590
Books/Insurance/Supplies	\$ 2,274	On-Campus Employment	\$
<b>TOTAL</b>	<b>\$ 27,952</b>	<b>TOTAL</b>	<b>\$ 27,952</b>

**REMARKS**

L20592145. Student is required to attend International Orientation, and is required to carry Lamar University health insurance for the duration of study in the U.S.

**SCHOOL ATTESTATION**

I certify under penalty of perjury that all information provided above was entered before I signed this form and is true and correct. I executed this form in the United States after review and evaluation in the United States by me or other officials of the school of the student's application, transcripts, or other records of courses taken and proof of financial responsibility, which were received at the school prior to the execution of this form. The school has determined that the above named student's qualifications meet all standards for admission to the school and the student will be required to pursue a full program of study as defined by 8 CFR 214.2(f)(6). I am a designated school official of the above named school and am authorized to issue this form.

X *Ian Dunn*  
SIGNATURE OF: Ian Quinn, Admissions Coordinator

DATE ISSUED  
23 March 2023

PLACE ISSUED  
Beaumont, TX

**STUDENT ATTESTATION**

I have read and agreed to comply with the terms and conditions of my admission and those of any extension of stay. I certify that all information provided on this form refers specifically to me and is true and correct to the best of my knowledge. I certify that I seek to enter or remain in the United States temporarily, and solely for the purpose of pursuing a full program of study at the school named above. I also authorize the named school to release any information from my records needed by DHS pursuant to 8 CFR 214.3(g) to determine my nonimmigrant status. Parent or guardian, and student, must sign if student is under 18.

X  
SIGNATURE OF: Venkatesh Ragi

DATE

X  
NAME OF PARENT OR GUARDIAN

SIGNATURE

ADDRESS (city/state or province/country) DATE

22-23  
PRINCIPAL  
DVR & Dr. HS MIC College of Technology ME  
Kanchikacherla, N.T.R. Dt.  
Andhra Pradesh, India - Pin: 521180



## OFFICE OF ADMISSIONS

126 Park Avenue, Bridgeport, CT 06604  
1.800.EXCEL.UB or 203.576.4552  
Fax: 203.576.4552 E-mail: [admit@bridgeport.edu](mailto:admit@bridgeport.edu)  
[www.bridgeport.edu](http://www.bridgeport.edu)

September 3, 2022

Hemanth Kandula  
4-200/2,Jagruthi Homes,  
Near Venu Gopala Swamy Tem,Krishna  
Gollapudi, Andhra Pradesh 521225  
India

Student ID: 1178750

Dear Hemanth,

Congratulations on your admission to the University of Bridgeport's Mechanical Engineering (M.S.) program for the Spring 2023 semester! We applaud your commitment to your professional development and wish you success in reaching your educational and career goals.

To begin the I-20 process, please visit your application portal at [bridgeport.edu/nextsteps](http://bridgeport.edu/nextsteps) and make sure you have uploaded the following documents needed to process your I-20:

1. Official Bank Statement, dated within the last 6 months
2. Passport Biographical Page
3. Affidavit of Financial Support - This can be completed online at [bridgeport.edu/affidavit](http://bridgeport.edu/affidavit)

All new students must report to campus on January 3, 2023. Classes for the Spring Session begin January 9, 2023. Please plan your travel accordingly to ensure your attendance.

Please note the following information:

- You must submit the following documents on or before your arrival date to campus:
  - \* Official test scores required to secure your admission
  - \* All final official transcripts/mark sheets and degree certificates from previous institutions attended
  - Health Insurance enrollment through the University is automatic and mandatory.
  - Tuition and fees are subject to change.

On behalf of the entire University of Bridgeport community, congratulations on this exciting accomplishment. We hope you choose to join us for the Spring 2023 semester. It is clear from your application you are excited for this challenge, strive for excellence and want to make a difference in the world.

Sincerely,

*Allison Garris*

Allison Garris, Ed.D.  
Dean of Admissions



UNIVERSITY OF  
BRIDGEPORT

PRINCIPAL  
DVR & Dr. HS MIC College of Technology  
Kanchikacherla, N.T.R. Dt.  
Andhra Pradesh, India – Pin: 521180

22-23  
HE

SEVIS ID: N0033581929

SURNAME/PRIMARY NAME Kandula	GIVEN NAME Hemanth	Class of Admission <b>F-1</b>
PREFERRED NAME	PASSPORT NAME	
COUNTRY OF BIRTH INDIA	COUNTRY OF CITIZENSHIP INDIA	
CITY OF BIRTH	DATE OF BIRTH 27 AUGUST 2000	
FORM ISSUE REASON INITIAL ATTENDANCE	ADMISSION NUMBER	ACADEMIC AND LANGUAGE

<b>SCHOOL INFORMATION</b>	
SCHOOL NAME University of Bridgeport University of Bridgeport	SCHOOL ADDRESS International Center for Students and Scholars, 126 Park Ave., G-level, Bridgeport, CT 06604
SCHOOL OFFICIAL TO CONTACT UPON ARRIVAL Karla Lafferty International Admissions Officer	SCHOOL CODE AND APPROVAL DATE BOS214F10145000 02 JANUARY 2003

<b>PROGRAM OF STUDY</b>		
EDUCATION LEVEL MASTER'S	MAJOR 1 Mechanical Engineering 14.1901	MAJOR 2 None 00.0000
PROGRAM ENGLISH PROFICIENCY Required	ENGLISH PROFICIENCY NOTES Student is proficient	EARLIEST ADMISSION DATE 04 DECEMBER 2022
START OF CLASSES 09 JANUARY 2023	PROGRAM START-END DATE 03 JANUARY 2023 - 01 JANUARY 2025	

<b>FINANCIALS</b>			
ESTIMATED AVERAGE COSTS FOR: 9 MONTHS		STUDENT'S FUNDING FOR: 9 MONTHS	
Tuition and Fees	\$ 22,060	Personal Funds	\$ 40,600
Living Expenses	\$ 16,350	Funds From This School	\$
Expenses of Dependents (0)	\$ 0	Funds From Another Source	\$
7d Insurance	\$ 2,190	On-Campus Employment	\$
<b>TOTAL</b>	<b>\$ 40,600</b>	<b>TOTAL</b>	<b>\$ 40,600</b>

<b>REMARKS</b>	
Semester costs are due at registration. Expect a 3-5% increase in costs. I-20 issued and signed electronically due to COVID-19 per SEVP guidance.	

<b>SCHOOL ATTESTATION</b>		
I certify under penalty of perjury that all information provided above was entered before I signed this form and is true and correct. I executed this form in the United States after review and evaluation in the United States by me or other officials of the school of the student's application, transcripts, or other records of courses taken and proof of financial responsibility, which were received at the school prior to the execution of this form. The school has determined that the above named student's qualifications meet all standards for admission to the school and the student will be required to pursue a full program of study as defined by 8 CFR 214.2(f)(6). I am a designated school official of the above named school and am authorized to issue this form.		
X Signature of Karla Lafferty, International Admissions Officer	DATE ISSUED 23 September 2022	PLACE ISSUED Bridgeport, CT

<b>STUDENT ATTESTATION</b>			
I have read and agreed to comply with the terms and conditions of my admission and those of any extension of stay. I certify that all information provided on this form refers specifically to me and is true and correct to the best of my knowledge. I certify that I seek to enter or remain in the United States temporarily, and solely for the purpose of pursuing a full program of study at the school named above. I also authorize the named school to release any information from my records needed by DHS pursuant to 8 CFR 214.3(g) to determine my nonimmigrant status. Parent or guardian, and student, must sign if student is under 18.			
X Signature of Hemanth Kandula	DATE		
NAME OF PARENT OR GUARDIAN	SIGNATURE	ADDRESS (city/state or province/country)	DATE

SEVIS ID: N0033218737

SURNAME/PRIMARY NAME Desu	GIVEN NAME Venkata Sai Jagadeesh Kumar	Class of Admission <b>F-1</b>
PREFERRED NAME Venkata Sai Jagadeesh Kumar Desu	PASSPORT NAME Desu Venkata Sai Jagadeesh Kumar	
COUNTRY OF BIRTH INDIA	COUNTRY OF CITIZENSHIP INDIA	
CITY OF BIRTH	DATE OF BIRTH 08 JULY 1998	
FORM ISSUE REASON INITIAL ATTENDANCE	ADMISSION NUMBER	ACADEMIC AND LANGUAGE

#### SCHOOL INFORMATION

SCHOOL NAME Wilmington University Wilson Graduate Center	SCHOOL ADDRESS 31 Read's Way, New Castle, DE 19720
SCHOOL OFFICIAL TO CONTACT UPON ARRIVAL David Ciamicone Manager	SCHOOL CODE AND APPROVAL DATE PHI214F00138002 23 AUGUST 2002

#### PROGRAM OF STUDY

EDUCATION LEVEL MASTER'S	MAJOR 1 Computer and Information Systems Security/Auditing/Information Assurance 11.1003	MAJOR 2 None 00.0000
PROGRAM ENGLISH PROFICIENCY Required	ENGLISH PROFICIENCY NOTES Student is proficient	EARLIEST ADMISSION DATE 02 JULY 2022
START OF CLASSES 29 AUGUST 2022	PROGRAM START/END DATE 01 AUGUST 2022 - 05 MAY 2024	

#### FINANCIALS

ESTIMATED AVERAGE COSTS FOR: 9 MONTHS		STUDENT'S FUNDING FOR: 9 MONTHS	
Tuition and Fees	\$ 11,550	Personal Funds	\$ 0
Living Expenses	\$ 11,000	Funds From This School	\$ 0
Expenses of Dependents (0)	\$ 0	Sister	\$ 63,275
Other	\$ 0	On-Campus Employment	\$ 0
<b>TOTAL</b>	<b>\$ 22,550</b>	<b>TOTAL</b>	<b>\$ 63,275</b>

#### REMARKS

#### SCHOOL ATTESTATION

I certify under penalty of perjury that all information provided above was entered before I signed this form and is true and correct. I executed this form in the United States after review and evaluation in the United States by me or other officials of the school of the student's application, transcripts, or other records of courses taken and proof of financial responsibility, which were received at the school prior to the execution of this form. The school has determined that the above named student's qualifications meet all standards for admission to the school and the student will be required to pursue a full program of study as defined by 8 CFR 214.2(f)(6). I am a designated school official of the above named school and am authorized to issue this form.

X *[Signature]*  
SIGNATURE OF: David Ciamicone, Manager

DATE ISSUED  
24 May 2022

PLACE ISSUED  
New Castle, DE

#### STUDENT ATTESTATION

I have read and agreed to comply with the terms and conditions of my admission and those of any extension of stay. I certify that all information provided on this form refers specifically to me and is true and correct to the best of my knowledge. I certify that I seek to enter or remain in the United States temporarily, and solely for the purpose of pursuing a full program of study at the school named above. I also authorize the named school to release any information from my records needed by DHS pursuant to 8 CFR 214.3(g) to determine my nonimmigrant status. Parent or guardian, and student, must sign if student is under 18.

X  
SIGNATURE OF: Venkata Sai Jagadeesh Kumar Desu  
X  
NAME OF PARENT OR GUARDIAN SIGNATURE DATE

ADDRESS (city/state or province/country) DATE

*H.S.*  
PRINCIPAL  
DVR & Dr. HS MIC College of Technology  
Kanchikacherla, N.T.R. Dt.  
Andhra Pradesh, India - Pin: 521180

22-23  
NC

**SEVIS ID: N0032561366**

SURNAME/PRIMARY NAME Avadhani	GIVEN NAME Bhuvana Manikanta Sai	Class of Admission <b>F-1</b>
PREFERRED NAME Bhuvana Manikanta Sai Avadhani	PASSPORT NAME	
COUNTRY OF BIRTH INDIA	COUNTRY OF CITIZENSHIP INDIA	
CITY OF BIRTH	DATE OF BIRTH 01 JANUARY 1998	
FORM ISSUE REASON INITIAL ATTENDANCE	ADMISSION NUMBER	ACADEMIC AND LANGUAGE

#### SCHOOL INFORMATION

SCHOOL NAME University of New Haven University of New Haven	SCHOOL ADDRESS 300 Boston Post Road, West Haven, CT 06516
SCHOOL OFFICIAL TO CONTACT UPON ARRIVAL Elisa Medina Coordinator of University Immigration Services	SCHOOL CODE AND APPROVAL DATE BOS214F10096000 16 JANUARY 2003

#### PROGRAM OF STUDY

EDUCATION LEVEL MASTER'S	MAJOR 1 Industrial Engineering 14.3501	MAJOR 2 None 00.0000
PROGRAM ENGLISH PROFICIENCY Required	ENGLISH PROFICIENCY NOTES Student is proficient	EARLIEST ADMISSION DATE 24 JULY 2022
START OF CLASSES 29 AUGUST 2022	PROGRAM START-END DATE 23 AUGUST 2022 - 31 MAY 2024	

#### FINANCIALS

ESTIMATED AVERAGE COSTS FOR: 12 MONTHS		STUDENT'S FUNDING FOR: 12 MONTHS	
Tuition and Fees	\$ 17,820	Personal Funds	\$ 0
Living Expenses	\$ 12,000	Funds From This School	\$
Expenses of Dependents (0)	\$	Family funds	\$ 32,025
Grad fees, Health Insurance, Books	\$ 2,205	On-Campus Employment	\$
TOTAL	\$ 32,025	TOTAL	\$ 32,025

#### REMARKS

#### SCHOOL ATTESTATION

I certify under penalty of perjury that all information provided above was entered before I signed this form and is true and correct. I executed this form in the United States after review and evaluation in the United States by me or other officials of the school of the student's application, transcripts, or other records of courses taken and proof of financial responsibility, which were received at the school prior to the execution of this form. The school has determined that the above named student's qualifications meet all standards for admission to the school and the student will be required to pursue a full program of study as defined by 8 CFR 214.2(f)(6). I am a designated school official of the above named school and am authorized to issue this form.

X DATE ISSUED PLACE ISSUED  
SIGNATURE OF: Elisa Medina, Coordinator of University Immigration Services 23 February 2022 West Haven, CT

#### STUDENT ATTESTATION

I have read and agreed to comply with the terms and conditions of my admission and those of any extension of stay. I certify that all information provided on this form refers specifically to me and is true and correct to the best of my knowledge. I certify that I seek to enter or remain in the United States temporarily, and solely for the purpose of pursuing a full program of study at the school named above. I also authorize the named school to release any information from my records needed by DHS pursuant to 8 CFR 214.3(g) to determine my nonimmigrant status. Parent or guardian, and student, must sign if student is under 18.

X DATE  
SIGNATURE OF: Bhuvana Manikanta Sai Avadhani  
X  
NAME OF PARENT OR GUARDIAN SIGNATURE ADDRESS (city/state or province/country) DATE



# College of Graduate Studies

May 18, 2023

2886408

Sai Reddy Dharmavarapu  
H.no8-1409,DSR Granites Marrichelapalem  
Prakasam 523253

Dear Sai Reddy,

Congratulations! Thank you for applying through the Graduate Direct application process. On behalf of the College of Graduate Studies, I am pleased to inform you of your acceptance to Cleveland State University for the Fall 2023 Term. Our records show that your intended program of study is M.S. Mechanical Engineering.

We are confident that your academic background and unique experiences will contribute to our diverse graduate student community and tradition for academic excellence. Furthermore, we believe that you are the type of motivated student that will thrive in Cleveland State University's engaged learning environment.

Along with this letter you will receive information on next steps: your visa document and instructions, health insurance requirements, and the academic calendar, among other important information. In addition, read about your options for housing and meal plans, instructions to arrange for airport pick-up, and details about the upcoming orientation program that you will attend. Please also prepare your official transcripts for presentation upon arrival.

Cleveland State Global offers a variety of support services for international students designed to help you prepare for your arrival and acclimate to your new life on campus at Cleveland State University. Student support services include visa interview preparation, assistance with your year-one course selection, advising, and pre-arrival support. You will have access to signature student experiences including airport pick-up, cultural events, and career and internship preparation. All students participate in student orientation, and our dedicated advisors are available to assist you with flexible course selection and registration.

As you continue to move forward with the next phase in your educational career, we are here to help you and to answer any questions you may have about Cleveland State University. Please contact us at [admissions@clevelandstateglobal.org](mailto:admissions@clevelandstateglobal.org).

Cleveland State University is the university of choice for talented students who are intellectually curious, serious about their studies, and intent on advancing their lives through higher education. I believe that you will find your program of study challenging and rewarding and look forward to seeing you on campus very soon.

Again, I offer the warmest congratulations on your admission. On behalf of the College of Graduate Studies, I welcome you to Cleveland State University!

Sincerely,

Meredith Bond, Ph.D.  
Interim Dean, College of Graduate Studies  
Interim VP, Research and Innovation

letter: 05/18/2023

*DR. H.S. MIC*  
PRINCIPAL  
DVR & Dr. HS MIC College of Technology  
Kanchikacherla, N.T.R. Dt.  
Andhra Pradesh, India - Pin: 521180

22-23  
NC

# UNIVERSITY OF CENTRAL MISSOURI

LEARNING TO A GREATER DEGREE

Mar 03, 2023

Sahith Naga Sai Uppala  
15-66/6,F.No:107,Whisper Meadows, Prabhunagar,  
Porank  
Vijayawada Andhra Pradesh  
India 521137

Your Student ID Number: 700755470

Dear Sahith Naga Sai,

Congratulations! We are pleased to admit you to the M.S. degree program in Industrial Management at the University of Central Missouri for the fall 2023 semester. You have been granted regular admission which means you have satisfied the University of Central Missouri's minimum English proficiency requirement. This program will be located at the Warrensburg Main Campus: KAN214F00100000.

Classes begin on August 14, 2023. A mandatory orientation will be held during the week of August 7, 2023 that you must attend in order to enroll. You will receive additional emails about orientation, arrival expectations, and other useful information to help you as you plan for your arrival to UCM.

Reminder – Prior to the start of the semester, all final official transcripts (evaluations) that meet GPA requirements, from all college/post-secondary institutions attended must be submitted. Additional testing may be required upon arrival.

Please include your student ID number in all future contact with this office. If you have any questions after reading through the material, please contact us at lsse@ucmo.edu or by phone at (660) 543-4092. We wish you well as you begin your journey to the University of Central Missouri.

Regards,

*Ashley Caldwell*  
Ashley Caldwell  
Designated School Official  
University of Central Missouri

Equal Education and Employment Opportunity

*AK*  
PRINCIPAL  
DVR & Dr. HS MIC College of Technology  
Kanchikacherla, N.T.R. Dt.  
Andhra Pradesh, India – Pin: 521180

SEVIS ID: N0034188379

SURNAME/PRIMARY NAME Gatti	GIVEN NAME Sai Tarun	Class of Admission <b>F-1</b>
PREFERRED NAME Sai Tarun Gatti	PASSPORT NAME	ACADEMIC AND LANGUAGE
COUNTRY OF BIRTH INDIA	COUNTRY OF CITIZENSHIP INDIA	
CITY OF BIRTH	DATE OF BIRTH 14 FEBRUARY 2001	
FORM ISSUE REASON INITIAL ATTENDANCE	ADMISSION NUMBER	

**SCHOOL INFORMATION**

SCHOOL NAME Gannon University Gannon University	SCHOOL ADDRESS 109 University Square, Erie, PA 16561
SCHOOL OFFICIAL TO CONTACT UPON ARRIVAL Acacia Gross Application Processor	SCHOOL CODE AND APPROVAL DATE PHI214F10228004 16 JANUARY 2003

**PROGRAM OF STUDY**

EDUCATION LEVEL MASTER'S	MAJOR 1 Information Technology 11.0103	MAJOR 2 NAME: 00.0000
PROGRAM ENGLISH PROFICIENCY Not Required	ENGLISH PROFICIENCY NOTES ON-CAMPUS ESL WILL BE PROVIDED IF NEEDED.	EARLIEST ADMISSION DATE 01 JULY 2023
START OF CLASSES 23 AUGUST 2023	PROGRAM START/END DATE 23 AUGUST 2023 - 10 MAY 2025	

**FINANCIALS**

ESTIMATED AVERAGE COSTS FOR 9 MONTHS		STUDENT'S FUNDING FOR 9 MONTHS	
Tuition and Fees	\$ 22,360	Personal Needs	\$ 1,000
Living Expenses	\$ 7,000	International Award	\$ 1,500
Expenses of Dependents (if)	\$ 1,480	Family	\$ 53,694
Books and Health Insurance	\$ 1,480	On-Campus Employment	\$ 0
<b>TOTAL</b>	<b>\$ 30,340</b>	<b>TOTAL</b>	<b>\$ 56,694</b>

**REMARKS**

THE GRE/GMAT TEST IS NOT REQUIRED FOR ADMISSION PER INDUSTRY AND PROJECT BASED REQUIREMENTS; STUDENT HAS RECEIVED AN INTERNATIONAL AWARD OF \$1,500.00 TO BE DEDUCTED FROM TUITION AND FEES PER SEMESTER REGISTERED FOR EACH SEMESTER OF FULL-TIME ENROLLMENT.

**SCHOOL ATTESTATION**

I certify under penalty of perjury that all information provided above was entered before I signed this form and is true and correct. I executed this form in the United States after review and evaluation in the United States by me or other officials of the school of the student's application, transcripts, or other records of courses taken and proof of financial responsibility, which were received at the school prior to the execution of this form. The school has determined that the above named student's qualifications meet all standards for admission to the school and the student will be required to pursue a full program of study as defined by 8 CFR 214.2(f)(6). I am a designated school official of the above named school and authorized to issue this form.

X DATE ISSUED  
31 March 2023 PLACE ISSUED  
Erie, PA

**STUDENT ATTESTATION**

I have read and agreed to comply with the terms and conditions of my admission and those of any extension of stay. I certify that all information provided on this form refers specifically to me and is true and correct to the best of my knowledge. I certify that I seek to enter or remain in the United States temporarily, and solely for the purpose of pursuing a full program of study at the school named above. I also authorize the named school to release any information from my records needed by DHS pursuant to 8 CFR 214.3(g) to determine my nonimmigrant status. Parent or guardian, and student, must sign if student is under 18.

X DATE  
SIGNATURE OF: Sai Tarun Gatti

X DATE  
NAME OF PARENT OR GUARDIAN ADDRESS (city/state or province/country) DATE

SEVIS ID: N0034188379 (F-1)

NAME: Sai Tarun Gatti

EMPLOYMENT AUTHORIZATIONS

CHANGE OF STATUS/CAP-GAP EXTENSION

AUTHORIZED REDUCED COURSE LOAD

CURRENT SESSION DATES

CURRENT SESSION START DATE

CURRENT SESSION END DATE

TRAVEL ENDORSEMENT

This page, when properly endorsed, may be used for re-entry of the student to attend the same school after a temporary absence from the United States. Each endorsement is valid for one year.

Designated School Official	TITLE	SIGNATURE	DATE ISSUED	PLACE ISSUED
		X		
		X		
		X		
		X		

**Department of Homeland Security  
U.S. Immigration and Customs Enforcement**

**INSTRUCTIONS TO STUDENTS**

**STUDENT ATTESTATION.** You should read everything on this page carefully. Be sure that you understand the terms and conditions concerning your admission and stay in the United States as a nonimmigrant student before signing the student attestation on page 1 of the Form I-20 A-B. The law provides severe penalties for knowingly and willfully falsifying or concealing a material fact, or using any false document in the submission of this form.

**FORM I-20.** The Form I-20 (this form) is the primary document to show that you have been admitted to school in the United States and that you are authorized to apply for admission to the United States in F-1 class of admission. You must have your Form I-20 with you at all times. If you lose your Form I-20, you must request a new one from your designated school official (DSO) at the school named on your Form I-20.

**VISA APPLICATION.** You must give this Form I-20 to the U.S. consular officer at the time you apply for a visa (unless you are exempt from visa requirements). If you have a Form I-20 from more than one school, be sure to present the Form I-20 for the school you plan to attend. Your visa will include the name of that school, and you must attend that school upon entering the United States. You must also provide evidence of support for tuition and fees and living expenses while you are in the United States.

**ADMISSION.** When you enter the United States, you must present the following documents to the officer at the port of entry: 1) a Form I-20; 2) a valid F-1 visa (unless you are exempt from visa requirements); 3) a valid passport; and 4) evidence of support for tuition and fees and living expenses while you are in the United States. The agent should return all documents to you before you leave the inspection area.

**REPORT TO SCHOOL NAMED ON YOUR FORM I-20 AND VISA.** Upon your first entry to the United States, you must report to the DSO at the school named on your Form I-20 and your F-1 visa (unless you are exempt from visa requirements). If you decide to attend another school before you enter the United States, you must present a Form I-20 from the new school to a U.S. consular officer for a new F-1 visa that names the new school. Failure to enroll in the school by the program start date on your Form I-20 may result in the loss of your student status and subject you to deportation.

**EMPLOYMENT.** Unlawful employment in the United States is a reason for terminating your F-1 status and deporting you from the United States. You may be employed on campus at your school. You may be employed off-campus in curricular practical training (CPT) if you have written permission from your DSO. You may apply to U.S. Citizenship and Immigration Services (USCIS) for off-campus employment authorization in three circumstances: 1) employment with an international organization; 2) severe and unexpected economic hardship; and 3) optional practical training (OPT) related to your degree. You must have written authorization from USCIS before you begin work. Contact your DSO for details. Your spouse or child (F-2 classification) may not work in the United States.

**PERIOD OF STAY.** You may remain in the United States while taking a full course of study or during authorized employment after your program. F-1 status ends and you are required to leave the United States on the earliest of the following dates: 1) the program end date on your Form I-20 plus 60 days; 2) the end date of your OPT plus 60 days; or 3) the termination of your program for any other reason. Contact your DSO for details.

**EXTENSION OF PROGRAM.** If you cannot complete the education program by the program end date on page 1 of your Form I-20, you should contact your DSO at least 15 days before the program end date to request an extension.

**SCHOOL TRANSFER.** To transfer schools, first notify the DSO at the school you are attending of your plan to transfer, then obtain a Form I-20 from the DSO at the school you plan to attend. Return the Form I-20 for the new school to the DSO at that school within 15 days after beginning attendance at the new school. The DSO will then report the transfer to the Department of Homeland Security (DHS). You must enroll in the new school at the next session start date. The DSO at the new school must update your registration in SEVIS.

**I-20, Certificate of Eligibility for Nonimmigrant Student Status  
OMB NO. 1653-0038**

**NOTICE OF ADDRESS.** When you arrive in the United States, you must report your U.S. address to your DSO. If you move, you must notify your DSO of your new address within 10 days of the change of address. The DSO will update SEVIS with your new address.

**REENTRY.** F-1 students may leave the United States and return within a period of five months. To return, you must have: 1) a valid passport; 2) a valid F-1 student visa (unless you are exempt from visa requirements); and 3) your Form I-20, page 2, properly endorsed for reentry by your DSO. If you have been out of the United States for more than five months, contact your DSO.

**AUTHORIZATION TO RELEASE INFORMATION BY SCHOOL.** DHS requires your school to provide DHS with your name, country of birth, current address, immigration status, and certain other information on a regular basis or upon request. Your signature on the Form I-20 authorizes the named school to release such information from your records.

**PENALTY.** To maintain your nonimmigrant student status, you must: 1) remain a full-time student at your authorized school; 2) engage only in authorized employment; and 3) keep your passport valid. Failure to comply with these regulations will result in the loss of your student status and subject you to deportation.

**INSTRUCTIONS TO SCHOOLS**

Failure to comply with 8 CFR 214.3(k) and 8 CFR 214.4 when issuing Forms I-20 will subject you and your school to criminal prosecution. If you issue this form improperly, provide false information, or fail to submit required reports, DHS may withdraw its certification of your school for attendance by nonimmigrant students.

**ISSUANCE OF FORM I-20.** DSOs may issue a Form I-20 for any nonimmigrant whose school has accepted for a full course of study if that person: 1) plans to apply to enter the United States in F-1 status; 2) is in the United States as an F-1 nonimmigrant and plans to transfer to your school; or 3) is in the United States and will apply to change nonimmigrant status to F-1. DSOs may also issue the Form I-20 to the spouse or child (under the age of 21) of an F-1 student to use to enter or remain in the United States as an F-2 dependent. DSOs must sign where indicated at the bottom of page 1 of the Form I-20 to attest that the form is completed and issued in accordance with regulations.

**ENDORSEMENT OF PAGE 2 FOR REENTRY.** If there have been no substantive changes in information, DSOs may endorse page 2 of the Form I-20 for the student and/or the F-2 dependents to reenter the United States. If there have been substantive changes, the DSO should issue and sign a new Form I-20 that includes those changes.

**RECORDKEEPING.** DHS may request information concerning the student's immigration status for various reasons. DSOs should retain all evidence of academic ability and financial resources on which admission was based, until SEVIS shows the student's record completed or terminated.

**AUTHORITY FOR COLLECTING INFORMATION.** Authority for collecting the information on this and related student forms is contained in 8 U.S.C. 1101 and 1184. The Department of State and DHS use this information to determine eligibility for the benefits requested. The law provides severe penalties for knowingly and willfully falsifying or concealing a material fact, or using any false document in the submission of this form.

**REPORTING BURDEN.** U.S. Immigration and Customs Enforcement collects this information as part of its agency mission under the Department of Homeland Security. The estimated average time to review the instructions, search existing data sources, gather and maintain the needed data, and complete and review the collection of information is 30 minutes (.50 hours) per response. An agency may not conduct or sponsor, and a person is not required to respond to an information collection unless it displays a currently valid OMB Control number. Send comments regarding this burden estimate or any other aspect of this collection of information, including suggestions for reducing this burden, to: Office of the Chief Information Officer/Forms Management Branch, U.S. Immigration and Customs Enforcement, 801 I Street NW Stop 5800, Washington, DC 20536-5800. Do not send the form to this address.



Office of Global Admissions and Outreach  
109 University Square  
Erie, Pennsylvania 16541-0001  
(814) 871.7480 • fax (814) 871.4679  
[www.gannon.edu](http://www.gannon.edu)

March 28, 2023

Sai Tarun Gatti  
520013  
Vijayawada , INDIA  
Gannon University Student ID# 3190871

Dear Sai Tarun,

On behalf of the Gannon community, please accept my congratulations on your acceptance into the MS in Computer and Information Science - major in Information Tech program for the Fall 2023 semester at Gannon University. The semester begins on August 23, 2023. Our commitment to you includes an award of \$1,500 toward your tuition fees, per semester when registered for full time enrollment. Awards cannot be applied to English language training. If awarded an athletic award, a student may select either an academic or athletic award.

As part of your acceptance, you are required to take the following foundation course(s): GCIS506, GCIS508, GCIS580, GCIS581, within the first year, earning a B or better. You are required to present the following official documents, prior to your arrival or upon arrival, failure to do so may result in your inability to register for classes - Official college or university transcript(s) - Official university certificate of completion

Should you decided to attend another university after the visa is approved, you must reapply for the visa through the new school before departing to the USA, in accordance with federal regulation 8 CFR 214.2(f)(1)(i)(C). For additional information, please refer to page 3 of your Form I-20. Please contact our Admissions Office at [global@gannon.edu](mailto:global@gannon.edu) if you have any questions or concerns.

Questions relating to your program, requirements, and the scheduling of classes can be directed to:

Dr. Joshua Chibuike Nwokeji  
814-871-7185  
[nwokeji001@gannon.edu](mailto:nwokeji001@gannon.edu)

Your SEVIS Form I-20 or DS-2019 is enclosed. Please take this form and financial documents with you to your appointment at the U.S. Consulate. This form is needed to secure your F-1 or J-1 visa. *Do not misplace this document.* You will also need to show this form along with your F-1 or J-1 visa and financial documents to the United States Citizenship and Immigration Services (USCIS) at the port of entry when entering the United States.

We look forward to your inclusion in the Gannon community!  
Sincerely,

Dr. George T. Sipos  
Executive Director of Global Enrollment & Engagement  
Gannon University

P.S. The accompanying Addendum includes important information regarding your transition to Gannon. Please be sure to read it thoroughly; do not hesitate to ask any questions as needed.

PRINCIPAL  
DVR & Dr. HS MIC College of Technology  
Kanchikacherla, N.T.R. Dt.  
Andhra Pradesh, India – Pin: 521150

SEVIS ID: N0034548159

SURNAME/PRIMARY NAME Vasantha	GIVEN NAME Dhanya Sri	Class of Admission <b>F-1</b>
PREFERRED NAME Dhanya Sri Vasantha	PASSPORT NAME	
COUNTRY OF BIRTH INDIA	COUNTRY OF CITIZENSHIP INDIA	
CITY OF BIRTH Vijayawada	DATE OF BIRTH 26 AUGUST 2002	
FORM ISSUE REASON INITIAL ATTENDANCE	ADMISSION NUMBER	ACADEMIC AND LANGUAGE

#### SCHOOL INFORMATION

SCHOOL NAME George Mason University Fairfax	SCHOOL ADDRESS 4400 University Drive - MSN 4C3, Fairfax, VA 22030
SCHOOL OFFICIAL TO CONTACT UPON ARRIVAL Jiuk Choi Immigration Specialist	SCHOOL CODE AND APPROVAL DATE WAS214F00683000 22 JANUARY 2000

#### PROGRAM OF STUDY

EDUCATION LEVEL MASTER'S	MAJOR 1 Data Modeling/Warehousing and Database Administration 11.0802	MAJOR 2 None 00.0000
PROGRAM ENGLISH PROFICIENCY Required	ENGLISH PROFICIENCY NOTES Student is proficient	EARLIEST ADMISSION DATE 15 JULY 2023
START OF CLASSES 21 AUGUST 2023	PROGRAM START-END DATE 14 AUGUST 2023 - 31 DECEMBER 2025	

#### FINANCIALS

ESTIMATED AVERAGE COSTS FOR: 12 MONTHS		STUDENT'S FUNDING FOR: 12 MONTHS	
Tuition and Fees	\$ 29,682	Personal Funds	\$
Living Expenses	\$ 33,684	Funds From This School	\$
Expenses of Dependents (0)	\$	Family Funds ...	\$ 67,346
Required Health Insurance	\$ 3,700	On-Campus Employment	\$
<b>TOTAL</b>	<b>\$ 67,066</b>	<b>TOTAL</b>	<b>\$ 67,066</b>

#### REMARKS

George Mason University offers courses which allow students to maintain their F-1 status in the United States, both in mode of instruction and in full-time enrollment. Cost are estimates only and are subject to change. Student must check-in at the OIPS and attend orientation at the beginning of the first semester.

#### SCHOOL ATTESTATION

I certify under penalty of perjury that all information provided above was entered before I signed this form and is true and correct. I executed this form in the United States after review and evaluation in the United States by me or other officials of the school of the student's application, transcripts, or other records of courses taken and proof of financial responsibility, which were received at the school prior to the execution of this form. The school has determined that the above named student's qualifications meet all standards for admission to the school and the student will be required to pursue a full program of study as defined by 8 CFR 214.2(f)(6). I am a designated school official of the above named school and am authorized to issue this form.

X \_\_\_\_\_  
SIGNATURE OF: Jiuk Choi, Immigration Specialist DATE ISSUED  
27 May 2023 PLACE ISSUED  
Fairfax, VA

#### STUDENT ATTESTATION

I have read and agreed to comply with the terms and conditions of my admission and those of any extension of stay. I certify that all information provided on this form refers specifically to me and is true and correct to the best of my knowledge. I certify that I seek to enter or remain in the United States temporarily, and solely for the purpose of pursuing a full program of study at the school named above. I also authorize the named school to release any information from my records needed by DHS pursuant to 8 CFR 214.3(g) to determine my nonimmigrant status. Parent or guardian, and student, must sign if student is under 18.

X \_\_\_\_\_  
SIGNATURE OF: Dhanya Sri Vasantha DATE  
X \_\_\_\_\_  
NAME OF PARENT OR GUARDIAN SIGNATURE ADDRESS (city/state or province/country) DATE

SEVIS ID: N0034548159 (F-1)

NAME: Dhanya Sri Vasantha

EMPLOYMENT AUTHORIZATIONS

CHANGE OF STATUS/CAP-GAP EXTENSION

AUTHORIZED REDUCED COURSE LOAD

CURRENT SESSION DATES

CURRENT SESSION START DATE

CURRENT SESSION END DATE

TRAVEL ENDORSEMENT

This page, when properly endorsed, may be used for re-entry of the student to attend the same school after a temporary absence from the United States. Each endorsement is valid for one year.

Designated School Official	TITLE	SIGNATURE	DATE ISSUED	PLACE ISSUED
		X		
		X		
		X		
		X		

**Department of Homeland Security  
U.S. Immigration and Customs Enforcement**

**INSTRUCTIONS TO STUDENTS**

**STUDENT ATTESTATION.** You should read everything on this page carefully. Be sure that you understand the terms and conditions concerning your admission and stay in the United States as a nonimmigrant student before signing the student attestation on page 1 of the Form I-20 A-B. The law provides severe penalties for knowingly and willfully falsifying or concealing a material fact, or using any false document in the submission of this form.

**FORM I-20.** The Form I-20 (this form) is the primary document to show that you have been admitted to school in the United States and that you are authorized to apply for admission to the United States in F-1 class of admission. You must have your Form I-20 with you at all times. If you lose your Form I-20, you must request a new one from your designated school official (DSO) at the school named on your Form I-20.

**VISA APPLICATION.** You must give this Form I-20 to the U.S. consular officer at the time you apply for a visa (unless you are exempt from visa requirements). If you have a Form I-20 from more than one school, be sure to present the Form I-20 for the school you plan to attend. Your visa will include the name of that school, and you must attend that school upon entering the United States. You must also provide evidence of support for tuition and fees and living expenses while you are in the United States.

**ADMISSION.** When you enter the United States, you must present the following documents to the officer at the port of entry: 1) a Form I-20; 2) a valid F-1 visa (unless you are exempt from visa requirements); 3) a valid passport; and 4) evidence of support for tuition and fees and living expenses while you are in the United States. The agent should return all documents to you before you leave the inspection area.

**REPORT TO SCHOOL NAMED ON YOUR FORM I-20 AND VISA.** Upon your first entry to the United States, you must report to the DSO at the school named on your Form I-20 and your F-1 visa (unless you are exempt from visa requirements). If you decide to attend another school before you enter the United States, you must present a Form I-20 from the new school to a U.S. consular officer for a new F-1 visa that names the new school. Failure to enroll in the school by the program start date on your Form I-20 may result in the loss of your student status and subject you to deportation.

**EMPLOYMENT.** Unlawful employment in the United States is a reason for terminating your F-1 status and deporting you from the United States. You may be employed on campus at your school. You may be employed off-campus in curricular practical training (CPT) if you have written permission from your DSO. You may apply to U.S. Citizenship and Immigration Services (USCIS) for off-campus employment authorization in three circumstances: 1) employment with an international organization; 2) severe and unexpected economic hardship; and 3) optional practical training (OPT) related to your degree. You must have written authorization from USCIS before you begin work. Contact your DSO for details. Your spouse or child (F-2 classification) may not work in the United States.

**PERIOD OF STAY.** You may remain in the United States while taking a full course of study or during authorized employment after your program. F-1 status ends and you are required to leave the United States on the earliest of the following dates: 1) the program end date on your Form I-20 plus 60 days; 2) the end date of your OPT plus 60 days; or 3) the termination of your program for any other reason. Contact your DSO for details.

**EXTENSION OF PROGRAM.** If you cannot complete the education program by the program end date on page 1 of your Form I-20, you should contact your DSO at least 15 days before the program end date to request an extension.

**SCHOOL TRANSFER.** To transfer schools, first notify the DSO at the school you are attending of your plan to transfer, then obtain a Form I-20 from the DSO at the school you plan to attend. Return the Form I-20 for the new school to the DSO at that school within 15 days after beginning attendance at the new school. The DSO will then report the transfer to the Department of Homeland Security (DHS). You must enroll in the new school at the next session start date. The DSO at the new school must update your registration in SEVIS.

**I-20, Certificate of Eligibility for Nonimmigrant Student Status  
OMB NO. 1653-0038**

**NOTICE OF ADDRESS.** When you arrive in the United States, you must report your U.S. address to your DSO. If you move, you must notify your DSO of your new address within 10 days of the change of address. The DSO will update SEVIS with your new address.

**REENTRY.** F-1 students may leave the United States and return within a period of five months. To return, you must have: 1) a valid passport; 2) a valid F-1 student visa (unless you are exempt from visa requirements); and 3) your Form I-20, page 2, properly endorsed for reentry by your DSO. If you have been out of the United States for more than five months, contact your DSO.

**AUTHORIZATION TO RELEASE INFORMATION BY SCHOOL.** DHS requires your school to provide DHS with your name, country of birth, current address, immigration status, and certain other information on a regular basis or upon request. Your signature on the Form I-20 authorizes the named school to release such information from your records.

**PENALTY.** To maintain your nonimmigrant student status, you must: 1) remain a full-time student at your authorized school; 2) engage only in authorized employment; and 3) keep your passport valid. Failure to comply with these regulations will result in the loss of your student status and subject you to deportation.

**INSTRUCTIONS TO SCHOOLS**

Failure to comply with 8 CFR 214.3(k) and 8 CFR 214.4 when issuing Forms I-20 will subject you and your school to criminal prosecution. If you issue this form improperly, provide false information, or fail to submit required reports, DHS may withdraw its certification of your school for attendance by nonimmigrant students.

**ISSUANCE OF FORM I-20.** DSOs may issue a Form I-20 for any nonimmigrant you school has accepted for a full course of study if that person: 1) plans to apply to enter the United States in F-1 status; 2) is in the United States as an F-1 nonimmigrant and plans to transfer to your school; or 3) is in the United States and will apply to change nonimmigrant status to F-1. DSOs may also issue the Form I-20 to the spouse or child (under the age of 21) of an F-1 student to use to enter or remain in the United States as an F-2 dependent. DSOs must sign where indicated at the bottom of page 1 of the Form I-20 to attest that the form is completed and issued in accordance with regulations.

**ENDORSEMENT OF PAGE 2 FOR REENTRY.** If there have been no substantive changes in information, DSOs may endorse page 2 of the Form I-20 for the student and/or the F-2 dependents to reenter the United States. If there have been substantive changes, the DSO should issue and sign a new Form I-20 that includes those changes.

**RECORDKEEPING.** DHS may request information concerning the student's immigration status for various reasons. DSOs should retain all evidence of academic ability and financial resources on which admission was based, until SEVIS shows the student's record completed or terminated.

**AUTHORITY FOR COLLECTING INFORMATION.** Authority for collecting the information on this and related student forms is contained in 8 U.S.C. 1101 and 1184. The Department of State and DHS use this information to determine eligibility for the benefits requested. The law provides severe penalties for knowingly and willfully falsifying or concealing a material fact, or using any false document in the submission of this form.

**REPORTING BURDEN.** U.S. Immigration and Customs Enforcement collects this information as part of its agency mission under the Department of Homeland Security. The estimated average time to review the instructions, search existing data sources, gather and maintain the needed data, and complete and review the collection of information is 30 minutes (.50 hours) per response. An agency may not conduct or sponsor, and a person is not required to respond to an information collection unless a form displays a currently valid OMB Control number. Send comments regarding this burden estimate or any other aspect of this collection of information, including suggestions for reducing this burden, to: Office of the Chief Information Officer/Forms Management Branch, U.S. Immigration and Customs Enforcement, 801 1 Street NW Stop 5800, Washington, DC 20536-5800. Do not send the form to this address.

SEVIS ID: N0034281605

SURNAME/PRIMARY NAME Tumu	GIVEN NAME Sandeep	Class of Admission <b>F-1</b>
PREFERRED NAME Sandeep Tumu	PASSPORT NAME	
COUNTRY OF BIRTH INDIA	COUNTRY OF CITIZENSHIP INDIA	
CITY OF BIRTH vijayawada	DATE OF BIRTH 25 AUGUST 2000	
FORM ISSUE REASON INITIAL ATTENDANCE	ADMISSION NUMBER	ACADEMIC AND LANGUAGE

**SCHOOL INFORMATION**

SCHOOL NAME UNIVERSITY OF CENTRAL MISSOURI Missouri Innovation Campus	SCHOOL ADDRESS 1101 Innovation Parkway, LEES SUMMIT, MO 64086
SCHOOL OFFICIAL TO CONTACT UPON ARRIVAL Anna Ball Admissions and Student Support Coordinator	SCHOOL CODE AND APPROVAL DATE KAN214F00100001 17 JANUARY 2003

**PROGRAM OF STUDY**

EDUCATION LEVEL MASTER'S	MAJOR 1 Computer and Information Systems Security/Auditing/Information Assurance 11.1003	MAJOR 2 None 00.0000
PROGRAM ENGLISH PROFICIENCY Required	ENGLISH PROFICIENCY NOTES Student is proficient	EARLIEST ADMISSION DATE 15 JULY 2023
START OF CLASSES 14 AUGUST 2023	PROGRAM START/END DATE 14 AUGUST 2023 - 31 MAY 2025	

**FINANCIALS**

ESTIMATED AVERAGE COSTS FOR: 9 MONTHS		STUDENT'S FUNDING FOR: 9 MONTHS	
Tuition and Fees	\$ 9,962	Personal Funds	\$ 0
Living Expenses	\$ 10,206	Funds From This School	\$ 0
Expenses of Dependents (0)	\$ 0	Family	\$ 22,680
Health Insurance and additional Progra	\$ 2,512	On-Campus Employment	\$ 0
<b>TOTAL</b>	<b>\$ 22,680</b>	<b>TOTAL</b>	<b>\$ 22,680</b>

**REMARKS**

Mandatory orientation for enrollment begins August 7, 2023.

**SCHOOL ATTESTATION**

I certify under penalty of perjury that all information provided above was entered before I signed this form and is true and correct. I executed this form in the United States after review and evaluation in the United States by me or other officials of the school of the student's application, transcripts, or other records of courses taken and proof of financial responsibility, which were received at the school prior to the execution of this form. The school has determined that the above named student's qualifications meet all standards for admission to the school and the student will be required to pursue a full program of study as defined by 8 CFR 214.2(f)(6). I am a designated school official of the above named school and am authorized to issue this form.

X Anna Ball

SIGNATURE OF: Anna Ball, Admissions and Student Support Coordinator

DATE ISSUED

24 April 2023

PLACE ISSUED

LEES SUMMIT, MO

**STUDENT ATTESTATION**

I have read and agreed to comply with the terms and conditions of my admission and those of my extension of stay. I certify that all information provided on this form refers specifically to me and is true and correct to the best of my knowledge. I certify that I seek to enter or remain in the United States temporarily, and solely for the purpose of pursuing a full program of study at the school named above. I also authorize the named school to release any information from my records needed by DHS pursuant to 8 CFR 214.3(g) to determine my nonimmigrant status. Parent or guardian, and student, must sign if student is under 18.

X

SIGNATURE OF: Sandeep Tumu

DATE

X  
NAME OF PARENT OR GUARDIAN

SIGNATURE

ADDRESS (city/state or province/country)

DATE

SEVIS ID: N0034281605 (F-1)

EMPLOYMENT AUTHORIZATIONS

CHANGE OF STATUS/CAP-GAP EXTENSION

AUTHORIZED REDUCED COURSE LOAD

CURRENT SESSION DATES

CURRENT SESSION START DATE

CURRENT SESSION END DATE

TRAVEL ENDORSEMENT

This page, when properly endorsed, may be used for re-entry of the student to attend the same school after a temporary absence from the United States. Each endorsement is valid for one year.

Designated School Official	TITLE	SIGNATURE	DATE ISSUED	PLACE ISSUED
		X		
		X		
		X		
		X		

17-12-39  
22-23  
CSE

Department of Homeland Security  
U.S. Immigration and Customs Enforcement

I-20, Certificate of Eligibility for Nonimmigrant Student Status  
OMB NO. 1653-0038

SEVIS ID: N0033654207

SURNAME/PRIMARY NAME  
Polepalli

PREFERRED NAME  
Padmaja Polepalli

COUNTRY OF BIRTH  
INDIA

CITY OF BIRTH  
Nandigama, Andhra Pradesh

FORM ISSUE REASON  
INITIAL ATTENDANCE

GIVEN NAME  
Padmaja

PASSPORT NAME

COUNTRY OF CITIZENSHIP  
INDIA

DATE OF BIRTH  
16 JANUARY 2000

ADMISSION NUMBER

Class of Admission

F-1

ACADEMIC AND  
LANGUAGE

### SCHOOL INFORMATION

SCHOOL NAME  
State University of New York (SUNY)  
SUNY Polytechnic Institute

SCHOOL ADDRESS  
100 Seymour Road, Utica, NY 13502

SCHOOL OFFICIAL TO CONTACT UPON ARRIVAL  
Tze Teck Sim  
Director of International Programs

SCHOOL CODE AND APPROVAL DATE  
BUF214F10259000  
11 SEPTEMBER 2002

### PROGRAM OF STUDY

EDUCATION LEVEL  
MASTER'S

MAJOR 1  
Computer and Information Sciences,  
General 11.0101

MAJOR 2  
None 00.0000

PROGRAM ENGLISH PROFICIENCY  
Required

ENGLISH PROFICIENCY NOTES  
Student is proficient

EARLIEST ADMISSION DATE  
10 DECEMBER 2022

START OF CLASSES  
17 JANUARY 2023

PROGRAM START/END DATE  
09 JANUARY 2023 - 17 JANUARY 2025

### FINANCIALS

#### ESTIMATED AVERAGE COSTS FOR: 9 MONTHS

Tuition and Fees	\$ 18,578
Living Expenses	\$ 6,300
Expenses of Dependents (0)	\$ 0
Insurance, books	\$ 3,767
<b>TOTAL</b>	<b>\$ 28,645</b>

#### STUDENT'S FUNDING FOR: 9 MONTHS

Personal Funds	\$ 0
Merit Scholarship	\$ 7,000
Family Funding	\$ 28,645
On-Campus Employment	\$ 0
<b>TOTAL</b>	<b>\$ 35,645</b>

### REMARKS

The student has been awarded a Merit Scholarship of \$7,000 (or \$3,500 per semester up to a maximum of 4 semesters) based on the excellent academic credentials and recommendation letters.

### SCHOOL ATTESTATION

I certify under penalty of perjury that all information provided above was entered before I signed this form and is true and correct. I executed this form in the United States after review and evaluation in the United States by me or other officials of the school of the student's application, transcripts, or other records of courses taken and proof of financial responsibility, which were received at the school prior to the execution of this form. The school has determined that the above named student's qualifications meet all standards for admission to the school and the student will be required to pursue a full program of study as defined by 8 CFR 214.2(f)(6). I am a designated school official of the named school and am authorized to issue this form.

SIGNATURE OF: Tze Teck Sim, Director of International  
Programs

DATE ISSUED  
18 October 2022

PLACE ISSUED  
Utica, NY

### STUDENT ATTESTATION

I have read and agreed to comply with the terms and conditions of my admission and those of any extension of stay. I certify that all information provided on this form refers specifically to me and is true and correct to the best of my knowledge. I certify that I seek to enter or remain in the United States temporarily, and solely for the purpose of pursuing a full program of study at the school named above. I also authorize the named school to release any information from my records needed by DHS pursuant to 8 CFR 214.3(g) to determine my nonimmigrant status. Parent or guardian, and student, must sign if student is under 18.

X

SIGNATURE OF: Padmaja Polepalli

X

DATE

NAME OF PARENT OR GUARDIAN

SIGNATURE

ADDRESS (city/state or province/country)

DATE



Dear Prudhvi,

Congratulations!

We are happy to inform you that you have been accepted to the Information Technology Management program at Concordia University, St. Paul for the Fall 2023 semester.

Your acceptance is conditional based on maintaining a cumulative GPA of 2.0 or higher beginning with your first term at CSP. Please respond to all upcoming communication from your Academic Advisor to ensure you are successful in your courses and staying on track.

Now that you have been admitted, please finalize your enrollment by completing the next steps listed on the Accepted International Students website **before the deadline**. If enrollment steps are not finalized before the deadline, your seat may not be saved.

Keep watching your email as you will also be receiving your student ID in the Network Account email in the next few days.

As a student at CSP you will experience high quality academics, a diverse campus community, and an outstanding student-centered environment. We are grateful that you have chosen Concordia and can't wait to see you succeed!

Sincerely,

A handwritten signature in black ink that reads "Michael Walcheski".

Michael Walcheski, Ph.D.  
Associate Vice-President of Graduate Studies  
Concordia University – Graduate School

25-24  
MC

PRINCIPAL  
JVR & Dr. HS MIC College of Technology  
Kanchikacherla, N.T.R. Dt.  
Andhra Pradesh, India - Pin: 521180

**Recommendation Request from Meeravali Shaik for Florida Institute of Technology**  
1 message

Florida Tech <admission@fit.edu>  
To: vinodaranjith@gmail.com

Wed, Dec 20, 2023 at 1:32 PM



PRINCIPAL  
DVR & Dr. HS NIC College of Technology  
Kanchikacherla, N.T.R. Dist.  
Andhra Pradesh, India - Pin: 521180

22-23  
CIVIL

Dear Mr. R:

Meeravali Shaik has requested that you write a letter of recommendation to Florida Institute of Technology for the MS Civil Engineering program.

In an effort to make this process as easy as possible for you, we offer the ability to complete your recommendation online through our secure website. To submit your recommendation, please use the link below. This link is unique to this recommendation and should not be shared or forwarded.

Please click here: <https://admissions.fit.edu/refer/?2737066366169912> to complete the recommendation.

Thank you for your time and consideration. Submitted recommendations are only viewable by application review committees.

Florida Institute of Technology

Contact Us



Florida Institute of Technology  
150 W. University Blvd.  
Melbourne, FL 32901  
Email | (321) 674-8030

Rankings & Accolades  
The Office of Title IX  
Accreditation & Memberships  
Notice of Non-Discrimination

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PRINCIPAL  
DVR & Dr. HS MIC College of Technology  
Kanchikacherla, N.T.R. Dt.  
Andhra Pradesh, India - Pin: 521180



DVR & Dr. HS  
**MIC College of Technology**

ISO 9001:2015 Certified Institute  
(Approved by AICTE & Panchayati, Affiliated to JNTUK, Kakinada)  
Kanchikacherla - 521180, N.T.R.Dt., A.P. India.  
Phone: 08678 - 273539 / 94914 47799 / 73826 16824  
E-mail: office@mictech.ac.in, Webpage: www.mictech.ac.in



**Mr. R.Ranjith Kumar**

Associate Professor,

Department of Mechanical Engineering,

Mail : [vinodaranjith@gmail.com](mailto:vinodaranjith@gmail.com).

**Letter of recommendation**

**Mr. Meeravali Shaik** has been my student for the past three years. I have handled **MECHANICS OF SOLIDS & THEORY OF MACHINERY**. He is an intelligent and diligent student excelling in both academic work and co-curricular activities.

**Mr. Meeravali Shaik** is an extremely self-motivated student with sharp intellect. His enthusiasm in problem-solving and the ability to analyze ideas are peerless. Besides his regular course work, he has participated in various symposiums and technical seminars.

**Mr. Meeravali Shaik** is studious and very strong in his fundamentals. He has excellent command over English and apart from being studious in his academic work, he is an enthusiastic participant in technical quizzes. He has an ability to rapidly grasp and perceive new concepts.

**Mr. Meeravali Shaik** research orientation and strong inclination towards his field of interest will help him make significant contributions to his field. A good wholesome personality coupled with leadership qualities will make him an asset to any team he may work with. His aplomb and alacrity wonderfully blended with suitableness will be a great source of motivation for the members of the team he is in.

In view of the above qualities, I strongly recommend **Mr. Meeravali Shaik** for admission in your university for the graduate program with full financial assistance.

Sincerely,



(Mr. R. Ranjith Kumar)

Associate Professor  
Mechanical Engineering Dept,  
D.V.R.& Dr.HS MIC College of Technology  
Kanchikacherla, A.P.

PRINCIPAL  
DVR & Dr. HS MIC College of Technology  
Kanchikacherla, N.T.R. Dt.  
Andhra Pradesh, India - Pin: 521180



HOD Civil &lt;hodce@mictech.ac.in&gt;

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## Please submit your recommendation

1 message

**Northern Arizona University <help@applyweb.com>**  
**To: hodce@mictech.ac.in**

Fri, Dec 30, 2022 at 11:18 AM

Dear N.V,

Krishna Chaitanya Nelluri has requested that you submit a recommendation form on their behalf.

Note: This applicant has waived the right to view your recommendation.

Please go to the following web address to access the recommendation system. Returning users will be greeted by their name and asked to log in to their account. New users will be prompted to create an account by choosing a password before proceeding to the recommendation form.

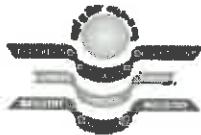
<http://www.applyweb.com/lor?token=EHFkMlnFbATr5ne0S8EnXTFEpjHkgUJvK1672379270>

If you experience technical difficulty with the recommendation form, please follow this link to check the frequently asked questions or contact CollegeNET support:

[https://www.applyweb.com/public/input?s=helprec&p=1&HELP\\_APP\\_CODE=NAUGLOR](https://www.applyweb.com/public/input?s=helprec&p=1&HELP_APP_CODE=NAUGLOR)

Thank you!

  
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**Andhra Pradesh, India – Pin: 521180**



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Website : [www.mictech.ac.in](http://www.mictech.ac.in)



Mr. N V Subbarao M.E., (Ph.D)  
Associate Professor & HOD  
Department of Civil Engineering  
Mobile: +91 9010818278  
Email: [hodce@mictech.ac.in](mailto:hodce@mictech.ac.in)

### **LETTER OF RECOMMENDATION**

This letter is in support of Mr. Krishna Chaitanya Nelluri who is aspiring to pursue his masters in Civil Engineering at your venerated university. Being his Head of the Department, I know him very well for more than three years as an undergraduate student where I taught him “Concrete Technology, Surveying and Construction Technology & Management” and instructed him in the laboratories of Computer Aided Engineering and GIS & CAD. As his teacher I am convinced that he would be a true asset to your university.

In my interaction with him, I observed him to have strong fundamentals and analytical skills. He had conducted himself with good progression throughout his academic period and has always been punctual with his assignments. His pragmatic nature contributes by bringing a new perspective into discussions in class.

He is a good performer in non-academics as well taking an interest in arranging different projects/ occasions on our grounds. He worked as the organizer for our institution’s technical fest where I have seen his adeptness to organizational and managerial skills.

All the above qualities coupled with his pleasing demeanor, adaptability and initiation have convinced me to rank him one of the best among all the students associated with me. I am convinced that he will scale the highest peaks in his field of interest. With the skill set that he possesses, I am sure that he will prove himself as an excellent student in academics and research as well. Thus, I am certain that he will bring laurels to your institution. Hence, I recommend his candidature for admission into the master's program.

N V SUBBARAO  
Associate Professor & HOD

Associate Professor & Head  
Department of Civil Engineering  
Devineni Venkata Ramana & Dr. Hima Sekhar  
MIC College of Technology  
Kanchikacherla-521 180,  
Krishna District, A.P., INDIA.

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Andhra Pradesh, India – Pin: 521180



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**Please submit your recommendation**

1 message

**Northern Arizona University <help@applyweb.com>**  
To: hodce@mictech.ac.in

Tue, Aug 1, 2023 at 5:47 PM

Dear Subbarao,

Raja Gopal Velaga has requested that you submit a recommendation form on their behalf.

Note: This applicant has waived the right to view your recommendation.

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<http://www.applyweb.com/lor?token=JAzBLUuuJb9lLShY7OSc7GbPuaVA1poAC1690892176>

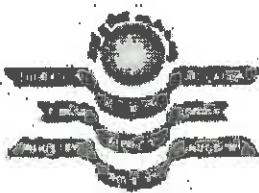
If you experience technical difficulty with the recommendation form, please follow this link to check the frequently asked questions or contact CollegeNET support:

[https://www.applyweb.com/public/input?s=helprec&p=1&HELP\\_APP\\_CODE=NAUGLOR](https://www.applyweb.com/public/input?s=helprec&p=1&HELP_APP_CODE=NAUGLOR)

Thank you!



22-23  
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With Grade

Mr. N V Subbarao  
M.E., (Ph.D)  
Associate Professor & HOD,  
Department of Civil Engineering,  
Mobile: +91 9010816278,  
Email: hod@mictech.ac.in

### LETTER OF RECOMMENDATION

I am writing this letter in support of Mr. Velaga Raja Gopal, a Civil Engineering student at our college. During the 3-1, 3-2, and 4-1 semesters, he learned aspects of the Engineering Geology, Environmental Engineering - I, and Environmental Engineering - II, under my supervision and assistance. I have known him for a few years and find him to be a dedicated and hardworking student.

He is an exceptional student who achieves high grades as a consequence of his hard effort. He approached me on several occasions, attempting to understand every small detail of various design concepts. His motivation stood out among his peers because of his inquisitive intellect and pragmatic thinking.

Observing him up close, he is an intelligent and hard working student with a genuine desire to study. This inclination stems from his curious bent of mind and a nature for questioning. When addressed by fellow students, he has the capacity to communicate his self clearly which considerably boosts his expressiveness in resolving doubts. His intense enthusiasm, perseverance and intellectual curiosity motivate him to become completely interested in and excel at his work.

Apart from academics, Mr. Velaga Raja Gopal participated passionately in the department's many co-curricular activities and also played an active role in national service scheme. Every year I see a few students who are extremely enthusiastic about their work and he is undoubtedly one of them.

In my unbiased opinion, he has a rich blend of discipline, diligence required for a person who desires a career in graduate program. I recommend him to the masters program at your esteemed university with possible assistantship.

N V SUBBARAO

Associate Professor & HOD  
Department of Civil Engineering  
Dwaraka Venkateswara & Dr. Siva Sekhar

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Kanchikacherla, N.T.R. Dt.  
Andhra Pradesh, India – Pin: 521180



HOD Civil &lt;hodce@mictech.ac.in&gt;

**Please submit your recommendation**

1 message

**Northern Arizona University <help@applyweb.com>**  
To: hodce@mictech.ac.in

Thu, Feb 9, 2023 at 3:35 PM

Dear Subba Rao,

Tarun Teja Papolu has requested that you submit a recommendation form on their behalf.

Note: This applicant has waived the right to view your recommendation.

Please go to the following web address to access the recommendation system. Returning users will be greeted by their name and asked to log in to their account. New users will be prompted to create an account by choosing a password before proceeding to the recommendation form.

<http://www.applyweb.com/lor?token=vLKColgEfPlccSPgLpbztoZoeD2E8UqpR1675937038>

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[https://www.applyweb.com/public/input?s=helprec&p=1&HELP\\_APP\\_CODE=NAUGLOR](https://www.applyweb.com/public/input?s=helprec&p=1&HELP_APP_CODE=NAUGLOR)

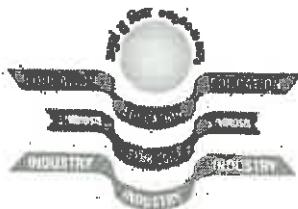
Thank you!

22-23

(1) VEL



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E mail: office@mictech.ac.in, Website: www.mictech.edu.in



Monday, August 30, 2022

Mr. N V Subba Rao M.E., (Ph.D)

Associate Professor & HOD

Department of Civil Engineering

Mobile: +91 9010818278

Email: [hodce@mictech.ac.in](mailto:hodce@mictech.ac.in)

## LETTER OF RECOMMENDATION

In my capacity as head of department of civil engineering, DVR & Dr. HS MIC College of Technology, kanchikacherla. I have known PAPOLU TARUNTEJA for the past three years. I taught him Wastewater Management, Environmental Engineering-II and Estimation, Specifications & Contracts in the sixth, seventh and eighth semester respectively.

During my association with TARUNTEJA PAPOLU, I found him to be promising and dedicated student with an analytical bent of mind. As Professor, I work with many students who have substantial knowledge of their students. Each year I notice that only a few outstanding students offer a unique perspective and make an earnest effort to embrace and carry forward what they have learnt in college. He is undoubtedly among them. He has been among the brightest student in class and has exhibited considerable interest in "Environmental Engineering" and "Estimation, specifications and contracts". He frequently discussed with me the interesting details related to the same. During these interactions with him I was happy to see that he had a good grasp in these subjects. I am sure he would make a successful life through his consistent hard work and determination.

In addition to his impressive academic performance, a special reference has to be made about his excellent communication skills as well. He can remain calm and composed even during extremely high-pressure situations. Even when most of the other students would get nervous when the exams would approach he was rarely seen getting into panic mode. He is a confident young man and very focused about his goals in life. He is also an excellent team player, a quality that came during the projects that were required to be completed as a group activity. He has a pleasing personality and shared an excellent rapport within his peer group, seniors and teachers. I am quite sure that he will achieve success in any academic pursuit he undertakes.

Therefore, I feel extremely happy to recommend for the well-recognized masters- program at your university. I wish him good luck for all his future endeavours.

N V SUBBARAO

Associate Professor & HOD

Associate Professor & Head  
Department of Civil Engineering  
Devineni Venkata Ramaiah & Dr. Hima Sekhar  
MIC College of Technology  
Kanchikacherla-521 180,  
Krishna District, A.P. INDIA.

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**Please submit your recommendation**

1 message

**Northern Arizona University <help@applyweb.com>**  
To: hodce@mictech.ac.in

Wed, Sep 13, 2023 at 5:30 PM

Dear Subbarao,

Alekhya Bhavani Gowri Vemula has requested that you submit a recommendation form on their behalf.

Note: This applicant has waived the right to view your recommendation.

Please go to the following web address to access the recommendation system. Returning users will be greeted by their name and asked to log in to their account. New users will be prompted to create an account by choosing a password before proceeding to the recommendation form.

<http://www.applyweb.com/lor?token=fjyg3o59mTzgJWHZTtmWR2HW9oK2gSEuB1694606251>

If you experience technical difficulty with the recommendation form, please follow this link to check the frequently asked questions or contact CollegeNET support:

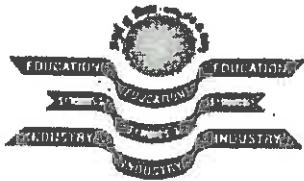
[https://www.applyweb.com/public/input?s=helprec&p=1&HELP\\_APP\\_CODE=NAUGLOR](https://www.applyweb.com/public/input?s=helprec&p=1&HELP_APP_CODE=NAUGLOR)

Thank you!



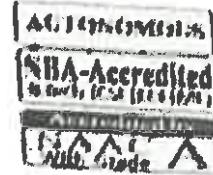
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Mr. N V Subbarao M.E., (Ph.D)  
Associate Professor & HOD  
Department of Civil Engineering  
Mobile: +91 9010818278  
Email: [hodce@mictech.ac.in](mailto:hodce@mictech.ac.in)

## LETTER OF RECOMMENDATION

I deem it a pleasure to introduce Ms. VEMULA ALEKHYA BHAVANI GOWRI Who has been my under graduate student in the department of Civil Engineering. I have taught her ENVIRONMENTAL ENGINEERING. I had observed her at very close quarters and these observations brought me a clear picture about her.

I found her sincere and bright student with a strong desire to pursue perspective carrier in the field of Civil Engineering, her ability to interact with people has always impressed me, and she had attended to classes regularly. Although my subjects require understanding skills, she was able to cope up with the subject with her ability to work hard and problem solving skills. She was good at analyzing difficult situations and derives logical solution. Her academics were quite impressive. Apart from her academics she was very good at communication and organizational skills. I found her very active at organizing and participating in various activities in and out of the department. In my interaction with her I was impressed at her sense of commitment and hard work.

Her command over English is fairly comfortable and quite impressive, which I observed when she was handling different seminars conducted at our college. She was a student who is always enthusiastic and eager to know new information from me.

She quest for knowledge and perseverance for excellence ideally qualify her for any Masters course. I recommend and I am confident that she will continue to be a promising, competitive, sincere and an ideal student for her Masters at your university.

N V SUBBARAO  
Associate Professor & HOD

Associate Professor & Head  
Department: Civil Engineering  
Designated Venkateswara & Dr. K. R. Sekhar  
MIC College of Technology  
Kanchikacherla - 521 180,  
Krishna District, A.P., INDIA.

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22-23  
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**Gmail**

Compose

Inbox 2,884

Starred Snoozed Sent Drafts 55 More

Labels T & P 24

X Thank you recommendation

The Graduate School at UMBC Gadschool@umbc.edu via collegegenie.com

to me

Wed, Feb 1, 2023, 11:58 AM

Dear Dr. P Pradeep,

Thank you for submitting an online recommendation form for Purva Chandra Reddy Dhanireddy.

If you have any questions regarding this recommendation form, you may contact the University of Maryland, Baltimore County - Graduate School Admissions Office at [GradSchool@umbc.edu](mailto:GradSchool@umbc.edu) or call 410-455-2537.

Technical questions can be addressed to <http://apniweb.umbc.edu>. Please include your order-id, UMBGREGC\_84995322\_20230131222646, with any questions or comments.

Sincerely,

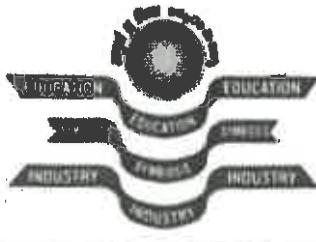
The Graduate School at UMBC

Reply Forward

83 of many

22-23  
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*WJ*  
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**Andhra Pradesh, India – Pin: 521180**



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Phone: 08678 - 274548, 273621, Fax: 08678 - 273469.

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A rectangular logo with a black border. Inside, the words "Accredited by" are written in a white sans-serif font at the top. Below it, "NAAC" is prominently displayed in large, bold, black letters. Underneath "NAAC", the words "with Grade" are written in a smaller, black, sans-serif font. To the right of "NAAC", there is a large, stylized letter "A" composed of several small, thin black lines forming a grid-like pattern.

**Dr. P. Pradeep** Ph.D,  
**Professor & Head of the Department,**  
**Department of Electrical & Electronics Engineering,**  
**E-Mail: hodeee@mictech.ac.in**  
**Ph. No: +91 9966433440**

## **LETTER OF RECOMMENDATION**

As the Head of the Department of Electrical & Electronics Engineering, it gives me great pleasure to write this recommendation letter for Mr. DHANIREDDY PURNA CHANDRA REDDY. I have taught him the subject Electrical Measurements. I have known him well for the past four years as my student. I had the opportunity to observe and appreciate his academic caliber, as well as the versatility of his personality.

**Mr. DHANIREDDY PURNA CHANDRA REDDY** has shown interest in subject's right from the beginning. He has distinguished himself as one of the best students in the class. He is an energetic and diligent class participant and brings together an Engineer's analytical approach, which he applies efficiently to problem-solving. He is always committed, industrious and sincere towards work.

He has involved himself in numerous organizations both on campus and outside. As a believer in social justice, he has been actively engaged in community activities. His diligence and his deep insight into the technical base inspired me. His evenness of performance and self-confidence confirms his ability to be a highly productive person.

I strongly believe his sound knowledge of fundamentals, a truly remarkable ability to apply theory to practical situations, and a high motivation to keep abreast with the latest information in his field of study which will help him in the field he is pursuing. His behavior with the teacher and reverential attitude towards elders is admirable.

In a nutshell, Mr. DHANIREDDY PURNA CHANDRA REDDY is a multifaceted person with a zeal for academics, cultural and extra-curricular activities. With all these achievements under his belt and considering his strong foundation, I feel that he will excel in research in his future endeavors. So, I strongly recommend him for admission to the graduate program with financial assistance.

D. P.Pradeep

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Inbox 113

Starred

Snoozed

Sent

Drafts

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Labels

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**Recommendation Letter Link**

Taylor, Margie <margietaylor1@okstate.edu>  
to me

Hello,

Below is the link you will need to complete a letter of recommendation for prospective student Anand Sriram Chaitanya Dasam:

[Recommendation Letter Link](#)

Thank you for your kind assistance in this matter.

Best regards,

Margie Taylor  
Enrollment Operations Specialist  
Oklahoma City University  
mtaylor1@okstate.edu

**Done.** **Got it.** **It is done.**

Active

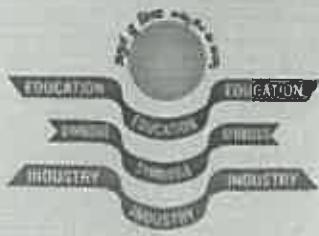
1 of 3

Tue, Mar 14, 2023, 7:09 PM

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**Andhra Pradesh, India – Pin: 521180**

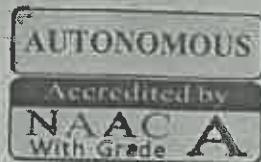
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E mail: office@mictech.ac.in, Website: www.mictech.edu.in



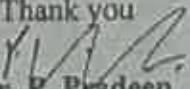
**Dr. P. Pradeep, M.Tech., Ph.D.,  
Associate Professor and Head of the Department,  
Department of Electrical & Electronics Engineering,  
DVR & Dr. HS MIC College of Technology,  
Kanchikacherla,  
Email: Pradeep@mictech.ac.in  
Phone: 9966433440**

## LETTER OF RECOMMENDATION

It is indeed a great pleasure in vouching Mr. ANAND SRIRAM CHAITANYA DASAM, a cheerful and prompt student of mine for three years during his graduation which I had an opportunity to judge his capabilities and integrity personally as well as academically.

Apart from studies and projects, Mr. ANAND took an active part in many extra-curricular activities. He is indeed a very creative learner and his leadership skills have been brought to the fore on several occasions. He has an ability to organize and express his ideas clearly in English both orally and in writing. His dynamic organizational involvement in various activities of both international and national co-curricular activities organized by DVR & Dr. HS MIC College of Technology, Kanchikacherla, stands a worthy testimony for his leadership skills.

Bearing his impressive calibre in mind I strongly place him among the top 5% of the students associated with me in recent years. He is sincere and detailed in his approach with positive attitude and willingness to delve deep into the subjects, he will reach great heights in his career and I believe he will be an extremely valuable addition to your university and the department. His dedication towards higher studies, the quest for knowledge and his intellectual abilities leads me to strongly recommend Mr. ANAND SRIRAM CHAITANYA DASAM to the graduate program in your esteemed university with possible financial aid.

Thank you  
  
Dr. P. Pradeep

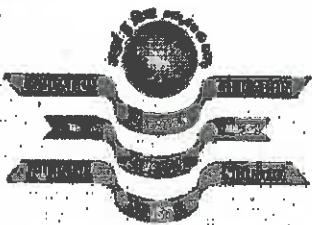
PRINCIPAL  
DVR & Dr. HS MIC College of Technology, Head of the Department  
Kanchikacherla, N.T.R. Dt. Electrical & Electronics Engineering  
Andhra Pradesh, India – Pin: 521180  
DVR & Dr. HS MIC College of Technology  
Kanchikacherla – 521180, N.T.R. Dist, Andhra Pradesh, India – 521180

29/24, 1:13 PM

Lakshmi Srinivas Nare Recommendation Received - pradeep@mictech.ac.in - DVR & Dr H S MIC College of Technology Mail



PRINCIPAL  
DVR & Dr. HS MIC College of Technology,  
Kanchikacherla, N.T.R. Dr.  
Andhra Pradesh, India – Pin: 521180



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**Dr.P.Pradeep, Ph.D.**

**Associate Professor,**

**Department of Electrical and Electronic Engineering,**

**DVR & Dr.HS MIC College of Technology**

**Mobile No: 9966433440**

**Email: pradeep@mictech.ac.in**

**LETTER OF RECOMMENDATION**

In my capacity as an Associate Professor, I am writing this letter of recommendation to Mr.N.LakshmiSrinivas for his Masters Studies at your coveted University. The main quality that bound me is his ability to apply theoretical knowledge practically. I witnessed this fact when I got a chance to interact with him during the POWER SYSTEMS in his third year. During this course, I also noticed that his observatory and nexus skills in lecture and lab sessions were top notch.

He is very much liked and respected by his peers and professors as well. His soft skills are of high quality which helps him present his point of view with an ease. He has an open mind and is willing to put in extra efforts to update himself on the latest technologies in his field. During his course time, apart from developing his academics, he has strived for his overall personal development and has prepared himself for any obstacles that he might encounter in the future.

I have the most profound individual and expert regard for him and earnestly trust that Mr. N.LakshmiSrinivas will bring her intriguing imperativeness, good faith, energy and eager imagination to your group and University all in all. Thus, he has my endorsement and I strongly recommend her for admission into her desired course at your University and also wish her the best for the future.

Academically yours,

(Dr.P.Pradeep)

Head of the Department  
Electrical & Electronics Engineering  
DVR & Dr. HS MIC College of Technology  
Kanchikacherla-521180, Krishna Dist, A.P.

  
**PRINCIPAL**

**DVR & Dr. HS MIC College of Technology**  
Kanchikacherla, N.T.R. Dt.  
Andhra Pradesh, India - Pin: 521180

Compose

Inbox

Started

Snoozed

Sent

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More

Labels

T & P

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Q Thank you recommendation

**Thank You for Submitting an Online Recommendation Form**

The Graduate School at UMBC GradSchool@umbc.edu via collegemail.com to me

Sat, Oct 1, 2022, 10:43 AM

Dear Dr. P Pradeep,

Thank you for submitting an online recommendation form for RUSHITHA VADAPATLA.

If you have any questions regarding this recommendation form, you may contact the University of Maryland, Baltimore County - Graduate School Admissions Office at [GradSchool@umbc.edu](mailto:GradSchool@umbc.edu) or call 410-455-2537.

Technical questions can be addressed to [help@andheresb.com](mailto:help@andheresb.com). Please include your order-id, UMBCGREGC\_84985322\_20220930221152, with any questions or comments.

Sincerely,

The Graduate School at UMBC

Reply

Forward

X

Active

①

②

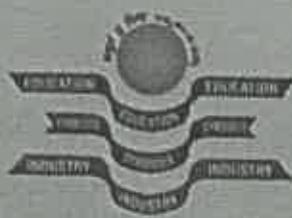
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132 of many



**PRINCIPAL**  
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**Kanchikachela, N.T.R. Dr.**  
**Andhra Pradesh, India - Pin: 521100**



DVR & Dr. HS  
**MIC College of Technology**

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Kanchikacherla - 521180, N.T.R.Dist, A.P. India.  
Phone: 08678 - 273535 / 94914 57799 / 71826 / 6824  
Email: office@mictech.ac.in, Website: www.mictech.edu.in

AUTONOMOUS

NBA-Accredited  
B.Tech (CSE|ECE|ME)

NAAC  
With Grade A

**Dr. P.Pradeep, Ph.D.**  
**Associate Professor,**  
**Department of Electrical and Electronic Engineering,**  
**DVR & Dr. HS Mic College of Technology**  
Mobile No: 9966433440  
Email: hodeee@mictech.ac.in

**LETTER OF RECOMMENDATION**

In my capacity as an Associate Professor, I am writing this letter of recommendation to Ms. V.RUSHITHA for her Masters Studies at your coveted University. The main quality that bound me is her ability to apply theoretical knowledge practically. I witnessed this fact when I got a chance to interact with her during the **POWER SYSTEMS** in her third year. During this course, I also noticed that her observatory and nexus skills in lecture and lab sessions were top-notch.

She is very much liked and respected by her peers and professors as well. Her soft skills are of high quality which helps her present her point of view with an ease. She has an open mind and is willing to put in extra efforts to update herself on the latest technologies in her field. During her course time, apart from developing her academics, she has strived for her overall personal development and has prepared herself for any obstacles that she might encounter in the future.

I have the most profound individual and expert regard for her and earnestly trust that Ms. V.RUSHITHA will bring her intriguing imperativeness, good faith, energy and eager imagination to your group and University all in all. Thus, she has my endorsement and I strongly recommend her for admission into her desired course at your University and also wish her the best for the future.

Academically yours,

(Dr. P. Pradeep)

Head of the Department

**PRINCIPAL**  
**DVR & Dr. HS MIC College of Technology**  
Electrical & Electronics Engineering  
Kanchikacherla, N.T.R. Dist., Kanchikacherla - 521180, Andhra Pradesh, India - Pin: 521180

**Gmail**

Compose

Inbox 2,883

Starred

Snoozed

Sent

Drafts 55

More

Labels

T & P 24

87 of many

**Q Thank you recommendation**

**Thank you for submitting a recommendation to CSU**

External

Inbox x

Fri, Jan 20, 2023, 10:11 AM

Colorado State University Graduate Admissions gradadmissions@colostate.edu via technotutorials.net  
to me

**COLORADO STATE UNIVERSITY | GRADUATE ADMISSIONS**

Dear Mr. Panthagani,

Thank you for your submitting a recommendation for Karthik Battiprolu.

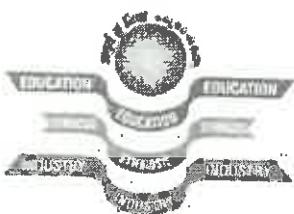
Colorado State is committed to a comprehensive application review process designed to create a community with diverse perspectives, strengths, and ambitions. The comments you provided about Karthik's character qualities, accomplishments, and potential will be valuable as we make our decision.



**PRINCIPAL**  
**DVR & Dr. HS MIC College of Technology**  
Kanchikachela, N.T.R. Dr.  
Andhra Pradesh, India – Pin: 521180

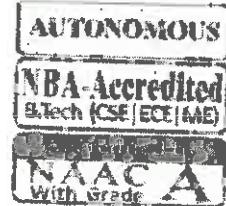
22 - 23

666



# DVR & Dr. HS MIC College of Technology

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Approved by AICTE & Permanently Affiliated to JNTU K. Kakimada  
Kanchikacherla - 521180, NTR Dist, A.P. India.  
Phone: 08678 - 273534 / 94914 57799 / 73826 16824  
E-mail: office@mictech.ac.in, Website: www.mictech.edu.in



**Dr. P PRADEEP, Ph. D.**  
HOD & Associate Professor  
Department of Electrical and Electronics Engineering,  
DVR & Dr. HS MIC College of Technology,  
Phone: +91 9966433440  
Email: hodeee@mictech.ac.in

## LETTER OF RECOMMENDATION

**Mr. BATTIPROLU KARTHIK** is known to me for the past three years. He has a good character and his conduct has been exemplary. He has excellent communication skills. I taught him Power Systems & Control during which I observed him personally and his level of understanding was good. His performance at DVR & Dr. HS MIC College of Technology is good.

**Mr. BATTIPROLU KARTHIK** is a good student with a high degree of motivations. He has great potential and he is balanced in his decision making. He has participated in co-curricular and technical events held during his under graduation. He maintains good balance between academics and extra-curricular activities. He can complete tasks successfully, either in his own individual capacity or as a teammember.

Being the HOD, guide and mentor of Mr. BATTIPROLU KARTHIK, I had simultaneously handled and Mini Project and Major Project Labs. Under my guidance, He had developed a project on "Vehicle to Grid Technology in a Micro Grid using Fast Charging Architecture" for the use of ultra-capacitors in wireless charging systems can supports the fast charging and discharging need of electrical vehicles which was rated as one of our best projects from the department. He has clearly demonstrated his practical application skills along with theoretical knowledge.

He is also very committed towards any cause that he takes up, and never shirks from accepting responsibility, having done numerous assignments, leaving absolutely no scope for complaint. Therefore he extended his project work from practical application to journal publication.

It is with this same confidence that I recommend him to your prestigious university. I fervently hope that with him confidence, determination and adroitness, he will continue to be a paragon of excellence and bring laurels to your institution. I wish him a prosperous career ahead.

Head of the Department  
Dept. of Electrical & Electronics Engg.  
DVR & Dr. HS MIC College of Technology  
Kanchikacherla, Krishna Dt  
Andhra Pradesh, India - Pin: 521180

**PRINCIPAL**  
**DVR & Dr. HS MIC College of Technology**  
Kanchikacherla, N.T.R. Dt.  
Andhra Pradesh, India - Pin: 521180

22-23  
66

**Fwd: Recommendation Request from Sandeep Gummadi for Governors State University**

1 message

**Ranjit Kumar Remalle** <ranjikumar@mictech.ac.in>  
To: vinodaranjith@gmail.com

Tue, Jan 17, 2023 at 1:41 PM

----- Forwarded message -----

**From:** Governors State University <admission@govst.edu>  
**Date:** Fri, 23 Dec, 2022, 11:01 am  
**Subject:** Recommendation Request from Sandeep Gummadi for Governors State University  
**To:** <ranjikumar@mictech.ac.in>**Dear Mr. R:**

Sandeep Gummadi has requested that you write a letter of recommendation to Governors State University on their behalf. In an effort to make this process as easy as possible for you, we offer the ability to complete your recommendation online through our secure website. To submit your recommendation, please use the link below. This link is unique to this recommendation and should not be shared or forwarded.

**Submit Recommendation****Thank you for your time and consideration.****Governors State University**22-23  
ME

PRINCIPAL  
DVR & Dr. HS MIC College of Technology  
Kanchikacherla, N.T.R. Dt.  
Andhra Pradesh, India - Pin: 521180



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**MIC College of Technology**

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Approved by AICTE & Permanently Affiliated to JNTUK, Kakinada  
Kanchikacherla - 521180, N.T.R. Dist, A.P. India.  
Phone: 08673 - 273315 / 24914 / 7793 / 71824 / 16824  
E-mail: office@mictech.ac.in Web site: www.mictech.ac.in



**Mr. R.Ranjith Kumar**

Associate Professor,

Department of Mechanical Engineering,

Mail : [yinodaranjith@gmail.com](mailto:yinodaranjith@gmail.com).

**Letter of recommendation**

Mr.SANDEEP GUMMADI has been my student for the past three years. I have handled MECHANICS OF SOLIDS & THEORY OF MACHINERY. He is an intelligent and diligent student excelling in both academic work and co-curricular activities.

Mr.SANDEEP GUMMADI is an extremely self-motivated student with sharp intellect. His enthusiasm in problem-solving and the ability to analyze ideas are peerless. Besides his regular course work, he has participated in various symposiums and technical seminars.

Mr.SANDEEP GUMMADI is studious and very strong in his fundamentals. He has excellent command over English and apart-from being studious in his academic work, he is an enthusiastic participant in technical quizzes. He has an ability to rapidly grasp and perceive new concepts.

Mr.SANDEEP GUMMADI research orientation and strong inclination towards his field of interest will help him make significant contributions to his field. A good wholesome personality coupled with leadership qualities will make him an asset to any team he may work with. His aplomb and alacrity wonderfully blended with suitableness will be a great source of motivation for the members of the team he is in.

In view of the above qualities, I strongly recommend Mr.SANDEEP GUMMADI for admission in your university for the graduate program with full financial assistance.

Sincerely,



(Mr. R. Ranjith Kumar)

Associate Professor  
Mechanical Engineering Dept,  
DVR & Dr HS. MIC College of Technology  
Kanchikacherla, A.P.



PRINCIPAL

DVR & Dr. HS MIC College of Technology  
Kanchikacherla, N.T.R. Dt.  
Andhra Pradesh, India - Pin: 521180

## Recommendation Request from Kartheek Gouthakatla for Lawrence Technological University

1 message

Lawrence Technological University <admissions@ltu.edu>  
To: vinodaranjith@gmail.com

Wed, Jan 31, 2024 at 4:28 PM

Dear Mr. R:

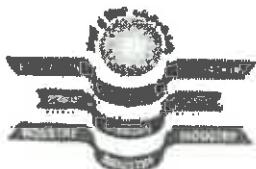
Kartheek Gouthakatla has requested that you write a letter of recommendation to Lawrence Technological University on their behalf. In an effort to make this process as easy as possible for you, we offer the ability to complete your recommendation online through our secure website. To submit your recommendation, please use the link below. This link is unique to this recommendation and should not be shared or forwarded.

[Submit Recommendation](#)

Thank you for your time and consideration.

Lawrence Technological University





DVR & Dr. HS  
**MIC College of Technology**

ISO 9001:2015 Certified Institute  
(Approved by AICTE & Permanently Affiliated to JNTUA, Kakinada)  
Kanchikacherla - 521180, N.T.R. Dist. A.P., India.  
Phones: 08678 - 273536 / 94913 57597 / 72836 JK924  
E-mail: office@mictech.in, Website: www.mictech.in



**Mr. R.Ranjith Kumar**

Associate Professor,

Department of Mechanical Engineering,

Mail : [vinodaranjith@gmail.com](mailto:vinodaranjith@gmail.com).

**Letter of recommendation**

**Mr. Kartheek Gouthakatla** has been my student for the past three years. I have handled **MECHANICS OF SOLIDS & THEORY OF MACHINERY**. He is an intelligent and diligent student excelling in both academic work and co-curricular activities.

**Mr. Kartheek Gouthakatla** is an extremely self-motivated student with sharp intellect. His enthusiasm in problem-solving and the ability to analyze ideas are peerless. Besides his regular course work, he has participated in various symposiums and technical seminars.

**Mr. Kartheek Gouthakatla** is studious and very strong in his fundamentals. He has excellent command over English and apart-from being studious in his academic work, he is an enthusiastic participant in technical quizzes. He has an ability to rapidly grasp and perceive new concepts.

**Mr. Kartheek Gouthakatla** research orientation and strong inclination towards his field of interest will help him make significant contributions to his field. A good wholesome personality coupled with leadership qualities will make him an asset to any team he may work with. His aplomb and alacrity wonderfully blended with suitableness will be a great source of motivation for the members of the team he is in.

In view of the above qualities, I strongly recommend **Mr. Kartheek Gouthakatla** for admission in your university for the graduate program with full financial assistance.

Sincerely,



(Mr. R. Ranjith Kumar)

Associate Professor  
Mechanical Engineering Dept.  
DVR & Dr HS. MIC College of Technology  
Kanchikacherla, A.P.



PRINCIPAL  
DVR & Dr. HS MIC College of Technology  
Kanchikacherla, N.T.R. Dt.  
Andhra Pradesh, India – Pin: 521180

**Lewis University Graduate Admission**

1 message

**Lewis University Office of Graduate Admission <grad@lewisu.edu>**  
To: vinodaranjith@gmail.com

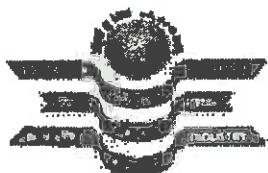
Tue, Oct 3, 2023 at 3:14 PM

**Dear Mr. R:**

We have successfully received your letter of recommendation for Asmatullah Shaik to Lewis University Graduate Admission . Thank you for your time and consideration.

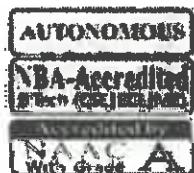
**Lewis University Graduate Admission**

22/10/23  
ME



DVR & Dr. HS  
**MIC College of Technology**

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Phone: 08678 - 273330 / 989914 57799 / 73834 16024  
Email: office@mictech.ac.in Website: www.mictech.edu.in



**Mr. R.Ranjith Kumar (PhD)**

Associate Professor,

Department of Mechanical Engineering,

Mail : [yinodaranjith@gmail.com](mailto:yinodaranjith@gmail.com).

**Letter of recommendation**

It gladdens me to write this letter of recommendation for Mr.Asmatullah Shaik , whom I have known for the last three years, both as part of the classes that I have taught and witnessing his zeal and enthusiasm with which he has remained a committed all round student.

Mr.Asmatullah Shaik has been under my tutelage for Machine Design and Finite Element Method. He is an intensely focused student who is well read and prepared for class discussions. He has an analytical bend of mind that he uses well in comprehending complex homework on his own. He has the ability to analyse subject's application and experiments towards implementing his learning to find solutions, ability I find to mark his potential for further research and graduate studies. Ability to concentrate is his biggest advantage, which he puts to use when made to work on his own in the lab, yet his excellent communication skills enables him to work well in teams alike.

In addition he has a natural talent to engage and get along with people in the most charming manner. He has a caring and responsive temperament and is also extremely patient and understanding. These attributes I believe he has been instrumental in him holding leadership position, be part of organizing committees of student events, clubs and volunteer work with aplomb.

I've taught exceptional students in the so many years of my teaching career, many who have gone on to study at prestigious universities globally. While Mr.Asmatullah Shaik's percentage and relative department rank exhibits his real calibre, he surely is one who has a quest for learning and has a self-motivation to achieve. Without hesitation, Mr.Asmatullah Shaik will prove to be a successful and recommend him highly to the graduate school at your university.

Wishing him a bright future ahead.

Sincerely,

  
(Mr. R. Ranjith Kumar)

Associate Professor  
Mechanical Engineering Dept.  
D.V.R.& Dr.HS MIC College of Technology  
Kanchikacherla, A.P.

  
PRINCIPAL

DVR & Dr. HS MIC College of Technology  
Kanchikacherla, N.T.R. Dt.  
Andhra Pradesh, India – Pin: 521180

## Recommendation Request from Vamsi Karla for Missouri University of Science and Technology

1 message

Office of Graduate Admissions at Missouri S&T <stgrad@mst.edu>

Reply-To: stgrad@mst.edu

To: vinodaranjith@gmail.com

Fri, May 26, 2023 at 12:32 PM

**Dear Mr. R,**

Vamsi Karla recently submitted an application for admission to Missouri University of Science and Technology and has requested that you write a letter of recommendation. To make this process as easy as possible, you may complete your recommendation online through our secure website.

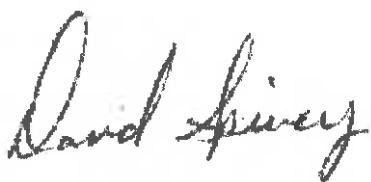
To submit your recommendation, please use the link below. This link is unique to this recommendation and should not be shared or forwarded.

Recommendation Link: <https://connect.mst.edu/refer/?0994957865929294>

Thank you for your time.

Please let us know if you have any questions.

Sincerely,



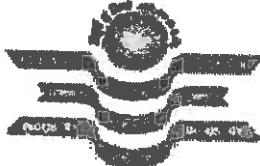
David Spivey  
Director of Graduate and International Admissions

Connect with us

Take a virtual tour

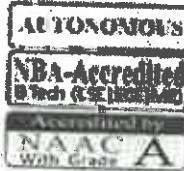
  
PRINCIPAL  
DVR & Dr. HS MIC College of Technology  
Kanchikacherla, N.T.R. Dt.  
Andhra Pradesh, India – Pin: 521180

22-23  
ME



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Kanchikacherla - 521180, N.T.R Dist. A.P. India.  
Phone: 08670 - 273335 / 94914 57749 / 73626 16624  
E-mail: office@mictech.ac.in, Website: www.mictech.edu.in



**Mr. R.Ranjith Kumar**

Associate Professor,

Department of Mechanical Engineering,

Mail : [vinodaranjith@gmail.com](mailto:vinodaranjith@gmail.com).

**Letter of recommendation**

It gladdens me to write this letter of recommendation for Mr. Vamsi Karla , whom I have known for the last three years, both as part of the classes that I have taught and witnessing his zeal and enthusiasm with which he has remained a committed all round student.

Mr. Vamsi Karla has been under my tutelage for Machine Design and Finite Element Method. He is an intensely focused student who is well read and prepared for class discussions. He has an analytical bend of mind that he uses well in comprehending complex homework on his own. He has the ability to analyse subject's application and experiments towards implementing his learning to find solutions, ability I find to mark his potential for further research and graduate studies. Ability to concentrate is his biggest advantage, which he puts to use when made to work on his own in the lab, yet his excellent communication skills enables him to work well in teams alike.

In addition he has a natural talent to engage and get along with people in the most charming manner. He has a caring and responsive temperament and is also extremely patient and understanding. These attributes I believe he has been instrumental in him holding leadership position, be part of organizing committees of student events, clubs and volunteer work with aplomb.

I've taught exceptional students in the so many years of my teaching career, many who have gone on to study at prestigious universities globally. While Mr. Vamsi Karla's percentage and relative department rank exhibits his real calibre, he surely is one who has a quest for learning and has a self-motivation to achieve. Without hesitation, Mr. Vamsi Karla will prove to be a successful and recommend him highly to the graduate school at your university.

Wishing him a bright future ahead.

Sincerely,

(Mr. R. Ranjith Kumar)

Associate Professor  
Mechanical Engineering Dept.,  
D.V.R. & Dr.H.S. MIC College of Technology  
Kanchikacherla, A.P.

PRINCIPAL  
DVR & Dr. HS MIC College of Technology  
Kanchikacherla, N.T.R. Dt.  
Andhra Pradesh, India – Pin: 521180

## Recommendation Request from Srimahesh Pullagura for Purdue University Graduate School

1 message

Purdue University Graduate School <gradinfo@purdue.edu>

Reply-To: gradinfo@purdue.edu

To: vlhodaranjith@gmail.com

Wed, May 17, 2023 at 1:47 PM



Dear Mr. R:

Srimahesh Pullagura has requested that you write a letter of recommendation to Purdue University Graduate School on his/her behalf. In an effort to make this process as easy as possible for you, we offer the ability to complete your recommendation online through our secure website. To submit your recommendation, please use the link below. This link is unique to this recommendation and should not be shared or forwarded.

Google Chrome is recommended for best results.

Submit Recommendation: <https://gradapply.purdue.edu/refer/?2629945618521415>

Thank you for your time and consideration.

Purdue University Graduate School

  
PRINCIPAL  
DVR & Dr. HS MIC College of Technology  
Kanchikacherla, N.T.R. Dt.  
Andhra Pradesh, India – Pin: 521180

22-23  
ME



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Kanchikacherla - 521181, N.T.R.Dt., A.P., India  
Phone: 08678-223535 / 94914 57799 / 73826 16324  
Email: office@mictech.edu.in, Website: www.mictech.edu.in



**Mr. R.Ranjith Kumar**

Associate Professor,

Department of Mechanical Engineering,

Mail : [yinodaranjith@gmail.com](mailto:yinodaranjith@gmail.com).

Letter of recommendation

**Mr. Sri Mahesh Pullagura** has been my student for the past three years. I have handled **MECHANICS OF SOLIDS & THEORY OF MACHINERY**. He is an intelligent and diligent student excelling in both academic work and co-curricular activities.

**Mr. Sri Mahesh Pullagura** is an extremely self-motivated student with sharp intellect. His enthusiasm in problem-solving and the ability to analyze ideas are peerless. Besides his regular course work, he has participated in various symposiums and technical seminars.

**Mr. Sri Mahesh Pullagura** is studious and very strong in his fundamentals. He has excellent command over English and apart-from being studious in his academic work, he is an enthusiastic participant in technical quizzes. He has an ability to rapidly grasp and perceive new concepts.

**Mr. Sri Mahesh Pullagura** research orientation and strong inclination towards his field of interest will help him make significant contributions to his field. A good wholesome personality coupled with leadership qualities will make him an asset to any team he may work with. His aplomb and alacrity wonderfully blended with suitableness will be a great source of motivation for the members of the team he is in.

In view of the above qualities, I strongly recommend **Mr. Sri Mahesh Pullagura** for admission in your university for the graduate program with full financial assistance.

Sincerely,



(Mr. R. Ranjith Kumar)

Associate Professor  
Mechanical Engineering Dept.  
D.V.R. & Dr.H.S. MIC College of Technology  
Kanchikacherla, A.P.

PRINCIPAL  
**DVR & Dr. HS MIC College of Technology**  
Kanchikacherla, N.T.R. Dt.  
Andhra Pradesh, India – Pin: 521180

**Recommendation Received for Anil Kumar Koka**

1 message

**Office of Graduate Admissions <graduate@newhaven.edu>**  
To: vlnodaranjith@gmail.com

Sat, Sep 30, 2023 at 4:11 PM



# University of New Haven

## OFFICE OF GRADUATE ADMISSIONS



Greetings,

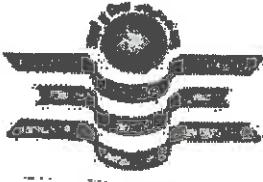
We have received your recommendation for Anil Kumar Koka for the University of New Haven. Thank you for submitting this recommendation on Anil Kumar's behalf.

Kind Regards,

**Office of Graduate Admissions**  
University of New Haven

Office of Graduate Admissions | 300 Boston Post Road | West Haven, Connecticut, U.S.A.  
[www.newhaven.edu](http://www.newhaven.edu) | [graduate@newhaven.edu](mailto:graduate@newhaven.edu) | [+1\(203\)932.7440](tel:+12039327440)

  
**DVR & Dr. HS MIC College of Technology**  
Kanchikacherla, N.T.R. Dt.  
Andhra Pradesh, India – Pin: 521180  
*22/23 AE*



DVR & Dr HS  
**MIC College of Technology**

ISO 9001:2015 Certified Institute  
Approved by AICTE & Permanently Affiliated to JNTUK, Kakinada  
Kanchikacherla - 521180, NTR Dist, A.P, India  
Phone: 08576 - 227935 / 9491421100 / 73826 10624  
Email: office@mictech.ac.in, Web: www.mictech.edu.in



**Mr. R.Ranjith Kumar**

Associate Professor,

Department of Mechanical Engineering,

Mail : [vinodaranjith@gmail.com](mailto:vinodaranjith@gmail.com).

**Letter of recommendation**

Mr. Anil Kumar Koka has been my student for the past three years. I have handled **MECHANICS OF SOLIDS & THEORY OF MACHINERY**. He is an intelligent and diligent student excelling in both academic work and co-curricular activities.

Mr. Anil Kumar Koka is an extremely self-motivated student with sharp intellect. His enthusiasm in problem-solving and the ability to analyze ideas are peerless. Besides his regular course work, he has participated in various symposiums and technical seminars.

Mr. Anil Kumar Koka is studious and very strong in his fundamentals. He has excellent command over English and apart-from being studious in his academic work, he is an enthusiastic participant in technical quizzes. He has an ability to rapidly grasp and perceive new concepts.

Mr. Anil Kumar Koka research orientation and strong inclination towards his field of interest will help him make significant contributions to his field. A good wholesome personality coupled with leadership qualities will make him an asset to any team he may work with. His aplomb and alacrity wonderfully blended with suitableness will be a great source of motivation for the members of the team he is in.

In view of the above qualities, I strongly recommend Mr. Anil Kumar Koka for admission in your university for the graduate program with full financial assistance.

Sincerely,

(Mr. R. Ranjith Kumar)

Associate Professor  
Mechanical Engineering Dept.  
D.V.R & Dr.H.S. MIC College of Technology  
Kanchikacherla, A.P

PRINCIPAL  
DVR & Dr. HS MIC College of Technology  
Kanchikacherla, N.T.R. Dt.  
Andhra Pradesh, India – Pin: 521180

**Recommendation Received for Dinesh Kumar Chinta**  
1 message

Office of Graduate Admissions <graduate@newhaven.edu>  
To: vinodaranjith@gmail.com

Mon, Aug 14, 2023 at 6:09 PM



# University of New Haven

## OFFICE OF GRADUATE ADMISSIONS



Greetings,

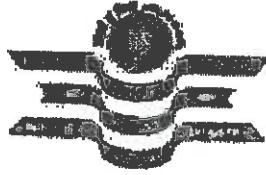
We have received your recommendation for Dinesh Kumar Chinta for the University of New Haven. Thank you for submitting this recommendation on Dinesh Kumar's behalf.

Kind Regards,

**Office of Graduate Admissions**  
**University of New Haven**

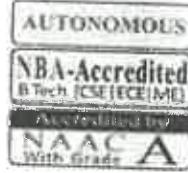
Office of Graduate Admissions | 300 Boston Post Road | West Haven, Connecticut, U.S.A.  
[www.newhaven.edu](http://www.newhaven.edu) | [graduate@newhaven.edu](mailto:graduate@newhaven.edu) | [+1\(203\)932.7440](tel:+12039327440)

  
PRINCIPAL  
DVR & Dr. HS MIC College of Technology  
Kanchikacherla, N.T.R. Dt.  
Andhra Pradesh, India – Pin: 521180  
*22-08-23 HE*



DVR & Dr. HS  
**MIC College of Technology**

ISO 9001:2015 Certified Institute  
(Approved by AICTE & Permanently Affiliated to JNTUH, Kakinada)  
Kanchikacherla - 521180, N.T.R.Dist, A.P, India  
Phones: 08678 - 224435 / 08674 57789 / 73835 16834  
E-mail: office@mictech.edu.in, Website: www.mictech.edu.in



**Mr. R.Ranjith Kumar (PhD)**

Associate Professor,

Department of Mechanical Engineering,

Mail : [vinodaranjith@gmail.com](mailto:vinodaranjith@gmail.com).

**Letter of recommendation**

**Mr. Dinesh Kumar Chinta** has been my student for the past three years. I have handled **MECHANICS OF SOLIDS & THEORY OF MACHINERY**. He is an intelligent and diligent student excelling in both academic work and co-curricular activities.

**Mr. Dinesh Kumar Chinta** is an extremely self-motivated student with sharp intellect. His enthusiasm in problem-solving and the ability to analyze ideas are peerless. Besides his regular course work, he has participated in various symposiums and technical seminars.

**Mr. Dinesh Kumar Chinta** is studious and very strong in his fundamentals. He has excellent command over English and apart-from being studious in his academic work, he is an enthusiastic participant in technical quizzes. He has an ability to rapidly grasp and perceive new concepts.

**Mr. Dinesh Kumar Chinta** research orientation and strong inclination towards his field of interest will help him make significant contributions to his field. A good wholesome personality coupled with leadership qualities will make him an asset to any team he may work with. His aplomb and alacrity wonderfully blended with suitableness will be a great source of motivation for the members of the team he is in.

In view of the above qualities, I strongly recommend Mr. Dinesh Kumar Chinta for admission in your university for the graduate program with full financial assistance.

Sincerely,

(Mr. R. Ranjith Kumar)

Associate Professor  
Mechanical Engineering Dept.  
D.V.R.& Dr.HS. MIC College of Technology  
Kanchikacherla, A.P.

PRINCIPAL  
DVR & Dr. HS MIC College of Technology  
Kanchikacherla, N.T.R. Dt.  
Andhra Pradesh, India – Pin: 521180

**REMINDER: Recommendation Request from Aravind Ram Kumar Medisetti**

1 message

Info.gradschool@ttu.edu <Info.gradschool@ttu.edu>  
Reply-To: graduate.admissions@ttu.edu  
To: vinodaranjith@gmail.com

Tue, Apr 11, 2023 at 5:53 PM



Aravind Ram Kumar Medisetti has requested a recommendation for their application to the Civil Engineering - Construction Engineering (MS) program for Fall 2023 at Texas Tech University.

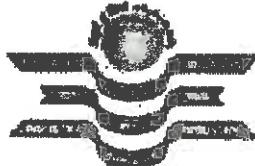
Please click here to complete this request.

Link doesn't work? Copy the following link into your browser address bar.

<https://ttugradschool.my.site.com/admissions/ApplicationRequirement?contactId=0035a0000371YoiAAE&applicationId=a0l5a00000eAJZIEA0&requirementId=a0V1H00000G1daiUAB&r=a0T1H000008QVJ0UAO&h=2.9739kCJc5K>

Thank you,

Graduate Admissions  
Texas Tech University  
graduate.admissions@ttu.edu



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Phone: 08675 - 273525 / 94914 57799 / 73826 10624  
Email: office@mictech.ac.in, WebSite: www.mictech.edu.in



**Mr. R.Ranjith Kumar**

Associate Professor,

Department of Mechanical Engineering,

Mail : [yinodaranjith@gmail.com](mailto:yinodaranjith@gmail.com).

**Letter of recommendation**

It gladdens me to write this letter of recommendation for Mr.Aravind Ram Kumar Medisetti , whom I have known for the last three years, both as part of the classes that I have taught and witnessing his zeal and enthusiasm with which he has remained a committed all round student.

Mr.Aravind Ram Kumar Medisetti has been under my tutelage for Machine Design and Finite Element Method. He is an intensely focused student who is well read and prepared for class discussions. He has an analytical bend of mind that he uses well in comprehending complex homework on his own. He has the ability to analyse subject's application and experiments towards implementing his learning to find solutions, ability I find to mark his potential for further research and graduate studies. Ability to concentrate is his biggest advantage, which he puts to use when made to work on his own in the lab, yet his excellent communication skills enables him to work well in teams alike.

In addition he has a natural talent to engage and get along with people in the most charming manner. He has a caring and responsive temperament and is also extremely patient and understanding. These attributes I believe he has been instrumental in him holding leadership position, be part of organizing committees of student events, clubs and volunteer work with aplomb.

I've taught exceptional students in the so many years of my teaching career, many who have gone on to study at prestigious universities globally. While Mr.Aravind Ram Kumar Medisetti's percentage and relative department rank exhibits his real calibre, he surely is one who has a quest for learning and has a self-motivation to achieve. Without hesitation, Mr.Aravind Ram Kumar Medisetti will prove to be a successful and recommend him highly to the graduate school at your university.

Wishing him a bright future ahead.

Sincerely,

  
(Mr. R. Ranjith Kumar)

Associate Professor  
Mechanical Engineering Dept,  
D.V.R. & Dr. HS MIC College of Technology  
Kanchikacherla, A.P.

  
**PRINCIPAL**  
**DVR & Dr. HS MIC College of Technology**  
Kanchikacherla, N.T.R. Dt.  
Andhra Pradesh, India – Pin: 521180

## Recommendation Request from Naga Venkata Sai Kumar Meka for New Jersey Institute of Technology

1 message

NJIT University Admissions <admissions@njit.edu>  
To: vinodaranjith@gmail.com

Thu, Mar 16, 2023 at 12:27 PM

Dear Mr. Ranjith Kumar:

Naga Venkata Sai Kumar Meka has requested that you write a letter of recommendation to New Jersey Institute of Technology on their behalf. In an effort to make this process as easy as possible for you, we offer the ability to complete your recommendation online through our secure website. To submit your recommendation, please use the link below. This link is unique to this recommendation and should not be shared or forwarded.

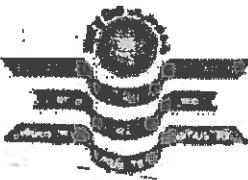
[Submit Recommendation](#)

Thank you for your time and consideration.

New Jersey Institute of Technology

  
PRINCIPAL  
DVR & Dr. HS MIC College of Technology  
Kanchikacherla, N.T.R. Dt.  
Andhra Pradesh, India – Pin: 521180

22-23  
HE



DVR & Dr HS  
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Kanchikacherla - 521180, N.T.R.Dist, A.P, India.  
Phone: 08678-274335 / 94434 57796 / 23826 16424  
e-mail: mictech@mic.ac.in Website: www.mictech.edu.in



**Mr. R.Ranjith Kumar**

Associate Professor,

Department of Mechanical Engineering,

Mail : [vinodaranjith@gmail.com](mailto:vinodaranjith@gmail.com).

**Letter of recommendation**

**Mr.NAGA VENKATA SAI KUMAR** has been my student for the past three years. I have handled **MECHANICS OF SOLIDS & THEORY OF MACHINERY**. He is an intelligent and diligent student excelling in both academic work and co-curricular activities.

**Mr.NAGA VENKATA SAI KUMAR** is an extremely self-motivated student with sharp intellect. His enthusiasm in problem-solving and the ability to analyze ideas are peerless. Besides his regular course work, he has participated in various symposiums and technical seminars.

**Mr.NAGA VENKATA SAI KUMAR** is studious and very strong in his fundamentals. He has excellent command over English and apart-from being studious in his academic work, he is an enthusiastic participant in technical quizzes. He has an ability to rapidly grasp and perceive new concepts.

**Mr.NAGA VENKATA SAI KUMAR** research orientation and strong inclination towards his field of interest will help him make significant contributions to his field. A good wholesome personality coupled with leadership qualities will make him an asset to any team he may work with. His aplomb and alacrity wonderfully blended with suitableness will be a great source of motivation for the members of the team he is in.

In view of the above qualities, I strongly recommend **Mr.NAGA VENKATA SAI KUMAR** for admission in your university for the graduate program with full financial assistance.

Sincerely,

  
(Mr. R. Ranjith Kumar)

Associate Professor  
Mechanical Engineering Dept,  
D.V.R. & Dr.H.S. MIC College of Technology  
Kanchikacherla, A.P.

  
PRINCIPAL  
**DVR & Dr HS MIC College of Technology**  
Kanchikacherla, N.T.R. Dist.  
Andhra Pradesh, India – Pin: 521180



Divya Dasari <divya@mictech.ac.in>

## Recommendation Request from Bhupathi Naidu Chintagumpala for Saint Peter's University

1 message

Saint Peter's University <gradadmit@saintpeters.edu>  
Reply-To: gradadmit@saintpeters.edu  
To: divya@mictech.ac.in

Tue, Jan 24, 2023 at 11:20 AM

Dear Ms. D,

Bhupathi Naidu Chintagumpala has requested that you write a letter of recommendation to Saint Peter's University on their behalf for the MS in Cyber Security program. In an effort to make this process as easy as possible for you, we offer the ability to complete your recommendation online through our secure website. To submit your recommendation, please use the link below. This link is unique to this recommendation and should not be shared or forwarded.

<https://admissions.saintpeters.edu/refer/?1300113677638465>

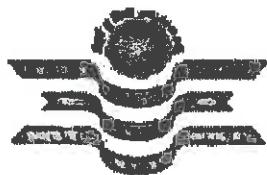
Thank you for your time and consideration.

Sincerely,

**Office of Graduate Admission**  
Saint Peter's University  
The Jesuit University of New Jersey  
2641 John F. Kennedy Boulevard  
Jersey City, New Jersey 07306  
p: (201) 761-6470  
f: (201) 435-5270

  
**PRINCIPAL**  
**DVR & Dr. HS MIC College of Technology**  
Kanchikacherla, N.T.R. Dt.  
Andhra Pradesh, India – Pin: 521180

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ME



DVR & Dr HS  
**MIC College of Technology**

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Kanchikacherla - 521180, NTR, Dist, A.P, India  
Phone: 08678 - 273535 / 94914 57799 / 73826 16824  
Email: office@mictech.ac.in, Website: www.mictech.ac.in



**Ms.D.DIVYA M.E(CAD/CAM)**

Assistant Professor

Department of Mechanical Engineering,

Email: [divya@mictech.ac.in](mailto:divya@mictech.ac.in)

Contact no:-9963836123

**Letter of Recommendation**

I take great pleasure in recommending Mr. Bhupathi Naidu Chinthagumpala for admission into your esteemed institution. I have known Mr. Bhupathi Naidu Chinthagumpala from the past three years and have been his instructor for "CAD/CAM" and found him to be a sincere, self-reliant and diligent young man with a pleasing demeanour.

Mr. Bhupathi Naidu Chinthagumpala has good subjective knowledge, which is quite evident from his performance index. He has consistently being among the top 10 of his class. During his interactions with me, he showed great insight in subject matters. He had good communication skills and expressed his ideas lucidly and impressively.

Mr. Bhupathi Naidu Chinthagumpala has a great thirst for knowledge. He had a great ability to quickly assimilate and relate it to the previously acquired knowledge. He demonstrates leadership qualities and was an active member of our student counsel. He is quite capable of undertaking research projects and I am sure that he can perform at his best as a member of a team.

Judging from the above aspects, I can confidently state that Mr. Bhupathi Naidu Chinthagumpala possesses the required zeal to prepare and has sufficient motivation and commitment. Hence, I strongly recommend his admission to your esteemed university with requisite financial aid.

Sincerely

(D.Divya)

**Assistant Professor**  
Department of Mechanical Engineering  
Devineni Venkata Ramana & Dr. Hima Sekhar  
MIC College of Technology  
KANCHIKACHERLA, A.P., INDIA-521 180

**PRINCIPAL**  
**DVR & Dr HS MIC College of Technology**  
Kanchikacherla, N.T.R. Dt.  
Andhra Pradesh, India – Pin: 521180

22-23  
Tg.- 316 ME

Ashok Vardhan G &lt;ashokvardhan@mictech.ac.in&gt;

## Recommendation Request from Jagadeesh Babu Parasa for WPI

1 message

**Worcester Polytechnic Institute <grad@wpi.edu>**  
 Reply-To: grad@wpi.edu  
 To: ashokvardhan@mictech.ac.in

Thu, Apr 27, 2023 at 5:19 PM

### WORCESTER POLYTECHNIC INSTITUTE GRADUATE PROGRAMS



Dear Mr G,

Jagadeesh Babu Parasa has requested a letter of recommendation from you to support an application for graduate study at WPI.

Program of study: Business Analytics MS

In an effort to make this process as easy as possible for you, we offer the ability to complete your recommendation online through our secure website.

To submit your recommendation, please use the link below. This link is unique to this recommendation and should not be shared or forwarded.

Submit recommendation: <https://gradapp.wpi.edu/refer/?4603590230445282>

Thank you for your time and consideration.

Graduate Programs  
 Worcester Polytechnic Institute  
 100 Institute Road  
 Worcester, MA 01609-2280  
 Ph: +1-508-831-5301

Connect with us!



  
**PRINCIPAL**  
**DVR & Dr. HS MIC College of Technology,**  
 Kanchikacherla, N.T.R. Dt.  
 Andhra Pradesh, India – Pin: 521180



DVR & Dr. HS

# MIC College of Technology

ISO 9001:2015 Certified Institute

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Kanchikacherla - 521180, NTR Dist, A.P, India.

Phone: 08678 - 273535 / 94914 57799 / 73826 16624

E-mail: office@mictech.ac.in, Website: www.mictech.edu.in

W-23  
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Accredited by  
NAAC A  
With Grade

Dr. G Ashok Vardhan  
M.A, M.Phil., Ph.D., UGC NET Qualified  
Professor of English  
Department of Basic Engineering  
Phone: +91 9703201817  
Email: ashokvardhan@mictech.ac.in

## LETTER OF RECOMMENDATION

It gives me great pleasure in recommending Mr. PARASA JAGADEESH BABU to your esteemed University. He has been associated with me for four years during which I had ample time in assessing him both academically and personally.

His performance in curricular and co-curricular activities has been commendable, I taught him the subjects ENGLISH-II & SOFT SKILLS in his curriculum. I found him to be a keen listener, hardworking and an active person in class discussions. He has shown a natural aptitude for the course. He has an in-depth knowledge of the concepts and he has displayed a rare ability in handling both theoretical and practical aspects. His ability to grasp and deliver concepts, which comes naturally to him, had enabled him to succeed in his attempts. His dedication to work and punctuality in sending assignments before time serve to underline his ambitious nature. I have found him to be a sagacious student and academically he has been among a few outstanding students who enjoy a consistent and good academic record.

He possesses an excellent proficiency in English with lucid expression of thoughts and ideas. This should make him a good prospect for teaching or research responsibilities. He has peerless inquisitiveness and enthusiasm to keep abreast with the latest development in the subject. He is a highly motivated person and can achieve anything by dint of determination. He is extremely hardworking and has accomplished a splendidly consistent academic record.

Bearing his impressive background and caliber in mind, I unequally vouch for the fact that he will be an ideal candidate for this Master's program in your esteemed University. It would certainly be a prudent decision to enlist him as a student in your department.



Academically yours,

(Dr. G. Ashok Vardhan)

PRINCIPAL  
DVR & Dr. HS MIC College of Technology  
Kanchikacherla, N.T.R. Dt.  
Andhra Pradesh, India – Pin: 521180

Compose

Inbox 580  
Starred  
Snoozed  
Sent  
Drafts 84  
More



21 ME

Recommendation Request from Sai Srikanth Sunkara for USC Upstate Inbox ×

USC Upstate Admissions <admissions@uscupstate.edu>  
to me

Wed, 30 Aug 2023, 15:53

Dear Dr. Anupama,

Sai Srikanth Sunkara has requested that you write a letter of recommendation to the University of South Carolina Upstate on their behalf. In an effort to make this process as easy as possible for you, we offer the ability to complete your recommendation online through our secure website. To submit your recommendation, please use the link below.

<https://apply.uscupstate.edu/refer/77028188105139444>

This link is unique to this recommendation and should not be shared or forwarded.



22/2

# DVR & Dr. HS MIC College of Technology

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Kanchikacherla - 521180, N.T.R. Dist, A.P. India.

Phone: 08678 - 273535 / 94914 57799 / 7326 16824

Email: office@mictech.ac.in Website: www.mictech.edu.in



Dr. A. Anupama MS.c,M.Phil,Ph.D

Professor of Mathematics

Email : [aanupama@mictech.ac.in](mailto:aanupama@mictech.ac.in)

Phone number : +91 9441825134

### LETTER OF RECOMMENDATION

It is my pleasure to recommend Mr. Sunkara Sai Srikanth who is interested in pursuing his Masters at your esteemed university. As a faculty, I have known him personally as he studied in mechanical branch under my guidance.

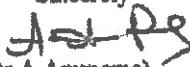
I taught him "VECTOR CALCULUS & NUMERICAL METHODS". During the course of my teaching, I have observed him to be an extremely hard working, smart working, innovative and sincere student. He has maintained a good academic record in my course. He has an ability to draw on his experiences and develop thoughtful opinions on a variety of subjects.

Sai Srikanth is a highly self-motivated student. He has immense patience to learn and implement his technical knowledge in practice. As an independent thinker, he seeks to learn more and has shown great promise by venturing beyond the scope of the subject syllabi. He keeps himself abreast with the latest developments and goes through various technical knowledge which was evident in technical discussions and interviews that I have had with him.

A student who believes in performing to the best of his ability, He Sai Srikanth will work very hard towards the fulfillment of any responsibility that he undertakes. His zest to constantly be on the learning path and his time-management abilities will surely take him a long way. I strongly recommend him for admission to your college for graduate studies.



Sincerely

  
(Dr. A. Anupama)



PRINCIPAL

DVR & Dr. HS MIC College of Technology

Kanchikacherla, N.T.R. Dt.

Andhra Pradesh, India – Pin: 521180



Dr.K Michael Angelo <kmichaelangelo@mictech.ac.in>

## Please submit your recommendation

1 message

Northern Arlzon University <help@applyweb.com>  
To: kmichaelangelo@mictech.ac.in

Wed, Mar 8, 2023 at 12:20 PM

Dear Michael Angelo,

Suraj Kumar Panchakaria has requested that you submit a recommendation form on their behalf.

Note: This applicant has waived the right to view your recommendation.

Please go to the following web address to access the recommendation system. Returning users will be greeted by their name and asked to log in to their account. New users will be prompted to create an account by choosing a password before proceeding to the recommendation form.

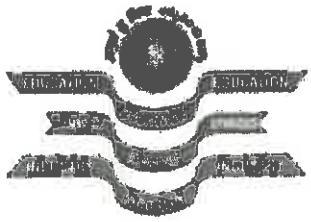
<http://www.applyweb.com/lor?token=ynosB17wkQBuvBvd7TqO07Hdr5oJGXDp1678258208>

If you experience technical difficulty with the recommendation form, please follow this link to check the frequently asked questions or contact CollegeNET support:

[https://www.applyweb.com/public/input?s=helprec&p=1&HELP\\_APP\\_CODE=NAUGLOR](https://www.applyweb.com/public/input?s=helprec&p=1&HELP_APP_CODE=NAUGLOR)

Thank you!

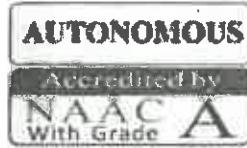
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Kanchikacherla, N.T.R. Dt.  
Andhra Pradesh, India - Pin: 521180



22-23  
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# DVR & Dr. HS MIC College of Technology

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Kanchikacherla - 521180, NTR Dist. A.P. India.  
Phones: 08678 - 273535 / 94914 57799 / 73826 16824  
Email: office@mictech.ac.in, Website: www.mictech.edu.in



**Dr. K. Michael Angelo, M.Tech, Ph.D.**

Associate Professor,

Department of Electronics and Communication Engineering,

Devineni Venkata Ramana and Dr. Hima Sekhar MIC College of Technology,

Email: krnichaelangelo@mictech.ac.in

Phone: +91-8712370640

### LETTER OF RECOMMENDATION

I am immensely pleased to recommend Mr. SURAJ KUMAR PANCHAKARLA who is applying for the Master's program at your university. I have taught him "WIRELESS SENSOR NETWORK". As his teacher, I have found his sincere, responsible, and dedicated to his course of work.

Suraj Kumar is one of the best students I have taught in recent years. He has shown excellent academic performance. After knowing him for past year, he has always managed to showcase his talents. He seized my attention during his presentation on "INTERNET OF THINGS" which he had already completed in his internship.

I interacted with him a lot of times and I found him very unique because he stands out when compared to the rest of the students. I found him very creative and he has an excellent grasping power. Unique students are rare to find and when we professors find one like him, we are happy to be the one to guide him through a particular subject and help him master it, as it will be helpful for him in future projects.

His work is very disciplined and systematic in addition to his impressive interactive approach and clear expression of thought. With his pleasing manners, proficiency in communicating his ideas effectively, he has established an excellent rapport with his fellow students and the faculty. He has brilliant team leader skills and is competent in extracting the best out of his team members.

Having known him as a student, I am strongly convinced that SURAJ KUMAR PANCHAKARLA will make a significant contribution to your program. I take pleasure in recommending him for admission towards the Master's program in his Field of interest at your prestigious university with possible financial assistance.

  
(Dr. K. Michael Angelo)



Dr.K Michael Angelo <kmichaelangelo@mictech.ac.in>

## Recommendation Letter request for Saint Louis University

1 message

Saint Louis University GlobalGrad Programs <globalgrad@slu.edu>  
To: "kmichaelangelo@mictech.ac.in" <kmichaelangelo@mictech.ac.in>

Sat, Feb 25, 2023 at 6:57 PM



Dear Michael Angelo,

Charishma Kalyanapu is in the process of applying for admission to Saint Louis University and requested that you complete a recommendation questionnaire in support of the application.

Saint Louis University uses recommendations in order to gain a more complete understanding of the academic and personal qualities of the applicants. Please use the online recommendation site, which can be found here:

You can submit your recommendation here

This form will take approximately 5 minutes to complete and performs best using a desktop computer or laptop.

This applicant has the right to view their recommendation.

Thank you for your support of Charishma Kalyanapu's application for admission to Saint Louis University.

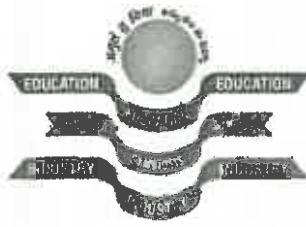
Sincerely,  
Saint Louis University



PRINCIPAL  
DVR & Dr. HS MIC College of Technology  
Kanchikacherla, N.T.R. Dt.  
Andhra Pradesh, India – Pin: 521180

2022 - 23

66



# DVR & Dr. HS MIC College of Technology

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Kanchikacherla - 521180, NTR Dist, A.P. India.

Phones: 08678 - 273535 / 94914 57799 / 73826 16824

E-mail: office@mictech.ac.in, Website: www.mictech.edu.in

AUTONOMOUS

Accredited by  
**NAAC** With Grade **A**

**Dr. K. MICHAEL ANGELO, M.Tech., Ph.D.**

Associate Professor,

Department of Electronics and Communication Engineering,

DVR and Dr. HS MIC College of Technology,

Email: kmichaelangelo@mictech.ac.in

Phone: +91-8712370640

## LETTER OF RECOMMENDATION

I am pleased to recommend Ms. CHARISHMA KALYANAPU who is applying for the Master's program at your university. She is pursuing Bachelor of Engineering in Electronics and Communication Engineering at our college. I have taught her "WIRELESS SENSOR NETWORKS" and co-ordinated with " TECHNICAL SEMINAR". I have known her for the past two years as my student, and I am sure she will reach the pinnacle of her career through sheer hard work and dedication.

I interacted with her a lot of times and I found her very unique because she stands out when compared to the rest of the students. I found her very creative and she has an excellent grasping power. Unique students are rare to find and when we Professors find one like her, we are happy to be the one to guide her through a particular subject and help her master it, as it will be useful for her in future projects.

Her ability to work with her counterparts and even with her seniors is exemplary. With her pleasing manners, proficiency in communicating her ideas effectively, she has established an excellent rapport with her fellow students and the faculty. She has brilliant team leader skills and is competent in extracting the best out of her team members. She also has good teaching abilities.

Having known her as a student, I am strongly convinced that CHARISHMA KALYANAPU will make a significant contribution to your program. I strongly recommend her for admission to the Master's program at your prestigious university with possible financial assistance.

  
PRINCIPAL

DVR & Dr. HS MIC College of Technology

Kanchikacherla, N.T.R. Dt.

Andhra Pradesh, India - Pin: 521180



  
(Dr. K. MICHAEL ANGELO)

2022 - 23  
fll



Dr.K Michael Angelo <kmichaelangelo@mictech.ac.in>

## Likitha Ginjupalli's Request for Recommendation to Graduate Study at George Mason University

1 message

George Mason University Graduate Admissions <masongrad@gmu.edu>  
To: "kmichaelangelo@mictech.ac.in" <kmichaelangelo@mictech.ac.in>

Mon, Feb 13, 2023 at 8:01 PM

Dear Dr. Michael Angelo,

Likitha Ginjupalli is applying to the Data Analytics Engineering - MS program at George Mason University and would like to request that you submit a brief recommendation as part of their application.

To make a recommendation, please use this link

If you have any questions or concerns, please don't hesitate to reach out to us (masongrad@gmu.edu). Please note that this e-mail and associated link are unique to your e-mail address. Please do not forward this e-mail.

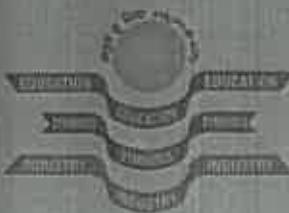
Thank you for your time.

George Mason University - Graduate Admissions

\*\*Please do not respond to this automated email. For any questions, please reach out to the applicant directly.\*\*

  
PRINCIPAL  
DVR & Dr. HS MIC College of Technology,  
Kanchikacherla, N.T.R. Dt.  
Andhra Pradesh, India – Pin: 521180

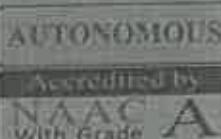
22/23  
01/02



DVR & Dr. HS  
**MIC College of Technology**

ISI 9001:2015 Certified Institute

(Approved by AICTE & Affiliated to JNTUK, Kakinada)  
Kanchikacherla - 523180, NTR Dist, A.P., India  
Phones: 08678 - 273333 / 949457799 / 71826 16624  
Email: office@mictech.ac.in, Website: www.mictech.edu.in



**Dr.K. Michael Angelo, M.Tech, Ph.D**

Associate Professor

Department of Electronics & Communication Engineering,

DVR & Dr. HS MIC College of Technology

Email : kmichaelangelo@mictech.ac.in

Phone No. (+91) 8712370640

**LETTER OF RECOMMENDATION**

It gives me immense pleasure in bearing testimony to the excellent character and conduct of Ms. **GINJUPALLI LIKITHA** who is interested in pursuing her academic career in your esteemed university. I only recommended students whom I feel are well suited for the program of their choice. She has been under my tutelage for the past four years. Over these years I have taught her "**WIRELESS SENSOR NETWORK**" course.

Through my observation, I would like to say that she is attentive, articulate and studious. Her ability to visualize and link together the fundamentals of each subject makes her an ideal student. Considering her tenacious, technical ambitions and her ability, I have great confidence that **LIKITHA** would occupy the apex position in the field of her interest.

She has excellent intellectual and experimental abilities from the beginning. During my interactions with her, she always amazes me with her in-depth knowledge and innate ability to grasp. Her intellectual potential and sheer hard work are worthy of mentions. She showed a great deal of interest in widening her knowledge by closely interacting with the faculty and actively involving and participating in various extracurricular activities. His leadership and organizing capabilities were proved when he was successful in conducting a project in her last semester.

In my view above, a person of his calibre can excel in this stimulating and challenging environment of graduate research. I am certain with her dedication and motivation. She will turn into an outstanding graduate student. Hence I strongly recommend her for the Master program in your esteemed university. I wish her all the best and in case of any further queries feel free to contact me at my mail id mentioned above.

(Dr. K. Michael Angelo)



**PRINCIPAL**  
**DVR & Dr. HS MIC College of Technology**  
Kanchikacherla, N.T.R.Dist.  
Andhra Pradesh, India - P.

22/13  
61



Dr.K Michael Angelo <kmichaelangelo@mictech.ac.in>

**Nemalipuri would like you to submit a letter of recommendation.**

1 message

Southern Miss Graduate Admissions <graduateschool@usm.edu>

Reply-To: graduateschool@usm.edu

To: kmichaelangelo@mictech.ac.in

Wed, Jan 18, 2023 at 2:01 PM



Dear Dr. Angelo,

Nemalipuri has recently applied to the graduate program Computer Science MS at The University of Southern Mississippi. Based on your knowledge of Naveen's academic and/or professional background, they believe you are able to evaluate their potential for success in a course of graduate study.

This is a note to ask you to complete a letter of recommendation and a short form that will be included in Naveen's application.

Please use this link to submit your recommendation:

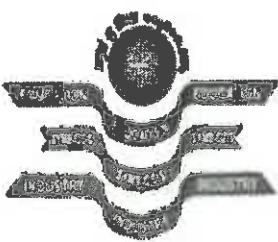
<https://graduateadmissions.usm.edu/refer/?7003481674941623>

Sincerely,

Graduate Admissions  
The University of Southern Mississippi  
118 College Drive #5024 | Hattiesburg, MS 39406  
P: 601.266.5137 | F: 601.266.5138  
Graduate School

DVR & Dr. HS MIC College of Technology  
PRINCIPAL  
Kanchikacherla, N.T.R. Dt.  
Andhra Pradesh, India - Pin: 521180

22-23  
66



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Kanchikacherla - 521180, NTR Dist, A.P, India.

Phone : 08678 - 273535, 273623, Fax: 08678 - 273569

E mail: dvrhsmic@mictech.ac.in, Website: www.mictech.ac.in



**Dr. K. Michael Angelo M.Tech , Ph.D.,**

Associate Professor

Email: [kmichaelangelo@mictech.ac.in](mailto:kmichaelangelo@mictech.ac.in)

Mobile Number: +91 8712370640

**LETTER OF RECOMMENDATION**

It gives me immense pleasure to send this letter of recommendation to Mr. Nemalipuri Naveen to whom I taught “Wireless Sensor Network” in his B.Tech program’s final year. He is a brilliant understudy who is very honest and dedicated to his profession. He’s quite excited to learn concepts relates to new realm of progress. He is a voracious learner who enjoys going beyond the theoretical realm of the subject to real world applications, and his perseverance enabled him to achieve his objectives in the laboratory sessions

He is a remarkable young man with amazing talent and extraordinary grasping ability, which enables him to prevail in the challenging situations. He excels at handling pressure while maintaining focus and leading by example, as demonstrated during his mini project. This eye for detail mentality taught him about many management strategies involved, and he emphasized on project management during his inspection. He had learnt about various significant project constraints from representatives.

He's always been a disciplined person. When we teach him new approaches, he always strives to expand the implementations of the object into a variety of important fields on order to develop new results and have a beneficial impact.

Naveen has always made the initiative to learn other courses that he believes will benefit him. Throughout his education, he has demonstrated an exceptional command of a wide range of disciplines.

Naveen has a real focus on practical knowledge and I believe your university is an obvious match for a student like him. I've found him to be really passionate about pursuing his graduate studies at a reputable university such as yours. I recommend him to your university, preferably with a suitable financial aid.

Dr. K. Michael Angelo

  
PRINCIPAL  
**DVR & Dr. HS MIC College of Technology**  
Kanchikacherla, N.T.R. Dt.  
Andhra Pradesh, India – Pin: 521180

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ell

**Recommendation Request for Harika Malneedi**

1 message

Office of Graduate Admissions <graduate@newhaven.edu>  
To: rajanitata@gmail.com

Wed, Sep 28, 2022 at 12:22 PM



# University of New Haven

## OFFICE OF GRADUATE ADMISSIONS



Dear Dr. P,

Harika Malneedi is applying to the University of New Haven and has requested that you write a letter of recommendation on his/her behalf. To streamline this process, we offer you the ability to complete our recommendation online through our secure website. This also expedites the processing time for Harika's application, as your letter will be added to Harika's electronic file automatically.

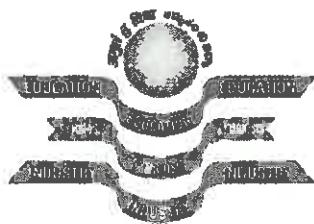
To access the University of New Haven's recommendation form, please click on the link below:

<https://graduate.newhaven.edu/refer/?3721556512434473>

Thank you for your time and consideration.

PRINCIPAL  
DVR & Dr. HS MIC College of Technology  
Kanchikacherla, N.T.R. Dt.  
Andhra Pradesh, India - Pin: 521180

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E.C.V



# DVR & Dr. HS MIC College of Technology

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Kanchikacherla - 521180, NTR Dist, A.P, India.

Phones: 08678 - 273535 / 94914 57799 / 73826 16824

E-mail: office@mictech.ac.in, Website: www.mictech.edu.in

AUTONOMOUS

NBA-Accredited  
B.Tech (CSE|ECE|M.E)

Accredited by  
NAAC A  
With Grade

**Dr. P. Rajani Kumari, M Tech, PhD.**

**Associate Professor**

**Department of Electronics & Communication Engineering**

**DVR & Dr HS MIC College of Technology**

**E-Mail - rajanitata@gmail.com**

**Phone No: - (+91) 7989393326**

## LETTER OF RECOMMENDATION

I am extremely glad that Ms. Harika Malneedi has decided to pursue her Masters. I had taught her course on "Verilog Large Scale Integration". In the learning process, I find her to be dedicated. She is a student who works with conviction.

In my view, I have found Ms. Harika Malneedi to be an outstanding student who is highly responsible and intelligent. She is a disciplined student who bears a pleasant disposition. Her excellent communication skills add to the impressiveness with which she delivers lectures and presents seminars. She maintains perfectness in all aspects and completes the work within the stipulated time.

She is very pleasant and shows good manners while interacting with faculty members and peers. With her excellent communication skills, she gets along with people well and she is a good team player. Her knowledge, ability and punctuality were undoubtedly the best talks presented by any student. She actively served as a volunteer at NATIONAL WOMEN'S PARLIAMENT on 10th, 11<sup>th</sup> and 12th Feb, 2017. On a personal note, she comes across as a very helpful and polite student.

Her intense desire to study further, to strengthen her academic proficiency and her attitude to always give her best distinguishes her from other students in her class. Harika Malneedi makes an excellently suitable candidate for taking up graduate studentship. I wholeheartedly recommend her for graduate studies at your esteemed institution.

**PRINCIPAL**

**JVR & Dr. HS MIC College of Technology**

**Kanchikacherla, N.T.R. Dt.**

**Andhra Pradesh, India – Pin: 521180**



**(Dr. P. Rajani Kumari)**

21/23  
60K



Dr.K Michael Angelo <kmichaelangelo@mictech.ac.in>

## Recommendation Request for Shabul Shaik

2 messages

Stevens Institute of Technology <graduate@stevens.edu>  
To: kmichaelangelo@mictech.ac.in

Fri, Mar 10, 2023 at 12:28 PM

# STEVENS INSTITUTE OF TECHNOLOGY

## Office of Graduate Admissions

Dear Dr. K,

Shabul Shaik is applying to the Stevens Institute of Technology and has requested that you write a letter of recommendation on his/her behalf. In an effort to make this process as expeditious as possible for you, we offer the ability to complete your recommendation online through our secure website. This also speeds processing for the applicant, as your letter will be added to his/her electronic file automatically.

To access the Stevens Institute recommendation form, please follow the following link:

<https://gradadmissions.stevens.edu/refer/?8706918005488330>

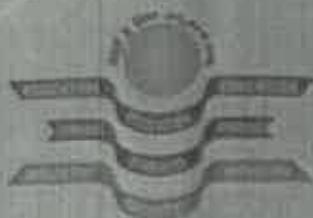
Thank you in advance for your time and consideration.

Sincerely,

Dina Iskaros  
*Director of Graduate Admissions*  
**Stevens Institute of Technology**  
T 201 216 5319  
F 888 511 1306

*(Handwritten signature over printed text)*  
PRINCIPAL  
JVR & Dr. HS MIC College of Technology  
Kanchikacherla, N.T.R. Dist.  
Andhra Pradesh, India - Pin: 521180

22-23 (ct)



DVR & Dr. HS  
**MIC College of Technology**

ISO 9001:2008 Certified Institute  
(Approved by AICTE & Permanently Affiliated to JNTU, Kakinada)  
Kancharikachera, G.T.R.Dt.  
Phone: 08938 223555 / 04342 223300 / 223316, 223324  
Email: office@mictech.ac.in, Web: www.mictech.ac.in

AUTONOMOUS

ACCREDITED BY  
NAAC 'A'

**Dr.K.Michael Angelo, M.Tech,P.G.**

Associate Professor

Department of Electronics & Communication Engineering,  
DVR&DRS MIC College of Technology

Email: kmichaelangelo@mictech.ac.in

Phone No: (+91) 9712370640

**LETTER OF RECOMMENDATION**

It gives me immense pleasure in bearing testimony to the excellent character and conduct of Ms. SHAIK SHABUL who is interested in pursuing her academic career in your esteemed university. I only recommended students whom I feel are well suited for the program of their choice. She has been under my tutelage for the past four years. Over these years I have taught her "WIRELESS SENSOR NETWORK" course.

Through my observation, I would like to say that she is attentive, articulate and studious. Her ability to visualize and link together the fundamentals of each subject makes her an ideal student. Considering her tenacious, technical ambitions and her ability, I have great confidence that she would occupy the apex position in the field of her interest.

Her intellectual prowess and capacity for experimentation are excellent. Her extensive knowledge and natural ability to understand things often astound me when I interact with her. She is deserving of praise for her academic capacity and sheer effort. By interacting directly with the instructors and actively being involved in a variety of extracurricular activities, she demonstrated a strong desire to broaden her knowledge. In her last semester, she successfully carried out a project, demonstrating his leadership and organisational skills.

In my view above, a person of his calibre can excel in this stimulating and challenging environment of graduate research. I am certain with her dedication and motivation. She will turn into an outstanding graduate student. Hence I strongly recommend him for the Master program at your esteemed university. I wish her all the best and in case of any further queries feel free to contact me at my mail id mentioned above.



  
(Dr. K. Michael Angelo)

**PRINCIPAL**  
**JVR & Dr. HS MIC College of Technology**  
Kancharikachera, G.T.R.Dt.  
Andhra Pradesh, India - Pin: 521180

22-23  
ECK



Dr.K Michael Angelo <kmichaelangelo@mictech.ac.in>

## Recommendation Request for Lakshmi Sai Ramya Neppalli

1 message

Office of Graduate Admissions <graduate@newhaven.edu>  
To: kmichaelangelo@mictech.ac.in

Thu, Aug 31, 2023 at 2:56 PM



# University of New Haven

## OFFICE OF GRADUATE ADMISSIONS



Dear Dr. K,

Lakshmi Sai Ramya Neppalli is applying to the University of New Haven and has requested that you write a letter of recommendation on his/her behalf. To streamline this process, we offer you the ability to complete your recommendation online through our secure website. This also expedites the processing time for Lakshmi Sai Ramya's application, as your letter will be added to Lakshmi Sai Ramya's electronic file automatically.

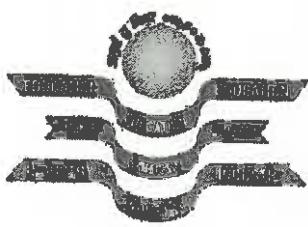
To access the University of New Haven's recommendation form, please click on the link below:

<https://graduate.newhaven.edu/refer/?9079620384360898>

Thank you for your time and consideration.

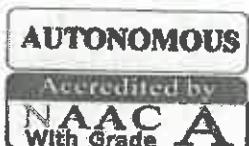
Sincerely,

  
**PRINCIPAL**  
**JVR & Dr. HS MIC College of Technology**  
Kanchikacherla, N.T.R. Dt.  
Andhra Pradesh, India – Pin: 521180



# DVR & Dr. HS MIC College of Technology

ISO 9001:2015 Certified Institute  
(Approved by AICTE & Permanently Affiliated to JNTUK, Kakinada)  
Kanchikacherla - 521180, NTR Dist, A.P. India.  
Phones: 08678 - 273535 / 94914 57799 / 73826 16824  
Email: office@mictech.ac.in, Website: www.mictech.edu.in



Dr. K. Michael Angelo, M.Tech., Ph.D.

Associate Professor,

Department of Electronics and Communication Engineering,

DVR and Dr. HS MIC College of Technology,

Kanchikacherla, Andhra Pradesh.

Email: kmichaelangelo@mictech.ac.in

Phone: +91-8712370640

## LETTER OF RECOMMENDATION

I am immensely pleased to recommend Ms. LAKSHMI SAI RAMYA NEPPALLI who is applying for the Master's program at your university. I have taught her "WIRELESS SENSOR NETWORK". As her teacher, I have found her sincere, responsible, and dedicated to her course of work.

Lakshmi Sai Ramya is one of the best students I have taught in recent years. She has shown excellent academic performance. After knowing her for past two years, she has always managed to showcase her talents. She seized my attention during her presentation on "INTERNET OF THINGS" which she had already completed in her internship.

I interacted with her a lot of times and I found her very unique because she stands out when compared to the rest of the students. I found her very creative and she has an excellent grasping power. Unique students are rare to find and when we Professors find one like her, we are happy to be the one to guide her through a particular subject and help her master it, as it will be useful for her in future projects.

Her ability to work with her counterparts and even with her seniors is exemplary. With her pleasing manners, proficiency in communicating her ideas effectively, she has established an excellent rapport with her fellow students and the faculty. She has brilliant team leader skills and also has good teaching capabilities.

Having known her as a student, I am strongly convinced that LAKSHMI SAI RAMYA NEPPALLI will make a significant contribution to your program. I strongly recommend her for admission to the Master's program at your prestigious university with possible financial assistance.

PRINCIPAL

DVR & Dr. HS MIC College of Technology  
Kanchikacherla, N.T.R. Dt.  
Andhra Pradesh, India - Pin: 521180



(Dr. K. Michael Angelo)



21-23  
ECE

Dr.K Michael Angelo <kmichaelangelo@mictech.ac.in>

## Recommendation Request from Sushma Dodda for Pace University

1 message

Pace University Graduate Admission <[admission@grad.pace.edu](mailto:admission@grad.pace.edu)>  
Reply-To: [graduateadmission@pace.edu](mailto:graduateadmission@pace.edu)  
To: [kmichaelangelo@mictech.ac.in](mailto:kmichaelangelo@mictech.ac.in)

Thu, Feb 23, 2023 at 12:36 PM



**PACE**  
UNIVERSITY

Dear Dr. K:

Sushma Dodda has requested that you write a letter of recommendation on behalf of their application to the MS in Computer Science program. In an effort to make this process as easy as possible for you, we offer the ability to complete your recommendation online through our secure website. Please note there is no word limit and we invite you to be as detailed as possible. To submit your recommendation, please use the link below.

This link is unique to this recommendation and should not be shared or forwarded.

[Click here to submit your recommendation.](#)

Thank you for your time and consideration.

Regards,

Office of Graduate Admission  
Pace University

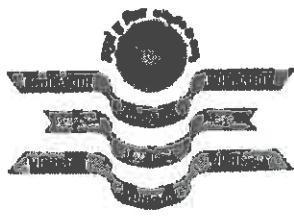
New York City Campus  
One Pace Plaza  
New York, NY 10038

[www.pace.edu](http://www.pace.edu)  
800-874-PACE

Westchester Campus  
861 Bedford Road  
Pleasantville, NY 10570

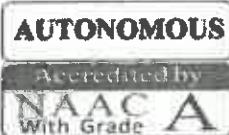
*DVR & Dr. HS MIC College of Technology  
Kanchikacherla, N.T.R. Dt.  
Andhra Pradesh, India - Pin: 521180*

PRINCIPAL



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Kanchikacherla - 521180, NTR Dist, A.P, India.  
Phones: 08678 - 273535 / 94914 57799 / 73826 16824  
E-mail: office@mictech.ac.in, Website: www.mictech.edu.in



**Dr. K. Michael Angelo, M.Tech., Ph.D.**  
Associate Professor  
Department of Electronics & Communication Engineering  
DVR & Dr. HS MIC College of Technology  
Kanchikacherla – 521180.  
Email ID: kmichaelangelo@mictech.ac.in  
Phone No: (+91)8712370640

## LETTER OF RECOMMENDATION

It gives me immense pleasure in bearing testimony to the excellent character and conduct of Ms. Doddha Venkata Sushma who is interested in pursuing her academic career in your esteemed university. I only recommend students whom I feel are well suited for the program of their choice. She has been under my tutelage for the past two years. Over these years I have taught her 'Wireless Sensor Network' course.

Through my observation, I would like to say that she is attentive, articulate and studious. Her ability to visualize and link together the fundamentals of each subject makes her an ideal student. Considering her tenacious, technical ambitions and her ability, I have great confidence that Ms. Doddha Venkata Sushma would occupy the apex position in the field of her interest.

She has excellent intellectual and experimental abilities from the beginning. During my interactions with her, she always amazes me with her in depth knowledge and innate ability to grasp. Her intellectual potential and sheer hard work are worthy of mentions. She showed a great deal of interest in widening, her knowledge by closely interacting with the faculty and actively involving and participating in various extracurricular activities. Her leadership and organizing capabilities were proved when she was successful in conducting a project in her last semester.

In my view, a person of her calibre can excel in this stimulating and challenging environment of graduate research. I am certain with her dedication and motivation. Ms. Doddha Venkata Sushma will turn into an outstanding graduate student. Hence, I strongly recommend her for the Master program in your esteemed university. I wish her all the best and in case of any further queries feel free to contact me at my mail id mentioned above.



(Dr. K. Michael Angelo)

PRINCIPAL  
**DVR & Dr. HS MIC College of Technology**  
Kanchikacherla, N.T.R. Dt.  
Andhra Pradesh, India – Pin: 521180

22-23  
ECE



rajanitata@gmail.com

## Fwd: Jahnavi Ammineni 's Request for a Recommendation

1 message

Rajani Kumari P <rajanikumarip@mlctech.ac.in>  
To: rajanitata@gmail.com

Wed, Jan 4, 2023 at 12:20 PM

----- Forwarded message -----

From: University of New Mexico Graduate Studies <no-reply@applyyourself.com>  
Date: Wed, 4 Jan 2023, 11:09  
Subject: Jahnavi Ammineni 's Request for a Recommendation  
To: <rajanikumarip@mlctech.ac.in>

NOTE: This message was previously sent on 12/30/2022 6:09:14 AM.

Dear Rajani Kumari,

You are receiving this message from University of New Mexico Graduate Studies because Jahnavi Ammineni has chosen you to provide a recommendation.

Name of Applicant : Jahnavi Ammineni  
Email of Applicant : jahnaviammineni771@gmail.com  
Program : Electrical and Computer Engineering  
Degree : MS Electrical Engineering (Non Thesis option)  
Term : Fall 2023

Please note that Jahnavi Ammineni has waived his/her right to review this recommendation.

## Click here to create your password and start your recommendation

If you are having difficulties with the link above, please copy and paste the text below into your browser. Make sure to include the entire text below.

----- Begin copying here -----

<https://rec.applyyourself.com/AYForgotpassword/rp.asp?t=kAbo8KA6KE%2Fzpz9rROm1zeO6uJacHuyGJXQY5wt26yTcafj0JCM5Q%3D%3D&cp=1>

----- End copying here -----

Your Personal Access Code is CDPYJXOFHFPRM.

NOTE: The link above automatically expires 60 days after it was generated. If you use this link after 60 days, you will be prompted to create a new link to access the online recommendation.

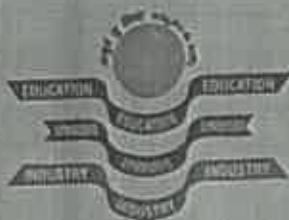
If you experience any technical difficulties while completing the form, please contact the Anthology Support team at support@campusmgmt.com with a description of the issue you have encountered. If you forget your password, please use the "Forgot your access code and/or password?" link found on the login screen."

Please DO NOT respond to this message with your recommendation as an attachment. Your recommendation cannot be accepted through this email address.

Thank you,  
University of New Mexico Graduate Studies

This message was sent by Anthology, on behalf of University of New Mexico Graduate Studies at the request of Jahnavi

PRINCIPAL  
DVR & Dr. HS MIC College of Technology  
Kanchikacherla, N.T.R. Dt.  
Andhra Pradesh, India - Pin: 521120



DVR & Dr. HS  
**MIC College of Technology**

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Kanchikacherla - 521180, NTR Dist, A.P. India.

Phone: 08678-271515 / 9491457799 / 7382616824

Email: office@mictech.ac.in, Website: www.mictech.edu.in

AUTONOMOUS

Accredited by  
**NAAC** **A**  
With Grade

Dr. Rajani Kumari  
Associate Professor  
Department of Electronics & Communication Engineering  
DVR & Dr. HS MIC College of Technology  
Kanchikacherla-521180  
Mobile: +91 7989393326  
Email ID: [rajanikumarjp@mictech.ac.in](mailto:rajanikumarjp@mictech.ac.in)

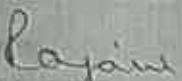
LETTER OF RECOMMENDATION

I am writing this letter in support of Ms. Ammineni Jahnavi who is a student of Electronics and Communication Engineering at our college. In my capacity as an associate professor of the department of Electronics and Communication engineering, I have known her for the past 3 years and have found her to be an aspiring and sincere student.

I have handled the courses of "Micro Processors and Micro Controllers" in which she has done exceptionally well with an excellent score. She possesses good conceptual knowledge in the subjects and methodical work has helped her in developing a broad perspective as well as mastery over fundamentals. She has an ability to voice her ideas clearly, which greatly enhances her clarity in problem solving when approached by fellow students. Her extreme interest, persistent attitude and intellectual curiosity drive her to get deeply involved in her work and excel in it.

Her major assets are her communication skills, clarity of expression and articulation. She has the necessary potential to achieve academic goals quite smoothly. Her consistent academic performance makes me easy to rate her top among her peers and she is characterized by sense of responsibility, promptness, conscientiousness, endurance and self-confidence.

In my unbiased opinion she has a rich blend of creativity and commitment required for a person who desires further studies in communication engineering. All the above qualities coupled with her pleasing demeanour, adaptability and proactive approach have convinced me to grade her among the good students. Considering her keen interest in pursuing higher studies and her preference for research oriented study, I strongly recommend her for admission into your Master's program with all possible assistance.

  
(Dr. Rajani Kumari)



  
**PRINCIPAL**  
**DVR & Dr. HS MIC College of Technology**  
Kanchikacherla, N.T.R. Dist.  
Andhra Pradesh, India - Pin -

22-23  
61K



Rajani Kumari <rajanitata9@gmail.com>

## Recommendation Request from Naga Sahith Donepudi for Lewis University Graduate Admission

1 message

Lewis University Office of Graduate Admission <grad@lewisu.edu>  
To: rajanitata9@gmail.com

Fri, Feb 3, 2023 at 9:07 PM

Dear Dr. P.:

Naga Sahith Donepudi has requested that you write a letter of recommendation to Lewis University Graduate Admission on their behalf. In an effort to make this process as easy as possible for you, we offer the ability to complete your recommendation online through our secure website. To submit your recommendation, please use the link below. This link is unique to this recommendation and should not be shared or forwarded.

[Submit Recommendation](#)

Thank you for your time and consideration.

Lewis University Graduate Admission

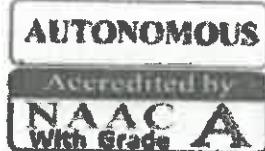
PRINCIPAL  
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Kanchikacherla, N.T.R. Dt.  
Andhra Pradesh, India – Pin: 521180



22-23 ECE

# DVR & Dr. HS MIC College of Technology

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Kanchikacherla - 521180, NTR Dist, A.P, India.  
Phones: 08678 - 273535 / 94914 57799 / 73826 16824  
E-mail: office@mictech.ac.in, Website: www.mictech.edu.in



**Dr. P. Rajani Kumari**  
Associate Professor  
Dept. of Electronics and Communication Engineering,  
DVR & Dr.HS Mic College of Technology  
Email: [rajanitata9@gmail.com](mailto:rajanitata9@gmail.com)  
Ph. No. + 91 7989393326

### LETTER OF RECOMMENDATION

It is with great pleasure that I write this Letter Of Recommendation for Mr. Donepudi Naga Sahith. I have tutored him "Electronic Devices Circuits", "DICA" in third and final years. I was able to gauge that he has an analytical mind and is able to grasp the new things very quickly.

Mr. Sahith is always sincere and highly interested in these subjects. His dedication towards the academics was evident from his good grades in these subjects. He showed his great dedication in the course assignment. He always found alternatives and solutions for every challenge the professor had given in the class. During this I found him to be an assiduous innovative and enthusiastic student.

One of the qualities I really appreciate in him is his high level of involvement and enthusiasm for learning advanced topics and new software tools. Whether it is course work or any course assignment he never lacked zeal and patience. His participation in extra-curricular activities is worth mentioning. This positive attitude made him a good team player. He is highly motivated towards his career and has matured intellect. He is quite capable of handling responsibilities in any position.

I therefore, highly recommend him for his higher studies at your esteemed university.

With all the necessary aid that he deserves, I am sure that he will keep up to this potential and bring laurels to your institution. I wish him all the success in his future deeds.



*Rajani*  
(Dr. P. Rajani Kumari)

*[Handwritten signature]*  
**PRINCIPAL**  
**DVR & Dr. HS MIC College of Technology**  
Kanchikacherla, N.T.R. Dt.  
Andhra Pradesh, India - Pin: 521180



Prasad Devarasetty &lt;dprasad@mictech.ac.in&gt;

**University of Cincinnati Graduate Admissions Recommendation**

1 message

**University of Cincinnati** <grad.admissions@uc.edu>  
To: dprasad@mictech.ac.in

Fri, Feb 10, 2023 at 11:52 PM



Dear Mr. D,

Thank you for taking the time to write a recommendation on behalf of Akhila Mulakalapalli. Every year we receive thousands of applications for our graduate programs at University of Cincinnati. Letters of recommendation provide us with important insights about a student's leadership and academic skills and abilities, allowing our admission committees to make better-informed decisions.

University of Cincinnati seeks to recruit the best and brightest students for our graduate programs. We offer nearly 400 graduate degree and certification programs that provide students with opportunities to generate knowledge and discovery that benefit society. As a Research 1 university, University of Cincinnati offers traditional graduate degree programs as well as part-time programs for working professionals, delivered both through in-person and online modalities.

If you know of any other outstanding students that may be interested in pursuing a graduate degree or certification at University of Cincinnati, please encourage them to view UC's Majors & Programs Portal >> to learn more about the programs we offer, admission information, and program contact information.

Once again thank you for your recommendation for Akhila Mulakalapalli. We hope that we may hear from you again should you know of any other promising candidates who would benefit from graduate study at University of Cincinnati.

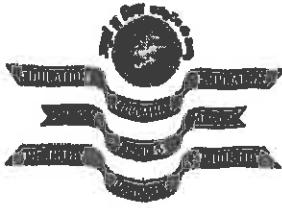
**Sincerely,**

Graduate Admissions  
University of Cincinnati  
grad.admissions@uc.edu

  
**PRINCIPAL**  
**DVR & Dr. HS MIC College of Technology**  
Kanchikacherla, N.T.R. Dt.  
Andhra Pradesh, India - Pin: 521180

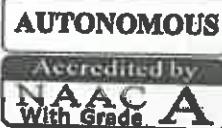
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CSE

2/12/2024, 6:25 AM



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Phones: 08678 - 273535 / 94914 57799 / 73826 16824  
Email: office@mictech.ac.in, Website: www.mictech.edu.in



**D. Prasad**  
Associate Professor,  
Department of Computer Science and Engineering  
Email: dprasad@mictech.ac.in  
Mobile Number: +91 9440428638

### LETTER OF RECOMMENDATION

I am writing this recommendation letter to you in support of Ms. MULAKALAPALLI AKHILA on her desire to be a part of your university and to seek admission for higher studies at your university. I know her for past three years as an undergraduate student and found her to be an aspiring and sincere student. I was able to determine her initiate abilities to understand the basic concept and apply them to tackle the problems associated with it.

I find her to be hard working, diligent and sincere in her efforts and feel that her practical and logical approach of handling the problems presented should be brought to your notice. Relationship with this particular student became strong when I handled subject like "SOFTWARE ENGINEERING". She has performed exceptionally well in the academics and in the lab as well scoring excellent grades in theory and laboratory.

Ms. MULAKALAPALLI AKHILA is quite ambitious and career driven. She works hard to achieve her goals and is committed to her work. Her ability to organize her time efficiently and her meticulous preparation will be an asset to her research team. Her self-confidence and optimistic approach to solve even the most difficult problems are worth mentioning, her systematic and focused approach has always ended in her good academic performance. Her ability to visualize and link together the fundamental of each subject marks her as an ideal student for research. She has brilliant leadership skills and competent of extracting the best out of her team.

With a good sense of foresight she has always been a foot forward to all her fellow students in all aspects of circular activities. I feel she is one of the best students and recommend her candidature for admission which gives her an opportunity to prove at your university. It is my earnest hope that you accept her application to your university.



Head of the Department  
Dept. of Computer Science & Engg.  
DVR & Dr. HS MIC College of Technology  
Kanchikacherla, Krishna Dt.  
Andhra Pradesh, India - Pin: 521180

**PRINCIPAL**  
**DVR & Dr. HS MIC College of Technology**  
Kanchikacherla, N.T.R. Dt.  
Andhra Pradesh, India - Pin: 521180



Prasad Devarasetty &lt;dprasad@mictech.ac.in&gt;

## Recommendation Request from Likitha Ratna Chakka for Rowan University

1 message

Rowan University Admissions <admissions@rowan.edu>  
To: dprasad@mictech.ac.in

Tue, Jan 31, 2023 at 7:03 PM

Dear Prasad D:

Likitha Ratna Chakka has requested that you write a letter of recommendation to Rowan University on their behalf. In an effort to make this process as easy as possible for you, we offer the ability to complete your recommendation online through our secure website. To submit your recommendation, please use the link below. This link is unique to this recommendation and should not be shared or forwarded.

[Submit Recommendation](#)

Thank you for your time and consideration.

Rowan University

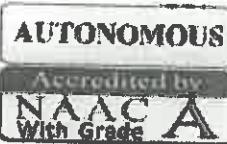
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Andhra Pradesh, India – Pin: 521180

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Phones: 08678 - 273535 / 94914 57799 / 73826 16824  
Email: office@mictech.ac.in, Website: www.mictech.edu.in



D. Prasad, M.Tech(Ph.D.)  
Associate Professor & Head  
Department of Computer Science and Engineering,  
Email: dprasad@mictech.ac.in,  
Mobile Number: +91 9440428638

## LETTER OF RECOMMENDATION

I am writing this recommendation letter to you in support for Ms. Chakka Likitha Ratna on her desire to be a part of your university and to seek admission for higher studies at your university. I have known her for the past four years during her under graduation degree in of DVR & Dr. HS MIC College of Technology. I have been her course mentor for the subjects "CLOUD COMPUTING" known her well during her course of study in this institute, I have the opportunity to observe and appreciate her academic caliber, as well as the versatility of her personality, and I would rank her among the 10% of the students I have taught in my experience.

Ms. Chakka Likitha Ratna has distinguished herself as one of the best students in department. She was active and diligent class participant and brings together an Engineers analytical approach, a keen grasp of basic facts coupled with Theoretical knowledge, which she applies effectively to problem solving. She is an ardent learner and likes to go beyond the theoretical purview to practical applications of her subjects. She has shown tremendous energy and boundless enthusiasm to participate, plan and organize various intra and inter collegiate events. She effectively clarifies the doubts of the students of her own class, as well as her juniors.

In a nutshell, Ms. Chakka Likitha Ratna is a multifaceted person with a zeal for academic, cultural and extra-curricular activities. I am confident that your esteemed university will be an ideal place for her to improve upon her existing skills through pursuing a Master's Program. I strongly recommend her for admission to the graduate program with financial assistance.



Head of the Department  
Dept. of Computer Science & Engg  
DVR & Dr. HS MIC College of Technology  
Kanchikacherla, Krishna Dist.  
Andhra Pradesh, India - Pin: 521180

PRINCIPAL  
DVR & Dr. HS MIC College of Technology  
Kanchikacherla, N.T.R. Dist.  
Andhra Pradesh, India - Pin: 521180



Prasad Devarasetty &lt;dprasad@mictech.ac.in&gt;

**Thank you for submitting a recommendation to CSU**

1 message

**Colorado State University Graduate Admissions** <gradadmissions@colostate.edu>  
To: dprasad@mictech.ac.in

Thu, Mar 23, 2023 at 1:09 PM



Dear Mrs. Devarasetty,

Thank you for your submitting a recommendation for Damodar Kammili.

Colorado State is committed to a comprehensive application review process designed to create a community with diverse perspectives, strengths, and ambitions. The comments you provided about Damodar's character qualities, accomplishments, and potential will be valuable as we make our decision.



Graduate Admissions, Colorado State University, Fort Collins, CO 80523  
(970) 491-6909 | gradadmissions@colostate.edu

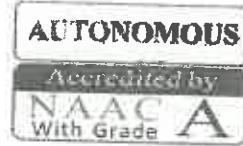
  
**PRINCIPAL**  
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Phones: 08678 - 273535 / 9491457799 / 73826 16824  
E mail: office@mictech.ac.in, Website: www.mictech.edu.in



**Dr. V. Srilakshmi, M.Tech, Ph.D**  
Associate Professor  
Department of Computer Science and Engineering,  
E Mail: srilakshmiv@mictech.ac.in  
Mobile Number: +91 9550538945

**LETTER OF RECOMMENDATION**

I take immense pleasure to recommend Mr. KAMMILI DAMODAR for his admission in your esteemed school. He has learned the subject "DATABASE MANAGEMENT SYSTEMS" under my guidance and supervision. It is during this period that I observed his enthusiasm and zeal to learn these subjects. He is one of the most conscientious and eloquent student. Concerned about his studies he is always indubitable.

Mr. KAMMILI DAMODAR always studious and interested in these subjects. His dedication towards the academics is sublime and is evident from her excellent grades in this subject. He is a diligent and hardworking student. He is very quick at grasping concepts. He has consistently performed well in the class and has a good understanding of the fundamentals along with a strong desire to learn and enrich his knowledge.

I greatly admire him for having the desire to understand even complex subjects that are not included in the curriculum. As one of the top students in the class, he has distinguished himself. He has a wide range of innovative thoughts and is a good observer and quick learner.

He has shown his spontaneity, sheer knowledge and ability to grasp quickly during the class hours which are dedicated to seminars related to this subject. He has good academic career and has shown a pragmatic approach towards his studies. I find him to be a dedicated and industrious student. This can be demonstrated by his academic performance and I am very confident that he will excel in his higher studies and he will be a prospect for the future of your university.



V.S.M.  
Dr. V. Srilakshmi

  
**PRINCIPAL**  
**DVR & Dr. HS MIC College of Technology**  
Kanchikacherla, N.T.R. Dt.  
Andhra Pradesh, India – Pin: 521180



Prasad Devarasetty &lt;dprasad@mictech.ac.in&gt;

**You have been requested to complete a recommendation letter for SAI MEGHANA BANDALAMUDI**

1 message

**SAI MEGHANA BANDALAMUDI** <saimeghana306@gmail.com>  
 To: "dprasad@mictech.ac.in" <dprasad@mictech.ac.in>

Thu, Aug 4, 2022 at 4:14 PM



Dear Prasad D,

You are receiving this message from the University of Alabama at Birmingham Graduate School because SAI MEGHANA BANDALAMUDI has chosen you to provide a recommendation for their application.

You may access the recommendation form and upload a letter of recommendation by using the link below.

**COMPLETE RECOMMENDATION**

The recommendation requires both a likert scale evaluation as well as an uploaded letter of recommendation. Thank you in advance for your timely recommendation and please do not hesitate to contact us if you have any questions.

Sincerely,

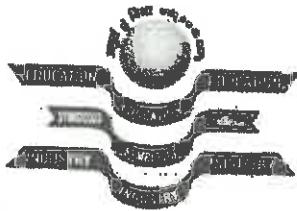
The UAB Graduate School Admissions Team

Application Number: APP-769522	Start Term and Year: Spring 2023
Program: MS in Computer Science	Recommendation Requested Date: 8/4/2022

  
**PRINCIPAL**  
**DVR & Dr. HS MIC College of Technology**  
**Kanchikacherla, N.T.R. Dt.**  
**Andhra Pradesh, India – Pin - 517190**

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2/11/2024, 4:46 PM



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Phone: 08678 - 273535, 273623, Fax: 08678 - 273569  
E-mail: officemictech@gmail.com, Website: www.mictech.ac.in



**D. Prasad**  
Associate Professor,  
Department of Computer Science and Engineering,  
Email: dprasad@mictech.ac.in  
Mobile Number: +91 9440428638

**LETTER OF RECOMMENDATION**

I am pleased to recommend Ms. **BANDALAMUDI SAI MEGHANA** for the master's program in your university. I have known her from last 4 years. She is one of the most promising students I have come across.

She has been my student in "SOFTWARE ENGINEERING" in 6<sup>th</sup> semester. During the period of my association with her I was able to gauge her innate abilities to understand the basic concepts and apply them to tackle the problems associated with it. I'm fully confident about the knowledge in her graduation and I would rate her among the top 10% within the class of 59 students.

As a student she was dedicated to her assignments given to her and finished them on time. She was always been a hard worker and I am impressed with her quick perception and in her reproduction of concepts. Her application is praiseworthy. Perseverance, sincerity and thirst for knowledge have always been the hallmark of her personality.

She has also taken seminars in our college. Proficiency in English through knowledge of the subject coupled with the style of her teaching in a clear and lucid manner made her seminars very interesting and informative. She also has the rare quality of time management and strikes the right balance between her academic and personal commitments. Her maturity, competence and ability to work diligently indicate that she can perform well these strengths and co-operative nature. I firmly believe you would make her a successful candidate for pursuing higher studies in your university.

With full confidence in her abilities, I personally have a strong feeling that Ms. **BANDALAMUDI SAI MEGHANA** is a deserving personality for masters at your esteemed University along with a suitable financial support.

**D. Prasad**

Head of the Department  
Dept. of Computer Science & Engg.  
DVR & Dr. HS MIC College of Technology  
Kanchikacherla, Krishna Dist.  
Andhra Pradesh, India - Pin: 521180.



**PRINCIPAL**

**Dr. HS MIC College of Technology**  
Kanchikacherla, N.T.R.Ot.  
Andhra Pradesh, India - Pin: 521180



Prasad Devarasetty <[dprasad@mictech.ac.in](mailto:dprasad@mictech.ac.in)>

## Recommendation Request from Manoj Kumar Sankuru for Florida Institute of Technology

1 message

Florida Tech <[admission@fit.edu](mailto:admission@fit.edu)>  
To: [dprasad@mictech.ac.in](mailto:dprasad@mictech.ac.in)

Sat, Jan 14, 2023 at 12:34 PM



PRINCIPAL  
DVR & Dr. HS MIC College of Technology  
Kanchikacherla, N.T.R. Dt.  
Andhra Pradesh, India - Pin: 521180

22-23  
EST  
2/10/2024, 11:17 PM

Dear Prasad D:

Manoj Kumar Sankuru has requested that you write a letter of recommendation to Florida Institute of Technology for the MS Computer Science program.

In an effort to make this process as easy as possible for you, we offer the ability to complete your recommendation online through our secure website. To submit your recommendation, please use the link below. This link is unique to this recommendation and should not be shared or forwarded.

Please click here: <https://admissions.fit.edu/refer/?8452959045834004> to complete the recommendation.

Personal Message from Manoj Kumar: Please Respond

Thank you for your time and consideration.

Florida Institute of Technology

Contact Us

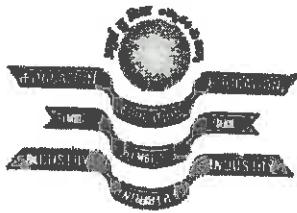


Florida Institute of Technology  
150 W. University Blvd.  
Melbourne, FL 32901  
Email | (321) 674-8030

Rankings & Accolades  
The Office of Title IX  
Accreditation & Memberships  
Notice of Non-Discrimination

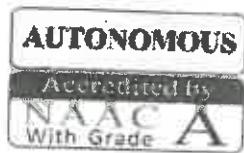
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**PRINCIPAL**  
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Kanchikacherla, N.T.R. Dt.  
Andhra Pradesh, India – Pin: 521180



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Phones: 08678 - 273535 / 94914 57799 / 73826 16824.  
E-mail: office@mictech.ac.in, Website: www.mictech.edu.in



**D. Prasad**

Associate Professor and Head  
Department of Computer Science and Engineering  
Email: dprasad@mictech.ac.in  
Mobile Number: +91 9440428638

**LETTER OF RECOMMENDATION**

I am writing to you in support of Mr. Sankuru Manoj Kumar and his desire to attend your university for doing Master's program. I have assessed him in the subject "Software Engineering". I think some of my observations are worth mentioning while I pen down my letter recommending him to study at your university.

To begin with, he is a perky class participant and brings together an engineer's analytical approach, a keen grasp of basic facts. He is a self-starter and likes to go beyond the theoretical point of view, to the practical application of subjects. Other than the stipulated work in class, he has taken up several other initiatives. His equal commitment and sincerity towards his studies and extracurricular activities impressed me immensely.

Mr. Sankuru Manoj Kumar possesses a very fine personality for which he is liked by one and all in the department, with his friendly disposition, he can fit into any team. He has a theoretically well-backed approach to solving problems, which clearly displays his innovative and experimental skills. His understanding of concepts with ease makes him an ideal candidate for any kind of work.

He is an ambitious and career-oriented person who believes in reality and completing the work meticulously. He keeps himself updated on the latest developments and goes through which was evident from the technical discussions and interviews I had with him. I am confident that he will continue to display the same commitment and diligence. Hence, I strongly recommend him for admission into your university. I wish him all the best in his future.



D. Prasad

PRINCIPAL  
DVR & Dr. HS MIC College of Technology,  
Kanchikacherla, N.T.R. Dt.  
Andhra Pradesh, India - Pin: 521180

Head of the Department  
Dept. of Computer Science & Engg.  
DVR & Dr. HS MIC College of Technology  
Kannikukurlu, Krishna Dt.  
Andhra Pradesh, India - Pin: 521180.



Prasad Devarasetty <[dprasad@mictech.ac.in](mailto:dprasad@mictech.ac.in)>

## Recommendation Submitted for Pallavi Alaparthi

1 message

University of Memphis Graduate Admissions <[graduateadmissions@memphis.edu](mailto:graduateadmissions@memphis.edu)>  
To: [dprasad@mictech.ac.in](mailto:dprasad@mictech.ac.in)

Mon, Feb 27, 2023 at 8:27 PM



Greetings!

Thank you for submitting your recommendation of Pallavi Alaparthi. We have notified Pallavi Alaparthi that your recommendation was received.

Best,

The Graduate School | The University of Memphis



THE UNIVERSITY OF  
MEMPHIS

Graduate School

[memphis.edu/gradschool](http://memphis.edu/gradschool)

Carnegie R1 Institution | U.S. News & World Report Top Tier Public University | NCAA Division I



The University of Memphis | Graduate School  
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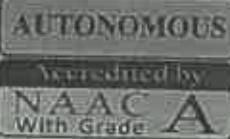
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Phone: 08678 - 273535 / 74914 57799 / 73826 16824  
Email: office@mictech.ac.in, Website: www.mictech.edu.in



**D. Prasad**

Head of the Department

Department of Computer Science and Engineering

Email: dprasad@mictech.ac.in

Mobile Number: +91 9440428638

**LETTER OF RECOMMENDATION**

I am writing this recommendation letter to you in support of Ms. ALAPARTHI PALLAVI on her desire to be a part of your university and to seek admission for higher studies at your university. As a head of the department I know her for past four years as an undergraduate student and found her to be an aspiring and sincere student. I was able to determine her initiate abilities to understand the basic concept and apply them to tackle the problems associated with it.

Relationship with this particular student became strong when I handled subject like "SOFTWARE ENGINEERING". She has performed exceptionally well in the academics and in the lab as well scoring excellent grades in theory and laboratory.

Ms. ALAPARTHI PALLAVI is quite ambitious and career driven. She works hard to achieve her goals and is committed to her work. Her ability to organize her time efficiently and her meticulous preparation will be an asset to her research team. Her self confidence and optimistic approach to solve even the most difficult problems are worth mentioning, her systematic and focused approach has always ended in her good academic performance. Her ability to visualize and linking the fundamentals of each subject makes her as an ideal student for research. She has brilliant leadership skills and competent of extracting the best out of her team.

With a good sense of foresight she has always been a foot forward to all her fellow students in all aspects of circular activities. I feel she is one of the best student and recommend her candidature for admission which gives her an opportunity to prove at your university. It is my earnest hope that you accept her application to your university with financial assistance.

**D. Prasad**

Head of the Department  
Dept. of Computer Sciences & Engg.  
DVR & Dr. HS MIC College of Technology  
Kanchikacherla, Kucham Dist.  
Andhra Pradesh, India - Pin: 521180.

**PRINCIPAL**  
**JVR & Dr. HS MIC College of Technology**  
Kanchikacherla, N.T.R. Dist.  
Andhra Pradesh, India - Pin: 521180





Prasad Devarasetty <dprasad@mictech.ac.in>

## Rice University - Recommendation received

1 message

Rice University Graduate and Postdoctoral Studies <[gradsys@rice.edu](mailto:gradsys@rice.edu)>  
To: [dprasad@mictech.ac.in](mailto:dprasad@mictech.ac.in)

Thu, Sep 8, 2022 at 10:36 PM

Dear Mr. D,

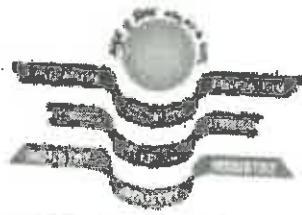
We have successfully received your letter of recommendation for Raja Ranjith Kumar Asileti to Rice University.

Thank you for your time and consideration.

Rice University

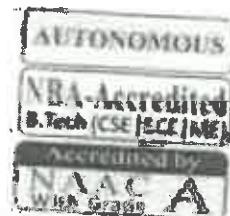
  
PRINCIPAL  
DVR & Dr. HS MIC College of Technology  
Kanchikacherla, N.T.R. Dt.  
Andhra Pradesh, India - Pin: 521180

22-27  
CIV



# DVR & Dr. HS MIC College of Technology

AN ISO 9001:2008 Certified Institute  
Approved by AICTE & Permanently Affiliated to JNTUH, Hyderabad  
Kanchikacherla - 521180, Kanchikacherla, Distt. N.T.R. Dt., Andhra Pradesh, India  
Phone: 08678 - 273518, 273521, Fax: 08678 - 273560  
E-mail: office@mictech.ac.in, Website: www.mictech.ac.in



**D. Prasad**

Associate Professor,  
Department of Computer Science and Engineering,  
Email: dprasad@mictech.ac.in  
Mobile Number: +91 9440428638.

## LETTER OF RECOMMENDATION

I am highly pleased to recommend Mr. ASILETI RAJA RANJITH KUMAR for a Master's in your esteemed university. I have taught him "SOFTWARE TESTING METHODOLOGY" and "SOFTWARE ENGINEERING". He always has a positive attitude towards studies. As per my observation, he is attentive, intellectual, and intelligent.

I found him a good listener, hardworking and active partner in class discussions. During three years of acquaintance with him, the remarkable quality that impressed me was his analytical thinking. He quickly understands the basic principles and concepts from his academic subjects and tries to implement them at the earliest. He has shown great interest by venturing beyond the scope of the matter. His inquisitive mind, analytical skills, and good interpretation skills will significantly facilitate research work at your university.

Apart from his studies, he is good at organizing activities and events. His excellent interpersonal skills make him quickly get along with classmates and teachers. He is emotionally mature and stable. He has excellent proficiency in English, which makes him express his ideas and thoughts clearly.

Judging from the above aspects, I can confidently state that Mr. ASILETI RAJA RANJITH KUMAR possesses the necessary qualities of passion, dedication, determination, and intellect to meet the graduate program requirements at your esteemed university. I highly recommend him for the Master's program at your reputed institution. I am optimistic that he can complete the course. I would be happy to provide you with any further information you require about him.



D. Prasad

  
**PRINCIPAL**  
**DVR & Dr. HS MIC College of Technology**  
Kanchikacherla, N.T.R. Dt.  
Andhra Pradesh, India - Pin: 521180



Prasad Devarasetty <[dprasad@mictech.ac.in](mailto:dprasad@mictech.ac.in)>

## Thank you for submitting your Letter of Recommendation 1 message

Northern Arlzon University <[help@applyweb.com](mailto:help@applyweb.com)>  
To: [dprasad@mictech.ac.in](mailto:dprasad@mictech.ac.in)

Thu, Mar 16, 2023 at 10:01 PM

Dear Prasad D,

Your Recommendation has been received for sai sri bolla.

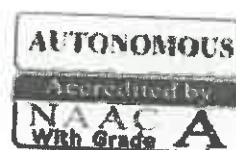
Thank you for your information.

PRINCIPAL  
DVR & Dr. HS MIC College of Technology  
Kanchikacherla, N.T.R. Dt.  
Andhra Pradesh, India - Pin: 521180



DVR & Dr. HS  
**MIC College of Technology**

ISO 9001:2015 Certified Institute  
(Approved by AICTE & Permanently Affiliated to JNTUK, Kakinada,  
Kanchikacherla - 521180, NTR Dist, A.P, India.  
Phones: 08678 - 273535 / 94914-57799 / 73826 16824  
E mail: office@miotech.ac.in, Website: www.miotech.edu.in



**D. Prasad**  
**Head & Associate Professor**  
**Department of Computer Science and Engineering**  
**Email-dprasad@miotech.ac.in**  
**Phone number: +91 9440428638**

**LETTER OF RECOMMENDATION**

I am delighted to recommend Ms. SAI SRI BOLLA. As a Head of the Computer Science and Engineering Department at DVR & Dr. HS MIC College of Techtology, I have known her for four years of her under-graduation at our college. My appraisal of her application for graduate studies is based on my acquaintance with her.

I have been able to gauge her strengths and abilities. She has a terrific ability to draw on her experiences and develop thoughtful opinions on a variety of issues. I taught her "SOFTWARE ENGINEERING". She is an individual with good subject involvement. She is a keen observer and a quick grasper with a wide range of innovative ideas.

Ms. SAISRI BOLLA is driven by inspiration, assimilated by new ideas, and guided by strong fundamentals. She has an ardency for technological innovations in the contemporary world. This is visible in the field she chose for her academic project. She could converse fluently and very coherently and was successful in explaining her points clearly in project presentations.

To sum up, I would like to say Ms. SAISRI BOLLA is a hardworking, courteous individual, who in my opinion is well suited for research. Her aptitude which combines perseverance, commitment, and creativity will certainly make her a valuable member of your institution. I strongly recommend her candidature and will be glad to entertain any further communication in this regard.

(D. Prasad)

From: **DVR & Dr. HS MIC College of Technology**  
Dept. of Computer Science & Engg.  
DVR & Dr. HS MIC College of Technology  
Kanchikacherla, Kakinada Dist.  
Andhra Pradesh, India - Pin: 521 180.



**PRINCIPAL**  
**DVR & Dr. HS MIC College of Technology**  
Kanchikacherla, N.T.R. Dt.  
Andhra Pradesh, India - Pin : 521 180

22/27/2023



Prasad Devarasetty <[dprasad@mictech.ac.in](mailto:dprasad@mictech.ac.in)>

## Recommendation Submission for Durga Prasad Tirupala

1 message

Pace University Graduate Admission <[admission@grad.pace.edu](mailto:admission@grad.pace.edu)>  
Reply-To: [graduateadmission@pace.edu](mailto:graduateadmission@pace.edu)  
To: [dprasad@mictech.ac.in](mailto:dprasad@mictech.ac.in)

Wed, Aug 31, 2022 at 9:19 PM



Dear Mr. D,

We have successfully received your letter of recommendation for Durga Prasad Tirupala to Pace University.

Thank you for your time and consideration.

Regards,

Office of Graduate Admission  
Pace University

New York City Campus  
One Pace Plaza  
New York, NY 10038

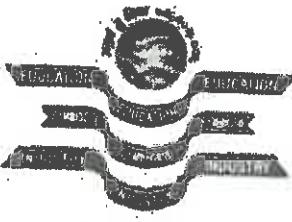
[www.pace.edu](http://www.pace.edu)  
800-874-PACE

Westchester Campus  
861 Bedford Road  
Pleasantville, NY 10570

  
PRINCIPAL  
DVR & Dr. HS MIC College of Technology  
Kanchikacherla, N.T.R. Dt.  
Andhra Pradesh, India – Pin: 521180

22-23 CIE

2/10/2024, 11:13 PM



# DVR & Dr. HS MIC College of Technology

ISO 9001:2015 Certified Institute  
(Approved by AICTE & Permanently Authorized by FSTU, Kakdwip)  
Kanchikacherla - 521180, NTR Dist, A.P. India  
Phone: 08674 - 271535 / 94914 57799 / 73326 16824  
E-mail: office@mictech.ac.in, Website: www.mictech.edu.in



**D. Prasad**

Head of the Department,  
Department of Computer Science and Engineering.  
Email: dprasad@mictech.ac.in  
Mobile Number: +91 9440428638

## LETTER OF RECOMMENDATION

I am highly pleased to recommend Mr. TIRUPALA DURGA PRASAD for a Master's in your esteemed university. He has been my student incapacity of his academic guide and mentor. I have taught him "SOFTWARE TESTING METHODOLOGY". He always has a positive attitude towards studies. As per my observation, he is attentive, intellectual, and intelligent.

I found him a good listener, hardworking and active partner in class discussions. During three years of acquaintance with him, the remarkable quality that impressed me was his analytical thinking. He quickly understands the basic principles and concepts from his academic subjects and tries to implement them at the earliest. He has shown great interest by venturing beyond the scope of the matter. His inquisitive mind, analytical skills, and good interpretation skills will significantly facilitate research work at your university.

Apart from his studies, he is good at organizing activities and events. His excellent interpersonal skills make him quickly get along with classmates and teachers. He is emotionally mature and stable. He has excellent proficiency in English, which makes him express his ideas and thoughts clearly.

Judging from the above aspects, I can confidently state that Mr. TIRUPALA DURGA PRASAD possesses the necessary qualities of passion, dedication, determination, and intellect to meet the graduate program requirements at your esteemed university. I highly recommend him for the Master's program at your reputed institution. I am optimistic that he can complete the course. I would be happy to provide you with any further information you require about him.

D. Prasad

Head of the Department  
Dept. of Computer Science & Engg.  
MIC & Dr. HS MIC College of Technology  
Kanchikacherla, Nellore Dist.  
Andhra Pradesh, India - Pin: 521180



PRINCIPAL  
DVR & Dr. HS MIC College of Technology  
Kanchikacherla, N.T.R. Dt.  
Andhra Pradesh, India - Pin: 521180



Prasad Devarasetty &lt;dprasad@mictech.ac.in&gt;

## Recommendation Received by Kent State University

1 message

Kent State University, Graduate Admissions <gradapps@kent.edu>  
To: dprasad@mictech.ac.in

Sun, Feb 5, 2023 at 10:25 PM



Hi Mr. D,

We successfully received your letter of recommendation for Priyanka Jamallamudi to Kent State University for the Data Science program.

Kent State continually seeks to add to our graduate community. If you know any other students who might be a good fit for any of our programs, please consider having them reach out to our office.

Graduate Admissions is here to help students find the right program for them, guide them through the application process and connect them with our award-winning faculty. We can be reached at 330-672-2444 or gradapps@kent.edu.

Thank you for your time and consideration.

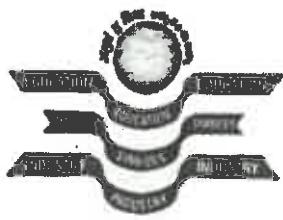
Kent State University



CONTACT  
800 E. Summit St., 161 Schwartz Center  
Kent, OH 44242  
330-672-2444  
gradapps@kent.edu

  
PRINCIPAL  
DVR & Dr. HS MIC College of Technology  
Kanchikacherla, N.T.R. Dt.  
Andhra Pradesh, India – Pin: 521180

22-23  
cse  
2/12/2024, 6:06 AM



# DVR & Dr. HS MIC College of Technology

ISO 9001:2015 Certified Institute  
(Approved by AICTE & Permanently Affiliated to JNTUK, Kakinada)  
Kanchikacherla - 521180, NTR Dist, A.P, India.  
Phones: 08678 - 273535 / 94914 57799 / 73826 16824  
E-mail: office@mictech.ac.in, Website: www.mictech.edu.in



**D. Prasad**

Head of the Department,  
Department of Computer Science and Engineering,  
Email: dprasad@mictech.ac.in  
Mobile Number: +91 9440428638

## LETTER OF RECOMMENDATION

It gratifies me to give this letter of recommendation to Ms. JAMALLAMUDI PRIYANKA. I was faculty for the subjects "SOFTWARE ENGINEERING" and "SOFTWARE TESTING METHODOLOGIES". During my interaction with her in the class, I observed that she is inquisitive and urges to gain an in-depth knowledge in all aspects

Ms. JAMALLAMUDI PRIYANKA was a very sincere student and displayed sufficient motivation to excel in a research kind of environment. The reason I say this is because she always took initiative to learn more about the subject. She would come up with intelligent and issue-based questions in class that reflected that she would have done her homework on the subject properly. Her assignments were precise, well supported, organized, and timely and showed her liking towards practical implementations. This was evident from several lab assignments she worked on. During the Software Testing lab sessions, she always tried something new apart from her class work. She never gave up when she was stuck at something, she would try hard until she gets the right solution. Her ability to work with counter parts and even with her seniors is exemplary. With her pleasing manners, proficiency in communicating her ideas effectively, she has established an excellent rapport with her fellow students and the faculty. She has brilliant team leader skills and is competent of extracting the best out of her team members. Her performance in the course has been superior, impressing me with her commitment to learn and think innovatively. She is a student with self-reliance and good levels of self-confidence.

Apart from scoring good grades in her exams she actively participated in the departmental fests that were conducted. This proves that she has aptitude for co-curricular and extra-curricular record. She was part of many social service activities. She has also illustrated competent leadership qualities while organizing various technical and non-technical events at department and college level.

Ms. JAMALLAMUDI PRIYANKA has discussed with me her interest in master's program. With her background and work experience, I feel that she does have the right aptitude to excel in any graduate level program. She would definitely prove to be a valuable contributor to the projects and work going on at your university. I strongly recommend her to your program for admissions and also for financial assistance.

D. Prasad

Head of the Department  
Dept. of Computer Science & Engg.  
DVR & Dr. HS MIC College of Technology  
Kanchikacherla, Krishna Dt.  
Andhra Pradesh, India - Pin: 521180.





Prasad Devarasetty <dprasad@mictech.ac.in>

## Lewis University Graduate Admission

1 message

Lewis University Office of Graduate Admission <grad@lewisu.edu>  
To: dprasad@mictech.ac.in

Fri, Apr 7, 2023 at 11:29 PM

Dear Dr. D:

We have successfully received your letter of recommendation for Praveen Pathi to Lewis University Graduate Admission . Thank you for your time and consideration.

Lewis University Graduate Admission

  
PRINCIPAL  
DVR & Dr. HS MIC College of Technology  
Kanchikacherla, N.T.R. Dt.  
Andhra Pradesh, India - Pin: 521180

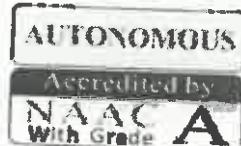
22-23  
CSE

2/12/2024, 6:07 AM



# DVR & Dr. HS MIC College of Technology

(ISO 9001:2015 Certified Institute)  
(Approved by AICTE & Permanently Affiliated to JNTUK, Kakinada)  
Kanchikacherla - 521180, NTR Dist, A.P. India.  
Phones: 08674 - 273335, 94914 57799, 73826 16824  
E-mail: office@mictech.ac.in, Website: www.mictech.edu.in



**D. Prasad**

Associate Professor,

Department of Computer Science and Engineering.

Email: dprasad@mictech.ac.in

Mobile Number: +91 9440428638

## LETTER OF RECOMMENDATION

I take immense pleasure to recommend Mr. PATHI PRAVEEN, into your prestigious institution. My association with him has given me a Sample scope to assess his capabilities very closely, both academically and personally. As an Associate Professor of Department of Computer Science & Engineering. I have known him very well and during his undergraduate studies, I had an opportunity to closely interact with him. During his studies, I had taught him the subject "SOFTWARE ENGINEERING" where I came to know this person who showed keen interest in the subject and curiosity to learn.

He is a steady understudy with a serious level of inspiration and responsibility. He can become familiar with the complexities of the subjects of his specialization just as subjects which are interdisciplinary. He has consistently been standard in his work and has shown a characteristic tendency towards the functional part of the subject. He has shown distinct fascination for study hall conversations and his enthusiasm to find out about the subject and persistence to test and learn makes his an ideal individual for exploration and assignments requiring unique musings. I rate his in top 10% among the undergraduates of his group.

He has been curious and has exhibited superb force of perception. I'm exceptionally dazzled with the colossal measure of assurance and devotion he shows towards finding out more and concentrating for this. His great relational abilities have assisted him with producing solid associations with individual undergraduates and different individuals from our staff. All in all, I have discovered him to be an understudy with enormous potential to surpass.

Generally speaking, I am sure that PATHI PRAVEEN with his earnestness, assurance and commendable scholarly capacities would end up being a resource for your college. Besides, his scholarly capability will contribute altogether to research and in this way I firmly suggest him for graduate examinations at your regarded college with the conceivable monetary assistantship.

**D. PRASAD**

Head of the Department  
Dept. of Computer Science & Engg  
DVR & Dr. HS MIC College of Technology  
Kanchikacherla, N.T.R. Dt.  
Andhra Pradesh, India - Pin: 521180

**PRINCIPAL**  
**DVR & Dr. HS MIC College of Technology**  
Kanchikacherla, N.T.R. Dt.  
Andhra Pradesh, India - Pin: 521180



Prasad Devarasetty <[dprasad@mlctech.ac.in](mailto:dprasad@mlctech.ac.in)>

## Priyanka Mallela Recommendation Received

1 message

University of Bridgeport <[admit@bridgeport.edu](mailto:admit@bridgeport.edu)>  
To: [dprasad@mlctech.ac.in](mailto:dprasad@mlctech.ac.in)

Wed, Aug 31, 2022 at 9:54 PM

Dear Mr. Prasad,

We have successfully received your letter of recommendation for Priyanka Mallela.

Thank you for your time and consideration.

Sincerely,

Office of Admissions  
University of Bridgeport

PRINCIPAL  
DVR & Dr. HS MIC College of Technology  
Kanchikacherla, N.T.R. Dt.  
Andhra Pradesh, India – Pin: 521180

2/12/2024, 6:05 AM

22-27  
CSE



DVR & Dr. HS  
**MIC College of Technology**

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(Approved by AICTE & Permanently Affiliated to INTUK, Kakinada)  
Kanchikacherla - 521180, Krishna Dist. A.P, India.  
Phone: 08678 - 273535, 273623, Fax: 08678 - 273569  
E-mail: officemictech@gmail.com. Website: www.mictech.ac.in



**D. Prasad**  
Associate Professor,  
Department of Computer Science and Engineering.  
Email: dprasad@mictech.ac.in  
Mobile Number: +91 9440428638

**LETTER OF RECOMMENDATION**

I take immense gratification in presenting my student Ms. MALLELA PRIYANKA who is zestful to pursue higher studies at your institution. She has pursued her Engineering course under my superintendence and hence I consider myself to be decisively placed to reckon her predilection and endowments. She is a very profound and diligent student with sufficient inspiration to overshadow in her chosen field of studies. I have known Ms. MALLELA PRIYANKA for a good period of four years during which, I taught her "DATA STRUCTURES" and "DESIGN AND ANALYSIS OF ALGORITHMS" in her third and sixth semesters respectively. As head and associate professor of computer science department, I work with many students who have sizeable knowledge of computer science.

She is sedulous student with a high degree of motivation. Her ability to organize her time efficiently and her meticulous preparation will be an asset to the research team. I have found her to be a student with high intellect and keen analytical thinking. Her self-assurance and optimistic approach to solve even the most difficult problems are worth mentioning. She has superb problem-solving skills. During discussion of the case studies, she was highly potent in applying the course material in analysing the problem situations. Each year I heed that only a few outstanding students offer a unique perspective and really embrace their enlightenment of subject matter.

Ms. MALLELA PRIYANKA evinced her oral articulateness in the discussion sections of case studies that were an integral part of the computer science course. She explained her views very succinctly and gave analytical arguments that were both explicit and compelling. She continues to impress me with her knowledge, skill and dedication to her work. I am sure you will find her to be a student whose talents will only shine further through your graduate program.



D. Prasad

Head of the Department  
Dept. of Computer Science & Engg.  
DVR & Dr. HS MIC College of Technology  
Kanchikacherla, Krishna Dist.  
Andhra Pradesh, India - Pin: 521180.





Prasad Devarasetty <dprasad@mictech.ac.in>

## Recommendation Request from Rajeswari Gampa for Kent State University

1 message

Kent State University <admissions@kent.edu>  
To: dprasad@mictech.ac.in

Thu, Sep 1, 2022 at 3:21 PM



Hi Prasad D,

Rajeswari Gampa has requested that you write a letter of recommendation to Kent State University on their behalf.

In an effort to make this process as easy as possible for you, we offer the ability to complete your recommendation online through our secure website. To submit your recommendation, please use the link below.

[Submit Recommendation](#)

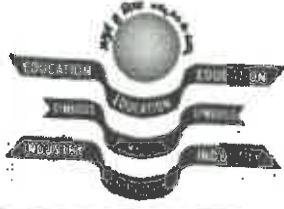
This link is unique to this recommendation and should not be shared or forwarded.

Thank you for your time and consideration.

Kent State University

  
PRINCIPAL  
DVR & Dr. HS MIC College of Technology  
Kanchikacherla, N.T.R. Dt.  
Andhra Pradesh, India - Pin: 521180

22-23  
2/11/2024, 4:56 PM



DVR & Dr. HS  
**MIC College of Technology**

An ISO 9001:2008 Certified Institute  
(Approved by AICTE & Permanently Affiliated to JNTUK, Kakinada)  
Kanchikacherla - 521180, Krishna Dist, A.P. India.  
Phone: 08678 - 273535, 273623, Fax: 08678 - 273569  
E mail: officemictech@gmail.com, Website: www.mictech.ac.in



**D. Prasad**

Associate Professor,  
Department of Computer Science and Engineering,  
Email: dprasad@mictech.ac.in  
Mobile Number: +91 9440428638

**LETTER OF RECOMMENDATION**

As the Associate Professor of Department of Computer Science Engineering, it gives me great pleasure to write this recommendation letter for Ms. GAMPA RAJESWARI. I have been her course mentor for the subject "OPERATING SYSTEMS" known her well during her course of study in this institute, I have the opportunity to observe and appreciate her academic caliber, as well as the versatility of her personality, I would rank her among the 5% of the students I have taught in my experience.

Ms. GAMPA RAJESWARI has distinguished herself as one of the best students in department. She was active and diligent class participant and brings together an Engineers analytical approach, a keen grasp of basic facts coupled with Theoretical knowledge, which she applies effectively to problem solving. She is an ardent learner and likes to go beyond the theoretical purview to practical applications of her subjects. She has shown tremendous energy and boundless enthusiasm to participate, plan and organize various intra and inter collegiate events. She effectively clarifies the doubts of the students of her own class, as well as her juniors.

In a nutshell, Ms. GAMPA RAJESWARI is a multifaceted person with a zeal for academic, cultural and extra-curricular activities. I am confident that your esteemed Institution will be an ideal place for her to improve upon her existing skills through pursuing a Post Graduation Program. I strongly recommend her for admission to the graduate program with financial assistance.

D. Prasad

PRINCIPAL  
DVR & Dr. HS MIC College of Technology  
Kanchikacherla, N.T.R. Dt.  
A.P. - India - Pin - 521180



Prasad Devarasetty <[dprasad@mictech.ac.in](mailto:dprasad@mictech.ac.in)>

## Recommendation Submission for Rama Sita Mallareddy

1 message

Pace University Graduate Admission <[admission@grad.pace.edu](mailto:admission@grad.pace.edu)>  
Reply-To: [graduateadmission@pace.edu](mailto:graduateadmission@pace.edu)  
To: [dprasad@mictech.ac.in](mailto:dprasad@mictech.ac.in)

Fri, Jan 20, 2023 at 9:34 PM



Dear Mr. D,

We have successfully received your letter of recommendation for Rama Sita Mallareddy to Pace University.

Thank you for your time and consideration.

Regards,

Office of Graduate Admission  
Pace University

New York City Campus  
One Pace Plaza  
New York, NY 10038

[www.pace.edu](http://www.pace.edu)  
800-874-PACE

Westchester Campus  
861 Bedford Road  
Pleasantville, NY 10570

  
**PRINCIPAL**  
**DVR & Dr. HS MIC College of Technology**  
Kanchikacherla, N.T.R. Dt.  
Andhra Pradesh, India – Pin: 521180

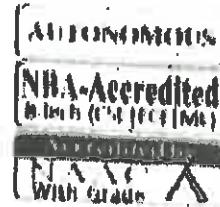
22-23  
cfc

2/11/2024, 4:55 PM



# DVR & Dr. HS MIC College of Technology

ISO 9001:2015 Certified Institute  
(Approved by AICET & Permanently Affiliated to JNTUH, Kakinada  
Kanchikacherla - 521180, NTR Dist, A.P, India.  
Phone: 08678 223333 / 04934 577997 / IN 96 16824  
E-mail: office@mictech.ac.in, Website: www.mictech.edu.in



**D. Prasad, M.Tech(Ph.D.),**  
Associate Professor & HOD,  
Department of Computer Science and Engineering,  
Email: dprasad@mictech.ac.in  
Mobile Number: +91 944042863

## LETTER OF RECOMMENDATION

I am delighted to recommend Miss. RAMASITA MALLAREDDY, who is interested in pursuing her Masters at your esteemed university. As a faculty of Computer Science & Engineering Department of DVR and Dr. HS MIC College of Technology, I have known her for four years of her under-graduation at our college. My appraisal of her application for graduation studies is based on my acquaintance with her.

I have been able to gauge her strengths and abilities. She has a terrific ability to draw on his experiences and develop thoughtful opinions on a variety of issues. I taught her "DATA STRUCTURES" and "SOFTWARE TESTING METHODOLOGIES". She has a good hold on the above subjects. She is an individual with good subject involvement and her systematic approach is evident from her exceptional aptitude in engineering profession. Her technical knowledge is no doubt an asset to her.

Miss RAMASITA MALLAREDDY is driven by inspirations, incorporated by new ideas and guided by strong fundamentals. She has ardency for technological innovations in the contemporary world. This is clearly visible by the field she choose for her academic projects. She could converse fluently and very coherently and was successful in explaining her points clearly in project presentations. She has got the potential to perform well in a highly competitive atmosphere.

In short, I would like to say Miss. RAMASITA MALLAREDDY is a hardworking, courteous individual, who in my opinion is well suited for research. Her aptitude that combines perseverance, commitment and creativity will certainly make her a valuable member of your institution. I strongly recommend her candidature and will be glad to entertain any further communication in this regard.



  
**D. Prasad**

**Head of the Department**  
Dept. of Computer Science & Engg.  
DVR & Dr. HS MIC College of Technology  
Kanchikacherla, Krishna Dt.  
Andhra Pradesh, India - Pin: 521180.

  
**PRINCIPAL**  
**DVR & Dr. HS MIC College of Technology**  
Kanchikacherla, N.T.R. Dt.  
Andhra Pradesh, India - Pin: 521180



Prasad Devarasetty &lt;dprasad@mlctech.ac.in&gt;

## Raviteja Pola's recommendation

1 message

Clark University Graduate Admissions <[gradadmissions@clarku.edu](mailto:gradadmissions@clarku.edu)>  
Reply-To: [gradadmissions@clarku.edu](mailto:gradadmissions@clarku.edu)  
To: [dprasad@mlctech.ac.in](mailto:dprasad@mlctech.ac.in)

Wed, Sep 7, 2022 at 3:14 PM



Dear Mr. D.,

Raviteja Pola has submitted an application to Clark University's graduate admissions office and has notified us that you will be providing a recommendation. In order to simplify this process for you, we offer the ability to submit your recommendation online.

To provide your recommendation, please use our secure website. From there, you will be able to either use our recommendation form, upload your own document, or both. If you are unable to click the hyperlink in this email, you can access the webpage here: <https://gradapply.clarku.edu/refer/?2051593274532305>.

If there is any way we can be of assistance, please don't hesitate to reply to this email or give us a call at 508-793-7373. Thank you in advance for your time and consideration in recommending Raviteja.

Sincerely,

Graduate Admissions Office

Graduate Admissions Office  
Clark University, 950 Main Street, Worcester MA 01610-1477, U.S.A.  
1-508-793-7373 | [gradadmissions@clarku.edu](mailto:gradadmissions@clarku.edu)

PRINCIPAL  
DVR & Dr. HS MIC College of Technology  
Kanchikacherla, N.T.R. Dt.  
A.P. Pradesh India - Pin: 521180

22-23  
cst

2/11/2024, 4:54 PM



# DVR & Dr. HS MIC College of Technology

ISO 9001:2015 Certified Institute  
(Approved by AICET & Permanently Affiliated to JNTUK, Kakinada)  
Kanchikacherla - 521180, NTR Dist, A.P. India.  
Phone: 08678 - 272535 / 94914 57799 / 73826 16824  
E-mail: office@mictech.ac.in, Website: www.mictech.edu.in



**D. Prasad**  
Associate Professor,  
Department of Computer Science and Engineering,  
Email: dprasad@mictech.ac.in  
Mobile Number: +91 9440428638

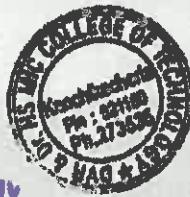
## LETTER OF RECOMMENDATION

It is with immense pleasure that I would like to recommend one of my students Mr. Raviteja Pola, who is applying to your esteemed University to pursue his Master's Program. As his professor, in the 1<sup>st</sup> semester, I taught him 'Computer Programming' and was able to script about him.

Mr. Raviteja Pola is an exceptionally talented individual with a diverse range of abilities that immediately distinguish him from his contemporaries. He has participated and excelled in lot of seminars conducted by different departments across the institution. I observed his organizational skills, communication skills, enthusiasm, and adaptability through his presentations and seminars at the institution, which provides him an added benefit over his peers. He is also capable of performing practical tasks independently as well as extending good collaborative interactions. He gets along well with his teachers, mentors and fellow students. His conceptual ability along with his creative attitude is exhibited both in and out of the classroom.

He also has remarkable problem-solving skills coupled with a very good analytical ability. He regularly brought up new ideas and innovative concepts with his fellow students, revealing his inquisitiveness and urge to learn more. He has done a good amount of hands on projects and showcased them on institutional level events. I was intrigued by his ability to interpret theoretical knowledge into practical understanding. His competence and efficiency are proved by his academic and extracurricular activities and I can assess him to be among one of the top students I have taught. He is one of the two students who got placed in an MNC in software industry from mechanical engineering background. This shows his curiosity in learning things apart from his academics.

I regard him as having a great chance of being an outstanding graduate student. I am confident that he will continue to succeed in his higher studies also. He has my highest endorsement for admission into his desired course at your esteemed university, preferably with financial aid.



*APL*  
**PRINCIPAL**  
DVR & Dr. HS MIC College of Technology  
Kanchikacherla, N.T.R. Dist.  
Andhra Pradesh, India - Pin: 521180

**D.PRASAD**  
Head of the Department  
Dept. of Computer Science & Engg.  
DVR & Dr. HS MIC College of Technology  
Kanchikacherla, Krishna Dist.  
Andhra Pradesh, India - Pin: 521180.



Prasad Devarasetty <dprasad@mictech.ac.in>

Your GradCAS recommendation was submitted  
1 message

gradcas@liaisoncas.com <gradcas@liaisoncas.com>  
To: dprasad@mictech.ac.in

Mon, Feb 13, 2023 at 11:27 AM



Hi Prasad,

Thank you for submitting your recommendation of Sahithi Divya Cherukuri. We have notified Sahithi Divya Cherukuri that your recommendation was submitted.

Please refer to the [Letters by Liaison Help Center](#) for more information or contact Customer Service.

Thanks,

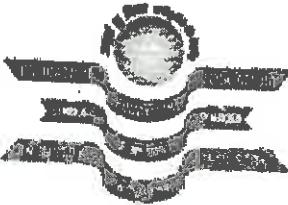
GradCAS Customer Service  
[letters@liaisoncas.com](mailto:letters@liaisoncas.com)

Please do not reply to this automated message.

PRINCIPAL  
DVR & Dr. HS MIC College of Technology  
Kanchikacherla, N.T.R. Dist.  
Andhra Pradesh, India - Pin: 521101

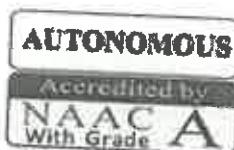
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CJC

2/11/2024, 4:50 PM



# DVR & Dr. HS MIC College of Technology

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Kanchikacherla - 521180, N.T.R.Dr., A.P. India.  
Phone: 08678 - 273535 / 94914 57799 / 73836 16924  
Email: office@mictech.ac.in, Website: www.mictech.edu.in



D.Prasad  
Associate Professor  
Department of Computer Science and Engineering  
DVR & Dr.HS MIC College of Technology  
Kanchikacherla  
Email Id : dprasad@mictech.ac.in  
Contact number: +91 9440428638

## LETTER OF RECOMMENDATION

It is my immense pleasure to support Cherukuri Sahithi Divya's candidature to your institution for masters at your university. Currently, I hold the designation of Head of the Department, Computer Science and Engineering in DVR & Dr.HS MIC College of Technology. I am associated with her as a mentor for the Final Capstone Project in the 8th semester and as a course instructor. Apart from being a mentor, I also taught her subjects like "Advanced Data Structures", "Database Management Systems". During this tenure, I noticed her to be extremely dedicated and diligent as she constantly strives for excellence in every task she takes up.

Being a faculty member and HOD, I had always encountered positive feedback from fellow professors. Her achievements in my classes were indicative of her caliber as a student. She was very inquisitive and enthusiastically participated in classroom discussions. She went beyond the requirements for her assignments every time, highlighting her deep interest in the field. She continuously proved her ability to lead a team through collaboration, sharing ideas and encouraging her peers.

Sahithi Divya is well recognized among the juniors. She actively guides them in their studies or projects whenever they approach her. She is always calm and composed, so everyone always loved to interact with her. I was also impressed with her time management skills. She is always on time for her classes and never failed to meet any deadlines. Despite having multiple assignments to complete in a semester, she neither delays the submissions nor asks for extra time.

She has substantial knowledge in Object Oriented Programming Language, Data Management Systems, Web Technologies, and AWS Cloud. This was demonstrated by the work she did in her Internship "AWS Virtual Cloud" and she is playing a role of team leader in the major Project of the last semester.

It does not come to me as a surprise that after four years of pursuing bachelors, she is still eager to pursue Masters. I strongly recommend Sahithi Divya for her post graduate studies in your institution. Her keen desire to explore and learn will take her far ahead in life. I wish her all the best for her graduate studies. Please feel free to contact me in case you have any queries regarding this recommendation.



PRINCIPAL  
JVR & Dr. HS MIC College of Technology  
Kanchikacherla, N.T.R. Dr.,  
Andhra Pradesh, India - Pin: 521180

(D.Prasad)

Head of the Department  
Dept. of Computer Science & Engg.  
DVR & Dr. HS MIC College of Technology  
Kanchikacherla, N.T.R. Dr.,  
Andhra Pradesh, India - Pin: 521180



Prasad Devarasetty &lt;dprasad@mictech.ac.in&gt;

## Recommendation Requested

1 message

Michigan Tech Graduate Admissions <gradadms@mtu.edu>  
Reply-To: gradadms@mtu.edu  
To: dprasad@mictech.ac.in

Thu, Dec 15, 2022 at 7:03 PM

Dear Prasad D,

Sai Teja Vegi has applied for Graduate School admission in the Computer Science Master's program for Fall 2023 at Michigan Technological University. In order to help us determine if the applicant will succeed in attaining an advanced degree from Michigan Tech, the applicant has requested that you provide a letter of recommendation. **We ask that you use the link below to provide your recommendation, do not reply to this email.**

Personal message from Sai Teja: Respected sir,  
Please submit my online letter of recommendation

**To complete their request and provide a recommendation as soon as possible, please visit: <https://go.mtu.edu/refer/?7038554356368608>**

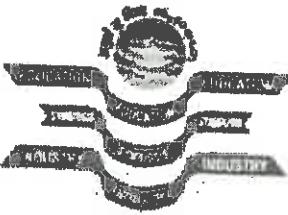
Thank you,  
Michigan Tech Graduate Admissions

Michigan Technological University  
1400 Townsend Dr.  
Houghton, MI 49931  
[www.mtu.edu/gradschool](http://www.mtu.edu/gradschool)  
Phone: (906) 487-2327  
Fax: (906) 487-2284

*[Handwritten signature]*  
DVR & Dr. HS MIC College of Technology  
PRINCIPAL  
Kenchikacherla, N.T.R. Dt.  
Andhra Pradesh, India - Pin: 521180

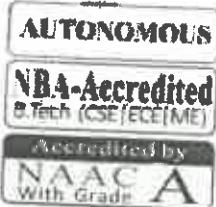
22-27 JK

2/10/2024, 11:19 PM



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**MIC College of Technology**

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Kanchikacherla - 521180, NTR Dist, A.P. India.  
Phone: 08678 - 273535 / 94944 57799 / 73826 16824  
E-mail: office@mictech.ac.in, Website: www.mictech.edu.in



**D. Prasad**  
Associate Professor,  
Department of Computer Science and Engineering,  
Email: dprasad@mictech.ac.in  
Mobile Number: +91 9440428638

**LETTER OF RECOMMENDATION**

I feel very contented recommending Mr. VEGI SAI TEJA to your esteemed institution. He had a good rapport with the faculty during his interaction with the department in his undergraduate program. He is extremely diligent and accomplished a consistent academic record. I taught him "WEB TECHNOLOGIES" course. I had observed him to be resourceful and good in practical sessions.

His keen interest towards the subject and punctuality in the submissions shows his determination and dedication towards his career. He is an active listener with tremendous problem-solving ability. He is one among those who thinks in all possible directions. He is very methodical in his work and possesses good analytical skills. Whenever he is skeptical about the topic, he clarifies it at that instant which benefits his peers too. Also, at times I would find him helping his batch members.

Apart from his theoretical knowledge, Mr. VEGI SAI TEJA also exhibited his empirical proficiency through his lab course work. Also, he participates frequently in various extracurricular activities such as sports, cultural events, etc. which represents his all-round development. He is an extrovert person who can easily gel with the people around, a quality with which he can mingle in any team easily.

Looking as a whole, I see him as a person who possesses all the qualities an individual should have. As your university encourages talent, a student like Mr. VEGI SAI TEJA with innate and extrinsic skill set when given a chance, will excel in his work and be an asset to the institution.

**D. Prasad**  
Head of the Department  
of Computer Science & Engg.  
DVR & Dr. HS MIC College of Technology  
Kanchikacherla, Krishna Dt.  
Andhra Pradesh, India - Pin: 521180



**PRINCIPAL**  
**JVR & Dr. HS MIC College of Technology**  
Kanchikacherla, N.T.R. Dt.  
Andhra Pradesh, India - Pin: 521180



Prasad Devarasetty <dprasad@mictech.ac.in>

## Recommendation Request from Sai Krishna Gorrepati for Governors State University

1 message

Governors State University <[admission@govst.edu](mailto:admission@govst.edu)>  
To: dprasad@mictech.ac.in

Wed, Nov 2, 2022 at 11:26 AM

Dear Mr. Prasad:

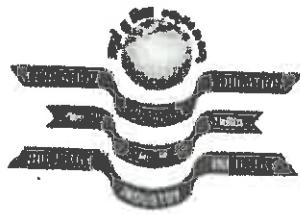
Sai Krishna Gorrepati has requested that you write a letter of recommendation to Governors State University on their behalf. In an effort to make this process as easy as possible for you, we offer the ability to complete your recommendation online through our secure website. To submit your recommendation, please use the link below. This link is unique to this recommendation and should not be shared or forwarded.

[Submit Recommendation](#)

Thank you for your time and consideration.

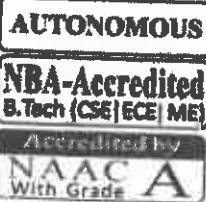
Governors State University

  
PRINCIPAL  
DVR & Dr. HS MIC College of Technology  
Kanchikacherla, N.T.R. Dt.  
Agra Deemed to be University Pin: 521180



# DVR & Dr. HS MIC College of Technology

An ISO 9001:2008 Certified Institute  
(Approved by AICTE & Permanently Affiliated to JNTUK, Kakinada)  
Kanchikacherla - 521180, Krishna Dist, A.P, India.  
Phone: 08678 - 273535, 273623, Fax: 08678 - 273569  
E mail: officemictech@gmail.com. Website: www.mictech.ac.in



**D. Prasad**

Associate Professor,  
Department of Computer Science and Engineering,  
Email: dprasad@mictech.ac.in  
Mobile Number: +91 9440428638

## LETTER OF RECOMMENDATION

I feel very contented recommending Mr. GORREPATI SAIKRISHNA to your esteemed institution. He had a good rapport with the faculty during his interaction with the department in his undergraduate program. He is extremely diligent and accomplished a consistent academic record. I taught him "ADVANCED DATA STRUCTURES" course. I had observed him to be resourceful and good in practical sessions.

His keen interest towards the subject and punctuality in the submissions shows his determination and dedication towards his career. He is an active listener with tremendous problem-solving ability. He is one among those who thinks in all possible directions. He is very methodical in his work and possesses good analytical skills. Whenever he is skeptical about the topic, he clarifies it at that instant which benefits his peers too. Also, at times I would find him helping his batch members.

Apart from his theoretical knowledge, Mr. GORREPATI SAIKRISHNA also exhibited his empirical proficiency through his lab course work. Also, he participates frequently in various extracurricular activities such as sports, cultural events, etc. which represents his all-round development. He is an extrovert person who can easily gel with the people around, a quality with which he can mingle in any team easily.

Looking as a whole, I see him as a person who possesses all the qualities an individual should have. As your university encourages talent, a student like Mr. GORREPATI SAIKRISHNA with innate and extrinsic skill set when given a chance, will excel in his work and be an asset to the institution.



  
**D. Prasad**  
Head of the Department  
Dept. of Computer Science & Engg.  
DVR & Dr. HS MIC College of Technology  
Kanchikacherla, Krishna Dt.,  
Andhra Pradesh, India - Pin: 521180.

  
**PRINCIPAL**

DVR & Dr. HS MIC College of Technology  
Kanchikacherla, N.T.R. Dt.  
Andhra Pradesh, India - Pin: 521180



Prasad Devarasetty <[dprasad@mictech.ac.in](mailto:dprasad@mictech.ac.in)>

## New Jersey Institute of Technology

1 message

NJIT University Admissions <[admissions@njit.edu](mailto:admissions@njit.edu)>  
To: [dprasad@mictech.ac.in](mailto:dprasad@mictech.ac.in)

Thu, Mar 16, 2023 at 9:46 PM

Dear Mr. D:

We have successfully received your letter of recommendation for Som Sekhar Burada to New Jersey Institute of Technology. Thank you for your time and consideration.

New Jersey Institute of Technology

  
PRINCIPAL  
DVR & Dr. HS MIC College of Technology  
Kanchikacherla, N.T.R. Dt.  
Andhra Pradesh, India – Pin: 521180

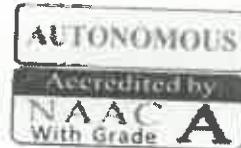
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DVR & Dr. HS

# MIC College of Technology

(ISI) 4001:2015 Certified Institute  
(Approved by AICTE & Permanently Affiliated to JNTUK, Kakinada)  
Kanchikacherla - 523180, NTR Dist, A.P. India.  
Phones: 08678 - 223539 / 94914 57799 / 73826 16824  
Email: office@mictech.ac.in, Website: www.mictech.edu.in



**D. Prasad**

Associate Professor,

Department of Computer Science and Engineering,

Email: dprasad@mictech.ac.in

Mobile Number: +91 9440428638

## LETTER OF RECOMMENDATION

I have known Mr. SOM SEKHAR BURADA for the past four years which enabled me to assess his both academically and on a personal level. He is among the few students who can channelize their effort towards their goals. He was under my tutelage for subjects "SOFTWARE ENGINEERING".

His organized approach and constructive attitude set him apart from others. He is also held in good esteem by many other faculty members. I can confidently vouch for his sincerity, integrity and soundness of his Judgment. His analytical skills are very good and he is excellent at communicating his ideas. His enthusiasm to learn new topics and gain insight into the subject emphasizes his highly ambitious nature and incessant zeal to make innovative advances. His zeal for learning is intriguing.

Maintaining steadfast commitment and persistent hard work, he was able to score excellent grades consistently. As a Head of the Department I am always aware of Mr. SOM SEKHAR BURADA's achievements in both academic and extracurricular activities. He represented our college in various inter college competitions and received various appreciations for his achievements. His practical knowledge about subjects like cloud, data structures, data mining and operating systems is excellent.

I view him as a student who has the right attitude and aptitude to further his studies in a highly research oriented ambience. Given the opportunity, I believe that he will be benefited from the program that he has chosen at your university. I strongly recommend Mr. SOM SEKHAR BURADA for an admission into your esteemed university with possible financial assistantship and I wish him good for future.

  
**D. PRASAD**

  
**PRINCIPAL**

**DVR & Dr. HS MIC College of Technology**

Kanchikacherla, N.T.R. Dt.

Andhra Pradesh, India - Pin - 51



Prasad Devarasetty <[dprasad@mictech.ac.in](mailto:dprasad@mictech.ac.in)>

## Recommendation Received for Vanitha Nallani

1 message

Office of Graduate Admissions <[graduate@newhaven.edu](mailto:graduate@newhaven.edu)>  
To: [dprasad@mictech.ac.in](mailto:dprasad@mictech.ac.in)

Mon, Feb 27, 2023 at 8:31 PM



# University of New Haven

## OFFICE OF GRADUATE ADMISSIONS



Greetings,

We have received your recommendation for Vanitha Nallani for the University of New Haven. Thank you for submitting this recommendation on Vanitha's behalf.

Kind Regards,

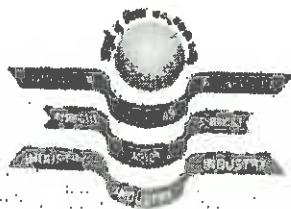
Office of Graduate Admissions  
University of New Haven

Office of Graduate Admissions | 300 Boston Post Road | West Haven, Connecticut, U.S.A.  
[www.newhaven.edu](http://www.newhaven.edu) | [graduate@newhaven.edu](mailto:graduate@newhaven.edu) | [UNewHavenGrad](tel:+1(203)932-7440) | +1(203)932.7440

PRINCIPAL  
DVR & Dr. HS MIC College of Technology  
Kanchikacherla, N.T.R. Dt.  
Andhra Pradesh, India - Pin: 521180

2/10/2024, 11:08 PM

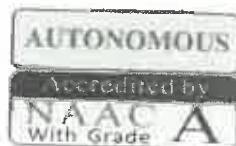
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CE



DVR &amp; Dr. HS

# MIC College of Technology

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Kanchikacherla - 521180, NTR Dist, A.P, India.  
Phone: 08673 - 273533 / 94914 57799 / 73826 16824  
E-mail: office@mictech.ac.in, Website: www.mictech.edu.in



**D. Prasad**  
Head of the Department  
Department of Computer Science and Engineering  
Email: dprasad@mictech.ac.in  
Mobile Number: +91 9440428638

## LETTER OF RECOMMENDATION

I am writing this recommendation letter to you in support of Ms.NALLANI VANITHA on her desire to be a part of your university and to seek admission for higher studies at your university. As a head of the department I know her for past four years as an undergraduate student and found her to be an aspiring and sincere student. I was able to determine her initiate abilities to understand the basic concept and apply them to tackle the problems associated with it.

Relationship with this particular student became strong when I handled subject like "SOFTWARE ENGINEERING". She has performed exceptionally well in the academics and in the lab as well scoring excellent grades in theory and laboratory.

Ms.NALLANI VANITHA is quite ambitious and career driven. She works hard to achieve her goals and is committed to her work. Her ability to organize her time efficiently and her meticulous preparation will be an asset to her research team. Her self confidence and optimistic approach to solve even the most difficult problems are worth mentioning. Her systematic and focused approach has always ended in her good academic performance. Her ability to visualize and linking the fundamentals of each subject makes her as an ideal student for research. She has brilliant leadership skills and competent of extracting the best out of her team.

With a good sense of foresight she has always been a foot forward to all her fellow students in all aspects of circular activities. I feel she is one of the best student and recommend her candidature for admission which gives her an opportunity to prove at your university. It is my earnest hope that you accept her application to your university with financial assistance.

D. Prasad

Head of the Department  
Dept. of Computer Science & Engg  
DVR & Dr. HS MIC College of Technology  
Kanchikacherla, Krishna Dist  
Andhra Pradesh, India - Pin: 521180



**PRINCIPAL**  
**DVR & Dr. HS MIC College of Technology**  
Kanchikacherla, N.T.R. Dt.  
Andhra Pradesh, India - Pin: 521180



Prasad Devarasetty <[dprasad@mictech.ac.in](mailto:dprasad@mictech.ac.in)>

## University of Missouri-Kansas City

2 messages

University of Missouri-Kansas City <[admissions@umkc.edu](mailto:admissions@umkc.edu)>  
To: [dprasad@mictech.ac.in](mailto:dprasad@mictech.ac.in)

Mon, Dec 12, 2022 at 10:36 PM

Dear Prasad D.:

We have successfully received your letter of recommendation for Venkata Kanaka Durga Grandhi to University of Missouri-Kansas City. Thank you for your time and consideration.

University of Missouri-Kansas City

---

University of Missouri-Kansas City <[admissions@umkc.edu](mailto:admissions@umkc.edu)>  
To: [dprasad@mictech.ac.in](mailto:dprasad@mictech.ac.in)

Mon, Dec 12, 2022 at 10:54 PM

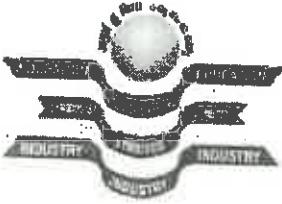
Dear Prasad D. :

We have successfully received your letter of recommendation for Sindhuja Vaka to University of Missouri-Kansas City. Thank you for your time and consideration.

University of Missouri-Kansas City

  
PRINCIPAL  
DVR & Dr. HS MIC College of Technology  
Kanchikacherla, N.T.R. Dt.  
Andhra Pradesh, India - Pin: 521180

22-23  
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**MIC College of Technology**

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Kanchikacherla - 521180, NTR Dist, A.P. India.  
Phones: 08678 - 273335 / 43914 57799 / 73826 16824  
E-mail: office@mictech.ac.in Website: www.mictech.edu.in



**D. Prasad M.Tech (Ph.D.),**  
Associate Professor,  
Department of Computer Science and Engineering,  
Email: dprasad@mictech.ac.in  
Phone: 9440428638

**LETTER OF RECOMMENDATION**

I feel happy to write this letter of recommendation for Ms. VENKATA KANAKA DURGA GRANDHI who is an energetic young woman with commitment towards academics, cultural, and extra curricular activities. As faculty member of the Department of Computer Science & Engineering, I have known her very well and during her undergraduate studies, I had an opportunity to interact with her. During her studies, I had taught her the subject "COMPUTER PROGRAMMING" where I came to know this person who showed keen interest in the subject and curiosity to learn.

To begin with, Ms. VENKATA KANAKA DURGA GRANDHI has been an engaging member of the class. Her cheerful and fun-filled attitude is complimented with eagerness to help her fellow classmates. Her positive attitude led her to cultivate many interpersonal skills which she showed during organizing events in the department. She is one of the highly intellectual students in her class. She outshined in leading teams in both academic and extra-curricular activities. She always uses to lead teams and her distinctive communication skills made her express freely and clearly, which helped her to communicate her leadership nature. Her sincerity and hardworking nature are noteworthy.

I recommend this student to your university and with all my observations, I am sure that she will be successful in her career. I wish her all success and growth.

  
(D. Prasad)

  
**PRINCIPAL**  
**DVR & Dr. HS MIC College of Technology**  
Kanchikacherla N.T.R. Dt.  
Andhra Pradesh, India - Pin: 521180



Prasad Devarasetty &lt;dprasad@mictech.ac.in&gt;

**Recommendation Request from Sai Shanmukha Varun Ponugoti for Saint Peter's University**

1 message

**Saint Peter's University** <gradadmit@saintpeters.edu>  
Reply-To: gradadmit@saintpeters.edu  
To: dprasad@mictech.ac.in

Thu, Mar 9, 2023 at 2:02 PM

Dear Mr. D,

Sai Shanmukha Varun Ponugoti has requested that you write a letter of recommendation to Saint Peter's University on their behalf for the MS in Data Science program. In an effort to make this process as easy as possible for you, we offer the ability to complete your recommendation online through our secure website. To submit your recommendation, please use the link below. This link is unique to this recommendation and should not be shared or forwarded.

<https://admissions.saintpeters.edu/refer/?7693230368160852>

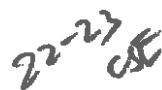
Thank you for your time and consideration.

Sincerely,

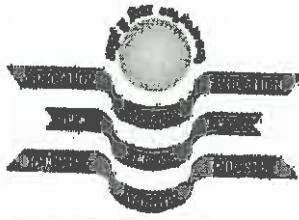
**Office of Graduate Admission**  
**Saint Peter's University**  
**The Jesuit University of New Jersey**  
**2641 John F. Kennedy Boulevard**  
**Jersey City, New Jersey 07306**  
p: (201) 761-6470  
f: (201) 435-5270



**PRINCIPAL**  
**DVR & Dr. HS MIC College of Technology**  
**Kanchikacherla, N.T.R. Dt.**  
**Andhra Pradesh, India – Pin: 52118c**



2/10/2024, 11:06 PM



DVR & Dr. HS  
**MIC College of Technology**

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Kanchikacherla - 521180, Krishna Dist, A.P, India.  
Phone: 08678 - 273535, 273623, Fax: 08678 - 273569  
E-mail: office@mictech@gmail.com, Website: www.mictech.ac.in

**AUTONOMOUS**

**NBA-Accredited**  
B.Tech (CSE | ECE | ME)

Accredited by  
**NAAC** With Grade **A**

**D. Prasad M.Tech (Ph.D.)**  
Associate Professor,  
Department of Computer Science and Engineering,  
Email: dprasad@mictech.ac.in  
Phone: +919440428638

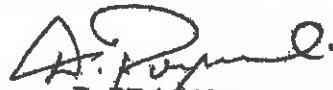
**LETTER OF RECOMMENDATION**

I have known Mr. SAI SHANMUKHA VARUN PONUGOTI for the past four years which enabled me to assess his both academically and on a personal level. He is among the few students who can channelize their effort towards their goals. He was under my tutelage for subjects "SOFTWARE ENGINEERING" and "CLOUD COMPUTING".

He organized approach and constructive attitude set him apart from others. He is also held in good esteem by many other faculty members. I can confidently vouch for his sincerity, integrity and soundness of his Judgement. His analytical skills are very good and he is excellent at communicating his ideas. His enthusiasm to learn new topics and gain insight into the subject emphasizes his highly ambitious nature and incessant zeal to make innovative advances. His zeal for learning is intriguing.

Maintaining steadfast commitment and persistent hard work, he was able to score excellent grades consistently. As the Head of the Department, I am always aware of his achievements in both academic and extracurricular activities. He represented our college in various inter college competitions and received various appreciations for his achievements. His practical knowledge about subjects like data structures, data mining and operating systems is excellent.

In view his as a student who has the right attitude and aptitude to further his studies in a highly research-oriented ambience. Given the opportunity, I believe that he will be benefited from the program that he has chosen at your university. I strongly recommend Mr. SAI SHANMUKHA VARUN for an admission into your esteemed university with possible financial assistantship and I wish him all the best for his future.



**D. PRASAD.**

Head of the Department  
Dept. of Computer Science & Engg.  
DVR & Dr. HS MIC College of Technology  
Kanchikacherla, Krishna Dt.  
Andhra Pradesh, India - Pin: 521180  
A.D. 2014-Prasad. U.G.I. - PL - 521180.

**PRINCIPAL**  
**JVR & Dr. HS MIC College of Technology**  
Kanchikacherla, N.T.R. Dt.  
Andhra Pradesh, India - Pin: 521180



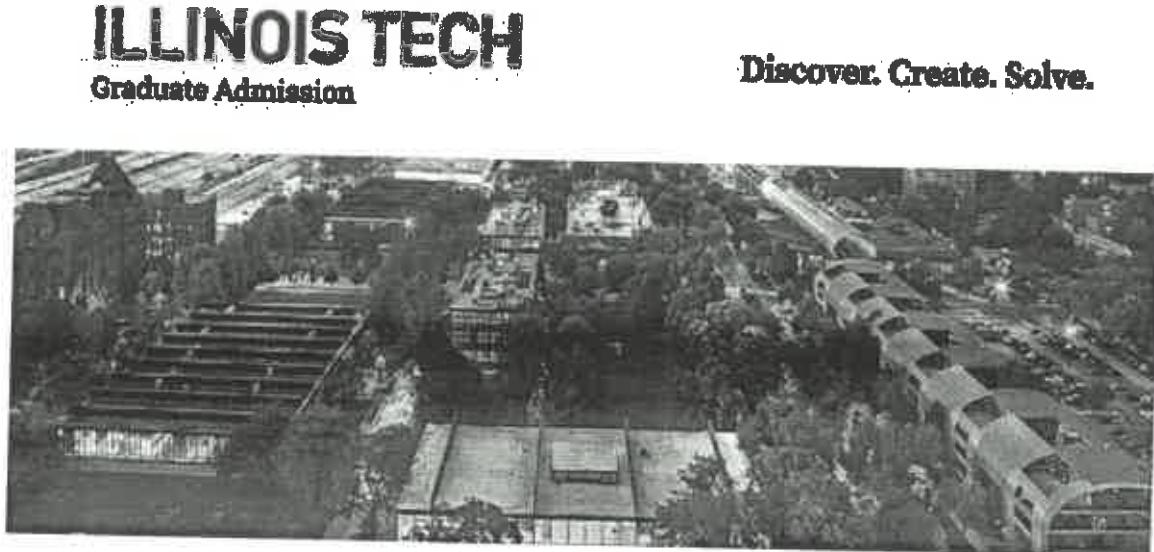
Prasad Devarasetty &lt;dprasad@mictech.ac.in&gt;

## Recommendation Request for Venkata Bhanu Prasad Unnam to Illinois Institute of Technology

1 message

Illinois Tech Recommendation Request <grad.recommend@iit.edu>  
To: "dprasad@mictech.ac.in" <dprasad@mictech.ac.in>

Tue, Oct 11, 2022 at 7:38 PM



Dear Prasad Devarasetty,

I have started an application to the Master In Information Technology and Management program at Illinois Institute of Technology, College of Computing and request a letter of recommendation from you. My application will be reviewed within the next two weeks and I would greatly appreciate if you could complete my recommendation in this time frame.

### Guidelines for Letters of Recommendation

Letters of recommendation should include the following:

- A testament to the applicant's skills, academic ability, and potential for graduate-level studies.
- Specific examples of how the applicant's skills, academic ability, and potential for graduate-level studies have successfully prepared them for their chosen field of study.

Please complete your recommendation by providing examples of support through our secure website. To submit your recommendation, please use the link below. This link is unique to this recommendation and should not be shared or forwarded.

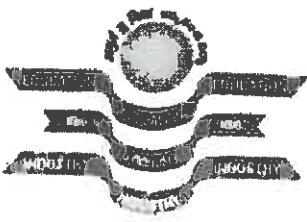
[Submit Recommendation Here](#)

If you have any questions about the recommendation process, please feel free to contact us at [admissions@id.iit.edu](mailto:admissions@id.iit.edu) or 312.567.3020.

Thank you for your time and support!

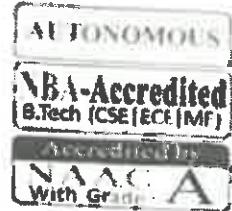
  
**PRINCIPAL**  
**DVR & Dr. HS MIC College of Technology**  
Kanchikacherla, N.T.R. Dt.  
Andhra Pradesh, India – Pin: 521

22-27  
CS  
2/12/2024, 6:27 AM



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Phones: 08678 - 273535 / 94914 57799 / 73826 16824  
E mail: office@mictech.ac.in, Website: www.mictech.edu.in



**D Prasad**  
Associate Professor & Head  
Department of Computer Science Engineering,  
DVR & Dr. HS MIC College of Technology,  
Email: dprasad@mictech.ac.in.  
Contact: +91 9440428638

**LETTER OF RECOMMENDATION**

I feel privileged to write about the potential of Unnam Venkata Bhanu Prasad for an admission into graduate program at your prestigious university. I was his mentor right from the beginning of his undergraduate study. I instructed him in "C Programming" which has given me ample scope to assay his abilities very closely, both academically and personally.

He is a conscientious worker and his ability to manage time effectively and efficiently always proves advantageous to his peers. Despite being from Mechanical stream, he showed a keen interest in deep computer fundamentals and is well versed in C, Java and SQL and has an excellent knowledge of web technologies. He is very diligent and constantly strives for deeper understanding of the subjects.

He maintains a very good rapport with his instructors and fellow students. He is very confident, very optimistic and never waits for opportunities rather creates them. He is a very active participant in the class discussions. His presentations of reports and seminars have been very good, indicating impressive communication skills and good command over the English language. I found him highly motivated to do graduate studies and research. He has a rare blend of top writing and interpersonal skills.

I feel that his diligence and pragmatic analysis represent him competency towards research. Hence, I strongly recommend him to be considered as the potential candidate for admission to the graduate program in your esteemed university with full financial assistance. I wish him all the success in his pursuits of academic advancements and career.



  
**D PRASAD**

**Head of the Department**  
Dept. of Computer Science & Engg.  
DVR & Dr. HS MIC College of Technology  
Kanchikacherla, Krishna Dist.  
Andhra Pradesh, India - Pin: 521180.

  
**PRINCIPAL**  
**DVR & Dr. HS MIC College of Technology**  
Kanchikacherla, N.T.R. Dt.  
Andhra Pradesh, India - Pin: 521180



Prasad Devarasetty &lt;dprasad@mictech.ac.in&gt;

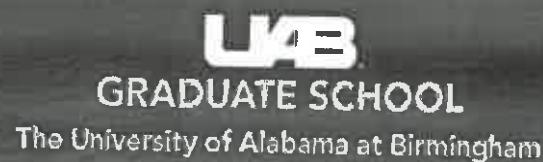
## Recommendation Confirmation for Nizamuddin Shaik

1 message

UAB Graduate School &lt;gradschool@reach.uab.edu&gt;

Reply-To: UAB Graduate School <reply-fe9a15777166037d75-276\_HTML-179638041-515008206-721@reach.uab.edu>  
To: dprasad@mictech.ac.in

Thu, Feb 2, 2023 at 9:42 AM

[Web Version](#)

Dear Prasad D.,

Thank you for taking the time to provide a recommendation on behalf of Nizamuddin Shaik. This email serves as your confirmation that it was successfully submitted.

Sincerely,

The UAB Graduate School Admissions Team

Application Number: a0Q4V00000U5VTpUAN	Start Term and Year: Fall 2023
Program: MS in Computer Science	Recommendation Completed Date: Feb 01, 2023



  
**PRINCIPAL**  
**DVR & Dr. HS MIC College of Technology**  
Kanchikacherla, Dist.  
Andhra Pradesh, India - Pin: 521180

2/12/2024, 6:16 AM

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DVR & Dr. HS  
**MIC College of Technology**  
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Kanchikacherla-521180, NTR Dist. A.P. India.  
Tel.No : 08678-273335/9491-457799/7382616824  
Website : [www.mictech.ac.in](http://www.mictech.ac.in)



**Dr.D. Prasad**  
Associate Professor & HOD,  
Department of Computer Science and Engineering,  
Email: [dprasad@mictech.ac.in](mailto:dprasad@mictech.ac.in)  
Mobile Number: +91 9440428638

**LETTER OF RECOMMENDATION**

I am writing to you in support of Mr. NIZAMUDDIN SHAIK and his desire to attend your university for doing Master's program. I have assessed him in the subject "SOFTWARE ENGINEERING". I think some of my observations are worth mentioning while I pen down my letter recommending him to study at your university.

To begin with, he is a perky class participant and brings together an engineer's analytical approach, a keen grasp of basic facts. He is a self-starter and likes to go beyond the theoretical point of view, to the practical application of subjects. Other than the stipulated work in class, he has taken up several other initiatives. His equal commitment and sincerity towards his studies and extracurricular activities impressed me immensely.

Mr. NIZAMUDDIN SHAIK possesses a very fine personality for which he is liked by one and all in the department, with his friendly disposition, he can fit into any team. He has a theoretically well-backed approach to solving problems, which clearly displays his innovative and experimental skills. His understanding of concepts with ease makes him an ideal candidate for any kind of work.

He is an ambitious and career-oriented person who believes in reality and completing the work meticulously. He keeps himself updated on the latest developments and goes through which was evident from the technical discussions and interviews I had with him. I am confident that he will continue to display the same commitment and diligence. Hence, I strongly recommend him for admission into your university. I wish him all the best in his future.

Dr. D. Prasad

PRINCIPAL  
**DVR & Dr. HS MIC College of Technology**  
Kanchikacherla, N.T.R. Dt.  
Andhra Pradesh, India - Pin: 521180

*Head of the Department*  
Dept. of Computer Science & Engg.  
DVR & Dr. HS MIC College of Technology  
Kanchikacherla, Krishna Dt.  
Andhra Pradesh, India - Pin: 521180



Prasad Devarasetty <[dprasad@mlctech.ac.in](mailto:dprasad@mlctech.ac.in)>

## Sai Sandeep Vadlamudi Recommendation Received

1 message

University of Bridgeport <[admit@bridgeport.edu](mailto:admit@bridgeport.edu)>  
To: [dprasad@mlctech.ac.in](mailto:dprasad@mlctech.ac.in)

Sat, Oct 15, 2022 at 8:39 PM

Dear Mr. Prasad,

We have successfully received your letter of recommendation for Sai Sandeep Vadlamudi.

Thank you for your time and consideration.

Sincerely,

Office of Admissions  
University of Bridgeport

  
PRINCIPAL  
DVR & Dr. HS MIC College of Technology  
Kanchikacherla, N.T.R. Dt.  
Andhra Pradesh, India - Pin: 521180

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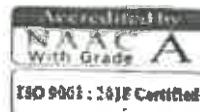


DVR & Dr. HS

## MIC College of Technology

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Kanchikacherla-521180, NTR Dist, A.P. India.  
Tel.No : 08678-273535/9491457799/7382616924  
Website : [www.mictech.ac.in](http://www.mictech.ac.in)



**Dr.D. Prasad**

**Associate Professor & HOD,**

**Department of Computer Science and Engineering,**

**Email: dprasad@mictech.ac.in**

**Mobile Number: +91 9440428638**

### LETTER OF RECOMMENDATION

I am contented to endorse this letter of recommendation in favor of Mr. SAI SANDEEP VADLAMUDI who is keen to pursue higher studies at your institution. I know him for the past four years as an undergraduate student, where I had taught him the courses in the field like **COMPILER DESIGN** in 7<sup>th</sup> semester and have been instructor for laboratory courses like "**COMPUTER NETWORKS**" in 6<sup>th</sup> semester.

Aesthetic programming skills, perseverance and tenacity to complete the work assigned in him. His keen insight into the learning process and innovative thinking made him participate in various technical symposiums conducted in the college. He is an intelligent, hardworking student with excellent creative and observation skills. He can carryout practical work independently and also extended good cooperation in teamwork. He has also worked under my supervision in organizing lab and Department works.

High grasping power and ability to reason logically seem to come naturally to him. His manners are quite pleasing and he has a natural drive to come up with solutions for problems since he has a sound knowledge of the concepts taught in class. He is enthusiastic during discussions and his interest is evident through the projects and assignments that he undertakes. He is willing to go ahead and get a comprehensive picture of things, rather than acquiring a surface understanding.

On associating with him, I have found him to be attentive and enthusiastic during discussions and his interest is evident through the projects and assignments that he undertakes. His ability to convince people has always impressed me. Good communication and organizational skills help him to be at the forefront of organizing seminars. Undoubtedly, he will be a source of inspiration for others.

Considering his academic excellence and effective communication skills, I rank him among the top 10% of the students of his class. I recommend him in the strongest terms for admission to the Graduate Program at your University preferably with financial aid.

**Dr. D. Prasad**

*Head of the Department*  
Dept. of Computer Science & Engg.  
DVR & Dr. HS MIC College of Technology  
Kanchikacherla, Krishna Dt.  
Andhra Pradesh, India - Pin: 521180.



**PRINCIPAL**

**DVR & Dr. HS MIC College of Technology**  
Kanchikacherla, N.T.R. Dt.  
Andhra Pradesh, India - Pin: 521180



Prasad Devarasetty <dprasad@mictech.ac.in>

## Leela Satya Swetha Ejjada's Request for Recommendation to Graduate Study at George Mason University

1 message

George Mason University Graduate Admissions <[masongrad@gmu.edu](mailto:masongrad@gmu.edu)>  
To: "dprasad@mictech.ac.in" <[dprasad@mictech.ac.in](mailto:dprasad@mictech.ac.in)>

Wed, Sep 28, 2022 at 3:17 PM

Dear Prasad,

Leela Satya Swetha Ejjada is applying to the Computer Science - MS program at George Mason University and would like to request that you submit a brief recommendation as part of their application.

To make a recommendation, please use this link

If you have any questions or concerns, please don't hesitate to reach out to us ([masongrad@gmu.edu](mailto:masongrad@gmu.edu)). Please note that this e-mail and associated link are unique to your e-mail address. Please do not forward this e-mail.

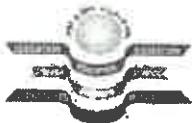
Thank you for your time.

George Mason University - Graduate Admissions

\*\*Please do not respond to this automated email. For any questions, please reach out to the applicant directly.\*\*

PRINCIPAL  
DVR & Dr. HS MIC College of Technology  
Kanchikacherla, N.T.R. Dt.  
Andhra Pradesh, India – Pin: 521180

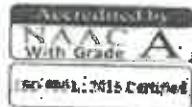
22-23  
CCE



DVR & Dr. HS  
**MIC College of Technology**

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Kanchikacherla-521180, NTR Dist, A.P, India.  
Tel.No : 08678-273535/9491457799/7382616824  
Website : [www.mictech.ac.in](http://www.mictech.ac.in)



**Dr.D. Prasad**

**Associate Professor & HOD,**  
**Department of Computer Science and Engineering,**  
**Email: dprasad@mictech.ac.in**  
**Mobile Number: +91 9440428638**

**LETTER OF RECOMMENDATION**

I am writing this recommendation letter to you in support of Ms. **LEELA SAI SWETHA EJJADA** on her desire to be a part of your university and to seek admission for higher studies at your university. I know her for past four years as an undergraduate student and found her to be an aspiring and sincere student. I was able to determine her initiate abilities to understand the basic concept and apply them to tackle the problems associated with it.

Relationship with this particular student became strong when I handled subjects like "**ADVANCED DATA STRUCTURES**" and "**DATABASE MANAGEMENT SYSTEM**". She has performed exceptionally well in the academics and in the lab as well scoring excellent grades in theory and laboratory.

Ms. **LEELA SAI SWETHA EJJADA** is quite ambitious and career driven. She works hard to achieve her goals and is committed to her work. Her ability to organize her time efficiently and her meticulous preparation will be an asset to her research team. Her self confidence and optimistic approach to solve even the most difficult problems are worth mentioning, her systematic and focused approach has always ended in her good academic performance. Her ability to visualize and link together the fundamental of each subject marks her as an ideal student for research. She has brilliant leadership skills and competent of extracting the best out of her team.

With a good sense of foresight she has always been a foot forward to all her fellow students in all aspects of circular activities. I feel she is one of the best students and recommend her candidature for admission which gives her an opportunity to prove at your university. It is my earnest hope that you accept her application to your university with financial assistance.

**Dr.D. Prasad**

**Head of the Department**  
**Dept. of Computer Science & Engg.**  
**DVR & Dr. HS MIC College of Technology**  
**Kanchikacherla, Krishna Dt.**  
**Andhra Pradesh, India – Pin: 521180**

  
**PRINCIPAL**  
**DVR & Dr. HS MIC College of Technology**  
**Kanchikacherla, N.T.R. Dt.**  
**Andhra Pradesh, India – Pin: 521180**



Prasad Devarasetty <dprasad@mlctech.ac.in>

## Venkata Sai Rahul Teja Kancharla Recommendation Received 1 message

University of Bridgeport <admit@bridgeport.edu>  
To: dprasad@mlctech.ac.in

Sat, Oct 15, 2022 at 9:04 PM

Dear Mr. Prasad,

We have successfully received your letter of recommendation for Venkata Sai Rahul Teja Kancharla.

Thank you for your time and consideration.

Sincerely,

Office of Admissions  
University of Bridgeport

  
PRINCIPAL  
DVR & Dr. HS MIC College of Technology  
Kanchikacherla, N.T.R. Dt.  
Andhra Pradesh, India – Pin: 521180

22-23  
CSE

2/11/2024, 4:59 PM



DVR & Dr. HS  
**MIC College of Technology**

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Kanchikacherla-521180, NTR Dist. A.P. India  
Tel.No : 08678-273515/9491457799/7382616824  
Website : [www.mictech.edu.in](http://www.mictech.edu.in)



**Dr.D. Prasad**

**Associate Professor & HOD,**  
**Department of Computer Science and Engineering,**  
**Email: dprasad@mictech.ac.in**  
**Mobile Number: +91 9440428638**

**LETTER OF RECOMMENDATION**

I am writing to you in support of Mr. VENKATA SAI RAHUL TEJA KANCHARLA and his desire to attend your university for doing Master's program. I have assessed him in the subject "**DATA STRUCTURES THROUGH C**". I think some of my observations are worth mentioning while I pen down my letter recommending him to study at your university.

To begin with, he is a perky class participant and brings together an engineer's analytical approach, a keen grasp of basic facts. He is a self-starter and likes to go beyond the theoretical point of view, to the practical application of subjects. Other than the stipulated work in class, he has taken up several other initiatives. His equal commitment and sincerity towards his studies and extracurricular activities impressed me immensely.

Mr. VENKATA SAI RAHUL TEJA KANCHARLA possesses a very fine personality for which he is liked by one and all in the department, with his friendly disposition, he can fit into any team. He has a theoretically well-backed approach to solving problems, which clearly displays his innovative and experimental skills. His understanding of concepts with ease makes him an ideal candidate for any kind of work.

He is an ambitious and career-oriented person who believes in reality and completing the work meticulously. He keeps himself updated on the latest developments and goes through which was evident from the technical discussions and interviews I had with him. I am confident that he will continue to display the same commitment and diligence. Hence, I strongly recommend him for admission into your university. I wish him all the best in his future.

**Dr.D. Prasad**

*Head of the Department*  
Dept. of Computer Science & Engg.  
DVR & Dr. HS MIC College of Technology  
Kanchikacherla, Krishna Dt.  
Andhra Pradesh, India - Pin: 521165

  
**PRINCIPAL**  
**DVR & Dr. HS MIC College of Technology**  
Kanchikacherla, N.T.R. Dt.  
Andhra Pradesh, India - Pin: 521180



Prasad Devarasetty <[dprasad@mictech.ac.in](mailto:dprasad@mictech.ac.in)>

## Recommendation request from Yuva Adithya Sammeta for the University of Illinois Springfield

1 message

University of Illinois Springfield <[admissions@uis.edu](mailto:admissions@uis.edu)>  
To: [dprasad@mictech.ac.in](mailto:dprasad@mictech.ac.in)

Fri, Apr 21, 2023 at 5:42 PM



Dear Mr. D:

Yuva Adithya Sammeta has requested that you write a letter of recommendation to The University of Illinois Springfield on his/her behalf. In an effort to make this process as easy as possible for you, we offer the ability to complete your recommendation online through our secure website. To submit your recommendation, please use the link below. This link is unique to this recommendation and should not be shared or forwarded.

[Submit Recommendation](#)

Thank you for your time and consideration.

Office of Admissions  
University of Illinois Springfield

1 University Plaza, MS UHB 1080, Springfield, IL 62703 • 217-206-4847 • [www.uis.edu](http://www.uis.edu)

  
PRINCIPAL  
DVR & Dr. HS MIC College of Technology  
Kanchikacherla, N.T.R. Dt.  
Andhra Pradesh, India – Pin: 521180

22-23  
CSE

2/10/2024, 11:02 PM



DVR & Dr. HS  
**MIC College of Technology**  
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Kauchikacherla-521180, NTR Dist. A.P. India.  
Tel.No : 08678-273535/9491457799/7382616824  
Website : [www.mictech.edu.in](http://www.mictech.edu.in)



ISO 9001 : 2010 Certified

**Dr.D. Prasad**

Associate Professor & HOD,  
Department of Computer Science and Engineering,  
Email: [dprasad@mictech.ac.in](mailto:dprasad@mictech.ac.in)  
Mobile Number: +91 9440428638

**LETTER OF RECOMMENDATION**

I am writing to you in support of Mr. ADITHYA SAMMETA and his desire to attend your university for doing Master's program. I have assessed him in the subject "SOFTWARE ENGINEERING". I think some of my observations are worth mentioning while I pen down my letter recommending him to study at your university.

To begin with, he is a perky class participant and brings together an engineer's analytical approach, a keen grasp of basic facts. He is a self-starter and likes to go beyond the theoretical point of view, to the practical application of subjects. Other than the stipulated work in class, he has taken up several other initiatives. His equal commitment and sincerity towards his studies and extracurricular activities impressed me immensely.

Mr. ADITHYA SAMMETA possesses a very fine personality for which he is liked by one and all in the department, with his friendly disposition, he can fit into any team. He has a theoretically well-backed approach to solving problems, which clearly displays his innovative and experimental skills. His understanding of concepts with ease makes him an ideal candidate for any kind of work.

He is an ambitious and career-oriented person who believes in reality and completing the work meticulously. He keeps himself updated on the latest developments and goes through which was evident from the technical discussions and interviews I had with him. I am confident that he will continue to display the same commitment and diligence. Hence, I strongly recommend him for admission into your university. I wish him all the best in his future.

Dr. D. Prasad

**PRINCIPAL**  
**DVR & Dr. HS MIC College of Technology**  
Kanchikacherla, N.T.R. Dt.  
Andhra Pradesh, India - Pin: 521180

Head of the Department  
Dept. of Computer Science & Engg.  
DVR & Dr. HS MIC College of Technology  
Kanchikacherla, Krishna Dt.  
Andhra Pradesh, India - Pin: 521180.

22-23  
CSE

Ashok Vardhan G &lt;ashokvardhan@mictech.ac.in&gt;

## Recommendation Request for Manasa Challagolla

1 message

**Office of Graduate Admissions** <graduate@newhaven.edu>  
 To: ashokvardhan@mictech.ac.in

Mon, Apr 3, 2023 at 11:11 AM



# University of New Haven

## OFFICE OF GRADUATE ADMISSIONS



Dear Dr. Garrikmukku,

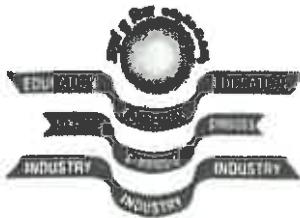
Manasa Challagolla is applying to the University of New Haven and has requested that you write a letter of recommendation on his/her behalf. To streamline this process, we offer you the ability to complete your recommendation online through our secure website. This also expedites the processing time for Manasa's application, as your letter will be added to Manasa's electronic file automatically.

To access the University of New Haven's recommendation form, please click on the link below:

<https://graduate.newhaven.edu/refer/?2106278992344210>

Thank you for your time and consideration.

  
**PRINCIPAL**  
**DVR & Dr. HS MIC College of Technology**  
**Kanchikacherla, N.T.R. Dt.**  
**Andhra Pradesh, India – Pin: 521180**



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Phones: 08678 - 273535 / 94914 57799 / 73826 16824  
E-mail: office@mictech.ac.in, Website: www.mictech.edu.in



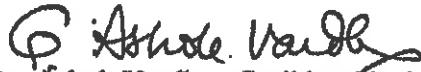
**Dr. Ashok Vardhan Garikimukku**  
MA, M.Phil., Ph.D,  
UGC NET & APSET qualified  
Associate Professor of English  
Department of Basic Engineering  
Email: [ashokvardhan@mictech.ac.in](mailto:ashokvardhan@mictech.ac.in)  
Phone no : (+91) 9703201817

**LETTER OF RECOMMENDATION**

It gives me a sense of great happiness to write this letter of recommendation for Ms. Challagolla Manasa who is intending to pursue masters at your prestigious university. Based on my association with her for three years as her professor of the subjects titled Soft Skills and 'Effective Technical Communication', I can vouch for her abilities and focused sense of direction in life.

Manasa is a studious student with a rare ability of logical and intuitive thinking. She is a talented and intelligent student. She enjoys the ability to comprehend, conceptualize and analyze a state of affairs. In my regular interaction with her, I have found her to be diligent, dedicated and meticulous in her approach. She takes part in extracurricular activities besides excelling in academics.

I would like to conclude that she is a person who gives utmost importance to her works and works on them with a robust work ethic and discipline. I strongly recommend that you give her a chance to prove her competence in the world of Computer Science. I am certain she will make you proud with her industriousness and commitment.

  
(Dr. Ashok Vardhan Garikimukku )



  
**PRINCIPAL**  
**DVR & Dr. HS MIC College of Technology**  
Kanchikacherla, N.T.R. Dt.  
Andhra Pradesh, India - Pin: 521180

2/9/24, 11:00 AM

DVR & Dr H S MIC College of Technology Mail - Please submit your recommendation

22-23  
CSE



Ashok Vardhan G <[ashokvardhan@mictech.ac.in](mailto:ashokvardhan@mictech.ac.in)>

## Please submit your recommendation

1 message

Northern Arizona University <[help@applyweb.com](mailto:help@applyweb.com)>  
To: [ashokvardhan@mictech.ac.in](mailto:ashokvardhan@mictech.ac.in)

Sat, Apr 1, 2023 at 6:08 PM

Dear Dr.G Ashok,

Jaya Naga Sai Sreeneela Ponnam has requested that you submit a recommendation form on their behalf.

Note: This applicant has waived the right to view your recommendation.

Please go to the following web address to access the recommendation system. Returning users will be greeted by their name and asked to log in to their account. New users will be prompted to create an account by choosing a password before proceeding to the recommendation form.

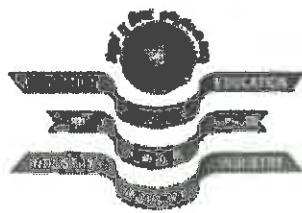
<http://www.applyweb.com/lor?token=4mpvOU4gUt5SnLghlYkUcXsplJN17wuL1680352573>

If you experience technical difficulty with the recommendation form, please follow this link to check the frequently asked questions or contact CollegeNET support:

[https://www.applyweb.com/public/input?s=helprec&p=1&HELP\\_APP\\_CODE=NAUGLOR](https://www.applyweb.com/public/input?s=helprec&p=1&HELP_APP_CODE=NAUGLOR)

Thank you!

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Kanchikacherla, N.T.R. Dt.  
Andhra Pradesh, India – Pin: 521180



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Email: office@mictech.ac.in. Website: www.mictech.edu.in



**Dr. G Ashok Vardhan,**  
MA, M.Phil., Ph.D., UGC-NET  
Associate Professor of English  
Department of Basic Engineering  
Email: ashokvardhan@mictech.ac.in  
Mobile Number: (+91) 970 320 1817

**LETTER OF RECOMMENDATION**

It is with a sense of delight that I recommend Ms. PONNAM JAYA NAGA SAI SREENEELA desires to pursue masters at your prestigious university. I have a close association with her for past three years, being his professor for 'English', 'Effective Technical Communication' and 'Soft Skills'. It gave me an opportunity to observe her and monitor her skills and personality.

SREENEELA is a learner with a rare ability for logical and innate thinking, she has proved herself to be a proficient and intelligent student. Her capacity to understand a trouble and to conceptualize and analyse a situation desires a mention. Her Interactive skills makes her stand out among her peers.

During classroom and personal interactions with her, I have found her to be vigilant and meticulous in her approach. She takes part in extracurricular activities besides excelling in academics. She worked for our college's techno-management fest Aagama. She has actively participated and excelled in several technical events.

I can confidently state that SREENEELA was a step ahead of most of her peers when it came to experimenting with her learning. And she is a person who gives utmost importance to her pursuits and works on them with a robust work culture and discipline. I strongly recommend you give her a chance to prove her competence in at your esteemed university. I am certain she will make you proud with her industriousness and commitment.

**PRINCIPAL**

JVR & Dr. HS MIC College of Technology  
Kanchikacherla, N.T.R. Dt.  
Andhra Pradesh, India - Pin: 521180



(Dr. G. Ashok Vardhan)

22-23 -IT

2/9/24, 10:53 AM

DVR & Dr H S MIC College of Technology Mall - The University of Scranton - Student Recommendation Request Form



Ashok Vardhan G <ashokvardhan@mictech.ac.in>

## The University of Scranton - Student Recommendation Request Form

1 message

The University of Scranton <gradadmissions@scranton.edu>  
To: ashokvardhan@mictech.ac.in

Mon, Apr 17, 2023 at 3:32 PM



Dear Dr. G,

Nikesh Pavuluri has requested that you submit a recommendation to a graduate program at The University of Scranton on their behalf. In an effort to make this process as easy as possible for you, we offer the ability to complete your recommendation through our secure website. To do so, please visit the following website:

<https://gradapply.scranton.edu/refer/?6855904211965689>

Thank you for your time in assisting this student. If you have any additional questions about The University of Scranton or the graduate admission process, please call us at 570-941-4416 or email us.

Best wishes,  
Caitlyn Hollingshead, '06, G'09  
Assistant Vice President  
Graduate & International Admissions  
Email

PRINCIPAL

DVR & Dr. HS MIC College of Technology  
Kanchikacherla, N.T.R. Dt.  
Andhra Pradesh, India – Pin: 521180

22-23/SL



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E-mail: office@mictech.ac.in, Website: www.mictech.edu.in

AUTONOMOUS

Accredited by

NAAC With Grade A

Dr. G. Ashok Vardhan  
MA, M Phil, Ph D, UGC NET qualified  
Associate Professor  
Department of Computer Science & Technology  
Email - [ashokvardhan@mictech.ac.in](mailto:ashokvardhan@mictech.ac.in)  
Mobile - +91 9703201817

**LETTER OF RECOMMENDATION**

Dear Admissions committee,

I am pleased and proud to introduce one of my best students Mr. Pavuluri Nikesh. I have known him for more than three years of his academic career and I am delighted to write a letter of recommendation for him because, apart from his perceptiveness in his studies, he is a critical thinker and a foresighted person. He has flair for theory as well as practical applications which made me get impressed with him. His involvement in discussions with faculty in the department when he comes to clarify his doubts, made him to secure immense theoretical as well as practical knowledge.

I taught him subjects namely, 'English' and 'Effective Technical Communication' during his 1<sup>st</sup> and 3<sup>rd</sup> semesters. He is a keen participant in the activities of the classroom. His ability to understand a problem, conceptualize and analyse a situation needs a special mention. He has the calibre to work individually as well as in a group in a very effective manner. He is a student who makes an effort to turn even his weakness into strength.

I guarantee that he possesses the potential to do well not only in his academics, but also in extra-curricular activities. He has organised some of the events as a member of TALENTIA, a literary and cultural club of our college during which he worked under my supervision. Besides, He is one of the best photographers of our college as he has covered some of our department's prestigious events.

I am confident that he is a student with great zeal for higher academic pursuits and aptitude for research as well. I strongly recommend his candidature for your graduate program with maximum possible financial assistance.

Sincerely,

G. Ashok Vardhan  
Ashok Vardhan



PRINCIPAL  
DVR & Dr. HS MIC College of Technology  
Kanchikacherla, N.T.R.Dt.  
Andhra Pradesh, India



Anuradha Anumolu &lt;anuradha@mictech.ac.in&gt;

## You have been asked to fill out a Recommendation for Nagasai

1 message

The Graduate School at UMBC <[GradSchool@umbc.edu](mailto:GradSchool@umbc.edu)>  
 To: [anuradha@mictech.ac.in](mailto:anuradha@mictech.ac.in)

Sun, Mar 19, 2023 at 9:50 PM

Dear Anuradha Anumolu,

Nagasai Mirthivada is applying for Graduate admission to the University of Maryland, Baltimore County - Graduate School. Nagasai is applying for a Master's in Computer Science, M.S. during the term, and has requested that you complete an online recommendation form as part of the admission process.

Please contact the applicant if you have any reason that you will not be able to complete the evaluation in a timely manner. The applicant has provided this email address: [mnagasaki.2001@gmail.com](mailto:mnagasaki.2001@gmail.com)

Should you have any questions you would like to direct to the University of Maryland, Baltimore County - Graduate School, please send an email to [gradschool@umbc.edu](mailto:gradschool@umbc.edu).

This applicant has waived the right to view your recommendation.

Clicking on the following URL address can access the University of Maryland, Baltimore County - Graduate School Recommendation Form:

<http://www.applyweb.com/lor?token=Mazyc3Ck2hd7YGBxPzgQUbgZ8kJAG2QpE1679242827>

==== New Recommender with CollegeNET ===

- If you have never written a recommendation through CollegeNET, you will need to establish an account by clicking on the highlighted yellow link located at the URL provided above.

- If you are not seeing the link after "Click on the following URL", it may be because your email client has placed a break in the link we provided. Check the web address to see if the content from the second line is present; if not, copy/paste it at the end of the web address and hit the Return button on your keyboard to load the full page.

==== Assistance ===

Should you experience any technical difficulties or require assistance with your account, please follow this link to check the FAQ or to contact CollegeNET Support:

<https://www.applyweb.com/public/input?helprec>

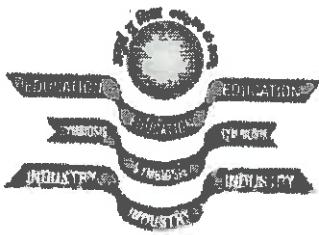
Thank you.

Sincerely,

Office of Graduate Enrollment  
 The Graduate School at UMBC

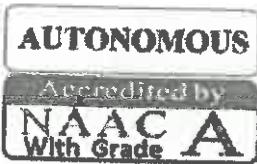
22 23  
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 Andhra Pradesh, India - Pin: 521181



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Phones: 08678 - 273535 / 94914 57799 / 73826 16824  
E-mail: office@mictech.ac.in, Website: www.mictech.edu.in



**ANUMOLU ANURADHA, M.Tech (Ph.D)**

Assistant Professor

Department of Information Technology,

Email: anuradha@mictech.ac.in

Mobile Number: +91 9292652526.

**LETTER OF RECOMMENDATION**

I take immense pleasure to recommend Mr. Mirthivada Naga sai for his admission in your revered university. Having taught him the subject “OOPS THROUGH JAVA” during this period I have observed his enthusiasm and zeal to learn these subjects. He is one of the most conscientious and eloquent student. Concerned about his studies he is always indubitable.

He is always studious and interested in the subject. His dedication towards academics is sublime and is evident from his excellent grades in this subject. He is a diligent and hardworking student. He is very quick at grasping concepts. He has consistently performed well in the class and has a good understanding of the fundamentals along with a strong desire to learn and enrich his knowledge.

I really appreciate him for his zeal to learn even the advanced topics which are not covered in the curriculum. He has distinguished himself as one of the best student in the class. He is a keen observer and a quick grasper with a wide range of innovative ideas.

Mr. Mirthivada Naga sai has shown his spontaneity, sheer knowledge and ability to grasp quickly during the class hours which are dedicated to seminars related to this subject. I find him to be a dedicated and industrious student. This can be demonstrated by his academic performance and I am very confident that he will excel in his higher studies and he will be a prospect for the future of your university.

I wish him all the success in his pursuits of academic advancements and career.

*Anumolu Anuradha*  
Anumolu Anuradha

  
**PRINCIPAL**  
**DVR & Dr. HS MIC College of Technology**  
Kanchikacherla, N.T.R.Dt  
Andhra Pradesh, India - Pin

*Head of the Department*  
Dept. of Information Technology  
**DVR & Dr. HS MIC College of Technology**  
Kanchikacherla, Krishna Dt  
Andhra Pradesh, India - Pin 521180

22-2  
IT



**Dear Anumolu,**

Mounika Ravella has applied for graduate study in Data Science (MS) - Information Technology at the University of Nebraska at Omaha and has provided your name as one of their letter of recommendation writers.

This applicant has waived the right to view your recommendation.

At UNO, we use CollegeNET for the graduate application process. Please follow this link to the online recommendation system: <https://www.applyweb.com/lor?token=vE3Bnwmc8GccFWUtfzIjrAEyP9JHVyaL1691130240>. If you do not have an account, there will be a button with which to create your account by selecting a password. If you have already established an account, you will be prompted to log in.

If you experience any technical difficulties or require assistance with your account, please email [lor\\_help@collegenet.com](mailto:lor_help@collegenet.com) with a brief explanation of the problem for technical support.

22-23-31

Thank you!

The University of Nebraska does not discriminate based on race, color, ethnicity, national origin, sex, pregnancy, sexual orientation, gender identity, religion, disability, age, genetic information, veteran status, marital status, and/or political affiliation in its programs, activities, or employment.



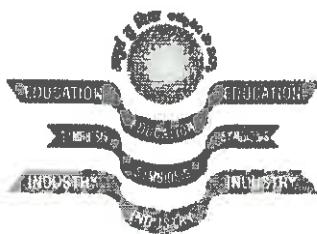
#### OFFICE OF GRADUATE STUDIES

203 Eppley Administration Building  
6001 Dodge St. | Omaha, NE 68182  
Main 402.554.2341 | [gradschool@unomaha.edu](mailto:gradschool@unomaha.edu)  
Toll Free 800.858.8648 | Fax 402.554.3143



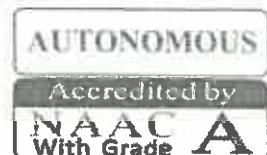
PRINCIPAL

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Andhra Pradesh, India – Pin: 521180



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E mail: office@mictech.ac.in, Website: www.mictech.edu.in



**Anumolu Anuradha, M.Tech (Ph.D)**

Head of the Department

Department of Artificial Intelligence & Information Technology

E Mail: anuradha@mictech.ac.in

Mobile Number: +91 9292652526

## LETTER OF RECOMMENDATION

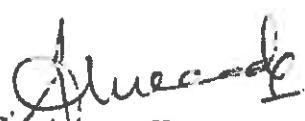
I take immense pleasure to recommend Ms. RAVELLA MOUNIKA for her admission in your revered university. Having taught her the subject "**OBJECT ORIENTED PROGRAMMING THROUGH JAVA**" during this period I have observed her enthusiasm and zeal to learn these subjects. She is one of the most conscientious and eloquent student. Concerned about her studies she is always indubitable.

Ms. RAVELLA MOUNIKA always studious and interested in the subject. Her dedication towards the academics is sublime and is evident from her excellent grades in this subject. She is a diligent and hardworking student. She is very quick at grasping concepts. She has consistently performed well in the class and has a good understanding of the fundamentals along with a strong desire to learn and enrich her knowledge.

I really appreciate her for her zeal to learn even the advanced topics which are not covered in the curriculum. She has distinguished herself as one of the best student in the class. She is a keen observer and a quick grasper with a wide range of innovative ideas.

She has shown her spontaneity, sheer knowledge and ability to grasp quickly during the class hours which are dedicated to seminars related to this subject. She has good academic career and has shown a pragmatic approach towards her studies. I find her to be a dedicated and industrious student. This can be demonstrated by her academic performance and I am very confident that she will excel in her higher studies and she will be a prospect for the future of your university.

I wish her all the success in her pursuits of academic advancements and career.

  
**Anumolu Anuradha**



**Head of the Department**  
Dept. of Information Technology  
DVR & Dr. HS MIC College of Technology  
Kanchikacherla - 521180, Andhra Pradesh  
Andhra Pradesh - India - Pin: 521180

  
**PRINCIPAL**  
**DVR & Dr. HS MIC College of Technology,**  
Kanchikacherla, N.T.R. Dt.  
Andhra Pradesh, India - Pin: 521180

Anuradha Anumolu <[anuradha@mictech.ac.in](mailto:anuradha@mictech.ac.in)>

## Please submit your recommendation for Supraja Madala

1 message

Northern Illinois University <[lor\\_help@collegenet.com](mailto:lor_help@collegenet.com)>  
To: [anuradha@mictech.ac.in](mailto:anuradha@mictech.ac.in)

Fri, Sep 9, 2022 at 4:40 PM

Dear Anuradha,

Supraja Madala is applying to Northern Illinois University and has requested that you submit a recommendation form in support of an application. For more information about the program and deadlines for submission of all application materials see <http://www.grad.niu.edu/academics>.

This applicant has waived the right to view your recommendation.

Go to the following web address to login to the system, or create a new Letters of Recommendation account:

<https://www.applyweb.com/lor?token=LdXwTuzXxHLySflh6ROK89CK8vKNWTYOp1662721834>

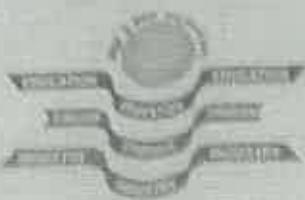
Should you experience any technical difficulties or require assistance with your account, please follow this link to check the FAQ or to contact CollegeNET Support:

[https://www.applyweb.com/public/input?s=helprec&p=1&HELP\\_APP\\_CODE=nlurec](https://www.applyweb.com/public/input?s=helprec&p=1&HELP_APP_CODE=nlurec)

Thank you!

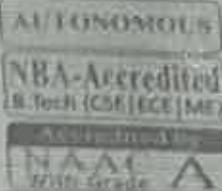
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E-mail: [mictech@mictech.ac.in](mailto:mictech@mictech.ac.in), Web site: [www.mictech.ac.in](http://www.mictech.ac.in)



**Anuradha Anuradha, M.Tech (Ph.D)**

Assistant Professor

Department of Information Technology

E-Mail: [anuradha@mictech.ac.in](mailto:anuradha@mictech.ac.in)

Mobile Number +91 9292652526

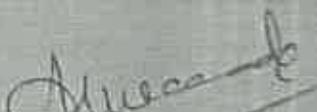
## LETTER OF RECOMMENDATION

It takes immense pleasure in introducing Ms. MADALA SUPRAJA. I have taught Principles of Programming languages course to her in B.Tech. The interactions with her during class work are happiest and make me to assess the intellectual capability and analytical skills. Based on that, I rank her as one of the top students in the class.

Ms. MADALA SUPRAJA has distinguished herself as one of the best students in the branch. She is active and diligent class participant and bring back together an Engineers analytical approach, a keen grasp of basic facts coupled with mathematical knowledge, which she applies efficient to problem solving. She has always exhibited fecundity of mind. She is an ardent learner and likes to go beyond the theoretical concepts to practical applications of subjects and to achieve her goals in laboratory systems and industrial visits.

In null Shall, Ms. MADALA SUPRAJA is a multitalented person with a zeal for academics, cultural and extra cultural activities. I am confident that your esteemed university will be an ideal place for her to prove upon her existing skills through pursuing a Master's program. I strongly recommends her for admission to graduate with all possible financial assistance.



  
(Ms. ANURADHA)

  
**PRINCIPAL**  
**DVR & Dr. HS MIC College of Technology**  
Kanchikacherla, N.T.R. Dt.  
Andhra Pradesh, India - Pin: 521180