



Offer Letter

Name: Rathna Paul Raghava gancheeri
 Date: Saturday, May 15, 2021

Dear Mr. Rathna Paul Raghava gancheeri ,

With reference to your application and subsequent discussions you had with us, we are pleased to offer you an appointment with Think and Learn Private Limited ("Company"), on the following terms and conditions:

- 1. Date of Joining & Work Location:** Your appointment becomes effective from the date of joining the services of the Company, which date shall be no later than **Tuesday, May 25, 2021**. Your work location would be **Rajahmundry / Bangalore** or any other location as may be signed by the Company. The Company reserves the right to transfer you to any location, as the Company may deem fit, from time to time.
- 2. Term:** The term of this Agreement would be for a period of 1.5 months (approximately), commencing from your date of joining. This Agreement will automatically expire upon the completion of this term unless terminated earlier as per the provisions of Clause 12 of this Agreement.

3. Extension of Agreement: In case of a business requirement, this agreement may be extended by another 2 weeks (over above the 1.5 months) as mentioned in Clause 2. You shall be intimated by suitable means, as the Company deems fit. The decision of the Company, in this matter shall be final.

4. Background Check: The Company may, at its discretion, conduct background verification, prior to or at any time after commencement of this Agreement, to verify, including but not limited to, your professional certifications, designations or licenses, educational background, identity, proof of age, address, past work experience (if any) and criminal records. You hereby provide your express consent to the Company for conducting such background checks. This Agreement is subject to validation of any information provided by you to the Company and to the satisfactory outcome of the pre-employment screening activities (including background verification and criminal history check).

5. Offer of Permanent Position: It shall not be obligatory on the part of the Company to offer a permanent position to you on expiry of this Agreement. This offer of employment will be subject to the satisfactory performance during training and also subject to production of necessary documents including educational and professional certificates and may be rescinded in the event such necessary documents are provided to the Company. Upon satisfying the above conditions, conversion to the role of BDA will be done with a compensation of **Rs. 11.11 (7LPA fixed + 3LPA variable)** for the role of BDA - Direct Sales. However, the Company may at its sole discretion and its business requirements may decide not to extend an offer of employment. Moreover, if the Company finds that you have achieved your training target through improper means resulting in the reduction of your achieved revenue, the Company will have the right to terminate your employment even after the permanent position has been offered.

6. Department, Designation & Reporting Manager:

Department:	Business Development (51000000)
Designation:	Business Development Trainee - Sales
Reporting Manager:	Shaik Heera Jaan Basha (TNL201608051)
Role Location:	Rajahmundry / Bangalore
Sales Circle Location:	West Godavari
BDT Training Location	Byjus - Bangalore

The training will be conducted out of BDT Training Location. Upon successful completion of the training and post your conversion, you will be posted in the Role Location.

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

Confidential, Company's proprietary and confidential information obtained at any time during the period of your employment in the Company. Confidential information includes, and is not limited to; course materials, videos, financial documents and other relevant documents. You shall not disclose such Confidential Information to any person. You shall not make any copies of the Confidential Information. You shall not disclose, reproduce or use any Confidential Information for any purpose except solely in connection with your performance in company. Your obligations with respect to confidentiality shall be more fully detailed under the Non-Disclosure and Confidential Information Agreement executed by you with the Company and you shall at all times be bound by the provisions laid therein.

15. Intellectual Property Rights: All the intellectual property rights in the material developed by you, class material and related documents shall at all times remain the property of the Company. You shall provide all assistance and execute all deeds and documents required to vest the intellectual property rights with the Company. In the event any of the intellectual property rights are not assignable under applicable laws, you shall provide exclusive, transferable, assignable, royalty-free right in such intellectual property in perpetuity to the Company. You shall not assert any right, title and interest over such intellectual property rights.

16. Indemnity: You hereby agree to indemnify and keep indemnified and hold the Company harmless from and against any loss, claim, damage, costs, taxes, duties, additions, penalties, interest thereon or expenses of any kind, including reasonable attorney's fees, incurred/sustained or caused to be incurred/sustained by the Company on account of:

- a. Any act or omission by you;
- b. Contravention of any of the terms, conditions, covenants of this letter or the Non-Disclosure and Confidential Information Agreement;
- c. Any representation or warranty or information furnished to the Company found to be false;
- d. Violation/non-compliance with any laws/rules/regulations while rendering the services; and/or
- e. Failure to adhere to the standards/specifications/policies of the Company.

General Provisions:

- a. You are required to devote your entire time, attention and effort to the furtherance of the business of the Company and to continually develop your professional skills in the interest of the Company and yourself. You shall not, during your employment with the Company, directly or indirectly engage yourself in or devote any time or attention to any part-time employment or business or position of monetary interest, other than that of the Company. Further, you shall not divulge, communicate or pass any information in any form, related to any aspect of the Company to anyone outside the Company.
- b. You shall endeavor to uphold the good image of the Company and shall not by your conduct adversely affect the reputation of the Company and bring disrepute to the Company, in any manner whatsoever. You shall not conduct yourself in any manner amounting to breach of confidence reposed in you or inconsistent with the position of responsibility occupied by you. You shall at all times deal with the Company's money, material and documents with utmost honesty and professional ethics.
- c. Your individual remuneration is purely a matter between yourself and the Company and has been arrived at on the basis of our specific background and professional merit. The Company expects that you maintain this information and any future changes to your remuneration, as strictly personal and confidential.
- d. During the course of your employment, if you, at any time render yourself incompetent to perform your duties or if you should misconduct yourself or be disobedient, intemperate, irregular in attendance, commit breach of the terms of your employment or of any of the stipulations herein contained, the Company shall without prejudice to any of its rights under the terms herein contained, be entitled to terminate your employment forthwith without notice or payment in lieu of notice and deduct from your salary or other emoluments, if any, then due to you, including the amount of any damage that the Company may have sustained.
- e. You will keep the Company informed of any change in your residential address, your family status or any other personal particulars relevant to your employment, as and when the change occurs.
- f. You are required to sign a 'Non-Disclosure and Confidential Information Agreement' with the Company, prior to joining the services of the Company. Your employment with the Company shall be contingent upon you executing the said agreement.
- g. You will be subject to the Company's rules and regulations for the time being in force and as varied from time to time.
- h. The Company will deduct taxes as appropriate and consistent with applicable tax laws and regulations. You will be responsible for your tax liabilities under all applicable tax laws and regulations.
- i. This letter constitutes the complete understanding between you and the Company regarding the terms of your employment with the Company. This supersedes any and all other agreements, either written or oral, between you and the Company regarding your employment.



Date: 18 July, 2021

To

Kavya Nayani

Bangalore (SDC) - Eagle Ridge at Embassy Golf Links Business Park

Dear Kavya,

As per the PwC AC Bangalore offer terms and conditions that were discussed with you at the time of offer, we are pleased to offer you a joining bonus of INR. 150,000/- (taxes applicable as per the Indian Income tax norms) <One Lakh Fifty Thousand Only>. This is a onetime payment which is offered in exceptional circumstances only and offered with the sole discretion of the company. This amount will be paid out to you along with your first salary.

As explained to you earlier, this payment is being made with the condition that you will agree to complete a minimum 1 year of employment service with PwC AC Bangalore. If you voluntarily decide to leave the company before 1 year of service, you will be required to payback this amount in full and will be recovered from you at the time of final settlement.

Please note that this communication is personal and strictly confidential. You are expected not to share this with others.

Welcome once again and we are pleased to have you on board!

Yours sincerely,

Acknowledgement

For PricewaterhouseCoopers Service Delivery Center (Bangalore) Pvt. Ltd

Director – Human Capital

Kavya Nayani

Date:



1. Employment Agreement: Once you accept this offer, you will be required to sign an employment agreement ("Employment Agreement"), the format of which is attached to this Offer Letter. Your employment with the Company will be on the terms of this Offer Letter and the Employment Agreement until the end of your employment with the Company until the end of your employment with the Company.

2. Working Hours: You will be required to work, for such hours as are reasonably necessary to meet the Company's requirements, in a variety of locations and for proper discharge of your duties. The working hours will be consistent with Company's policies and will include such reasonable working hours as might be required for performing your duties competently and to meet the Company's requirements. You hereby agree and volunteer to work during the night shift, as and when the Company feels that your services are required. You confirm that you have no objection whatsoever to work during the night shift, as per the Company's policies.

3. Promotion and Salary Review: You will be eligible to participate in the promotion and salary review process as per the policy of the Company.

4. Visa: If you do not have the right of abode, the right to land or the status of unconditional stay in India, an employment visa is required for your employment. The Company will assist you with obtaining the necessary documents for you and your family. Any continued employment is contingent upon the immigration authorities approving any renewal of the employment visa and will automatically be deemed to be terminated should such approval not be granted.

5. Taxation: Your remuneration and benefits have been stated gross of tax. You will be responsible for all Indian salaries tax on your remuneration, allowance and benefits, where applicable. In the event that you have sources of income or expense outside of your employment with the Company, you are responsible for ensuring adherence to the tax laws on those matters as well.

6. Travel, Assignments or Secondment:

a. **Within India:** You are required to work on any project to which you are assigned, unless there is good reason not to do so.

b. **Outside India:** While based in India you may be required to travel and stay to work on projects outside India, within and/or outside the Asia Pacific region.

7. Termination Notice:

(a) Your employment in the Company is subject to satisfactory verification of your certificates, testimonials and personal particulars/credentials. The Company reserves the right to obtain a background check (including criminal history record search, education and employment; and personal details verification) conducted on you directly or through nominated third party agencies. In the event that such verification or background check reveals any discrepancy in the statement(s) made in your application or in the bio-data with the Company or in the declarations made by you in this Offer Letter and/or the Employment Agreement, your services are liable to be terminated forthwith without any notice or any



Yours truly,
For PricewaterhouseCoopers Service Delivery Center (Bangalore) Pvt. Ltd

Director – Human Capital

I, **Kavya Nayani (C000003452445)**, accept the offer and terms of employment as detailed in this letter and the attached Employment Agreement.

Signature:
Date



Your Gross Salary consists of the following components:

- Basic: 40% of Gross Salary (A)
- HRA: 40% of Basic for Bangalore, 50% of Basic for Mumbai (B)
- LTA: Part of FBP (You can allocate desired sum for LTA up to a maximum of FBP amount available for allocation) (C)
- Sodexo: INR 24000 (i.e. 2000 per month) – Part of FBP (D)
- Provident Fund (PF): 12% of Basic (E)
- Special Allowance: Balancing Figure (Gross Salary minus all above components) (F)

Benefits:

Specialist/Associate/Sr Associate:

- **Medical Insurance:** Coverage of Rs. 7 lacs per employee family covering employee, spouse/live-in partner, 3 children & dependent Parents or in-laws (Up to 7 Members Only)
- **Term Life Insurance Coverage:** Basic Life Cover= 3 times of Gross Salary, Accidental Death= 20% of BLC, Accidental Disability = 20% of BLC
- **Accident Insurance Coverage:** Maximum of Rs. 20,00,000/-

Manager/Sr Manager:

- **Medical Insurance:** Coverage of Rs. 7 lacs per employee family covering employee, spouse/live-in partner, 3 children & dependent Parents or in-laws (Up to 7 Members Only)
- **Term Life Insurance Coverage:** Basic Life Cover= 3 times of Gross Salary, Accidental Death= 20% of BLC, Accidental Disability = 20% of BLC
- **Accident Insurance Coverage:** Maximum of Rs. 50,00,000/-

Director & above:

- **Medical Insurance:** Coverage of Rs. 10 lacs per employee family covering employee, spouse/live-in partner, 3 children & dependent Parents or in-laws (Up to 7 Members Only)
- **Term Life Insurance Coverage:** Basic Life Cover= 3 times of Gross Salary, Accidental Death= 20% of BLC, Accidental Disability = 20% of BLC
- **Accident Insurance Coverage:** Maximum of Rs. 50,00,000/-

Relocation Benefits: Applicable to employees relocating from other cities.



- (a) devote your professional time and effort to PwC AC Bangalore's business and to refrain from professional practice outside of the interests of PwC AC Bangalore or any of its subsidiaries;
 - (b) abide by all policies of PwC AC Bangalore, current and future, including the Equal Employment Opportunity policy attached as Exhibit A and the Anti-Harassment policy attached as Exhibit B to this Agreement;
 - (c) abide by the Confidentiality and Intellectual Property Agreement attached as Exhibit C to this Agreement; and
 - (d) abide by the terms of the Consent Form concerning personal data attached as Exhibit D to this Agreement.
- 2.4 You also confirm that you are not currently bound by any agreement that could prohibit or restrict you from being employed by PwC AC Bangalore or from performing any of your duties under this Agreement.

3. Compensation and Benefits

As of the commencement of your employment, PwC AC Bangalore will pay you a salary as specified in the Offer Letter, less required and authorized withholdings and deductions, payable in 12 equal monthly installments in accordance with PwC AC Bangalore's normal payroll practices.

4. Leave Entitlement

Your annual leave entitlement will be as provided in the Leave Policy of the Company as amended from time to time.

5. Covenants

While employed with PwC AC Bangalore, and for 6 months after your Cessation Date you shall not directly or through anyone else solicit, employ or retain any current employee of PwC AC Bangalore to perform Consulting Services. You agree that these obligations protect PwC AC Bangalore's legitimate interests without unreasonably restricting your ability to earn a living after leaving PwC AC Bangalore.

6. Termination and Resignation

(a) PwC AC Bangalore may terminate your employment on account of Cause effective immediately upon written notice to your address on PwC AC Bangalore's records.

You will only be entitled to earned and unpaid salary and salary for accrued leave (if any) until the effective termination date.

(b) PwC AC Bangalore may also terminate your employment for reasons other than Cause or for no reason, effective upon at least sixty (60) days written notice or payment of the salary you are entitled to in lieu less any required deductions or withholdings as required by law. In the event that the effective date of your termination is less than sixty (60) days, you will receive payment of the salary you are entitled to in lieu for the remaining notice period less any required deductions or withholdings, as required by law.

(c) You agree to provide PwC AC Bangalore with prior notice of at least sixty (60) days of your resignation, which shall be effective at the end of the notice period unless agreed otherwise. The company management has the discretion for any notice period waive-off based on the work obligations.



right or any future breaches of the same or any other provision.

10. Choice of Law

The Offer Letter and this Agreement shall be governed by laws of India. You and PwC AC Bangalore consent to the non-exclusive jurisdiction and venue of the courts in New Delhi and agree that any permitted lawsuit may be brought to such courts or any other court of competent jurisdiction as provided in clause 7 of this Agreement.

11. Assignment and Beneficiaries

This Agreement only benefits and is binding on the parties and their permitted assigns provided that you may not assign your rights or duties under this Agreement without the express prior written consent of the other parties. PwC AC Bangalore may assign any rights or duties that it has, in whole or in part, to its affiliates and subsidiaries without your consent.

12. Counterparts

For convenience of the parties, this Agreement may be executed in one or more counterparts, each of which shall be deemed an original for all purposes.

13. Survival

Clauses: 2, 5, 7 through 13 and Exhibits C and D shall survive any termination of this Agreement or your employment (including your resignation).

The parties to this Agreement state that they have read, understood and agree to be bound by this Agreement:

For PricewaterhouseCoopers
Service Delivery Center (Bangalore) Pvt. Ltd

Employee

Director – Human Capital

Kavya Nayani

Dated:

Dated



EXHIBIT B

Anti-Harassment Policy

PwC AC Bangalore and its group of companies prohibits sexual or other unlawful harassment of its employees, vendors, clients or applicants, whether engaged in by company personnel, clients, customers, vendors, or others. This policy also prohibits employment actions that are based on an employee's submission to or rejection of unwelcome sexual advances or other behavior prohibited by this policy. This policy applies at PwC AC Bangalore facilities and at other locations where our employees conduct business or socialize, such as client sites or at company or client sponsored business and social functions including homes of the employees during a work from home setup and all employees are to adhere to this policy even in the course of online meetings, virtual socialization activities and/ or engaging in informal conversations during a work from home setup.

Sexual harassment is viewed as a form of employee conduct that undermines the integrity of the employment relationship. For the purposes of this policy, sexual harassment is defined as sexual behavior that is unwelcome, is personally offensive, and/or creates a hostile, intimidating or offensive work environment. PwC AC Bangalore will not tolerate sexual harassment by anyone — supervisors, employees, vendors, or clients.

Some examples of sexual harassment are:

- Unwelcome or unwanted sexual advances. This includes patting, pinching, brushing up against, hugging, cornering, kissing, or any other similar physical contact considered unwelcome by another individual.
- Requests or demands of sexual favors. This includes subtle or blatant expectations, pressures, or requests of any type of sexual favor accompanied by an implied or stated promise of preferential treatment or negative consequences concerning one's employment.
- Verbal abuse or kidding that is sex-oriented and considered unwelcome by another person. This includes comments about an individual's body or appearance (where such comments go beyond a mere compliment); off-color jokes that are clearly unwanted or considered offensive by others; or any other tasteless, sex-oriented comments, innuendoes, or offensive actions.
- Any sexually oriented conduct that would unreasonably interfere with another's work performance. This includes extending unwanted sexual attention to someone, which reduces personal productivity.
- Participation in fostering a work environment that is intimidating, hostile, or offensive because of unwelcome or unwanted sexually oriented conversation, suggestions, requests, demands, physical contacts, or attention.
- Possession in the workplace or display of sexually suggestive objects or pictures; emails, internet sites, or other correspondence with sexually suggestive content.
- Tangible employment decisions made because of or influenced by an individual's compliance with or refusal to comply with sexual demands.
- Any other unwelcome physical, verbal or non-verbal conduct of sexual nature



EXHIBIT C

Confidentiality and Intellectual Property Agreement

As a material part of the consideration for my employment by PwC Service Delivery Center – Bangalore Private Limited and the salary and other compensation that I shall receive during my employment, I acknowledge and agree that, by my signature on the document to which this Confidentiality and Intellectual Property Agreement (“CIPA”) is attached as an exhibit, I also agree to this CIPA’s terms:

1.

(a) I will, both during my work for PwC AC Bangalore and thereafter, hold in confidence and not directly or indirectly reveal, report, publish, disclose, transfer or otherwise share or make any Proprietary Information (as defined below) accessible, to any person or entity, or utilize any Proprietary Information for any purpose, except in the course of my work for PwC AC Bangalore’s sole benefit. In addition, I will not remove, reproduce, transmit, summarize or copy any Proprietary Information except as expressly required by PwC AC Bangalore to enable me to perform my duties. I understand that this Section 1 is effective as of the commencement of my employment with PwC AC Bangalore or the date I acquired knowledge of any Proprietary Information, whichever is earlier.

(b) I will not knowingly use for the benefit of, or disclose to any person employed by, PwC AC Bangalore confidential information of any of my former employers or of any other third party or otherwise knowingly infringe or misappropriate any proprietary right of any third party. I represent and warrant that no contract, agreement or other obligation between or among me and any third party will interfere in any manner with my complete performance of my duties to PwC AC Bangalore or with my compliance with the terms and conditions of this CIPA. Without limiting the foregoing, I (have / have not) signed an agreement with [•], a previous employer or other entity, relating to inventions and confidential information. I (can/cannot) furnish PwC AC Bangalore with a copy of said agreement.

(c) “Proprietary Information” as used in this CIPA means all information or material disclosed to or known to me as a consequence of my employment with PwC AC Bangalore or any affiliate of PwC AC Bangalore (“affiliate” includes without limitation, for purposes of this CIPA, subsidiaries and other related entities of PwC AC Bangalore), including, without limitation, third party information that PwC AC Bangalore treats as confidential and any information disclosed to or developed by me or embodied in or relating to works for hire. Proprietary Information includes, but is not limited to discoveries, ideas, inventions, concepts, software in various states of development and related documentation, designs, drawings, specifications, techniques, methodologies, models, data, source code, object code, documentation, diagrams, flow charts, research, development, processes, training materials, templates, procedures, “know-how,” tools, client identities, client accounts, web design needs, client advertising needs and history, client reports, client proposals, product information and reports, accounts, billing methods, pricing, data, sources of supply, business methods, production or merchandising systems or plans, marketing, sales and business strategies and plans, finances, operations, and information regarding employees and other similar information (whether or not reduced to writing). Notwithstanding the foregoing, information that is publicly known and is generally employed by the trade at or after the time I first learn of such information (other than as a result of my breach of the CIPA), shall not be deemed part of the Proprietary Information.

2.



hereunder to PwC AC Bangalore. I will execute any transfers of ownership of letters patent or assignments of copyrights or other proprietary rights transferred or assigned hereunder (including short form assignments intended for recording with the Indian, U.S. or any other foreign copyright and patent authorities, or any other entity). I understand that my obligations under this Section shall survive any termination of this CIPA or of my employment in perpetuity, provided that PwC AC Bangalore will compensate me at a reasonable rate for time actually spent performing such obligations at PwC AC Bangalore's request after such termination. If PwC AC Bangalore is unable for any reason whatsoever, including my mental or physical incapacity, to secure my signature to apply for or to pursue any application for any United States or foreign letters patent or copyright registrations or on any document transferring or assigning any patent, copyright or other proprietary right that I am obligated hereunder to transfer or assign, I hereby irrevocably designate and appoint PwC AC Bangalore and its duly authorized officers and agents as my agent and attorney in fact, to act for and on my behalf and in my stead to execute and file any such applications and documents and to do all other lawfully permitted acts to further the application, registration, prosecution and issuance of letters patent or copyright registrations or transfers or assignments thereof or of any other proprietary rights with the same legal force and effect as if executed by me. This appointment is coupled with an interest in and to the inventions, works of authorship, trade secrets and other Works to which any proprietary rights may apply and shall survive my death or disability.

(e) "Works" means:

(i) any inventions, trade secrets, ideas or original works of authorship that I conceive, develop, discover or make in whole or in part during my employment with PwC AC Bangalore (which term includes, for purposes of this entire definition, any affiliate of PwC AC Bangalore), or which I conceived, developed, discovered, or made in whole or in part during my employment or relationship with PwC AC Bangalore, and that relate to the business of PwC AC Bangalore or its actual or demonstrably anticipated research or development,

(ii) any inventions, trade secrets, ideas or original works of authorship that I conceive, develop, discover or make in whole or in part during or after my employment with PwC AC Bangalore, or which I conceived, developed, discovered, or made in whole or in part during my employment or relationship with PwC AC Bangalore, and which are made through the use of any of PwC AC Bangalore's or any PwC AC Bangalore's predecessors' equipment, facilities, supplies, trade secrets or time, or which result from any work that I perform or performed for PwC AC Bangalore, and

(iii) any part or aspect of any of the foregoing.

(f) For purposes of Sections 2(a), (b), (c) and (d) of this CIPA, the term PwC AC Bangalore shall mean

(i) PwC AC Bangalore for any period of time during which I am employed by PwC AC Bangalore and (ii) any affiliate of PwC AC Bangalore for any period of time during which I am employed by such affiliate.

3. I will return immediately to PwC AC Bangalore all property of PwC AC Bangalore and its affiliates (including without limitation all Proprietary Information, documents, notes and other work product) in my possession or control, including duplicates, when I leave my employment or whenever PwC AC Bangalore may otherwise require that such Proprietary Information and other property be returned.

4. I will comply, and do all things necessary to assist PwC AC Bangalore to comply, with the laws and



EXHIBIT D

Consent Form

I acknowledge and agree that PricewaterhouseCoopers Service Delivery Center – Bangalore Private Limited and its affiliates or related bodies corporate want to develop a global human resources database in support of PwC AC Bangalore's legitimate business purposes.

These legitimate business purposes include, without limitation:

- (a) The submission of proposals to clients and potential clients of PwC AC Bangalore;
- (b) The compilation of directories;
- (c) The organization of security procedures;
- (d) The processing of worker compensation and insurance claim and the management of human resources.

I therefore understand and agree that PwC AC Bangalore hold, collect, receive, store, record, have access to, process and transfer personal information about myself ("Personal Data"), including, without limitation:

- (a) Identification data such as my name, home address, telephone and fax number, personal email address, date of birth, social security number, citizenship, ID and passport number and/or other employee identification number, marital status;
- (b) Employment data such as my salary, job title, resumes, applications, copies of school, college and university diplomas, background verification information, entitlement to stock options, employment references;
- (c) Financial information such as bank account numbers and tax related information; and
- (d) Other information necessary to PwC AC Bangalore's legitimate business purposes, which I may voluntarily disclose in the course of my application and subsequent employment with PwC AC Bangalore.

I understand that, unless allowed or required by laws and/or regulations, PwC AC Bangalore does not, as a general rule, collect sensitive data, such as information about racial and ethnic origin, political opinions, religious or philosophical beliefs, trade union membership, sexual orientation, health information, etc. However, if I have voluntarily in any way disclosed information of that nature to PwC AC Bangalore, I understand that PwC AC Bangalore may not be able or may be able only with disproportionate effort to delete this information from its database and I agree to the use, disclosure, processing and transfer, including cross-border transfer, of these information, even though it is possible that the recipient of such information may not be bound by similar obligations to protect such information.

I understand and agree that Personal Data are transferred:

- (a) Among PwC AC Bangalore affiliates for the purposes of, and in connection with, personnel administration, planning and management of my employment relationship with PwC AC Bangalore; and



Date: 13 August, 2021

To

Moruboyina Yogeshwar

Bangalore (SDC) - Eagle Ridge at Embassy Golf Links Business Park

Dear Yogeshwar,

As per the PwC AC Bangalore offer terms and conditions that were discussed with you at the time of offer, we are pleased to offer you a joining bonus of INR. 150,000/- (taxes applicable as per the Indian Income tax norms) <One Lakh Fifty Thousand Only>. This is a onetime payment which is offered in exceptional circumstances only and offered with the sole discretion of the company. This amount will be paid out to you along with your first salary.

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Please note that this communication is personal and strictly confidential. You are expected not to share this with others.

Welcome once again and we are pleased to have you on board!

Yours sincerely,

Acknowledgement

For PricewaterhouseCoopers Service Delivery Center (Bangalore) Pvt. Ltd

Director – Human Capital

Moruboyina Yogeshwar

Date:



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2. Working Hours: You will be required to work, for such hours as are reasonably necessary to meet the Company's requirements, in a variety of locations and for proper discharge of your duties. The working hours will be consistent with Company's policies and will include such reasonable working hours as might be required for performing your duties competently and to meet the Company's requirements. You hereby agree and volunteer to work during the night shift, as and when the Company feels that your services are required. You confirm that you have no objection whatsoever to work during the night shift, as per the Company's policies.

3. Promotion and Salary Review: You will be eligible to participate in the promotion and salary review process as per the policy of the Company.

4. Visa: If you do not have the right of abode, the right to land or the status of unconditional stay in India, an employment visa is required for your employment. The Company will assist you with obtaining the necessary documents for you and your family. Any continued employment is contingent upon the immigration authorities approving any renewal of the employment visa and will automatically be deemed to be terminated should such approval not be granted.

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b. **Outside India:** While based in India you may be required to travel and stay to work on projects outside India, within and/or outside the Asia Pacific region.

7. Termination Notice:

(a) Your employment in the Company is subject to satisfactory verification of your certificates, testimonials and personal particulars/credentials. The Company reserves the right to obtain a background check (including criminal history record search, education and employment; and personal details verification) conducted on you directly or through nominated third party agencies. In the event that such verification or background check reveals any discrepancy in the statement(s) made in your application or in the bio-data with the Company or in the declarations made by you in this Offer Letter and/or the Employment Agreement, your services are liable to be terminated forthwith without any notice or any



Yours truly,
For PricewaterhouseCoopers Service Delivery Center (Bangalore) Pvt. Ltd

Director – Human Capital

I, **Moruboyina Yogeshwar (C000003452476)**, accept the offer and terms of employment as detailed in this letter and the attached Employment Agreement.

Signature:
Date

2/G-2 SIPCOT IT Park, Siruseri
Kelambakkam (Off Chennai)
Kanchipuram District
Tamil Nadu - 603103
www.soprasteria.in

5Gφ

Subject: Letter of Intent

Dear santhi,

Congratulations!

With reference to your interview with us, we are pleased to inform you that you have been selected for an employment with Steria (India) Limited, a part of Sopra Steria Group ("Sopra Steria" or "Company").

This is an indicative offer and we expect to release the formal appointment letter upon your joining our organization subject to your acceptance of the terms of appointment and completion of prescribed formalities at the time of joining.

The brief terms of employment are mentioned below. The detailed terms and conditions document will form part of your Appointment letter.

1. Your job title will be **Engineer Trainee**.
2. Your compensation would be **INR 5,00,000** per annum. Break-up of the Annual Salary will be given to you in your Appointment Letter at the time of joining.
3. Your contractual base will be Chennai and your initial place of work will also be Chennai. However, the Company reserves the right to change your place of work to any location, within its Group companies, in India or Europe depending upon business requirements.
4. This Letter of Intent is valid subject to your Degree qualification, course completion with minimum of 60% aggregate marks.
5. On joining, you will be required to execute a Bond of INR 2,00,000, along with a surety, to serve the Company for a minimum period of 36 months (exclusive of notice period, if any).

The Company reserves the right to change/modify/cancel the terms and conditions of employment, as it deems fit, including changes that may be required to comply with tax, employment and other legislation, or as a consequence of changes to administration procedures.

The company further reserves the right to conduct a third party background verification on the information supplied by you during your selection process and if upon verification, at the time of appointment or at a later date, it is found that you have furnished wrong information, your services with the Company will be liable for termination.

The validity of this offer is subject to your joining us on or before **July - September 2021**.

Please sign the duplicate copy of this Letter of Intent and return it to us as way of acknowledgement and acceptance of its terms.

We look forward to your joining our organization at the earliest.

Regards,

For **Steria (India) Limited**



Authorised Signatory

Accepted and Confirmed

Name :

.....

Father's Name :



Signature :

.....

Date :

Contact Details :

.....

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

SOPRA STERIA

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30/08/2021

Ms. Jyothi Vijaya Durga Sowmya Indukuri,

D.NO-75-2-30,Out-Agency,
Bhavanipuram,
Vijayawada – 520012
Andhra Pradesh, India

Subject: Letter of Offer**Dear Jyothi Vijaya Durga Sowmya Indukuri,**

It has been our pleasure interacting with you during the interview process and we thank you for the interest you have evinced in Aptean.

We are pleased to offer you the position of **Associate Engineer, Development** with Aptean. While we take into account your interview comments, previous accomplishments and experience, the best possible offer we could provide would be **INR 500000** and other benefits as given below: A detailed employment letter shall be issued to you on the date of joining.

A - Compensation Structure**Position : Associate Engineer, Development****Date of Joining: 06 - 09 -2021**

	Frequency of Payment	Annual Amount (INR)
1	Basic Salary	Monthly
2	House Rent Allowance	Monthly
3	Education Allowance	Monthly
4	Statutory Bonus	Monthly
5	Special Allowance	Monthly
6	Leave Travel Allowance	Monthly
7	Provident Fund -company contribution	Monthly
Total Fixed Component		500000

B - Incentive Compensation: You will be eligible to participate in APTEAN's annual incentive plan with an incentive compensation target of 8% of your base salary (INR 500000) at the 100% plan achievement, prorated for 2021. Details of this compensation plan will be communicated to you by your hiring manager. The Company reserves the right to review, alter, or amend the Plan at any time.



This offer will be null and void if we do not receive a response from you within < 3 working days from the day the offer has been made>
Look forward to working with you.

Sincerely,

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

Nicholas Bacon
CHRO

477



July 29, 2021
Ref No: Hyd/HR/R&S/OL/21/874

To
Nakirikanti Hema Sri
D.NO:4-44,Near Masid,
Main center, Konakanchi,
Krishna, Andrapradesh.

Dear Nakirikanti,

Further to your interview discussion, we are happy to offer you the position of Consultant, Associate with "Infor (India) Private Limited" subject to the completion of your academics B-Tech 2021.

Your place of posting will be Hyderabad, and we expect you to join us on August 11, 2021.

Your Salary will be INR. 40000/- per annum (Rupees Four Lakh Eight) per annum and the Variable Compensation will be INR 4000/- per annum (Rupees Forty Thousand), payable based on your performance and details will be shared upon your joining.

Your employment with us is contingent upon the submission of the following documents on the date of joining: -

Your Date of Joining will be on hold / postponed if you are not bringing below Original Documents at the time of joining.

1. Originals Documents & One photocopy of
 - Education - SSC, Intermediate, Degree & PG (as applicable)
 - Personal IDs – Aadhaar Card, PAN Card, UAN Card, Driving License, Voter ID & Passport etc
2. 3 passport size colored photographs and Form 16 or Final Tax Computation sheet.
3. Name on PAN card & Aadhaar Card should be in the same format and Date of Birth of Aadhar should be in DD/MM/YYYY format.
4. Photo copy of Address Proof (Permanent address proof of any of the below is mandatory- Electricity Bill, Telephone Bill, Driving licence, Aadhar Card etc)

Please note that this is only an offer letter and a formal letter of appointment will be issued to you on the day of your joining the organization. You can get in touch with the undersigned in case you need any clarifications.

We request you to confirm your acceptance of the offer via e-mail, phone, fax or post. We look forward to having you on board by the date mentioned above.
Regards

For Infor (India) Pvt Ltd
Renu Ganatra
Senior Director HR, India
The Skyview, Tower 10, Floor 4/5/6/7, Sy. No. 83/1,
Madhapur, Next to BioDiversity Park,
Raidurg Village, Serilingampally Mandal,
Ranga Reddy, Telangana – 500081 India
E Mail: renu.ganatra@infor.com

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

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July 28, 2021
Ref No: Hyd/HR/R&S/OL/21/808

To
Hari Saimeghana
Door no:42-2/1-6,DRWA:10,
st lane, Devinagar,Vijayawada-52003

Dear Hari,

Further to your interview discussion, we are happy to offer you the position of Consultant, Associate with "Infor (India) Private Limited" subject to the completion of your academics B-Tech 2021

Your place of posting will be Hyderabad, and we expect you to join us on August 11, 2021.

Your Salary will be INR. 40000/- per annum (Rupees Four Lakh Eight) per annum and the Variable Compensation will be INR 4000/- per annum (Rupees Forty Thousand), payable based on your performance and details will be shared upon your joining.

Your employment with us is contingent upon the submission of the following documents on the date of joining: -

Your Date of Joining will be on hold / postponed if you are not bringing below Original Documents at the time of joining.

1. Originals Documents & One photocopy of
 - Education - SSC, Intermediate, Degree & PG (as applicable)
 - Personal IDs – Aadhaar Card, PAN Card, UAN Card, Driving License, Voter ID & Passport etc
2. 3 passport size colored photographs and Form 16 or Final Tax Computation sheet.
3. Name on PAN card & Aadhaar Card should be in the same format and Date of Birth of Aadhar should be in DD/MM/YYYY format.
4. Photo copy of Address Proof (Permanent address proof of any of the below is mandatory- Electricity Bill, Telephone Bill, Driving licence, Aadhar Card etc)

Please note that this is only an offer letter and a formal letter of appointment will be issued to you on the day of your joining the organization. You can get in touch with the undersigned in case you need any clarifications.

We request you to confirm your acceptance of the offer via e-mail, phone, fax or post. We look forward to having you on board by the date mentioned above.
Regards

For Infor (India) Pvt Ltd
Renu Ganatra
Senior Director HR, India
The Skyview, Tower 10, Floor 4/5/6/7, Sy. No. 83/1,
Madhapur, Next to BioDiversity Park,
Raidurg Village, Serilingampally Mandal,
Ranga Reddy, Telangana – 500081 India
E Mail: renu.ganatra@infor.com

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

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July 23, 2021
Ref No: Hyd/HR/R&S/OL/21/778

To
Yashwanth Kukkapalli
D.No:-21-10/3-70, SRWA-208,
Srinagar 2nd Line , Mutyalampadu ,
Satyanarayana Puram, Vijayawada(Urban) ,
Krishna, Andhra Pradesh-520011

Dear Yashwanth,

Further to your interview discussion, we are happy to offer you the position of **Software Engineer, Associate** with "**Infor (India) Private Limited**" subject to the completion of your academics B-Tech 2021.

Your place of posting will be **Hyderabad**, and we expect you to join us on **August 11 2021**.

Your Salary will be INR 440004/- per annum (**Rupees Four Lakh Fourty Thousand Four per annum**) Only.

Your employment with us is contingent upon the submission of the following documents on the date of joining: -

Your Date of Joining will be on hold / postponed if you are not bringing below Original Documents at the time of joining.

1. Originals Documents & One photocopy of
 - Education - SSC, Intermediate, Degree & PG (as applicable)
 - Employment Documents of all previous employers – Relieving Letter / Resignation acceptance/No Due Form, Latest 2 payslips, Hike Letters/Pay Revision Letter, Appointment letter, Offer Letter etc
 - Personal IDs – Aadhaar Card, PAN Card, UAN Card, Driving License, Voter ID & Passport etc
2. 3 passport size colored photographs and Form 16 or Final Tax Computation sheet.
3. Name on PAN card & Aadhaar Card should be in the same format and Date of Birth of Aadhar should be in DD/MM/YYYY format.
4. Photo copy of Address Proof (Permanent address proof of any of the below is mandatory- Electricity Bill, Telephone Bill, Driving licence, Aadhar Card etc)
5. 2-3 References preferably people that you have reported to and people who reported to you, as well your peers.

Please note that this is only an offer letter and a formal letter of appointment will be issued to you on the day of your joining the organization. You can get in touch with the undersigned in case you need any clarifications.

We request you to confirm your acceptance of the offer via e-mail, phone, fax or post. We look forward to having you on board by the date mentioned above.
Thanking you

Regards

For Infor (India) Pvt Ltd
Renu Ganatra
Senior Director HR, India
The Skyview, Tower 10, Floor 4/5/6/7, Sy. No. 83/1,
Madhapur, Next to BioDiversity Park,
Raidurg Village, Serilingampally Mandal,
Ranga Reddy, Telangana – 500081 India
E Mail: renu.ganatra@infor.com

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



28 July, 2021
 Ref No: Hyd/HR/R&S/OL/21/868

To
 Rajesh Mallela
 D.No 10-240, Near Bustand,
 Hanumanpetta, Near water plant,
 Kanchikacherla, Krishna Dist-521180.

Dear Rajesh,

Further to your interview discussion, we are happy to offer you the position of **Software Engineer, Associate** with "Infor (India) Private Limited subject to the completion of your academics B-Tech 2021.

Your place of posting will be **Hyderabad**, and we expect you to join us on **11 August, 2021**

Your Salary will be **Rs. 44000/- per annum (Rupees Four Lakh Forty Thousand Four per annum) Only.**

Your employment with us is contingent upon the submission of the following documents on the date of joining:-

Your Date of Joining will be on hold / postponed if you are not bringing below Original Documents at the time of joining.

1. Originals Documents & One photocopy of
 - Education - SSC, Intermediate, Degree & PG (as applicable)
 - Personal IDs – Aadhaar Card, PAN Card, UAN Card, Driving License, Voter ID & Passport etc
2. 3 passport size colored photographs and Form 16 or Final Tax Computation sheet.
3. Name on PAN card & Aadhaar Card should be in the same format and Date of Birth of Aadhar should be in DD/MM/YYYY format.
4. Photo copy of Address Proof (Permanent address proof of any of the below is mandatory- Electricity Bill, Telephone Bill, Driving licence, Aadhar Card etc)

Please note that this is only an offer letter and a formal letter of appointment will be issued to you on the day of your joining the organization. You can get in touch with the undersigned in case you need any clarifications.

We request you to confirm your acceptance of the offer via e-mail, phone, fax or post. We look forward to having you on board by the date mentioned above.
 Thanking you

Regards

Renu Ganatra
 Senior Director HR, India
 The Skyview, Tower 10, Floor 4/5/6/7, Sy. No. 83/1,
 Madhapur, Next to BioDiversity Park,
 Raidurg Village, Serilingampally Mandal,
 Ranga Reddy, Telangana – 500081 India
 E Mail: renu.ganatra@infor.com

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

Ref: MLASA03/08/21

569

Date: Aug 13, 2021

Ms. Gadde Geetha

Flat No-201, Sri Sai Durga Residency, Opp. KVR College, Nandigama, Andhra Pradesh, 521185
Dear Gadde Geetha

We are pleased to confirm our offer of employment to you as **Associate Software Engineer in Grade G1** starting **August 18, 2021**. You are requested to report to the said address on **August 18, 2021**, not later than **9:30:00 AM**.

LOCATION

You will be based at **Bangalore**. However, the company may require you to work at other company locations or at the customer's site both within and outside India. You will be given reasonable notice of any travel or re-location requirement.

COMPENSATION

Your gross annual compensation package will be **Rs.4,60,000.00 (Rupees Four Lakh Sixty Thousand Only)** the breakup for which is given in **Annexure A**.

Tax liability will be as per Income Tax rules. Changes in your compensation and other terms are subject to discretion of the company, statutory requirements, your performance in the company and other relevant criteria.

MEDICLAIM INSURANCE

As per company policy, you will be covered under Group Medical Insurance. The Group Mediclaim Policy will cover self and up to 3 dependents (spouse and 2 children). This insurance will start on your date of joining.

CODE OF CONDUCT

We at MapleLabs are committed to ensure 'Integrity' in all aspects of its functioning. You are expected to comply with the policies of the Company including the Code of Business Conduct and other policies of the Company as they form an integral part of the terms of your employment with MapleLabs. Consequently, you are required to understand the scope and intent behind these policies and to comply with the same. These Policies are updated/modified on a periodic basis and new Policies may be introduced and notified to the employees from time to time and you will be required to comply with the same.

PROFESSIONAL ETHICS

You will be required to deal with the Company's money, material and documents and other resources, with honesty and a high standard of ethics. If you are found guilty, at any point of time of moral turpitude or of dishonesty in dealing with the Company's money or material or documents or of theft or of misappropriation, regardless of the value involved, your services would be terminated with immediate effect, notwithstanding other terms and conditions mentioned in the appointment letter.

ANNUAL LEAVE/PUBLIC HOLIDAYS

You will be entitled for 18 days of paid leaves and 8 days of casual leaves per calendar year of service, or pro-rata for partial period of service in a calendar year. You are also entitled for 11 public holidays.

NOTICE PERIOD/TERMINATION

This contract of employment may be terminated by either party by giving sixty days written notice or gross monthly salary in lieu thereof.

Project allocation is subject to availability of positions in the respective project at the time of your joining. Kindly note that while you accept this offer, we will be initiating your reference check in parallel. In case of a negative reference check, this offer will stand cancelled.

A detailed appointment letter will be issued to you on your date of joining us.



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

ANNEXURE A

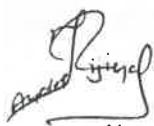
569

SALARY STRUCTURE	PER MONTH	PER ANNUM
BASIC	11,500	138,000
HOUSE RENT ALLOWANCE	5,750	69,000
CONVEYANCE	1,600	19,200
FIXED ALLOWANCE	12,684	152,205
MEAL COUPON	2,200	26,400
GIFT CARD	417	5,000
A	34,151	409,805
MEDICAL ALLOWANCE	1,250	15,000
LEAVE TRAVEL ASSISTANCE	1,000	12,000
B	2,250	27,000
C = A + B	36,401	436,805
PROVIDENT FUND	1,380	16,560
GRATUITY	553	6,635
D	1,933	23,195
CTC = C + D	38,330	460,000

Sincerely

For MapleLabs Solutions Pvt. Ltd

Agreed & Accepted by



Jaydeep N Rijiya

Deputy Manager – HR



Gadde Geetha

14/08/2021

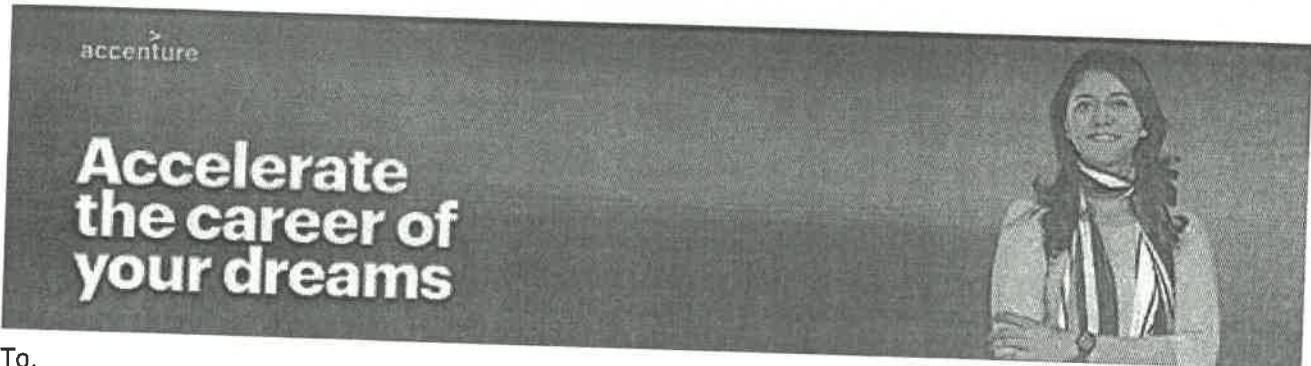
Date:

ANNEXURE C
DOCUMENT CHECK LIST

At the time of joining, you are requested to submit one independent set of photocopies of all the following documents:

S. No	Particulars
1.	Color passport sized photographs 8 Nos.
2.	Color photograph's soft copy for Company photo ID card · Specification as per Id photo design are: · Having fixed width of 520px · Left crop by right shoulder of employee, photo with standing position at 30 degree towards right side · Bottom crop by 3rd button of shirt just below the chest · Background should be white
3.	Certificates supporting your education qualifications: · SSC & HSC Mark sheets · Mark sheets (All Semesters) and convocation certificates of degree/postgraduation. · Additional Education Certificate and Mark sheets if any (Eg. Diploma, NIIT, MCSD, Novell Netware etc.)
4.	Following employment documents for previous all employers: · Appointment letter · Experience and relieving certificates. · Last 2 month's pay slip
5.	Valid passport (include if any previous visa / Work Permit authorization)
6.	Pan Card
7.	Marriage Certificate
8.	Residential Proof Documents for opening bank account

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To,

Name : Koneru Greeshma

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Koneru Greeshma,

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks** - Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 7 Days from the day you receive the Offer Letter.

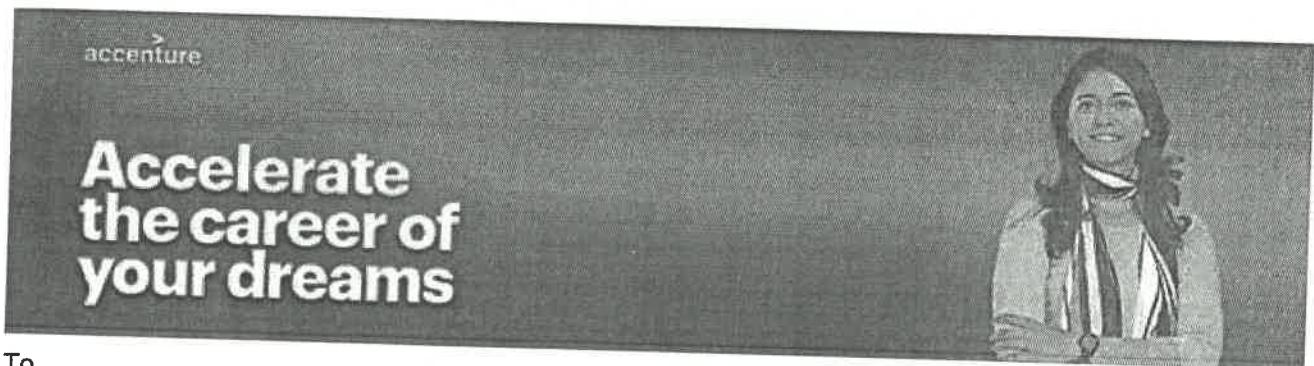
At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Pre-joiner-Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes a learning module - Technology Fundamentals Online Learning program (Hereinafter "program"). We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

◦ The training module of this program is typically made available to potential new joiners at least 45 days before onboarding to give them a reasonable time to learn at their pace and comfort. Details of which are as under:

- Under the program, the learning modules hosted on a technology platform will prepare the potential new joiner to be code ready.
- Post onboarding/joining Accenture, and after the Induction the potential new joiner will need to go through the Technology fundamental assessment (based on the pre on-boarding online learning program).
- On successful completion of the program and clearance of the Technology fundamental


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



To,

Name : Sai Venkata Priyanka Chennapragada

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Sai Venkata Priyanka Chennapragada,

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

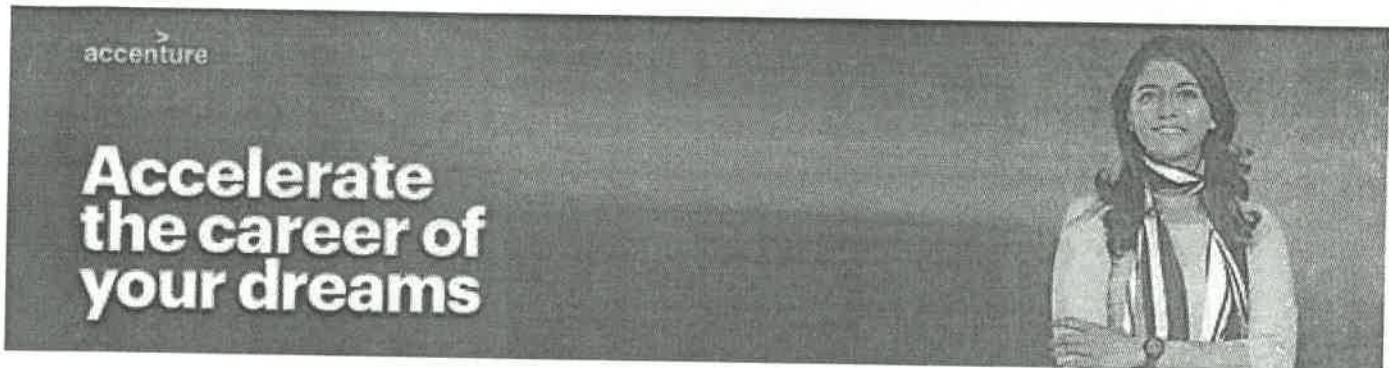
- **Document verification and checks** - Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 7 Days from the day you receive the Offer Letter.

At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Pre-joiner-Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes a learning module - Technology Fundamentals Online Learning program ("Hereinafter" program"). We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

- The training module of this program is typically made available to potential new joiners at least 45 days before onboarding to give them a reasonable time to learn at their pace and comfort. Details of which are as under:
 - Under the program, the learning modules hosted on a technology platform will prepare the potential new joiner to be code ready.
 - Post onboarding/joining Accenture, and after the Induction the potential new joiner will need to go through the Technology fundamental assessment (based on the pre on-boarding online learning program).
 - On successful completion of the program and clearance of the Technology fundamental

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



To,

Name:SnehithaLakshmiKatakam

Re:ImportantinformationpostyourclearanceoftheinterviewprocessduringtheCampusVisit

DearSnehithaLakshmiKatakam,

Thisconfirmsyouhaveclearedtheinitialinterviewprocess.YourjourneyforgettinganOfferofEmploymentfromAccenturehasjustbegun.PleasegothroughthiscommunicationtoacquaintyourselfofthevariousactionsthatyourcandidaturewillgothroughbeforeareleaseofOfferofEmploymentbyAccenture.

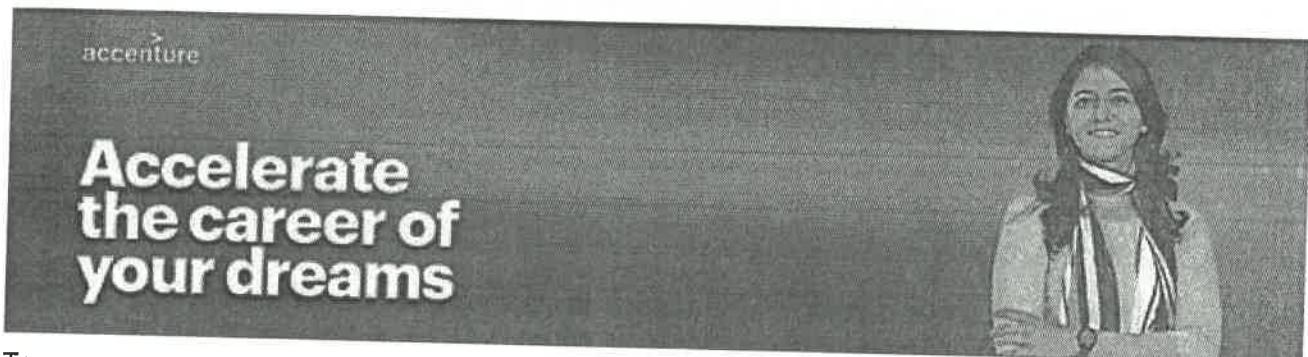
- **Document verification and checks** - Post accepting this Letter of Intent, you will have to submit certainprerequisites/documents.TheOfferreleasewillbecontingentuponsuccessfulverificationofyourdocuments that will be submitted by you. Once you receive the offer, we would like you to accept the offerwithin7DaysfromthedayyoureceivevtheOfferLetter.

Atallstagesofthehirengprocess,youareexpectedtodeclareallfactshonestlyandactwithutmostintegrity while applying for any opportunity. In case of any misrepresentation of information/facts in yourcandidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequentofferissuedtoyoushallstandrevoked.

- **InformationonAccenture'sPre-joiner-LearningModule**-Aspartofprovidingournewjoinersaunique learning experience, Accenture proposes a learning module - Technology Fundamentals OnlineLearningprogram(Hereinafter"program").Wewouldliketosharethedetailsofthisprograminadvanceforyour easeofinformationandfamiliaritywithitsconditions.

- Thetrainingmoduleofthisprogramistypicallymadeavailabletopotentialnewjoinersatleast45daysbeforeon boardingtogivethemareasonabletimetolearnattheirpaceandcomfort.Detailsofwhicharesunder:
 - Undertheprogram,thelearningmoduleshostedonatechnologyplatformwillpreparethepotentialnewjoine rtobecodeready.
 - Post onboarding/joining Accenture, and after the Induction the potential new joiner will need to gothrough the Technology fundamental assessment (based on the pre on-boarding online learningprogram).
 - OnsuccessfulcompletionoftheprogramandclearanceoftheTechnologyfundamental

4 A 4



To,

Name : Tarangini Sri Sai Veena Talagadadeevi

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Tarangini Sri Sai Veena Talagadadeevi,

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

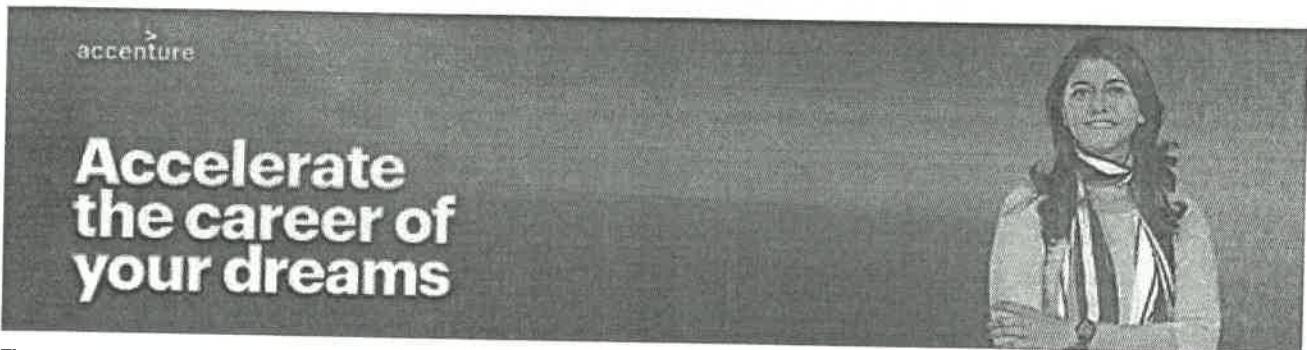
- **Document verification and checks** - Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 7 Days from the day you receive the Offer Letter.

At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Pre-joiner-Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes a learning module - Technology Fundamentals Online Learning program ("Hereinafter" program"). We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

- The training module of this program is typically made available to potential new joiners at least 45 days before onboarding to give them a reasonable time to learn at their pace and comfort. Details of which are as under:
 - Under the program, the learning modules hosted on a technology platform will prepare the potential new joiner to be code ready.
 - Post onboarding/joining Accenture, and after the Induction the potential new joiner will need to go through the Technology fundamental assessment (based on the pre on-boarding online learning program).
 - On successful completion of the program and clearance of the Technology fundamental

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



To,

Name : Krishna Priya Kapalavai

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Krishna Priya Kapalavai,

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks** - Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 7 Days from the day you receive the Offer Letter.

At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Pre-joiner-Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes a learning module - Technology Fundamentals Online Learning program ("Hereinafter" "program"). We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

- The training module of this program is typically made available to potential new joiners at least 45 days before onboarding to give them a reasonable time to learn at their pace and comfort. Details of which are as under:
 - Under the program, the learning modules hosted on a technology platform will prepare the potential new joiner to be code ready.
 - Post onboarding/joining Accenture, and after the Induction the potential new joiner will need to go through the Technology fundamental assessment (based on the pre on-boarding online learning program).
 - On successful completion of the program and clearance of the Technology fundamental

EEF



To,

Name: Ramya Sai Akula

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Ramya Sai Akula,

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks** - Post accepting this Letter of Intent, you will have to submit certain prerequisites/documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 7 Days from the day you receive the Offer Letter.

At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Pre-joiner-Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes a learning module - Technology Fundamentals Online Learning program (Hereinafter "program"). We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

- The training module of this program is typically made available to potential new joiners at least 45 days before on boarding to give them a reasonable time to learn at their pace and comfort. Details of which are under:
 - Under the program, the learning modules hosted on a technology platform will prepare the potential new joiner to be code ready.
 - Post onboarding/joining Accenture, and after the Induction the potential new joiner will need to go through the Technology fundamental assessment (based on the pre on-boarding online learning program).
 - On successful completion of the program and clearance of the Technology fundamental


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

**BE YOURSELF,
MAKE A DIFFERENCE.**

accenture

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Date:26-Jun-2021

**Pathan Asma Khatun
C9683997**

Dno:75-6-51 Maseedu road,Bhavanipuram, vijayawada,krishna ,kamakotinagar
8500746799

Dear Pathan Asma Khatun,

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

Job Profile - Application Development Associate

Management Level - 12

Job Family Group- Software Engineering



Please refer to:

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

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

Version 2.1 (Feb 2021)

1

candidate's Signature

Reference Id: e482b15f-5103-4595-9bde-0125911f57f0_1
Signed By: Mahesh Vasudeo Zurale

(Signature)
**Training & Placement Officer
DVR & Dr HS MIC College of Technology**

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

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

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

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

ANNEXURE 1

COMPENSATION & BENEFITS

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

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

(A) Annual Fixed Compensation

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

TDS is deducted as applicable from your income.

(B) Local Variable Bonus (LVB)

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

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

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

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

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

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

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

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

**BE YOURSELF,
MAKE A DIFFERENCE.**

accenture

Strictly Private and Confidential

Date:26-Jun-2021

Venkateswari Palanki
C9686926

D.No:2-87, Maddulaparva
8639052148

Dear Venkateswari Palanki,

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

Job Profile - Application Development Associate

Management Level - 12

Job Family Group- Software Engineering



Please refer to:

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

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

Version 2.1 (Feb 2021)

1

candidate's Signature

Reference Id: bd3f28ea-85c5-4924-9de8-acaddc1b2594_1
Signed By: Mahesh Vasudeo Zurale

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

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

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

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

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

ANNEXURE 1

COMPENSATION & BENEFITS

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

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

(A) Annual Fixed Compensation

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

TDS is deducted as applicable from your income.

(B) Local Variable Bonus (LVB)

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

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

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

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

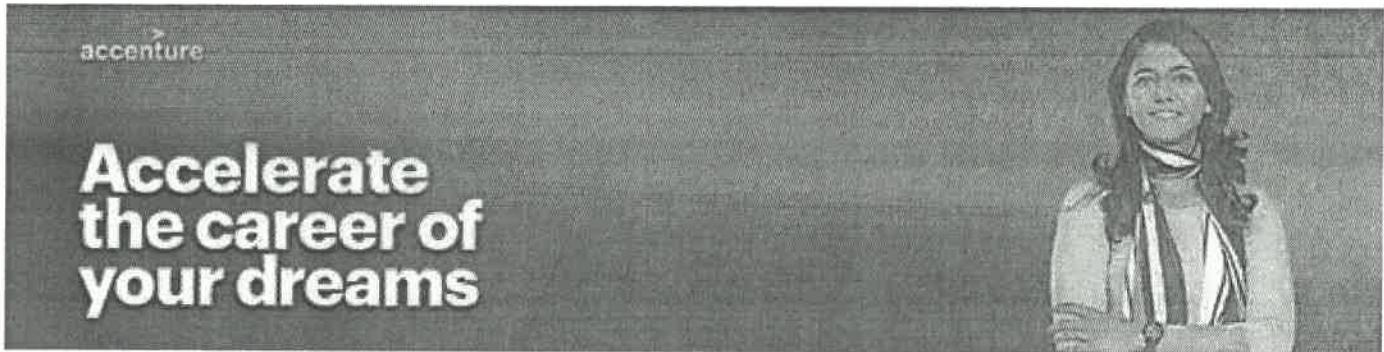
The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the Medical Insurance, Personal Accident Insurance and Life Insurance and Relocation Assistance program guidelines.

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

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

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

SB1



To,

Name:SrilakshmiChebrolu

Re:ImportantinformationpostyourclearanceoftheinterviewprocessduringtheCampusVisit

DearSrilakshmiChebrolu,

Thisconfirmsyouhaveclearedtheinitialinterviewprocess.YourjourneyforgettinganOfferofEmploymentfromAccenturehas justbegun.Pleasegothroughthiscommunicationtoacquaintyourselfofthevariousactionsthatyourcandidaturewillgo throughbeforeareleaseofOfferofEmploymentbyAccenture.

- **Document verification and checks** - Post accepting this Letter of Intent, you will have to submit certainprerequisites/documents.TheOfferreleasewillbecontingentuponsuccessfulverificationofyourdocuments that will be submitted by you. Once you receive the offer, we would like you to accept the offerwithin7DaysfromthedayyoureceivetheOfferLetter.

Atallstagesofthehiringprocess,youareexpectedtodeclareallfactshonestlyandactwithutmostintegrity while applying for any opportunity. In case of any misrepresentation of information/facts in yourcandidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequentofferissuedtoyoushallstandrevoked.

- **InformationonAccenture'sPre-joiner-LearningModule**-Aspartofprovidingournewjoinersunique learning experience, Accenture proposes a learning module - Technology Fundamentals OnlineLearningprogram(Hereinafter"program").Wewouldliketosharethedetailsofthisprograminadvanceforyour easeofinformationandfamiliaritywithitsconditions.

- Thetrainingmoduleofthisprogramistypicallymadeavailabletopotentialnewjoinersatleast45daysbeforeon boardingtogivethemareasonabletimetolearnattheirpaceandcomfort.Detailsofwhichareasunder:
 - Undertheprogram,thelearningmoduleshostedonatechnologyplatformwillpreparethepotentialnewjoine rtobecodeready.
 - Post onboarding/joining Accenture, and after the Induction the potential new joiner will need to gothrough the Technology fundamental assessment (based on the pre on-boarding online learningprogram).
 - OnsuccessfulcompletionoftheprogramandclearanceoftheTechnologyfundamental



Strictly Private and Confidential

Date:26-Jun-2021

**Maturi Yamini Sri Rathna Naga Venkata Amrutha
C9686878**

**9-3-33, Brahmin Street , Vijayawada-1
9494399572**

Dear Maturi Yamini Sri Rathna Naga Venkata Amrutha,

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

Job Profile - Application Development Associate

Management Level - 12

Job Family Group- Software Engineering



Please refer to:

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

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

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

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

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

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

ANNEXURE 1

COMPENSATION & BENEFITS

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

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

(A) Annual Fixed Compensation

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

TDS is deducted as applicable from your income.

(B) Local Variable Bonus (LVB)

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

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

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

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

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

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

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

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



GLYCO BIO PHARMA PRIVATE LIMITED

Date: 19th August 2020

Offer Letter

Welcome to partake with Glyco Family

Dear Mr. GANCHEERI RATHNA PAUL RAGHAVA

Further to the final interview and a crash route training program with us, we are pleased to offer the job as a Area Sales Officer in our organization.

Your initial Head Quarters is Tanuku and your services are to be utilized based on optimum territorial coverage as programmed by the organization.

We expect your services with discipline, dedication and determination to keep on maintaining company's PAN India standards in quality, consistency and commitment.

We believe that you will come over to the company's expectations and hoist the flag of Glyco in all millions.

You are requested to report at our Guntur office by 24th August 2020 for the introduction program and you will be join duties in the organization from 25th August.

Best Regards,

3d/m

For Glyco Bio Pharma Private Ltd.



W

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

5G4



L-CUBE INNOVATIVE SOLUTIONS PVT. LTD.

No.1148, I-Block, 6th Avenue
Anna Nagar West, Chennai - 600 040
Phone : +91-44-26181625, 26185320

OFFER OF EMPLOYMENT (Strictly confidential)

July 12, 2021

Kankanala Santhi Sri
304 B Block
Kodanda Rama Homeland Tadepalli
Andhra Pradesh 522501

Dear Kankanala Santhi Sri,

With reference to your application and the subsequent interview you had with us, we are pleased to offer you the position of **Software Programmer – Trainee** in our Organization.

You will be on probation for a period of three months and your remuneration would be **INR 20,151/-** (Rupees Twenty Thousand One hundred and fifty-one only) CTC per Month. Your employment will be confirmed based on your performance and upon confirmation your salary will be revised to **Rs. 25,009/- CTC per month (INR 3,00,000 CTC per annum)**.

Your probation is liable to be extended by a further period of three months or part thereof at the discretion of the Management. During the period of employment with us, if your performance is not satisfactory, your services are liable to be terminated without notice.

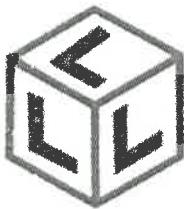
You shall be governed by the rules and regulations of the company at all times without exception. You shall be eligible for all statutory provisions according to the laws in force from time to time. This offer is subject to successful completion of the agreement tenure.

You will be required to execute a Service Agreement as undertaking to serve the Management for a period of three years from the date of joining. As already accepted during the final interview you are required to furnish us a Bank Guarantee sum of **Rs.60,000/-** (Rupee Sixty Thousand only) valid for 3 years.

The following documents should be submitted to the HR Department as per the required format with the necessary supporting documents within 30 days from the date of acceptance of offer, failing which your offer remains cancelled:

1. Service Agreement Document
2. Bank Guarantee Document
3. Four passport size & two stamp size photograph
4. ID proof & Address proof (Aadhar and PAN card)
5. Attested copies of Certificate in support of Academic / Technical / Educational Qualifications along with originals for verification.

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



L-CUBE INNOVATIVE SOLUTIONS PVT. LTD.

No.1148, I-Block, 6th Avenue
Anna Nagar West, Chennai - 600 040
Phone : +91-44-26181625, 26185320

OFFER OF EMPLOYMENT

(Strictly confidential)

July 12, 2021

Moruboyina Yogeshwar
501, Sri Dhatri Enclave,
RTC Colony Road, Ferry,
Ibrahimpatnam, Vijayawada,
AP – 521456.

Dear Moruboyina Yogeshwar,

With reference to your application and the subsequent interview you had with us, we are pleased to offer you the position of **Software Programmer – Trainee** in our Organization.

You will be on probation for a period of three months and your remuneration would be INR 20,151/- (Rupees Twenty Thousand One hundred and fifty-one only) CTC per Month. Your employment will be confirmed based on your performance and upon confirmation your salary will be revised to Rs. 25,009/- CTC per month (INR 3,00,000 CTC per annum).

Your probation is liable to be extended by a further period of three months or part thereof at the discretion of the Management. During the period of employment with us, if your performance is not satisfactory, your services are liable to be terminated without notice.

You shall be governed by the rules and regulations of the company at all times without exception. You shall be eligible for all statutory provisions according to the laws in force from time to time. This offer is subject to successful completion of the agreement tenure.

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5. Attested copies of Certificate in support of Academic / Technical / Educational Qualifications along with originals for verification.

(Signature)
Training & Placement Officer
DVR & Dr HS MIC College of Technology



L-CUBE INNOVATIVE SOLUTIONS PVT. LTD.

No.1148, I-Block, 6th Avenue
Anna Nagar West, Chennai - 600 040
Phone : +91-44-26181625, 26185320

OFFER OF EMPLOYMENT

(Strictly confidential)

July 12, 2021

Bala Venkata Teja G
1-2, Surya Enclave,
BC Colony Road, Ferry,
Ibrahimpatnam, Vijayawada,
AP-521456.

Dear Bala Venkata Teja G ,
With reference to your application and the subsequent interview you had with us, we are pleased to offer you the position of **Software Programmer - Trainee** in our Organization.

You will be on probation for a period of three months and your remuneration would be **INR 20,151/-** (Rupees Twenty Thousand One hundred and fifty-one only) CTC per Month. Your employment will be confirmed based on your performance and upon confirmation your salary will be revised to **Rs. 25,009/-** CTC per month (**INR 3,00,000 CTC per annum**).

Your probation is liable to be extended by a further period of three months or part thereof at the discretion of the Management. During the period of employment with us, if your performance is not satisfactory, your services are liable to be terminated without notice.

You shall be governed by the rules and regulations of the company at all times without exception. You shall be eligible for all statutory provisions according to the laws in force from time to time. This offer is subject to successful completion of the agreement tenure.

You will be required to execute a Service Agreement as undertaking to serve the Management for a period of three years from the date of joining. As already accepted during the final interview you are required to furnish us a Bank Guarantee sum of **Rs.60,000/-** (Rupee Sixty Thousand only) valid for 3 years.

The following documents should be submitted to the HR Department as per the required format with the necessary supporting documents within 30 days from the date of acceptance of offer, failing which your offer remains cancelled:

1. Service Agreement Document
2. Bank Guarantee Document
3. Four passport size & two stamp size photograph
4. ID proof & Address proof (Aadhar and PAN card)
5. Attested copies of Certificate in support of Academic / Technical / Educational Qualifications along with originals for verification.

[Handwritten signature]
Training & Placement Officer
DVR & Dr HS MIC College of Technology



L-CUBE INNOVATIVE SOLUTIONS PVT. LTD.

No.1148, I-Block, 6th Avenue
Anna Nagar West, Chennai - 600 040
Phone : +91-44-26181625, 26185320

OFFER OF EMPLOYMENT

(Strictly confidential)

July 12, 2021

Giridhar Naga Sai T ,
B-2, Ramprasad Apartment,

Mysoor cafe,Vijayawada

Dear Giridhar Naga Sai T ,

With reference to your application and the subsequent interview you had with us, we are pleased to offer you the position of **Software Programmer - Trainee** in our Organization.

You will be on probation for a period of three months and your remuneration would be **INR 20,151/-** (Rupees Twenty Thousand One hundred and fifty-one only) CTC per Month. Your employment will be confirmed based on your performance and upon confirmation your salary will be revised to **Rs. 25,009/-** CTC per month (**INR 3,00,000 CTC per annum**).

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Phone : +91-44-26181625, 26185320

OFFER OF EMPLOYMENT

(Strictly confidential)

July 12, 2021

K S S M Koushik G
3-124, veerayya Street,
BSNL Back side ,
Vijayawada,
Andhra Pradesh

Dear K S S M Koushik G ,
With reference to your application and the subsequent interview you had with us, we are pleased to offer you the position of Software Programmer - Trainee in our Organization.

You will be on probation for a period of three months and your remuneration would be INR 20,151/- (Rupees Twenty Thousand One hundred and fifty-one only) CTC per Month. Your employment will be confirmed based on your performance and upon confirmation your salary will be revised to Rs. 25,009/- CTC per month (INR 3,00,000 CTC per annum).

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(Signature)
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Phone : +91-44-26181625, 26185320

OFFER OF EMPLOYMENT

(Strictly confidential)

July 12, 2021

Meghana L,
6-12-5 SS3 ,Prathibha Nikethan Road,
Near Prasadapadu,
Vijayawada, AP

Dear Meghana L,

With reference to your application and the subsequent interview you had with us, we are pleased to offer you the position of **Software Programmer - Trainee** in our Organization:

You will be on probation for a period of three months and your remuneration would be **INR 20,151/-** (Rupees Twenty Thousand One hundred and fifty-one only) CTC per Month. Your employment will be confirmed based on your performance and upon confirmation your salary will be revised to **Rs. 25,009/-** CTC per month (**INR 3,00,000 CTC per annum**).

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

SGA

From: Leaap-Vidhya <vidhya@leaap.com>
To: Radha kollipaka 25 <radha.kolipakaking45@gmail.com>
Cc: Leaap-corporatehr <corporatehr@leaap.com>, tnp <tnp@mictech.ac.in>

Tue, Aug 17, 2021 at 12:32 PM

Mr Mohankumar you are selected and you can come to our office @
Chennai this week for Joining

You can travel by Train and go back the following day and we will
reimburse
your travel expense at actuals

Ms Kalpana in copy will coordinate further on date and time

Address :

Leaap International Private Limited
6/11 Mayor Satyamoorthy Road
Srinivasa Nagar CHETPET
Chennai 600031
Landmark : Opp FCI regional office

Please contact Mr Kalyan mob 73373 48601 for any assistance
if you have difficulty to reach office

Thanks
M Vidhya
Leaap

(Signature)
Training & Placement Officer
DVR & Dr HS MIC College of Technology

Appointment Letter

Dear Yuva Adithya Sammeta

It is a pleasure to extend to you our written offer of Employment for the position of Junior Software Engineer at our office in Telangana, Hyderabad. This position will report to Vivek Parmar, Technical Manager. Your starting date of employment is in 15th of November 2021.

You will be provided with a remuneration of 140000 INR per annum and it will be revised based on performance annually. This position is classified as Regular employee.

The position is benefits eligible. All the benefits and related information can be found in the RK Info Systems handbook, which is provided under separate cover. We wish you will contribute the same in the coming years and looking forward for the fruitful career and relationship.

Your working hours every day will be from Morning 09: 30 AM IST to 06: 30 PM IST (Monday to Saturday).

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- (iii) Your execution of RK Info Systems standard confidentiality agreement; and
- (iv) Passage of a reasonable background check conducted by RK Info Systems based on your completion of an employment application and furnishing professional references.

SB1

Appointment Letter

Dear Srilakshmi Chebrolu

It is a pleasure to extend to you our written offer of Employment for the position of Junior Software Engineer at our office in Telangana, Hyderabad. This position will report to Vivek Parmar, Technical Manager. Your starting date of employment is in 15th of November 2021.

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Training & Placement Officer
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586

Appointment Letter

Dear Meghna Lavu

It is a pleasure to extend to you our written offer of Employment for the position of Junior Software Engineer at our office in Telangana, Hyderabad. This position will report to Vivek Parmar, Technical Manager. Your starting date of employment is in 15th of November 2021.

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u 25

Appointment Letter

Dear Munny Shaik

It is a pleasure to extend to you our written offer of Employment for the position of Junior Software Engineer at our office in Telangana, Hyderabad. This position will report to Vivek Parmar, Technical Manager. Your starting date of employment is in 15th of November 2021.

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Appointment Letter

Dear Divya Garmidi

It is a pleasure to extend to you our written offer of Employment for the position of Junior Software Engineer at our office in Telangana, Hyderabad. This position will report to Vivek Parmar, Technical Manager. Your starting date of employment is in 15th of November 2021.

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210

Appointment Letter

Dear Harsha Kandimalla

It is a pleasure to extend to you our written offer of Employment for the position of Junior Software Engineer at our office in Telangana, Hyderabad. This position will report to Vivek Parmar, Technical Manager. Your starting date of employment is in 15th of November 2021.

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

SXU

Appointment Letter

Dear Haseena Shaikh

It is a pleasure to extend to you our written offer of Employment for the position of Junior Software Engineer at our office in Telangana, Hyderabad. This position will report to Vivek Parmar, Technical Manager. Your starting date of employment is in 15th of November 2021.

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(W)

APPOINTMENT LETTER

Dear Mr. K.Vidhyadhar,

With regards to the virtual discussion we had with one of our team members , We are happy to share you the good news that ; We have selected you as a Business Development Executive (BDE) to work in our remote locations W. E. F 03 September 2021.

Your position will be Business Development Executive & your roles & responsibilities include :

1. Familiarizing yourself with all products and services offered by our company.
2. Procuring new clients through direct contact, word-of-mouth, and collaboration with the marketing department.
3. Crafting business proposals and contracts to draw in more revenue from clients.
4. Equipping staff with the technical and social skills needed to enhance sales.
5. Involving in the Sales of the organisation & fulfilling the day to day targets & tasks for the same.
6. Negotiating with clients to secure the most attractive prices.
7. Client Visits / Virtual visits to ensure more business coming our way.

As discussed , Your initial package will be INR 15000/- Rupees Only payable every month on the 01st of English Calendar date to your beneficiary account.



Appointment Letter

Dear Sai Ram G

It is a pleasure to extend to you our written offer of Employment for the position of Junior Software Engineer at our office in Telangana, Hyderabad. This position will report to Vivek Parmar, Technical Manager. Your starting date of employment is in 15th of November 2021.

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



As a formality we would request that you sign this offer letter below as your acceptance of this offer within one month of the email. If we do not receive your written acceptance by that time, this offer is void. This offer has a minimum 2-year bond from the date of joining.

We are looking forward to your joining our team. Meanwhile, if there is any further information we can provide regarding this offer or the position, please do not hesitate to contact at +91-6301302833 or info@rkinfosystems.in .

Very truly yours,
With Regards,

RK Info Systems - Innovation | Skill | Expertise
Phone: +91-6301302833(India), +971-563214929(UAE)
Website: www.rkinfosystems.in, Email: hiring@rkinfosystems.in
PAN: AAVFR07049 GST NUMBER: 36BFJPP8047R1ZF



Dated:10.09.2021

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

RK Info Systems, Plot No 107, First Floor, Sri Venkateswara Enclave, Suchitra Circle Telangana TG Hyderabad. Phone:
+916301302833, +971-563214929, Website: www.rkinfosystems.in, Email: info@rkinfosystems.in



Appointment Letter

Dear Shahanaz Sk

It is a pleasure to extend to you our written offer of Employment for the position of Junior Software Engineer at our office in Telangana, Hyderabad. This position will report to Vivek Parmar, Technical Manager. Your starting date of employment is in 15th of November 2021.

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Training & Placement Officer
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Appointment Letter

Dear Sneha Prasanna K

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(Signature)
Training & Placement Officer
DVR & Dr HS MIC College of Technology



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Dated: 10.09.2021

[Signature]
Training & Placement Officer
DVR & Dr HS MIC College of Technology



Appointment Letter

Dear Venkata Durga Rao M

It is a pleasure to extend to you our written offer of Employment for the position of Junior Software Engineer at our office in Telangana, Hyderabad. This position will report to Vivek Parmar, Technical Manager. Your starting date of employment is in 15th of November 2021.

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Dated: 10.09.2021

(Signature)
Training & Placement Officer
DVR & Dr HS MIC College of Technology



Appointment Letter

Dear Yuva Adithya S

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With Regards,

RK Info Systems - Innovation | Skill | Expertise

Phone: +91-6301302833(India), +971-563214929(UAE)

Website: www.rkinfosystems.in, Email: hiring@rkinfosystems.in

PAN: AAVFR07049 GST NUMBER: 36BFJPP8047R1ZF



Dated: 10.09.2021

(Signature)
Training & Placement Officer
DVR & Dr HS MIC College of Technology



Appointment Letter

Dear Sai Krishna V

It is a pleasure to extend to you our written offer of Employment for the position of Junior Software Engineer at our office in Telangana, Hyderabad. This position will report to Vivek Parmar, Technical Manager. Your starting date of employment is in 15th of November 2021.

You will be provided with a remuneration of 140000 INR per annum and it will be revised based on performance annually. This position is classified as Regular employee.

The position is benefits eligible. All the benefits and related information can be found in the RK Info Systems handbook, which is provided under separate cover. We wish you will contribute the same in the coming years and looking forward for the fruitful career and relationship.

Your working hours every day will be from Morning 09: 30 AM IST to 06: 30 PM IST (Monday to Saturday).

While we are seeking to have your employment commence with RK Info Systems, this offer of internship is contingent upon your:

- (i) Acceptance of this written offer of employment via this offer letter;
- (ii) Not being subject to any secrecy, confidentiality, non-compete or other agreement with a third party which would restrict or interfere with your ability to perform all responsibilities of the position;
- (iii) Your execution of RK Info Systems standard confidentiality agreement; and
- (iv) Passage of a reasonable background check conducted by RK Info Systems based on your completion of an employment application and furnishing professional references.



As a formality we would request that you sign this offer letter below as your acceptance of this offer within one month of the email. If we do not receive your written acceptance by that time, this offer is void. This offer has a minimum 2-year bond from the date of joining.

We are looking forward to your joining our team. Meanwhile, if there is any further information we can provide regarding this offer or the position, please do not hesitate to contact at +91-6301302833 or info@rkinfosystems.in.

Very truly yours,
With Regards,

RK Info Systems - Innovation | Skill | Expertise
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PAN: AAVFR07049 GST NUMBER: 36BFJPP8047R1ZF



Dated: 10.09.2021

[Signature]
Training & Placement Officer
DVR & Dr HS MIC College of Technology



Appointment Letter

Dear Siva Likitha Ch

It is a pleasure to extend to you our written offer of Employment for the position of Junior Software Engineer at our office in Telangana, Hyderabad. This position will report to Vivek Parmar, Technical Manager. Your starting date of employment is in 15th of November 2021.

You will be provided with a remuneration of 140000 INR per annum and it will be revised based on performance annually. This position is classified as Regular employee.

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PAN: AAVFR07049 GST NUMBER: 36BFJPP8047R1ZF



Dated: 10.09.2021

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

RK Info Systems, Plot No 107, First Floor, Sri Venkateswara Enclave, Suchitra Circle Telangana TG Hyderabad. Phone: +916301302833, +971-563214929, Website: www.rkinfosystems.in, Email: info@rkinfosystems.in



Appointment Letter

Dear Vamsi Siva Gopi Y

It is a pleasure to extend to you our written offer of Employment for the position of Junior Software Engineer at our office in Telangana, Hyderabad. This position will report to Vivek Parmar, Technical Manager. Your starting date of employment is in 15th of November 2021.

You will be provided with a remuneration of 140000 INR per annum and it will be revised based on performance annually. This position is classified as Regular employee.

The position is benefits eligible. All the benefits and related information can be found in the RK Info Systems handbook, which is provided under separate cover. We wish you will contribute the same in the coming years and looking forward for the fruitful career and relationship.

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Very truly yours,

With Regards,

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Website: www.rkinfosystems.in, Email: hiring@rkinfosystems.in

PAN: AAVFR07049 GST NUMBER: 36BFJPP8047R1ZF



Dated: 10.09.2021



Appointment Letter

Dear Venkata Soumya Lakshmi P

It is a pleasure to extend to you our written offer of Employment for the position of Junior Software Engineer at our office in Telangana, Hyderabad. This position will report to Vivek Parmar, Technical Manager. Your starting date of employment is in 15th of November 2021.

You will be provided with a remuneration of 140000 INR per annum and it will be revised based on performance annually. This position is classified as Regular employee.

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Website: www.rkinfosystems.in, Email: hiring@rkinfosystems.in
PAN: AAVFR07049 GST NUMBER: 36BFJPP8047R1ZF



Dated: 10.09.2021



Appointment Letter

Dear S Krupa Rao

It is a pleasure to extend to you our written offer of Employment for the position of Junior Software Engineer at our office in Telangana, Hyderabad. This position will report to Vivek Parmar, Technical Manager. Your starting date of employment is in 15th of November 2021.

You will be provided with a remuneration of 140000 INR per annum and it will be revised based on performance annually. This position is classified as Regular employee.

The position is benefits eligible. All the benefits and related information can be found in the RK Info Systems handbook, which is provided under separate cover. We wish you will contribute the same in the coming years and looking forward for the fruitful career and relationship.

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With Regards,

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Website: www.rkinfosystems.in, Email: hiring@rkinfosystems.in
PAN: AAVFR07049 GST NUMBER: 36BFJPP8047R1ZF



Dated: 10.09.2021

B

QSpiders Campus Connect-Incubation Final Selects 2021 Batch
Inbox

Devika Rani <devikarani.l@qspiders.com>

Sat, Apr 3,
5:46 PM

to me. ashwithauditore, rahaman9181, rupeshgorrepati2, kvvsn.rajkumar33, harika9chinnu, Kradhamouni1234, vaishnavi.kunaparedy, vaishu.kunaparedy, ramyasaiakula15, santhika nkanala99, trinadhkalisetti550, ganeshkalupukuri1, tharunkota432, peratejasri01, sammetay uva99, shakeelmohammad8877, kalyankumarchandala, manishamandava01, krishnapriyaka palavai, divya.tadepalli1234, girijasankarnallana9696, bhavya.tummepalli, Kothabhargav7, sravankumaryarlagadda01, priyankajamallamudi99

Hello Sir/Mam,

We are happy to announce the Final Selects for Incubation [Free Training & Placement] 2021 Batch.

We heartily congratulate students for getting placed & we officially welcome all to QSpiders. Attached List with Green Highlighted are the selects & Please communicate the same with students & we will post you the date of Joining ASAP.

We would courier the Hard copy of offer letter to college directly.

For Selected students anything in further information or Query contact-9513684738/7619163087

Regards

Devika

9513684738

Qspiders Campus Connect Team.


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

Candidate Name
Nagadurga Vasudeva Manikanta Ashwith Sree
ABDUL RAHAMAN
Rupesh gorrepatti
Kaley Veera Venkata Satya Nuka Rajkumar
S.N.V.Harika priya
Mounika kondla
VAISHNAVI KUNAPAREDDY
Ramya Sai Akula
santhi
Trinadh Kalisetti
KALUPUKURI GANESH
Kota Tharun
Pera Tejasri
Sammeta yuva adithya
MOHAMMAD SHAKEEL
CHANDALA V N KALYAN KUMAR
Manisha Mandava
KAPALAVAI KRISHNA PRIYA
Tadepalli Divya Sri Lakshmi
girija sankar nallana
TUMMEPALLI SATHYA SAI LAKSHMI BHAVY
Kotha bhargav
Yarlagadda Sravan Kumar
priyanka jamallamudi

266.2



OFFER LETTER

Dated: 30th Mar '2021

Dear, Guna Gowtham,

We are happy to inform you that you have been short listed in our screening test.

Training in our incubation centre starts on

On the date of joining, we would explain you in detail the schedules.

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 **Core Java /Manual Testing, SQL, & General Aptitude.**
- 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)
- Complete the given assignments in time.
- Give everyday presentation
- Bring this offer letter on the first day with all semester marks cards, 10th 12th, PUC documents and any other Govt ID proof.

This letter is valid on the date of joining. If you join on any other date, free training will not be valid. You may have to pay the fees.

Devra
Thank & Regards

QSpiders Campus Connect Team.



USN NO

W

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

9513684738/7619163087

info@campus.qspiders.com

01, Basappa Layout, Gavipuram Extn, Gavipuram Extension,
Kempegowda Nagar, Bengaluru, Karnataka 560019



OFFER LETTER

Dated: *30th Mar '2021*

Dear, *Lakshmi Tulasi T*

We are happy to inform you that you have been short listed in our screening test.

Training in our incubation centre starts on

On the date of joining, we would explain you in detail the schedules.

NOTE:

- We do not charge for the complete training which takes 3 months
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This letter is valid on the date of joining. If you join on any other date, free training will not be valid. You may have to pay the fees.

H. Devra
Thank & Regards

QSpiders Campus Connect Team.



USN NO

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



9513684738/7619163087



info@campus.qspiders.com



01, Basappa Layout, Gavipuram Extn, Gavipuram Extension,
Kempegowda Nagar, Bengaluru, Karnataka 560019



OFFER LETTER

Dated: 30th Mar 2021

Dear, *Nandi Vardhini S*

We are happy to inform you that you have been short listed in our screening test.

Training in our incubation centre starts on

On the date of joining, we would explain you in detail the schedules.

NOTE:

- We do not charge for the complete training which takes 3 months
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- No other programs are included in this training module.

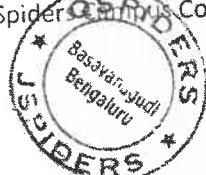
RULES:

Following rules to be followed for placement activities:

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- Bring this offer letter on the first day with all semester marks cards, 10th 12th, PUC documents and any other Govt ID proof.

This letter is valid on the date of joining. If you join on any other date, free training will not be valid. You may have to pay the fees.

Hireva
Thank & Regards
QSpiders Campus Connect Team.



USN NO

9513684738/7619163087

info@campus.qspiders.com

01, Basappa Layout, Gavipuram Extn, Gavipuram Extension,
Kempegowda Nagar, Bengaluru, Karnataka 560019

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



OFFER LETTER

Dated: 30th Mar' 2021

Dear, Lalithamma

We are happy to inform you that you have been short listed in our screening test.

Training in our incubation centre starts on

On the date of joining, we would explain you in detail the schedules.

NOTE:

- We do not charge for the complete training which takes 3 months
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This letter is valid on the date of joining. If you join on any other date, free training will not be valid. You may have to pay the fees.

[Signature]
Thank & Regards
QSpiders Campus Connect Team.


USN NO 

 9513684738/7619163087

 info@campus.qspiders.com

 01, Basappa Layout, Gavipuram Extn, Gavipuram Extension, Kempegowda Nagar, Bengaluru, Karnataka 560019


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



OFFER LETTER

Dated: 30th Mar '2021

Dear, Giridhar Naga Sai T

We are happy to inform you that you have been short listed in our screening test.

Training in our incubation centre starts on

On the date of joining, we would explain you in detail the schedules.

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H. S. Raja
Thank & Regards
Qspiders Campus Connect Team.



USN NO



9513684738/7619163087



info@campus.qspiders.com



01, Basappa Layout, Gavipuram Extn, Gavipuram Extension,
Kempegowda Nagar, Bengaluru, Karnataka 560019

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

Qspiders CampusConnect

A Unit of Test Yantra Software Solutions India Pvt Ltd



Qspiders Campus

OFFER LETTER

Dated: 30th Mar '2021

Dear, Indraja P.

We are happy to inform you that you have been short listed in our screening test.

Training in our incubation centre starts on

On the date of joining, we would explain you in detail the schedules.

NOTE:

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- The training includes **Core Java /Manual Testing, SQL, & General Aptitude.**
- No other programs are included in this training module.

RULES:

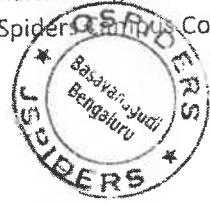
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This letter is valid on the date of joining. If you join on any other date, free training will not be valid. You may have to pay the fees.

H. Devira
Thank & Regards

QSpiders Campus Connect Team.



USN NO



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



9513684738/7619163087



info@campus.qspiders.com



01, Basappa Layout, Gavipuram Extn, Gavipuram Extension,
Kempegowda Nagar, Bengaluru, Karnataka 560019



OFFER LETTER

Dated: *30th Mar '2021*

Dear, *Hemanth Ganesh Ch*

We are happy to inform you that you have been short listed in our screening test.

Training in our incubation centre starts on

On the date of joining, we would explain you in detail the schedules.

NOTE:

- We do not charge for the complete training which takes 3 months
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Devra
Thank & Regards

QSpiders Campus Connect Team.



USN NO.

(W)

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

9513684738/7619163087

info@campus.qspiders.com

01, Basappa Layout, Gavipuram Extn, Gavipuram Extension,
Kempegowda Nagar, Bengaluru, Karnataka 560019



OFFER LETTER

Dated: 30th Mar'2021

Dear, Khaja Moien SK

We are happy to inform you that you have been short listed in our screening test.

Training in our incubation centre starts on

On the date of joining, we would explain you in detail the schedules.

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

Qspiders CampusConnect

A Unit of Test Yantra Software Solutions India Pvt Ltd



Qspiders Campus

OFFER LETTER

Dated: 30th Mar' 2021

Dear, Prashanth Reddy K

We are happy to inform you that you have been short listed in our screening test.

Training in our incubation centre starts on

On the date of joining, we would explain you in detail the schedules.

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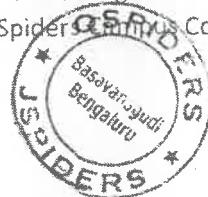
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[Signature]
Thank & Regards

QSpiders Campus Connect Team.



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[Signature]
Training & Placement Officer
DVR & Dr HS MIC College of Technology



OFFER LETTER

Dated: 30th Mar'2021

Dear, Asma Khatun P

We are happy to inform you that you have been short listed in our screening test.

Training in our incubation centre starts on

On the date of joining, we would explain you in detail the schedules.

NOTE:

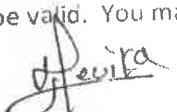
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Thank & Regards

QSpiders Campus Connect Team.



USN NO

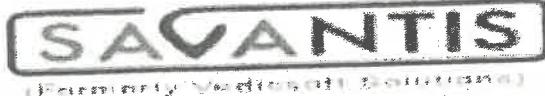

Training & Placement Officer
DVR & Dr HS MIC College of Technology

 9513684738/7619163087

 info@campus.qspiders.com

 01, Basappa Layout, Gavipuram Extn, Gavipuram Extension,
Kempegowda Nagar, Bengaluru, Karnataka 560019

20-21
CSE



SAVANTIS SOLUTIONS INDIA PVT. LTD.

DOC: - SA/TA/Hyd/2021/2412

Date: - 22/03/2021

Dear CHAITANYA G

Subject: -Conditional LOI

This Conditional LOI is in the reference of the interviews that you had with us; we are happy to offer you the position of **Trainee Analyst** with Savantis India. Your place of training will be at **Hyderabad**. During the training period you are neither paid nor charged anything.

Please note you should not have any Active Backlogs during the time of training. Also note that your final appointment will be subject to successful completion of the training and final assessment by end client. On selection by the end client you will be provided Appointment letter.

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3. ID Proof (Voter ID / Passport)
4. Address Proof (Aadhaar Card Mandatory)
5. Pan card
6. 3 Passport size photographs.

On successful appointment you will be paid **Rs 18, 500/- (Eighteen Thousand Five Hundred only)** per month as stipend amount and working as **Trainee Analyst**. You will always have opportunity to absorbed by the client and grow to a senior position from future career perspective.

The training will commence on 13th August Your final assessment dates from the client will inform you during the training period.

Welcome to Savantis India Family.

Sincerely,

Digitally signed
by MANISH
MODI Date:
2021.03.22

Manish Modi
Manager Recruitment

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

20-21
CSE

SAVANTIS

SAVANTIS SOLUTIONS INDIA PVT. LTD.

DOC: - SA/TA/Hyd/2021/2422

Date: - 22/03/2021

Dear DEEKSHA T

Subject: -Conditional LOI

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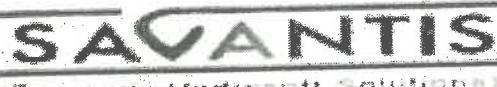
Sincerely,

Digitally signed
by MANISH
MODI Date:
2021.03.22

Manish Modi
Manager Recruitment

(Signature)
Training & Placement Officer
DVR & Dr HS MIC College of Technology

20-21
CGE



SAVANTIS SOLUTIONS INDIA PVT. LTD.

DOC: - SA/TA/Hyd/2021/2312

Date: - 22/03/2021

Dear PURNA LAKSHMI A

Subject: -Conditional LOI

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MODI Date:
2021.03.22

Manish Modi
Manager Recruitment

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

20-21
CSE



SAVANTIS SOLUTIONS INDIA PVT. LTD.

DOC: - SA/TA/Hyd/2021/1312

Date: - 22/03/2021

Dear SAI SANDEEP K

Subject: -Conditional LOI

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Manish Modi
Manager Recruitment


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

90-21
CSE



SAVANTIS SOLUTIONS INDIA PVT. LTD.

DOC: - SA/TA/Hyd/2021/1422

Date: - 22/03/2021

Dear KAVYA K

Subject: -Conditional LOI

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Digitally signed
by MANISH
MODI Date:
2021.03.22

Manish Modi
Manager Recruitment

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

26-21
EEE



SAVANTIS SOLUTIONS INDIA PVT. LTD.

DOC: - SA/TA/Hyd/2021/1420

Date: - 22/03/2021

Dear GOPINADH D

Subject: -Conditional LOI

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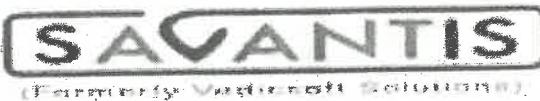
Sincerely,

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by MANISH
MODI Date:
2021.03.22

Manish Modi
Manager Recruitment

16
Training & Placement Officer
DVR & Dr HS MIC College of Technology

20-21
EE



SAVANTIS SOLUTIONS INDIA PVT. LTD.

DOC: - SA/TA/Hyd/2021/1521

Date: - 22/03/2021

Dear KARIMULLA SK

Subject: -Conditional LOI

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MODI Date:
2021.03.22

Manish Modi
Manager Recruitment

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

DOC: - SA/TA/Hyd/2021/1528

Date: - 22/03/2021

Dear PRAVALLIKA B

Subject: -Conditional LOI

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Sincerely,

Digitally signed
by MANISH
MODI Date:
2021.03.22

Manish Modi
Manager Recruitment


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

DOC: - SA/TA/Hyd/2021/4428

Date: - 22/03/2021

Dear SAI KUMAR Y

Subject: -Conditional LOI

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Sincerely,

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by MANISH
MODI Date:
2021.03.22

Manish Modi
Manager Recruitment


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

20-21
EEE

DOC: - SA/TA/Hyd/2021/1418

Date: - 22/03/2021

Dear VISHNU VARDHAN P

Subject: -Conditional LOI

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MODI Date:
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Manish Modi
Manager Recruitment

(Signature)
Training & Placement Officer
DVR & Dr HS MIC College of Technology

86-21
ECE



SAVANTIS SOLUTIONS INDIA PVT. LTD.

DOC: - SA/TA/Hyd/2021/1018

Date: - 22/03/2021

Dear MUNNI KRISHNA

Subject: -Conditional LOI

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MODI Date:
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Manish Modi
Manager Recruitment

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

20-21
ECE



SAVANTIS SOLUTIONS INDIA PVT. LTD.

DOC: - SA/TA/Hyd/2021/1017

Date: - 22/03/2021

Dear LAKSHMI PRIYANKA N

Subject: -Conditional LOI

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Manish Modi
Manager Recruitment


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

20-21
ECE



SAVANTIS SOLUTIONS INDIA PVT. LTD.

DOC: - SA/TA/Hyd/2021/1111

Date: - 22/03/2021

Dear NIKHILESWAR K

Subject: -Conditional LOI

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Manager Recruitment

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

20-21
ECE



SAVANTIS SOLUTIONS INDIA PVT. LTD.

DOC: - SA/TA/Hyd/2021/1001

Date: - 22/03/2021

Dear SAI BHAVANI V

Subject: -Conditional LOI

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Training & Placement Officer
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20-21
ECE

SAVANTIS SOLUTIONS INDIA PVT. LTD.

DOC: - SA/TA/Hyd/2021/1261

Date: - 22/03/2021

Dear YESHWANTH K

Subject: -Conditional LOI

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MODI Date:
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Manish Modi
Manager Recruitment

(Signature)
Training & Placement Officer
DVR & Dr HS MIC College of Technology

20-21
ME



SAVANTIS SOLUTIONS INDIA PVT. LTD.

DOC: - SA/TA/Hyd/2021/1251

Date: - 22/03/2021

Dear LOKESH PRASAD L

Subject: -Conditional LOI

This Conditional LOI is in the reference of the interviews that you had with us; we are happy to offer you the position of Trainee Analyst with Savantis India.

Your place of training will be at Hyderabad.. During the training period you are neither paid nor charged anything.

Please note you should not have any Active Backlogs during the time of training. Also note that your final appointment will be subject to successful completion of the training and final assessment by end client. On selection by the end client you will be provided Appointment letter.

Your training location will be Hyderabad.. However, the deployments location will be based on client's requirements. The working hours define on specific project's needs, which may include working in different shifts on client's requirements. From time to time, you may be required to travel different locations within India or overseas as well.

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3. ID Proof (Voter ID / Passport)
4. Address Proof (Aadhaar Card Mandatory)
5. Pan card
6. 3 Passport size photographs.

On successful appointment you will be paid Rs 18, 500/- (Eighteen Thousand Five Hundred only) per month as stipend amount and working as Trainee Analyst. You will always have opportunity to absorbed by the client and grow to a senior position from future career perspective.

The training will commence on 13th August Your final assessment dates from the client will inform you during the training period.

Welcome to Savantis India Family.

Sincerely,

Digitally signed
by MANISH
MODI Date:
2021.03.22

Manish Modi
Manager Recruitment

(M)
Training & Placement Officer
DVR & Dr HS MIC College of Technology

2021
MG



SAVANTIS SOLUTIONS INDIA PVT. LTD.

DOC: - SA/TA/Hyd/2021/1331

Date: - 22/03/2021

Dear GANGADHAR T

Subject: -Conditional LOI

This Conditional LOI is in the reference of the interviews that you had with us; we are happy to offer you the position of **Trainee Analyst** with Savantis India.

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Welcome to Savantis India Family.

Sincerely,

Digitally signed
by MANISH
MODI Date:
2021.03.22

Manish Modi
Manager Recruitment

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

20-21/
ME



SAVANTIS SOLUTIONS INDIA PVT. LTD.

DOC: - SA/TA/Hyd/2021/1351

Date: - 22/03/2021

Dear GOPI KRISHNA M

Subject: -Conditional LOI

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Welcome to Savantis India Family.

Sincerely,

Digitally signed
by MANISH
MODI Date:
2021.03.22

Manish Modi
Manager Recruitment

(W)
Training & Placement Officer
DVR & Dr HS MIC College of Technology

26-21
ME



SAVANTIS SOLUTIONS INDIA PVT. LTD.

DOC: - SA/TA/Hyd/2021/1355

Date: - 22/03/2021

Dear V ANIL REDDY

Subject: -Conditional LOI

This Conditional LOI is in the reference of the interviews that you had with us; we are happy to offer you the position of **Trainee Analyst** with Savantis India.

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Sincerely,

Digitally signed
by MANISH
MODI Date:
2021.03.22

Manish Modi
Manager Recruitment


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

DOC: - SA/TA/Hyd/2021/1315

Date: - 22/03/2021

Dear KIRANMAYI P

Subject: -Conditional LOI

This Conditional LOI is in the reference of the interviews that you had with us; we are happy to offer you the position of **Trainee Analyst** with **Savantis India**.

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Welcome to Savantis India Family.

Sincerely,

Digitally signed
by MANISH
MODI Date:
2021.03.22

Manish Modi
Manager Recruitment


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

20-21
IT



SAVANTIS SOLUTIONS INDIA PVT. LTD.

DOC: - SA/TA/Hyd/2021/1325

Date: - 22/03/2021

Dear SRI LAKSHMI P

Subject: -Conditional LOI

This Conditional LOI is in the reference of the interviews that you had with us; we are happy to offer you the position of **Trainee Analyst** with Savantis India.

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Welcome to Savantis India Family.

Sincerely,

Digitally signed
by MANISH
MODI Date:
2021.03.22

Manish Modi
Manager Recruitment


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

DOC: - SA/TA/Hyd/2021/1355

Date: - 22/03/2021

Dear TEJA SRI D

Subject: -Conditional LOI

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Welcome to Savantis India Family.

Sincerely,

Digitally signed
by MANISH
MODI Date:
2021.03.22

Manish Modi
Manager Recruitment


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

20-21
IT



SAVANTIS SOLUTIONS INDIA PVT. LTD.

DOC: - SA/TA/Hyd/2021/1345

Date: - 22/03/2021

Dear GANGA SINDHU

Subject: -Conditional LOI

This Conditional LOI is in the reference of the interviews that you had with us; we are happy to offer you the position of **Trainee Analyst** with Savantis India.

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Sincerely,

Digitally signed
by MANISH
MODI Date:
2021.03.22

Manish Modi
Manager Recruitment

(Signature)
Training & Placement Officer
DVR & Dr HS MIC College of Technology

10-20
IT

SAVANTIS

SAVANTIS SOLUTIONS INDIA PVT. LTD.

DOC: - SA/TA/Hyd/2021/1235

Date: - 22/03/2021

Dear PEDDHA LAKSHMI

Subject: -Conditional LOI

This Conditional **LOI** is in the reference of the interviews that you had with us; we are happy to offer you the position of **Trainee Analyst** with Savantis India.

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Sincerely,

Digitally signed
by MANISH
MODI Date:
2021.03.22

Manish Modi
Manager Recruitment


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

DOC:-SA/TA/Hyd/2021/6322

Date: - 22/3/2021

Dear Bhavana Yadav N

Subject: -Conditional LOI

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Sincerely,

Digitally signed
by MANISH
MODI Date:
2021.03.22

Manish Modi
Manager Recruitment


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

DOC:-SA/TA/Hyd/2021/6339

Date: - 22/3/2021

Dear Divya G

Subject: -Conditional LOI

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Sincerely,

Digitally signed
by MANISH
MODI Date:
2021.03.22

Manish Modi
Manager Recruitment

Training & Placement Officer
DVC & Dr HS MLC College of Technology

DOC:-SA/TA/Hyd/2021/6329

Date: - 22/3/2021

Dear Harichandana M

Subject: -Conditional LOI

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MODI Date:
2021.03.22

Manish Modi
Manager Recruitment


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

DOC:-SA/TA/Hyd/2021/6325

Date: - 22/3/2021

Dear Manikanta J

Subject: -Conditional LOI

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MODI Date:
2021.03.22

Manish Modi
Manager Recruitment

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

DOC:-SA/TA/Hyd/2021/6329

Date: - 22/3/2021

Dear Jyothi Priyanka M

Subject: -Conditional LOI

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MODI Date:
2021.03.22

Manish Modi
Manager Recruitment

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

DOC:-SA/TA/Hyd/2021/6329

Date: -22/3/2021

Dear Laila M

Subject: -Conditional LOI

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Welcome to Savantis India Family.

Sincerely,

Digitally signed
by MANISH
MODI Date:
2021.03.22

Manish Modi
Manager Recruitment

Training & Placement Officer
EVR & D: HS MIC College of Technology

Date: 25/05/2021

534

Mr. Ganta Rishi Bhavani Prasad

Dno:3-17, Govt School back, Thummalapalem,
Ibrahimpatnam-521241, Vijayawada

Dear Rishi,

With reference to your interview, we are pleased to offer you the position of "**SOC – Analyst Intern**" in our organization.

This offer is valid, subject to the following terms and conditions:

1. Your joining date will be **01st June 2021** in **CyberNX Technologies Private Limited**.
2. The Employee will be on internship for Three (3) months (or such other period if extended at the discretion of the Company). The employee will be eligible for Three leaves in this Internship period.
3. The normal work hours for the Company are 9:30 AM to 6:30 PM, Monday to Saturday (Alternate). However, subject to applicable laws, the Employee may be required to work additional hours as may be required by the business interests of the Company.
4. Your annual CTC shall be **INR 1,44,000/- (One Lakh Forty-Four Thousand Only)** per annum with effect to not later than **01/06/2021**, which shall be subject to revision from time to time. The CTC shall consist of the following:
The break-up of the CTC and salary in the hands of the Employee is annexed to this Letter in Annexure-1.
5. Send us a signed acknowledgement of this letter that you accept this offer not later than **29th May 2021**, conforming your date of joining.
6. You agree to submit with us self-attested copies of documents supporting your educational qualifications, experience certificates, PAN, Aadhaar, passport size photograph and bring the originals for physical verification on date of joining.

We look forward to a mutually rewarding Professional relationship with you.

Thanking you.



Yours Faithfully,

For CyberNX Technologies Pvt. Ltd.

Krishnakant Mathuria

I accept the offer as outlined above.

Name and Signature _____ Date _____

Annexure-1

Private & Confidential

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



Date: 25/05/2021

MS. Chandra Kowsalya Devi G

Dno:3-12, Govt School back, mylavaram,
Ibrahimpatnam-521241, Vijayawada

Dear Rishi,

With reference to your interview, we are pleased to offer you the position of "**SOC - Analyst Intern**" in our organization.

This offer is valid, subject to the following terms and conditions:

1. Your joining date will be **01st June 2021** in **CyberNX Technologies Private Limited**.
2. The Employee will be on internship for Three (3) months (or such other period if extended at the discretion of the Company). The employee will be eligible for Three leaves in this Internship period.
3. The normal work hours for the Company are 9:30 AM to 6:30 PM, Monday to Saturday (Alternate). However, subject to applicable laws, the Employee may be required to work additional hours as may be required by the business interests of the Company.
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5. Send us a signed acknowledgement of this letter that you accept this offer not later than **29th May 2021**, conforming your date of joining.
6. You agree to submit with us self-attested copies of documents supporting your educational qualifications, experience certificates, PAN, Aadhaar, passport size photograph and bring the originals for physical verification on date of joining.

We look forward to a mutually rewarding Professional relationship with you.

Thanking you.

Yours faithfully,

For CyberNX Technologies Pvt. Ltd.

Krishnakant Mathuria

I accept the offer as outlined above.

Name and Signature _____ Date _____

Annexure-1

Private P Confirmation

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



CyberNX
Cloud Security Specialists

Date: 25/05/2021

Mr. K R S N Rama Krishna Siran V

Dno:4-17, Machavaram,

Vijayawada

Dear Rishi,

With reference to your interview, we are pleased to offer you the position of "**SOC - Analyst Intern**" in our organization.

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Thanking you.

Yours faithfully,

For CyberNX Technologies Pvt. Ltd.

Krishnakant Mathuria

I accept the offer as outlined above.

Name and Signature _____

Date.....

Annexure-1

Private & Confidential

(Signature)
Training & Placement Officer
DVR & Dr HS MIC College of Technology

Date: 25/05/2021

Ms. Lalitha Sai Naga Sujana V

Dno:5-27, Near Ramalayam,

Chuttugunta, Vijayawada

Dear Rishi,

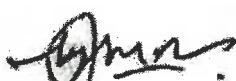
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Thanking you.



Yours faithfully,

For CyberNX Technologies Pvt. Ltd.

Krishnakant Mathuria

I accept the offer as outlined above.

Name and Signature _____

Date.....

Annexure-1

Private & Confidential

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



CyberNX
Cloud Security Specialists

Date: 25/05/2021

Ms. Sai Venkata Anusurya K

Dno:13-11, Water Tank road,

Near SRR college, Vijayawada

Dear Rishi,

With reference to your interview, we are pleased to offer you the position of "**SOC - Analyst Intern**" in our organization.

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We look forward to a mutually rewarding Professional relationship with you.

Thanking you.

Yours faithfully,

For CyberNX Technologies Pvt. Ltd.

Krishnakant Mathuria

I accept the offer as outlined above.

Name and Signature _____

Annexure-1

Date _____

(Signature)
Training & Placement Officer
DVR & Dr HS MTC College of Technology

Date: 25/05/2021

Mr. Venkata Srinivasa Reddy G

Dno: FF1 ,Abhinandana Apartments,

Ramavarappadu , Vijayawada

Dear Rishi,

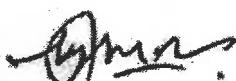
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We look forward to a mutually rewarding Professional relationship with you.

Thanking you.



Yours faithfully,

For CyberNX Technologies Pvt. Ltd.

Krishnakant Mathuria

I accept the offer as outlined above.

Name and Signature _____

(Signature)
Training & Placement Officer
DVR & Dr HS MIC College of Technology

Date-----

Annexure-1

Date: 25/05/2021

Ms. Rashmika P

Dno:26-4, pipula rod,

Bhavani puram, Vijayawada

Dear Rishi,

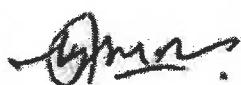
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We look forward to a mutually rewarding Professional relationship with you.

Thanking you.



Yours faithfully,

For CyberNX Technologies Pvt. Ltd.

Krishnakant Mathuria

I accept the offer as outlined above.

Name and Signature _____

Annexure-1

(Signature)
Date **25/05/2021**
Training & Placement Officer
DVR & Dr HS MIC College of Technology

Date: 25/05/2021

Mr. Samuel Anand Rao P

Dno:2-18, Govt School back, Chillakallu,

Jaggayyapet-521178

Dear Rishi,

With reference to your interview, we are pleased to offer you the position of "**SOC - Analyst Intern**" in our organization.

This offer is valid, subject to the following terms and conditions:

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We look forward to a mutually rewarding Professional relationship with you.

Thanking you.



Yours faithfully,

For CyberNX Technologies Pvt. Ltd.

Krishnakant Mathuria

I accept the offer as outlined above.

Name and Signature _____

Annexure-1

Date: 25/05/2021 By Training & Placement Officer

DVR & Dr.HS NIC College of Technology

Date: 25/05/2021

Mr. Ashok Kumar N

Dno:5-21,Ashok Nagar,

Near Venkateswara swamy temple,

Nandigama -521185

Dear Rishi,

With reference to your interview, we are pleased to offer you the position of "**SOC - Analyst Intern**" in our organization.

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We look forward to a mutually rewarding Professional relationship with you.

Thanking you.



Yours faithfully,

For CyberNX Technologies Pvt. Ltd.

Krishnakant Mathuria

I accept the offer as outlined above.

Name and Signature _____

Date _____

(Signature)
Training & Placement Officer
DVR & Dr HS MIC College of Technology

Annexure-1



CyberNX
Cloud Security Specialists

Date: 25/05/2021

Mr. Satya Brahmesh D

Dno:8-2, Govt School back,

Kanchikacherla,

Vijayawada

Dear Rishi,

With reference to your interview, we are pleased to offer you the position of "**SOC - Analyst Intern**" in our organization:

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Thanking you.

Yours faithfully,

For CyberNX Technologies Pvt. Ltd.

Krishnakant Mathuria

I accept the offer as outlined above.

Name and Signature _____

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

Date.....

Annexure-1

Date: 25/05/2021

Ms. Sushmitha L

Dno:2-11, Near Sachivalayam-2, ,

Mylavaram, Near Vijayawada

Dear Rishi,

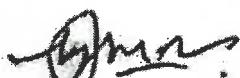
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Thanking you.



Yours faithfully,

For CyberNX Technologies Pvt. Ltd.

Krishnakant Mathuria

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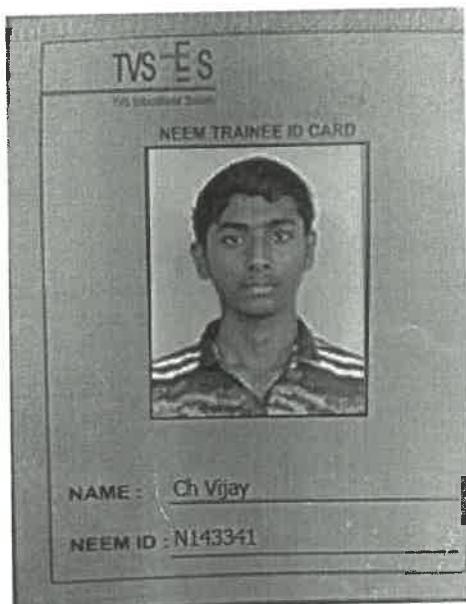
Name and Signature _____

Annexure-1

Date _____

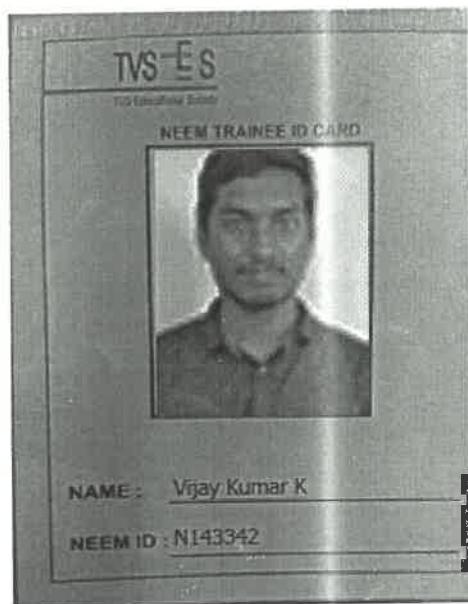
Training & Placement Officer
DVR & Dr HS MIC College of Technology

339



(W)
 Training & Placement Officer
 DVR & Dr HS MIC College of Technology

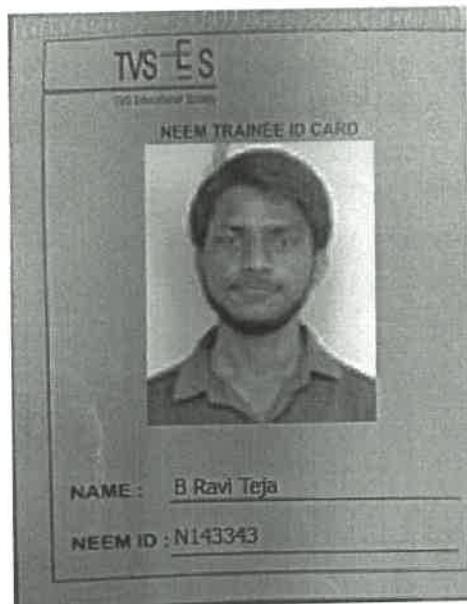
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Training & Placement Officer
DVR & Dr HS MIC College of Technology

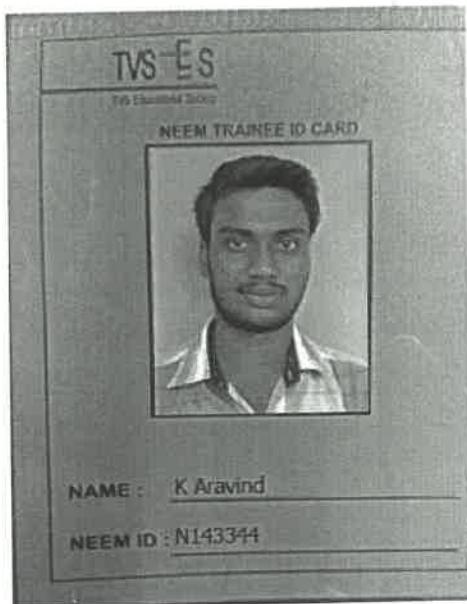
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(W)

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

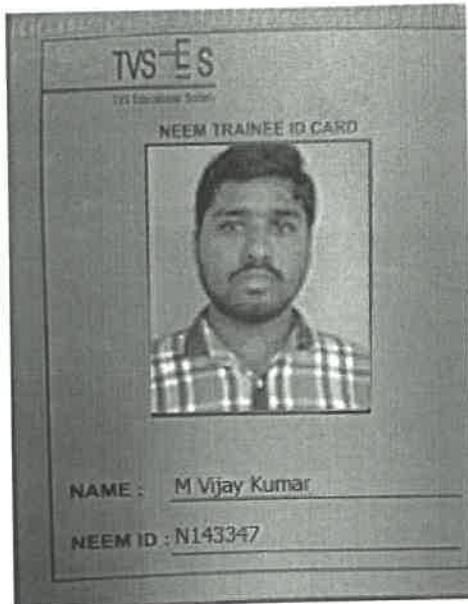
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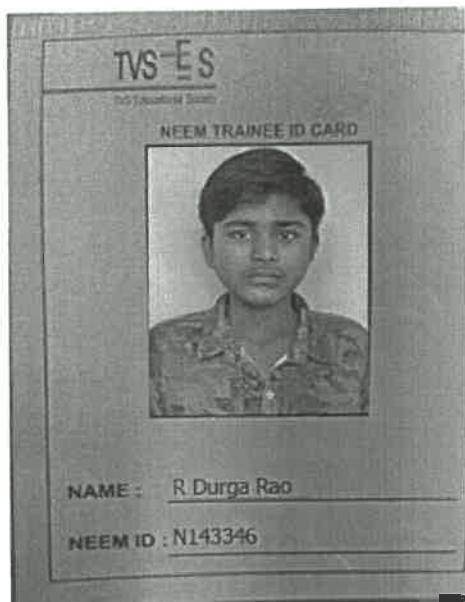
Training & Placement Officer
DVR & Dr HS MIC College of Technology

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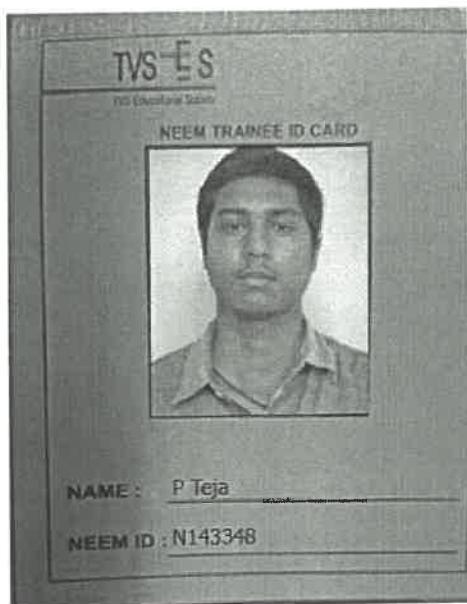
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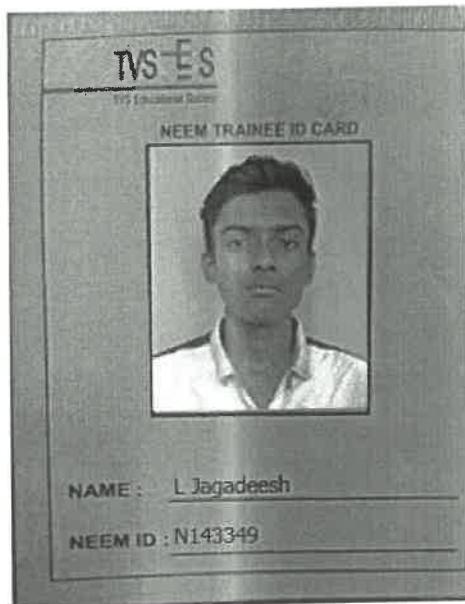
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Training & Placement Officer
DVR & Dr HS MIC College of Technology

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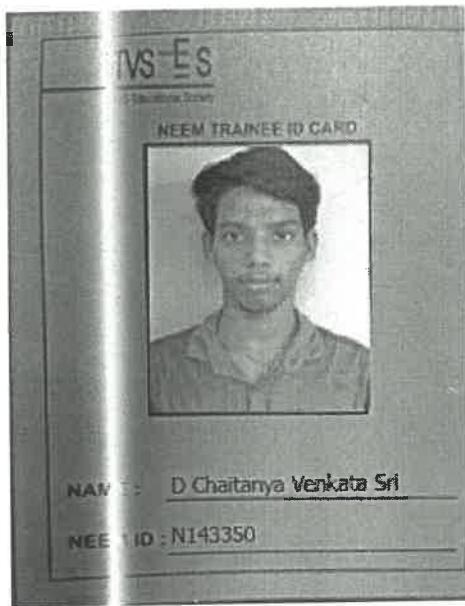


Training & Placement Officer
DVR & Dr HS MIC College of Technology
(Signature)



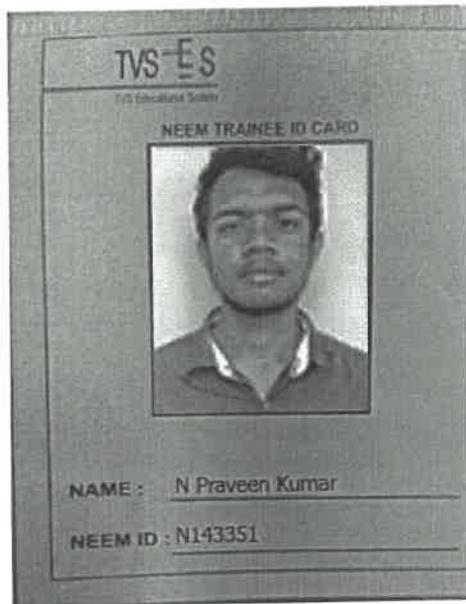
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DVR & Dr HS MIC College of Technology

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

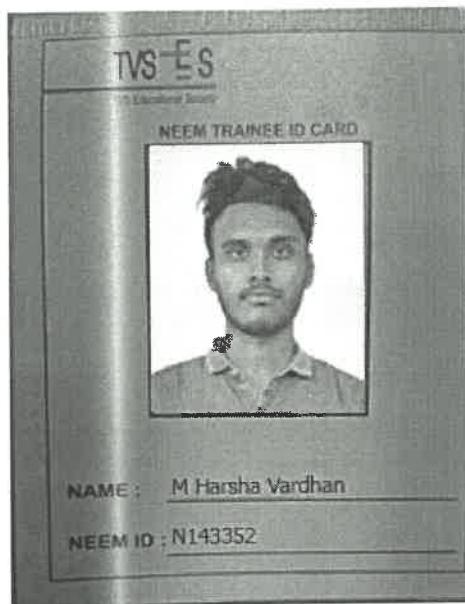
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Training & Placement Officer
DVR & Dr HS MIC College of Technology

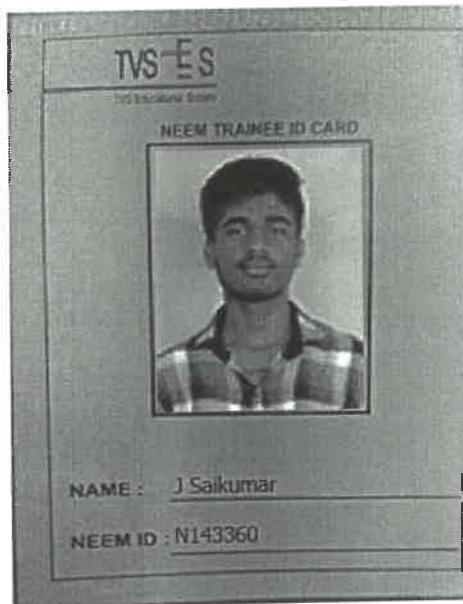
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Training & Placement Officer
DVR & Dr HS MIC College of Technology

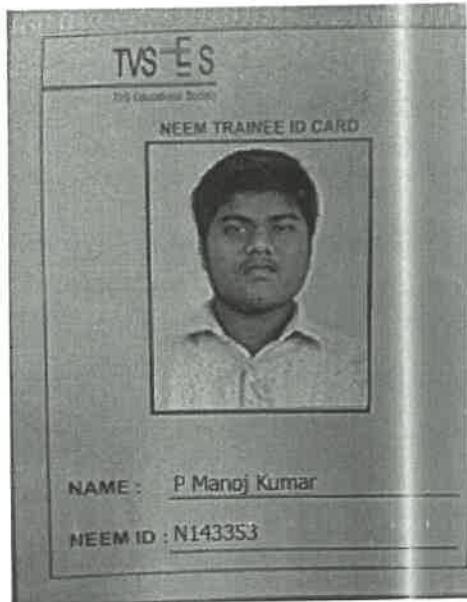
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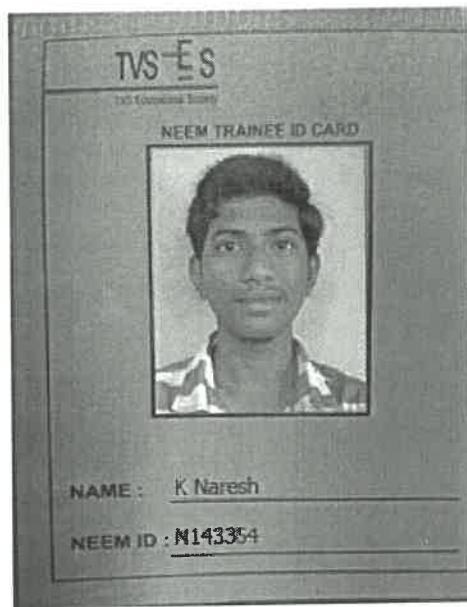
Training & Placement Officer
DVR & Dr HS MIC College of Technology

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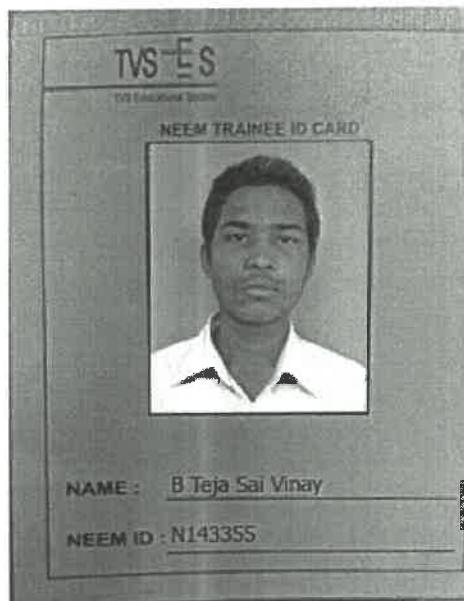
Training & Placement Officer
DVR & Dr HS MIC College of Technology

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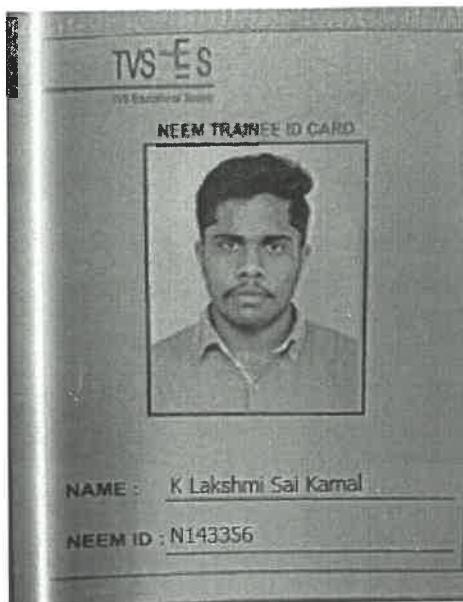
Training & Placement Officer
DVR & Dr HS MIC College of Technology

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

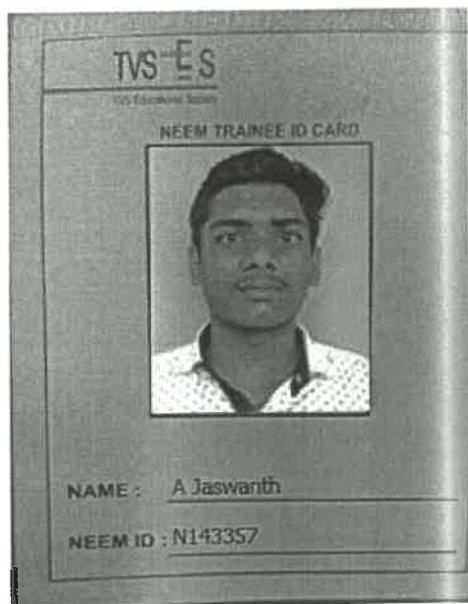
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Training & Placement Officer
DVR & Dr HS MIC College of Technology

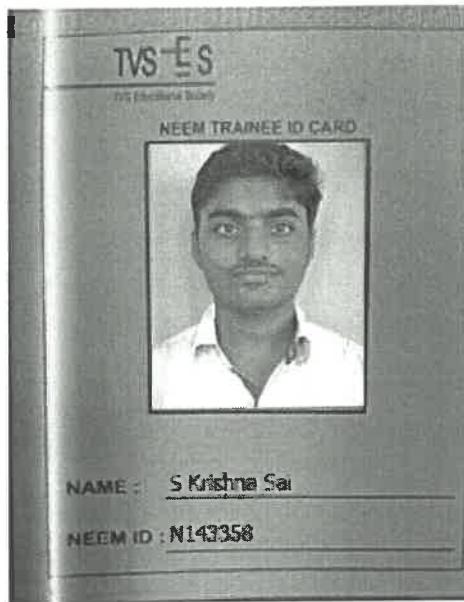
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Training & Placement Officer
DVR & Dr HS MIC College of Technology

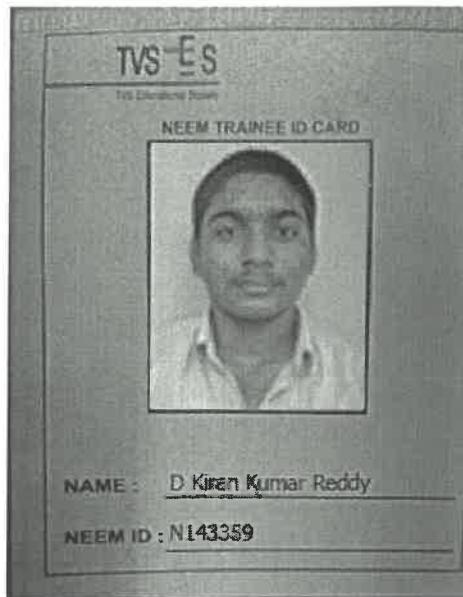
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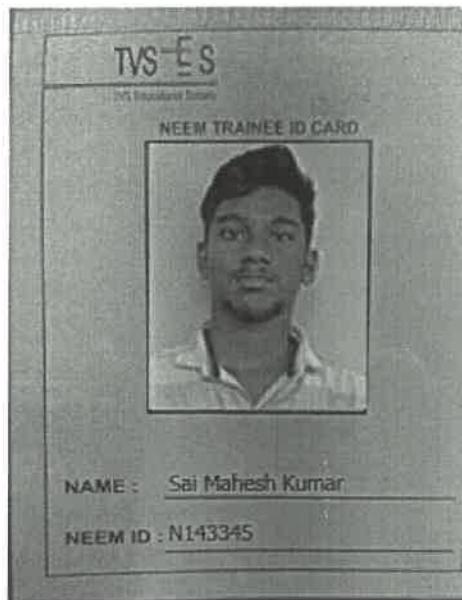
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Training & Placement Officer
DVR & Dr HS MIC College of Technology



(W)
 Training & Placement Officer
 DVR & Dr HS MIC College of Technology

368



(6)

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



SURYA TECH SOLUTIONS

LEADING MAN POWER SERVICES TO TELECOM SECTORS

Date: 15-02-2021

To

The Training & Placement cell,
MIC COLLEGE,
Vijayawada.

Sub: Selected Candidates List

Respected Sir,

As per schedule we had conducted campus drive on 11-02-2021. These are the following candidates selected.

So please kindly support maximum selected candidates to attend for medical test.

B-TECH:

SNO	NAME	CONTACT NO	QUAL	BRANCH
1	M.ROSHAN	9346307399	B.TECH	MECH
2	T.YASHWANTH	7036213762	B.TECH	MECH
3	V.BHANU SIVA SAI	7287006727	B.TECH	
4	MOHAMMAD GOUSE SHAIK	7382622568	B.TECH	
5	B.BHARGAV	8919494596	B.TECH	
6	D.YUGANDHAR KUMAR	9618415596	B.TECH	ECE
7	D.PAVAN CHANDRA	9177860635	B.TECH	ECE
8	V.RAVI	6300175255	B.TECH	
9	J.VARUN	7901271918	B.TECH	
10	M.KOTESWARA CHARY	9705772690	B.TECH	
11	N.SATYANARAYANA	8328025544	B.TECH	MECH
12	G.OM SAI PRAGNESH	8886773102	B.TECH	MECH
13	J.SAI KUMAR	8978484258	B.TECH	MECH
14	D.CHAITANYA VENKATA SRI	6305819998	B.TECH	MECH
15	D.SAI KALYAN	8501062951	B.TECH	MECH
16	A.VENKATESWARA RAO	7036876860	B.TECH	
17	CH.AGNIWALA NARASHIMA RAO	6301837836	B.TECH	MECH
18	M.MANOJ	9010482975	B.TECH	MECH
19	K.ARAVIND	9014016179	B.TECH	MECH
20	A.JASWANTH	9573253747	B.TECH	MECH
21	CH.VIJAY	9381064731	B.TECH	MECH
22	P.MANOJ KUMAR	8374352018	B.TECH	MECH

Address: Flat no: 401, Bhavani plaza apts, Bus stop opp., Ecil 'x' roads, Hyderabad 62
Contact: 8885785386, 7207299444 Email id:suryasolutions5@gmail.com

Training & Placement Officer
DPR & HS MCA College of Technology



SURYA TECH SOLUTIONS

LEADING MAN POWER SERVICES TO TELECOM SECTORS

12	SK.YUSAB	6302467859	DIP	
13	VT. TEJA	8186931793	DIP	
14	P.NAVEEN	9100956527	DIP	MECH
15	V. DURGA PRASAD	7337309364	DIP	MECH
16	SALI. VAMSI KRISHNA	9676799709	DIP	MECH
17	B.BHARGAV	7337280149	DIP	
18	MD. YUNUS	7396151998	DIP	EEE
19	T. DURGA PRASAD	9848548690	DIP	
20	R. NAVEEN KUMAR	9121715896	DIP	
21	N. SAINADHA VENKATA RAMANA	9177298082	DIP	EEE
22	U. GANESH	8341880800	DIP	EEE
23	D.KRISHNA BABU	8340962348	DIP	EEE
24	S. YASEEN SUBHANI	8019310270	DIP	EEE
25	V. VENKAT SAI CHOWDARY	8500511303	DIP	EEE
26	R.MANIKANTA	9515861565	DIP	
27	A.VENKATA JAGDEESH	9292853623	DIP	
28	S.SAMEEN BABU	6303593364	DIP	
29	J. NARENDRA BABU	8340853637	DIP	EEE
30	B.SIVASHANKAR PRASAD	8688677275	DIP	EEE
31	T. NAVEEN KUMAR	6304977033	DIP	
32	B.NEERAJ BABU	6304545119	dip	
33	I. KISHORE	8466015211	DIP	
34	A.RAJA	9010581610	DIP	
35	G.PAVAN VENKAT SAI KUMAR	7981566162	DIP	
36	S. EMMANUEL	9492037263	DIP	EEE
37	T. TEJA	8466033287	DIP	MECH
38	G.AUGUSTIN	9963068451	DIP	MECH
39	P. THRINADH	9494417617	DIP	
40	M. NANDEESWAR	9010459799	DIP	MECH
41	G. TARUN GOPI	8501887977	DIP	
42	A. VENKATA SANDEEP KUMAR	9542831129	DIP	
43	SK. FAYAZ AHAMADULLA	6304126718	DIP	
44	C. ABHIRAM	6304354536	DIP	MECH
45	SK. YASIN	9502531397	DIP	ECE
46	S. SUBHANI	8179205652	DIP	ECE
47	T.THIRUVENKATA SATYANARAYANA	6303675539	DIP	EEE
48	K. NAGA BABU	7396629688	DIP	ECE
49	M. CHARAN SAI	6281947464	DIP	ECE
50	G. DURGA PRASAD	9063758483	DIP	
51	M. SANJAY	9014346722	DIP	EEE
52	Y. AYYAPPA	7013101076	DIP	ECE

Address: Flat no: 401, Bhavani plaza apts, Bus stop opp., Ecil 'x' roads, Hyderabad-62
Contact: 8885785386, 7207299444 Email id:suryasolutions5@gmail.com

DVR & Dr HS MIC College of Technology

Ashritha R <Ashritha.r@allsectech.com>

Sun, Aug 1, 2021 at 8:42 PM

To: Tnpscitech <tnp@mictech.ac.in>

Cc: Azariya Tony D <Azariyatony.D@allsectech.com>, Shaik Harshya

<Harshya.sk@allsectech.com>

Hi Sir,

PFA the selected students List.

Ashritha.R

Sr.Executive - HR

Tel1: +91 9600055767

Tel2: + 91 44 42997075



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

NAPS Interview

Rahul Mishra <rahul.a.mishra@adityabirla.com>

Tue, Mar 16,
11:15 AM

to me, Satyanarayana

Dear Sir,
Mic College Of Technology
Greetings..!!
From UltraTech Cement Limited.

We are pleased to inform that below students have been shortlisted under NAPS .

Name	Email	Phone number	College Name
P Bhanu Prakash	bhanu38542@gmail.com	9014133844	Mic College Of Technology
K Dinesh Kumar	dineshkurra26@gmail.com	9032222966	Mic College Of Technology
B Durga Sai	amruthbodapati777@gmail.com	9121774746	Mic College Of Technology
D Raj Gopal	dande.rajgopal123@gmail.com	9515745837	Mic College Of Technology

Regards,
Rahul Mishra
Human Resources (South & ROM)
9498196471 7993762478

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

From: Nikhil Shakya <admin@eduvantage.in>
Date: Thu, Mar 18, 2021, 5:52 PM
Subject: Document Requirement Mail - Ultra Tech
To: Neeraj Nagar <executive@eduvantage.in>
Cc: Deepak Chaudhary <deepakeduvantage@gmail.com>

C

Dear Candidate,

Congratulations on your selection with Ultra Tech.

In order to take things ahead, please share a scanned copy of the attached form with all the details filled in and share the requested documents for your registration on NAPS Portal.

1. Aadhar Card (front & back)
2. Any other ID (Driving license or PAN or any other ID proof)
3. Qualification Certificates (school or college or ITI or diploma or PMKVY/DDUGKY or other certificate).
4. Bank passbook scanned copy.

--
Feel Free to contact the undersigned in case of any queries.

Warm Regards
Nikhil Kumar Shakya
Associate-Placement Coordinator
Eduvantage Pvt. Ltd.
Nehru Place, New Delhi

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

Regd. Selected Students II DET || Asahi India Glass Limited || DVR & Dr. HS MIC College of Technology, Vijayawada

Khushi Sharma

to me. Aanchal, Simran, Prakriti, Riya

Dear Mr. Prasad,

Please find below the list of students who have been selected as **Diploma Engineer Trainee in Asahi India Glass Limited at Chennai :-**

S. No.	Name of the student	Contact No.	Student Email ID
1	Chava Abhiram	6304354536	abhiramchava2002@gmail.com
2	Talavalasa Teja	8466033287	tejatalavalasa1234@gmail.com
3	Tadepalli vivek	6304327480	vivekmca1212@gmail.com
4	K.Narendra sai kumar	7989246721	K.narendrasaikumar@gmail.com
5	Sali Vamsi Krishna	9676799708	vamsi.krishna1720@gmail.com
6	Durga Prasad Vellanki	7337309364	dpgadukeka2002@gmail.com
7	B.Bharath	9440207659	bharathme91@gmail.com
8	Chatrasupalli Teja Deepthi Babu	9652157936	tejababu53@gmail.com
9	Madhanu vinay Kumar	9032769995	Vinaykumarmadhanu1818@gmail.com
10	Pendyala Thrinadh	9494417617	trinadh.pendyala1@gmail.com
11	Godavarthi Augustin	6309963567	augustin.godavarthi@gmail.com
12	Sadik Shaik	6302467859	sadikshaik757@gmail.com
13	Mekala Harish Kumar	8187803720	mrharishi83@gmail.com
14	Godavarthi Siddu	7337579309	Siddugodavarthi2001@gmail.com
15	Shahid Afridi	+919502483199	shahidrowdy0007@gmail.com
16	Kancharla Sai Vivek	7893609853	saivivek551@gmail.com
17	Vaddadi Toran Teja	8186931793	toranteja111@gmail.com
18	Vudatha Venkata Rama Krishna Sainadh	9177379723	sainadhvudatha99@gmail.com
19	A. Satya Sampath Kumar	9550164052	satyasampath4052@gmail.com
20	Visaka Veera Guru Datta Srinidhi	9963759333	chinnu.visakas@gmail.com
21	Pasam Maruthi	9666046655	pasamaruthi123@gmail.com
22	Nernakanti Vamsinadh	7893548218	nvamsinadh080@gmail.com
23	Garlapati tarun gopi	8501887977	Nanitarun95@gmail.com
24	K.Jagadeesh		
25	K.Mahesh Babu	9705068827	kalapalamahesh8@gmail.com
26	S.Sunil Kumar	8106103442	sukhabhogi996@gmail.com
27	B.Kruparaju	6303679980	kruparajballipara14@gmail.com
28	M.Nandeeswar	9010459799	maddiralanandeeswar@gmail.com
29	U.Praneeth Roshan	9866544673	praneethroshan42@gmail.com

Request you to fill the missing details in the table.

We will share the date of joining with you at the earliest.

Please Note: The joining of students will be subject to the clearance of all backlogs.

Thanks & Regards

Khushi Sharma

Corporate HR Team

(Signature)
Training & Placement Officer
DVR & Dr HS MIC College of Technology



SBQ

Offer: Computer Consultancy

Ref: TCSL/DT20206930076/Hyderabad

Date: 08/01/2021

Mr. Sravan Kumar Yarlagadda
2/330 Gowda Street, Desaipeta,
Krishna,
Machilipatnam-521001,
Andhra Pradesh.
Tel# 91-9963336443

Dear Sravan Kumar Yarlagadda,

Sub: Letter of Offer

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be assigned a role in the **Infrastructure Services (IS)** Unit, which is subject to change as per the business requirements of TCSL.

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

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

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

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TCSL/DT20206930076

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited

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



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PERFORMANCE PAY

Monthly Performance Pay

You will receive a monthly performance pay of ₹1,700/- . The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

Quarterly Variable Allowance

Your variable allowance will be ₹600/- per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

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

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

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

CITY ALLOWANCE

You will be eligible for a City Allowance of ₹200/- per month. This is specific to India and is linked to your base branch. In the event of a change in your base branch this amount may undergo a change. It will stand to be discontinued while on international assignments. This allowance is fully taxable and subject to review.

OTHER BENEFITS

Health Insurance Scheme

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

HIS offers the following benefits:

1. Basic Cover

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

TCS Confidential

TCSL/DT20206597543

3

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

415/21-24, Kumaran Nagar, Sholinganallur, Old Mahabalipuram, Chennai 600 119 Tamil Nadu India

Tel: 91 44 6616 2222 Fax: 91 44 6616 2555 Website: www.tcs.com

Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

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



5 BD

PERFORMANCE PAY

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

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

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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.

XPORE/ LEARNING INCENTIVES

You will be eligible for Readiness Incentive AND/ OR Competency Incentive, basis your performance in TCS Xplore Program. The incentives gives you an additional earning potential of upto Rs.60,000 over and above your CTC during the first year.

OTHER BENEFITS

Health Insurance Scheme

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

HIS offers the following benefits:



RETIRALS

Provident Fund

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

Gratuity

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

TERMS AND CONDITIONS

1. Aggregate Percentage Requirements

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

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

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

2. Pre requisites for Joining

To enable your readiness to work on assignments upon joining, we have put together a comprehensive learning program named TCS Xplore which is made available to you digitally. This foundation program will include Online learning content, Webinars, practice sessions & proctored assessments. Further to accepting this Offer letter, you are required to enroll for the TCS Xplore Program and start your learning journey with TCSL. TCSL will make Xplore program available for you upon your offer acceptance. Please note that your joining is subject to successful completion of your TCS Xplore program including the proctored assessment. We encourage you to complete your pre-learning, through TCS Xplore, well before your expected date of joining to avoid delays in onboarding.



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

9. Confidentiality Agreement

As part of your acceptance of this appointment as an employee with TCS you are required to maintain strict confidentiality of the intellectual property rights protected information and other business information of TCS and its clients which may be revealed to you by TCS or which may in the course of your engagement with TCS come your possession or knowledge unless specifically authorized to do so in writing by TCS. This Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

10. Service Agreement

As TCSL will be incurring considerable expenditure on your training, you will be required to execute an agreement, to serve TCSL for a minimum period of 1 year after joining, failing which, you (and your surety) will be liable to pay TCSL ₹50,000/-towards the training expenditure. Service agreement duration of one year refers to continuous service of 12 months from date of joining TCSL and excludes the duration of Leave without pay (LWP) and/or unauthorized absence, if any.

11. Overseas International Assignment Agreement

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related documents pertaining to the international assignment for which you are being placed In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period clause mentioned below.

This is to ensure that the knowledge and information gained by you during your assignment is shared and available to TCSL and its associates. This transfer of knowledge and information is essential for TCSL to continue to serve its clients and customers better. If you are deputed internationally for training, you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of training.

12. Terms and Conditions

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



including termination of traineeship/service without notice.

19. Submission of Documents

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

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

- Permanent Account Number (PAN) Card - You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary
- Aadhaar Card
- Standard X and XII/Diploma mark sheets & Certificate
- Degree certificate/Provisional Degree Certificate and mark sheets for all semesters of Graduation
- Degree certificate and mark sheets for all semesters of your Post Graduation(if you are a Postgraduate)
- Overseas Citizenship of India (applicable if you are not an Indian Nationality). For Srilankan Refugee, a Refugee Identity card along with Work Permit is required
- Birth Affidavit on Rs100 stamp paper, if Birth Certificate not in English
- Any other affidavits on Rs100 stamp paper if applicable (name affidavit for multiple names, signature affidavits, address affidavits etc.)
- Passport / Acknowledgement letter of passport application
- Gap/Break in career affidavit on Rs100 stamp paper, if gap is more than 6 months
- 4 passport sized photographs
- Medical Certificate (Should be made on the format provided by TCS along with the Joining letter)
- An affidavit/notarized undertaking (Non-Criminal Affidavit, should be made on the format provided by TCSL) stating :
 - *There is no criminal offence registered/pending against you
 - *There is no disciplinary case pending against you in the university
- If you were employed, a formal Relieving letter & Experience letter from your previous employer

The original documents will be returned to you after verification.

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



24. Data Privacy Clause:

- (a) Your personal data collected and developed during recruitment process will be processed in accordance with the TCS Data Privacy Policy. The personal data referred therein are details related to contact, family, education, personal identifiers issued by government, social profile, background references, previous employment and experience, medical history, skillset, proficiency and certifications, job profile and your career aspirations.
- (b) It will be processed for various organizational purposes such as recruitment, onboarding, background check, project assignment, performance management, job rotation, career development including at leadership level, diversity and inclusion initiatives, global mobility, wellness program, statutory and legal requirements and specific organizational initiatives in force during your tenure in TCS.
- (c) After you join TCS, there would be more sets of Personal Information (PI) attributes processed for various legitimate purposes. All of it will be processed with compliance to applicable laws and the TCS Data Privacy Policy. In some scenarios of your PI processing, you will be provided with appropriate notice and/or explicit consent might be obtained from time to time.
- (d) For the purposes mentioned above, your required PI may be shared with specific vendor organizations who provide services to TCS, e.g. background check, health insurance, counselling, travel, transport and visa, payroll services, associate engagement activities, and financial and taxation services.
- (e) As TCS is a global company, your PI may be shared with entities outside India, limited for the purposes mentioned above and/or in this offer letter.
- (f) In case of overseas deputation, available privacy rights would be governed as per regulatory provisions and / or TCS policies/notice provided applicable at your overseas location.



GROSS SALARY SHEET

Annexure 1

Name	Sravan Kumar Yarlagadda
Designation	Assistant System Engineer-Trainee
Institute Name	Dvr & Dr. Hs Mic College Of Technology

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
Retention Incentive	NA	0
TOTAL GROSS	27,415	3,36,877
Xplore/ Learning Incentive****		Upto 60,000

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

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

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

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

**** Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. Table 2: TCSL defined structure for BoB (All Components in INR)

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



5F1

Offer: Computer Consultancy

Ref: TCSL/DT20206597079/Hyderabad

Date: 08/01/2021

Ms. Gadupudi Pushpa Latha
8-108/2 Ramalingeswara Nagar,
Kakatiya High School,
Nandigama-521185,
Andhra Pradesh.

Tel# -

Dear Gadupudi Pushpa Latha,

Sub: Letter of Offer

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be assigned a role in the **Infrastructure Services (IS)** Unit, which is subject to change as per the business requirements of TCSL.

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

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

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

TCS Confidential

TCSL/DT20206597079

TATA CONSULTANCY SERVICES

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

Tata Consultancy Services Limited
Deccanpark, No 1 Software Units Layout, Madhapur, Hyderabad 500 061 India
Tel: 91 40 6667 2000 Fax: 91 40 6667 2222 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: [careers@tcs.com](mailto:ccareers@tcs.com)



5F /

PERFORMANCE PAY

Monthly Performance Pay

You will receive a monthly performance pay of ₹1,700/- . The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

Quarterly Variable Allowance

Your variable allowance will be ₹600/- per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

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

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

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

CITY ALLOWANCE

You will be eligible for a City Allowance of ₹200/- per month. This is specific to India and is linked to your base branch. In the event of a change in your base branch this amount may undergo a change. It will stand to be discontinued while on international assignments. This allowance is fully taxable and subject to review.

XPORE/ LEARNING INCENTIVES

You will be eligible for Readiness Incentive AND/ OR Competency Incentive, basis your performance in TCS Xplore Program. The incentives gives you an additional earning potential of upto Rs.60,000 over and above your CTC during the first year.

OTHER BENEFITS

Health Insurance Scheme

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

HIS offers the following benefits:



RETIRALS

Provident Fund

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

Gratuity

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

TERMS AND CONDITIONS

1. Aggregate Percentage Requirements

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

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

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

2. Pre requisites for Joining

To enable your readiness to work on assignments upon joining, we have put together a comprehensive learning program named TCS Xplore which is made available to you digitally. This foundation program will include Online learning content, Webinars, practice sessions & proctored assessments. Further to accepting this Offer letter, you are required to enroll for the TCS Xplore Program and start your learning journey with TCSL. TCSL will make Xplore program available for you upon your offer acceptance. Please note that your joining is subject to successful completion of your TCS Xplore program including the proctored assessment. We encourage you to complete your pre-learning, through TCS Xplore, well before your expected date of joining to avoid delays in onboarding.



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

9. Confidentiality Agreement

As part of your acceptance of this appointment as an employee with TCS you are required to maintain strict confidentiality of the intellectual property rights protected information and other business information of TCS and its clients which may be revealed to you by TCS or which may in the course of your engagement with TCS come your possession or knowledge unless specifically authorized to do so in writing by TCS. This Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

10. Service Agreement

As TCSL will be incurring considerable expenditure on your training, you will be required to execute an agreement, to serve TCSL for a minimum period of 1 year after joining, failing which, you (and your surety) will be liable to pay TCSL ₹50,000/-towards the training expenditure. Service agreement duration of one year refers to continuous service of 12 months from date of joining TCSL and excludes the duration of Leave without pay (LWP) and/or unauthorized absence, if any.

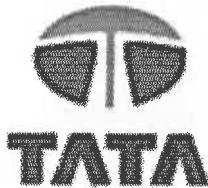
11. Overseas International Assignment Agreement

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related documents pertaining to the international assignment for which you are being placed. In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period clause mentioned below.

This is to ensure that the knowledge and information gained by you during your assignment is shared and available to TCSL and its associates. This transfer of knowledge and information is essential for TCSL to continue to serve its clients and customers better. If you are deputed internationally for training, you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of training.

12. Terms and Conditions

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



applicable laws and the TCS Data Privacy Policy. In some scenarios of your PI processing, you will be provided with appropriate notice and/or explicit consent might be obtained from time to time.

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

(e) As TCS is a global company, your PI may be shared with entities outside India, limited for the purposes mentioned above and/or in this offer letter.

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

Withdrawal of Offer

If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

K Ganeshan Global Head
Talent Acquisition & AIP

and Gross Salary

Encl: Annexure 1: Benefits

Annexure 2: List of TCS Xplore Centres

Annexure 3: Confidentiality and IP Terms



[Click here](#) or use a QR code scanner from your mobile to validate the offer letter

GROSS SALARY SHEET

Annexure 1

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

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

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

Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

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

TCS

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GROSS BOUQUET OF BENEFITS

7646

91 762

Annexure 2

Ahmedabad TCS XP HR Lead Tata Consultancy Services, Garima Park,IT/ITES SEZ,Plot # 41, Gandhinagar - 382007	Bangalore TCS XP HR Lead Tata Consultancy Services, Gate 1, No 42, Think campus, Electronic City phase II, Bangalore - 560100, Karnataka
BUBANESHWAR TCS XP HR Lead Tata Consultancy Services, Training Lab Venue:-Barabati, IRC Block, Ground Floor, Tata Consultancy Services Limited, (UNIT-II) - BARBATI SEZ, IT/ITES SPECIAL ECONOMIC ZONE (SEZ), PLOT NO. 35, CHANDAKA INDUSTRIAL ESTATE, PATIA, Bhubaneswar - 751024	Chennai TCS XP HR Lead Tata Consultancy Services, 415/21-24, Kumaran Nagar, Old Mahabalipuram Rd, TNHB, Sholinganallur, Chennai, Tamil Nadu 600119
DELHI – Gurgaon TCS XP HR Lead Tata Consultancy Services, Block C, Kings Canyon, ASF Insignia, Gurgaon - Faridabad Road, Gopal Pahari, Gurgaon - 122003, Haryana	DELHI – Noida TCS XP HR Lead Tata Consultancy Services, Plot No. A-44 & A-45, Ground, 1st to 5th Floor & 10th floor, Galaxy Business Park, Block - C & D, Sector - 62, Noida - 201 309, UP
Guwahati TCS XP HR Lead Tata Consultancy Services, 5th Floor, NEDFi House, G.S. Road, Dispur, Guwahati - 781006, Assam	Hyderabad TCS XP HR Lead Tata Consultancy Services, Q City, Nanakramguda, Hyderabad
INDORE TCS XP HR Lead Tata Consultancy Services, IT/ITES SEZ, Scheme No. 151 & 169-B, Super Corridor, Village Tigariya Badshah & Bada Bangarda, Tehsil Hatod, Indore - 452018, Madhya Pradesh	KOLKATA TCS XP HR Lead Tata Consultancy Services Limited, Ecospace 1B building, 2nd Floor, Plot - IIF/12 , New Town, Rajarhat, Kolkata - 700160, West Bengal OR Auditorium, 2nd Floor, Wanderers Building, Delta Park - Lords
KOCHI TCS XP HR Lead Tata Consultancy Services, TCS centre, Infopark Road Infopark Campus, Infopark , Kakkadan, Kerala 682042	MUMBAI TCS XP HR Lead Tata Consultancy Services, Yantra Park, Pokharan Road Number 2, TCS Approach Rd, Thane, West, Thane, Maharashtra 400606
NAGPUR TCS XP HR Lead Tata Consultancy Services Limited, Mihan-Sez, Nagpur, Telhara, Maharashtra 441108,	PUNE TCS XP HR Lead Tata Consultancy Services, Plot No. 2 & 3, MIDC-SEZ, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, Pune - 411057, Maharashtra
Trivandrum TCS XP HR Lead Tata Consultancy Services, Peepul Park, Technopark Campus , Kariyavattom P.O. Trivandrum - 695581, India	

Annexure 3

Confidentiality and IP Terms and Conditions

Confidentiality and IP Terms and Conditions - Annexure 3:

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

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

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

TCS
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

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



3. Intellectual Property Rights

Associate agrees and confirms that all intellectual property rights in the Confidential Information shall at all times vest in and remain with or belong to TCS and Associate shall have no right title or claim of any nature whatsoever in the Confidential Information. Associate shall promptly disclose to an authorized officer of TCS all inventions, ideas, innovations, discoveries, improvements, suggestions, or reports and enhancements made, created, developed, conceived or devised by him or her arising out of his or her engagement with TCS, including in the course of provision of services to the Clients of TCS and Associate hereby agrees and confirms that all such intellectual property rights shall at all times vest in and remain vested in TCS and agrees to transfer and assign to TCS any interests Associate may have in such intellectual property rights including any interest in and to any domestic or foreign patent rights, trademarks, trade names copyrights and trade secret rights therein and any renewals thereof. On request of TCS, Associate shall execute from time to time, during or after the termination of his or her employment, such further instruments, including without limitations, applications for letters of patent, trademarks, trade names and copyrights or assignments thereof, as may be deemed necessary or desirable by TCS to perfect the title of TCS in the intellectual property rights and to effectuate the provisions hereof. All expenses of filling or prosecuting any application for patents, trademarks, trade names, or copyrights shall be borne solely by TCS, but Associate shall co-ordinate in filing and / or prosecuting any such applications. Associate hereby expressly waives any "artist's rights" or "moral rights", which Associate might otherwise have in such intellectual property rights.

4. Prior knowledge

Associate acknowledges that prior to his or her appointment by TCS, he or she had no knowledge of the Confidential Information of TCS and that such Confidential Information is of a confidential and secret character and is vital to the continued success of TCS's business. Associate further acknowledges that he or she is associated with TCS in a capacity in which he or she will become acquainted with all or part of such Confidential Information. In order to safeguard the legitimate interests of TCS in such Confidential Information, it is necessary for TCS to protect such Confidential Information by holding it secret and confidential.

5. Use of third party material

Associate expressly agrees that it shall not in the course of his or her association with TCS and while working on the premises or facilities of TCS or its Clients or in connection with the development of any intellectual property rights or work for or on behalf of TCS, use any third party material or intellectual property rights except those intellectual property rights provided by TCS or expressly authorised by TCS or without having proper authorisation or license or approval of the respective owner of such intellectual property rights.

6. Security policies and Guidelines.

TATA CONSULTANCY SERVICES

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Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Careers Serviceline: 1800 209 3111 Email: [careers@tcs.com](mailto:ccareers@tcs.com)



(c) If any provision hereof shall be found by a judicial tribunal to be contrary to governing law, it shall be deemed null and void without annulling or rendering invalid the remainder of the Agreement and if the invalid portion is such that the remainder cannot be sustained without it, the Parties herein shall find a suitable replacement to the invalid portion that shall be legally valid.

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

(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.

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

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

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

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



522

Offer: Computer Consultancy

Ref: TCSL/DT20206597492/Delhi

Date: 07/09/2021

Mr. Jammula Mani Kumar
Ud/Ld- 3-338, Mundlapadu
Penuganchiprolu,
Krishna Dist 521190
Andhra Pradesh.
Tel# 91- 9705466609

Dear Jammula Mani Kumar,

Sub: Letter of Offer

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

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

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

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

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

TCS Confidential

TCSL/DT20206597478

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

1

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



1217

Offer: Computer Consultancy**Ref: TCSL/DT20184405107/Hyderabad****Date: 11/01/2021**

Mr. Goutham Guna Vetcha
7-69/1Shivalayam,
Gollapudi,
Vijayawada-521225,
Andhra Pradesh.
Tel# 91-8500155087

Dear Goutham Guna Vetcha,

Sub: Letter of Offer

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

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

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

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

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

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TCSL/DT20184405107

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited



1

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



1250

Offer: Computer Consultancy**Ref: TCSL/DT20184438815/Hyderabad****Date: 31/10/2020**

Ms. Shazma Pathan

13-9613-96, Sivalayam Street, Jaggayyapeta, Krishna District, Andhra Pradesh, 521175,
Jaggayyapeta,
Vijayawada-521175,
Andhra Pradesh.
Tel# 91-9030465016

Dear Shazma Pathan,

Sub: Letter of Offer

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

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

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

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

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TCSL/DT20184438815

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

1

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

428



Offer: Computer Consultancy
Ref: TCSL/DT20206599317/Hyderabad
Date: 11/03/2021

Ms. Naga Siva Kyathi Allam
41-27-76/241-27-76/2, Krishnalanka, Old Post Office Street, Vijayawada,
Krishnalanka,
Vijayawada-520013,
Andhra Pradesh.
Tel# -

Dear Naga Siva Kyathi Allam,

Sub: Letter of Offer

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

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

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

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

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

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TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

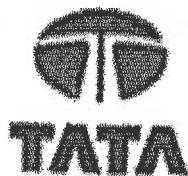
Deccanpark, No 1 Software Units Layout, Madhapur, Hyderabad 500 081 India

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

Registered Office Nirmal Building, 9th Floor, Nirmal Point, Mumbai 400 021

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

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



428

PERFORMANCE PAY

Monthly Performance Pay

You will receive a monthly performance pay of ₹1,700/- . The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

Quarterly Variable Allowance

Your variable allowance will be ₹600/- per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

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

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

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

CITY ALLOWANCE

You will be eligible for a City Allowance of ₹200/- per month. This is specific to India and is linked to your base branch. In the event of a change in your base branch this amount may undergo a change. It will stand to be discontinued while on international assignments. This allowance is fully taxable and subject to review.

XPORE/ LEARNING INCENTIVES

You will be eligible for Readiness Incentive AND/ OR Competency Incentive, basis your performance in TCS Xplore Program. The incentives gives you an additional earning potential of upto Rs.60,000 over and above your CTC during the first year.

OTHER BENEFITS

Health Insurance Scheme

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

HIS offers the following benefits:

A. Kyathai

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TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

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

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



4A7

Offer: Computer Consultancy

Ref: TCSL/DT20206597094/Hyderabad

Date: 11/03/2021

Mr. Sunoj Kumar Veeranki
61-12/4-17 Gayatri Road,
Ramalingeswara Nagar,
Vijayawada-520013,
Andhra Pradesh.
Tel# 91-9866238892

Dear Sunoj Kumar Veeranki,

Sub: Letter of Offer

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

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

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

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

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

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TCSL/DT20206597094

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited
Deccanpark, No 1 Software Units Layout, Madhapur, Hyderabad 500 081 India
Tel: 91 40 6667 2000 Fax: 91 40 6667 2222 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: [careers@tcs.com](mailto:ccareers@tcs.com)

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



UAT

PERFORMANCE PAY

Monthly Performance Pay

You will receive a monthly performance pay of ₹1,700/- . The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

Quarterly Variable Allowance

Your variable allowance will be ₹600/- per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

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

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

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

CITY ALLOWANCE

You will be eligible for a City Allowance of ₹200/- per month. This is specific to India and is linked to your base branch. In the event of a change in your base branch this amount may undergo a change. It will stand to be discontinued while on international assignments. This allowance is fully taxable and subject to review.

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You will be eligible for Readiness Incentive AND/ OR Competency Incentive, basis your performance in TCS Xplore Program. The incentives gives you an additional earning potential of upto Rs.60,000 over and above your CTC during the first year.

OTHER BENEFITS

Health Insurance Scheme

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

HIS offers the following benefits:

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3

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

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

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

Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

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



477

Offer: Computer Consultancy**Ref: TCSL/DT20206598041/Chennai****Date: 05/08/2021**

Ms. Hema Sri Nakirkanti
3-107 Main Center,
Panchayat Office,
Konakanchi-521190,
Andhra Pradesh.
Tel# -

Dear Hema Sri Nakirkanti,

Sub: Letter of Offer

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

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

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

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

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

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Tata Consultancy Services Limited

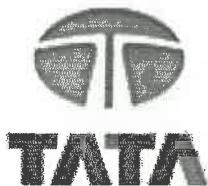
415/21-24, Kumaran Nagar, Sholinganallur, Old Mahabalipuram, Chennai 600 119 Tamil Nadu India

Tel: 91 44 6616 2222 Fax: 91 44 6616 2555 Website: www.tcs.com

Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 012

TCS Careers Serviceline: 1800 309 3111 Email: careers@tcs.com

1
SVP & DMS MIC College of Technology
Training & Placement Officer



47

PERFORMANCE PAY

Monthly Performance Pay

You will receive a monthly performance pay of ₹1,700/- . The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

Quarterly Variable Allowance

Your variable allowance will be ₹600/- per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

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

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

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

CITY ALLOWANCE

You will be eligible for a City Allowance of ₹200/- per month. This is specific to India and is linked to your base branch. In the event of a change in your base branch this amount may undergo a change. It will stand to be discontinued while on international assignments. This allowance is fully taxable and subject to review.

OTHER BENEFITS

Health Insurance Scheme

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

HIS offers the following benefits:

1. Basic Cover

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

TCS Confidential

TCSL/DT20206598041

3

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

415/21-24, Kumaran Nagar, Sholinganallur, Old Mahabalipuram, Chennai 600 119 Tamil Nadu India

Tel: 91 44 6616 2222 Fax: 91 44 6616 2555 Website: www.tcs.com

Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

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



496

Offer: Computer Consultancy
Ref: TCSL/DT20206597543/Chennai
Date: 05/08/2021

Ms. Hari Saimeghana
42-2/1-61st Lane,
Devinagar,
Vijayawada-520003,
Andhra Pradesh.
Tel# -9885175404

Dear Hari Saimeghana,

Sub: Letter of Offer

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

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

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

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

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

TCS Confidential
TCSL/DT20206597543

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

415/21-24, Kumaran Nagar, Sholinganallur, Old Mahabalipuram, Chennai 600 119 Tamil Nadu, India

Tel: 91 44 6616 2222 Fax: 91 44 6616 2555 Website: www.tcs.com

Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

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

1
No
Training & Placement Officer
DVR & DT HS MIC College of Technology



Offer: Computer Consultancy
Ref: TCSL/DT20206600799/Delhi
Date: 25/08/2021

Ms. Keerthi Kappera
 74-14/1-3/6 Treasury Employees Colony,
 Bala Vignan Public School,
 Vijayawada-520007,
 Andhra Pradesh.
 Tel# 91-9848329109

Dear Keerthi Kappera,

Sub: Letter of Offer

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

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

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

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

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TCS Confidential
 TCSL/DT20206600799

TATA CONSULTANCY SERVICES

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

Tata Consultancy Services Limited
 5th Floor, PTI Building, 4, Parliament Street, New Delhi 110 001 India
 Tel: 91 11 6650 6555 Fax: 91 11 2331 1735 Website: www.tcs.com
 Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
 TCS Careers Serviceline: 1800 209 3111 Email: candidates@tcs.com



U16

PERFORMANCE PAY

Monthly Performance Pay

You will receive a monthly performance pay of ₹1,700/- . The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

Quarterly Variable Allowance

Your variable allowance will be ₹600/- per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

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

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

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

CITY ALLOWANCE

You will be eligible for a City Allowance of ₹200/- per month. This is specific to India and is linked to your base branch. In the event of a change in your base branch this amount may undergo a change. It will stand to be discontinued while on international assignments. This allowance is fully taxable and subject to review.

OTHER BENEFITS

Health Insurance Scheme

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

HIS offers the following benefits:

1. Basic Cover

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



405

Offer: Computer Consultancy
Ref: TCSL/DT20206597478/Delhi
Date: 02/09/2021

Ms. Bhavana Gunturi
Ud/Ld-101, 'A' Colony, A Colony,
Ibrahimpatnam,
Vijayawada-521456,
Andhra Pradesh.
Tel# 91-9491737357

Dear Bhavana Gunturi,

Sub: Letter of Offer

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

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

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

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

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

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TCSL/DT20206597478

TATA CONSULTANCY SERVICES
The Future-Proof Services Company

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



4A3

Offer: Computer Consultancy

Ref: TCSL/DT20206597158/Hyderabad

Date: 11/08/2021

Ms. Katakam Snehitha Lakshmi
6-75,Kvr BuildingPeddabazaar,
Near Postoffice,
Kanchikacherla-521180,
Andhra Pradesh.
Tel# 91-8464022994

Dear Katakam Snehitha Lakshmi,

Sub: Letter of Offer

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

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

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

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

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TCS Confidential
TCSL/DT20206597158

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited
Deccanpark, No 1 Software Units Layout, Madhapur, Hyderabad 500 081 India
Tel: 91 40 6667 2000 Fax: 91 40 6667 2222 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: [careers@tcs.com](mailto:ccareers@tcs.com)

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



UAY

PERFORMANCE PAY

Monthly Performance Pay

You will receive a monthly performance pay of ₹1,700/- . The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

Quarterly Variable Allowance

Your variable allowance will be ₹600/- per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

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

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

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

CITY ALLOWANCE

You will be eligible for a City Allowance of ₹200/- per month. This is specific to India and is linked to your base branch. In the event of a change in your base branch this amount may undergo a change. It will stand to be discontinued while on international assignments. This allowance is fully taxable and subject to review.

OTHER BENEFITS

Health Insurance Scheme

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

HIS offers the following benefits:

1. Basic Cover

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



Offer: Computer Consultancy
Ref: TCSL/DT20206531939/Delhi
Date: 25/08/2021

Mr. Chiranjeevi L Pr Sai Manideep Polimetla
 Plot No-2433,
 New Rajarajeswari Pet, Singhnagar,
 Vijayawada-520003,
 Andhra Pradesh.
 # 91-9533361170

Dear Chiranjeevi L Pr Sai Manideep Polimetla,

Sub: Letter of Offer

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

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

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

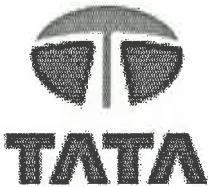
Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

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

TCS Confidential
 TCSL/DT20206531939

TATA CONSULTANCY SERVICES

1
 P. S. Manideep
 Training & Placement Officer
 DVR & Dr HS MIC College of Technology



SB6

Offer: Computer Consultancy

Ref: TCSL/DT20206598823/Hyderabad

Date: 11/08/2021

Ms. Dhanekula Venkata Sai Pravallika
76-9-10/AKula Rajeswara Rao Mill Road,
Bhavanipuram,
Vijayawada-520012,
Andhra Pradesh.
Tel# 91-9494129999

Dear Dhanekula Venkata Sai Pravallika,

Sub: Letter of Offer

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

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

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

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

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

TCS Confidential
TCSL/DT20206598823

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

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

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

Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

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

Training & Placement Officer
DVR & DR NSMIC College of Technology



5B6

PERFORMANCE PAY

Monthly Performance Pay

You will receive a monthly performance pay of ₹1,700/- . The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

Quarterly Variable Allowance

Your variable allowance will be ₹600/- per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

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

CITY ALLOWANCE

You will be eligible for a City Allowance of ₹200/- per month. This is specific to India and is linked to your base branch. In the event of a change in your base branch this amount may undergo a change. It will stand to be discontinued while on international assignments. This allowance is fully taxable and subject to review.

OTHER BENEFITS

Health Insurance Scheme

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

HIS offers the following benefits:

1. Basic Cover

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



Offer: Computer Consultancy

Ref: TCSL/DT20184438925/Hyderabad

Date: 31/10/2020

Ms. Ramya Sai Akula
3-81,Rythupet Down,Nandigama,Krishna District, Andhra Pradesh,521185,
Nandigama,
Vijayawada-521185,
Andhra Pradesh.
Tel# 91-9848720785

Dear Ramya Sai Akula,

Sub: Letter of Offer

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

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

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

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

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

TCS Confidential

TCSL/DT20184438925.

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

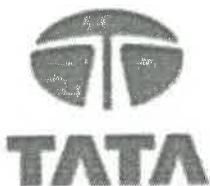
Deccanpark, No 1 Software Units Layout, Madhapur, Hyderabad 500 081 India

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

Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

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

Training & Placement Officer
Dr H S MIC College of Technology



5C4

Offer: Computer Consultancy

Ref: TCSL/DT20206560185/Hyderabad

Date: 17/08/2021

Ms. Kannikanti Banupooja
Plot No-28, Municipal Employees Colony Madhusudhan Rao Street,
Gayatri Nagar,
Vijayawada-520010,
Andhra Pradesh.
Tel# -

Dear Kannikanti Banupooja,

Sub: Letter of Offer

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

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

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

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

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

TCS Confidential

TCSL/DT20206560185

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

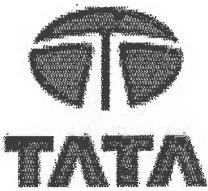
Deccanpark, No 1 Software Units Layout, Madhapur, Hyderabad 500 081 India

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

Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

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

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



RETIRALS

Provident Fund

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

Gratuity

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

TERMS AND CONDITIONS

1. Aggregate Percentage Requirements

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

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

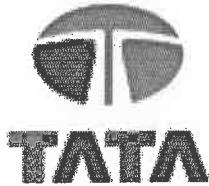
It is mandatory to declare the gaps/arrears/backlogs, if any, during your academics and work experience. The management reserves the right to withdraw/revoke the offer/appointment at any time at its sole discretion in case any discrepancy or false information is found in the details submitted by you.

2. Pre requisites for Joining

To enable your readiness to work on assignments upon joining, we have put together a comprehensive learning program named TCS Xplore which is made available to you digitally. This foundation program will include Online learning content, Webinars, practice sessions & proctored assessments. Further to accepting this Offer letter, you are recommended to enroll for the TCS Xplore Program and start your learning journey with TCSL. TCSL will make Xplore program available for you upon your offer acceptance.

3. Training Period

You will be required to undergo class room and on the job training in the first twelve



written permission of TCSL.

9. Confidentiality Agreement

As part of your acceptance of this appointment as an employee with TCS you are required to maintain strict confidentiality of the intellectual property rights protected information and other business information of TCS and its clients which may be revealed to you by TCS or which may in the course of your engagement with TCS come your possession or knowledge unless specifically authorized to do so in writing by TCS. This Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

10. Service Agreement

As TCSL will be incurring considerable expenditure on your training, you will be required to execute an agreement, to serve TCSL for a minimum period of 1 year after joining, failing which, you (and your surety) will be liable to pay TCSL ₹50,000/-towards the training expenditure. Service agreement duration of one year refers to continuous service of 12 months from date of joining TCSL and excludes the duration of Leave without pay (LWP) and/or unauthorized absence, if any.

11. Overseas International Assignment Agreement

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related documents pertaining to the international assignment for which you are being placed. In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period clause mentioned below.

This is to ensure that the knowledge and information gained by you during your assignment is shared and available to TCSL and its associates. This transfer of knowledge and information is essential for TCSL to continue to serve its clients and customers better. If you are deputed internationally for training, you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of training.

12. Terms and Conditions

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

13. TATA Code of Conduct

You are required to sign the TATA Code of Conduct and follow the same in your

TCS Confidential

TCSL/DT20206598823

7

TATA CONSULTANCY SERVICES

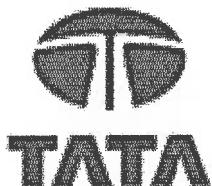
Tata Consultancy Services Limited

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

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

Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Careers Serviceline: 1800 209 3111 Email: [careers@tcs.com](mailto:ccareers@tcs.com)



19. Submission of Documents

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

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

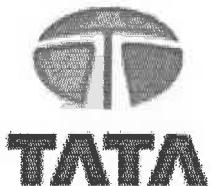
- Permanent Account Number (PAN) Card - You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary
- Aadhaar Card
- Standard X and XII/Diploma mark sheets & Certificate
- Degree certificate/Provisional Degree Certificate and mark sheets for all semesters of Graduation
- Degree certificate and mark sheets for all semesters of your Post Graduation(if you are a Postgraduate)
- Overseas Citizenship of India (applicable if you are not an Indian Nationality). For 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 applicable (name affidavit for multiple names, signature affidavits, address affidavits etc.)
- Passport / Acknowledgement letter of passport application
- Gap/Break in career affidavit on Rs100 stamp paper, if gap is more than 6 months
- 4 passport sized photographs
- Medical Certificate (Should be made on the format provided by TCS along with the Joining letter)
- An affidavit/notarized undertaking (Non-Criminal Affidavit, should be made on the format provided by TCSL) stating :
 - *There is no criminal offence registered/pending against you
 - *There is no disciplinary case pending against you in the university
- If you were employed, a formal Relieving letter & Experience letter from your previous employer

The original documents will be returned to you after verification.

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

*PAN Card (Permanent Account Number)

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



24. Data Privacy Clause:

- (a) Your personal data collected and developed during recruitment process will be processed in accordance with the TCS Data Privacy Policy. The personal data referred therein are details related to contact, family, education, personal identifiers issued by government, social profile, background references, previous employment and experience, medical history, skillset, proficiency and certifications, job profile and your career aspirations.
- (b) It will be processed for various organizational purposes such as recruitment, onboarding, background check, project assignment, performance management, job rotation, career development including at leadership level, diversity and inclusion initiatives, global mobility, wellness program, statutory and legal requirements and specific organizational initiatives in force during your tenure in TCS.
- (c) After you join TCS, there would be more sets of Personal Information (PI) attributes processed for various legitimate purposes. All of it will be processed with compliance to applicable laws and the TCS Data Privacy Policy. In some scenarios of your PI processing, you will be provided with appropriate notice and/or explicit consent might be obtained from time to time.
- (d) For the purposes mentioned above, your required PI may be shared with specific vendor organizations who provide services to TCS, e.g. background check, health insurance, counselling, travel, transport and visa, payroll services, associate engagement activities, and financial and taxation services.
- (e) As TCS is a global company, your PI may be shared with entities outside India, limited for the purposes mentioned above and/or in this offer letter.
- (f) In case of overseas deputation, available privacy rights would be governed as per regulatory provisions and / or TCS policies/notice provided applicable at your overseas location.



GROSS SALARY SHEET

Annexure 1

Name	Dhanekula Venkata Sai Pravallika
Designation	Assistant System Engineer-Trainee
Institute Name	Dvr & Dr. Hs Mic College Of Technology

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
TOTAL GROSS	27,415	3,36,877

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

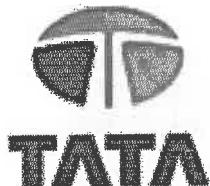
* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore / Xperience Program.

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

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

Table 2: TCSL defined structure for BoB (All Components in INR)

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



Annexure 3

Confidentiality and IP Terms and Conditions

1. Confidential Information

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

(a) Any and all information processing programs, software, properties, items, information, data, material or any nature whatsoever or any parts thereof, additions thereto and materials related thereto, produced or created at any time by TCS or the Associate in the course of or in connection with or arising out of the Associate's association with TCS. Program/Software shall mean source code and/or machine instructions wherever resident and on whatever media and all related documentation and software,

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

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

(d) Customer and prospective customer lists, and

(e) All other information and material, which may be created, developed, conceived, gathered or collected or obtained by the Associate in the course of or arising out of the association with TCS or while in or in connection with or for the purposes of his/her association with TCS or any of the operations and entrusted by TCS to the Associate.



4. Prior knowledge

Associate acknowledges that prior to his or her appointment by TCS, he or she had no knowledge of the Confidential Information of TCS and that such Confidential Information is of a confidential and secret character and is vital to the continued success of TCS's business. Associate further acknowledges that he or she is associated with TCS in a capacity in which he or she will become acquainted with all or part of such Confidential Information. In order to safeguard the legitimate interests of TCS in such Confidential Information, it is necessary for TCS to protect such Confidential Information by holding it secret and confidential.

5. Use of third party material

Associate expressly agrees that it shall not in the course of his or her association with TCS and while working on the premises or facilities of TCS or its Clients or in connection with the development of any intellectual property rights or work for or on behalf of TCS, use any third party material or intellectual property rights except those intellectual property rights provided by TCS or expressly authorised by TCS or without having proper authorisation or license or approval of the respective owner of such intellectual property rights.

6. Security policies and Guidelines.

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

7. Restriction on Associate's Rights

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

8. No License

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



(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.



2021

Offer: Computer Consultancy

Ref: TCSL/DT20206597443/Delhi

Date: 02/09/2021

Ms. Andimani Renuka

Ud/Ld- 1-1-16,
Vidyadharapuram,
Vijayawada-520012,
Andhra Pradesh.
Tel# 91- 9505373830

Dear Andimani Renuka,

Sub: Letter of Offer

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

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

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

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

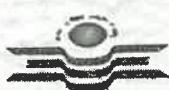
After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory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

TCS Confidential
TCSL/DT20206597478

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited

1

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



17-4F9

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

Fwd: HackWithInfy 2020: Pre-placement Interview Results

1 message

Veenanand Kakarla <veenanand@mictech.ac.in>
To: TNP MIC College <tnp@mictech.ac.in>

Thu, Jun 22, 2023 at 9:13 AM

----- Forwarded message -----

From: 4F9 TEJASWI <svtejaswi.ece@gmail.com>
Date: Fri, Nov 13, 2020 at 4:07 PM
Subject: Fwd: HackWithInfy 2020: Pre-placement Interview Results
To: <veenanand@mictech.ac.in>

----- Forwarded message -----

From: 4F9 TEJASWI <svtejaswi.ece@gmail.com>
Date: Fri, 13 Nov, 2020, 3:08 pm
Subject: Fwd: HackWithInfy 2020: Pre-placement Interview Results
To: Satya Narayana <satya.narayana076@gmail.com>

cid:image001.jpg@01D685D6.0A187980

Dear D S V Tejaswi,

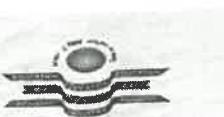
Hope you and your loved ones are doing well.

Thank you for participating in the pre-placement interview that was offered to you for your remarkable performance in HackWithInfy 2020. The evaluation for the pre-placement interview round has been completed.

Congratulations! You have been shortlisted for the Systems Engineer role at Infosys after successfully clearing the pre-placement interview round.

In case you have any query, please write to us at HackWithInfy@infosys.com. Please note, HackWithInfy related mails to any other Infosys email address will not be responded to.

(10)



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

Invitation for Virtual Campus Drive - DVR & Dr HS MIC College of Technology

Mon, Jun 28, 2021 at 3:54 PM

Saju M <Saju.Mudappathi@ibspcl.com>
To: TNP MIC College <tvp@mictech.ac.in>
Cc: Arun George Philip <arun.philip@ibspcl.com>

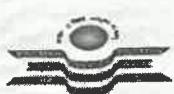
Hi Prasad,

Please go through the final list and we need your intervention regarding the offer acceptance from respective candidates. Based on the confirmation we can on-board them immediately.

Remaining interviews will be started by this week and we will on-board the selected students by end of July or beginning of August 2021.

[Quoted text hidden]
[Quoted text hidden]

Final shortlisted candidates MIC.xlsx
11K



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

Invitation for Virtual Campus Drive - DVR & Dr HS MIC College of Technology

Arun George Philip <arun.philip@ibspcl.com>
To: TNP MIC College <tnp@mictech.ac.in>

Mon, Aug 2, 2021 at 6:42 PM

Dear Prasad,

Sending a new list which has 5 additional students who have been offered. They will be joining on 4th August.

Regards

Arun George Philip

[Quoted text hidden]
[Quoted text hidden]

 **DVR & Dr. HS MIC College - Additional Selects.xlsx**
12K

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


Date: 29-Jul-2021

Pujitha Yarlagadda

DVR & Dr. HS MIC College of Technology

Appointment Offer: Software Engineer

Dear Pujitha Yarlagadda,

Following your interview with us, we are pleased to appoint you as **Software Engineer** in IBS Software Pvt. Ltd. (the "Company"), subject to your acceptance of the terms and conditions contained herein.

Terms and conditions of the Offer

1. Pre-requisites

- a) This appointment and continuance of your employment will be subject to you being medically fit by our medical panel and also subject to you clearing the background verification exercise undertaken by the Company. In this regard, you will be receiving a consent form from IBS designated service provider. You are required to return a signed consent form in accordance with the instructions provided therein. This is for initiating your background verification subsequent to you joining the Company.
- b) You will have to bring 5 copies of your latest passport size colour photographs, and the originals and one set of copies of all certificates specified in Annexure 1 on the joining date. Your appointment will be subject to verification of your certificates against the information provided by you in your resume and during the interview.

2. Posting

Your initial posting would be at the office of the Company situated at Unit No's 401 & 402, SCK-01, Smartcity Campus, Thengode PO, 682030, Kakkanad, Kerala. Your services are, however, liable to be transferred to any of our other offices or offices of our existing or future affiliates, clients or associates, in India or abroad, at the sole discretion of the Company.

3. Reporting Date

Your date of joining will be **04-Aug-21**.

ibsssoftware

IBS Software Private Limited
 Regd. Office: 521 – 524, Nila, Technopark Campus,
 Trivandrum 695581, Kerala, India.
 CIN: U72200KL2014FTC036668

Phone: +91 471 6614200, Fax: +91 471 2700078
 E-Mail: Corporateaffairs@ibsplc.com
www.ibsplc.com

(Signature)
**NVR & Dr HS MIC College of Technology
 Training & Placement Officer**

From your date of joining you can avail the medical assistance for out-patient treatment also. This scheme entitles you, your spouse and children to reimbursement of medical expenses incurred for out-patient treatment at the Company's designated hospitals on a co-pay basis.

- a) The Company provides transportation facilities to its employees as per policy. A monthly conveyance charge would be deducted from your MGE if you wish to avail the Company transportation. This conveyance charge is fixed based on your residential location and your Job Level.
- b) You will not be entitled to any payment, amenities or benefits other than those mentioned above.

6. Working Week & Leave

- a) The normal working days per week and working hours per day of the Company are from Monday to Friday and from 8.30 A.M to 5.30 P.M., with a lunch break of 45 minutes, respectively. The normal working days and normal hours of work can be changed by the Company to suit the exigencies of work programmes and emergencies.
 - i. You can adjust your working hours on a normal working day for effective achievement of business goals, along with your personal requirements.
 - ii. The entry timing can be anytime between 8 AM and 10 AM on a normal working day and the exit timing will be between 5 PM and 7 PM.
 - iii. Attendance shall be mandatory between 10 AM and 5 PM.
 - iv. Every employee should clock minimum 41.25 hours at work (excluding lunch break) every week. Any time less than this has to be applied as leave.
 - v. The flexible working hours will not be applicable for resources on client/product support, as they are already on a revised shift schedule defined by a roster.
- b) Holidays would be as per the list declared by the Company from time to time.
- c) As an employee of the Company you will be entitled to 11 days earned leave and 11 days casual leave per annum. In addition, you will also be eligible for sick leave, maternity leave as per the Maternity Benefit Amendment Act, 2017 or paternity leave, as applicable and examination leave as per leave policy of the Company. No other leave will be applicable.

7. Promotion

Promotions will be based on your performance, contribution and as per the rules and regulations of the Company relevant and applicable.

8. Travel

You may be required to travel within India and overseas for the purpose of work and/or training whenever required by the Company and you will be required to remain outside India for such period as may be determined by the Company. For this purpose, you shall be required to enter into such agreements as may be required by the Company from time to time to protect the interests of the Company. All expenses including, flight tickets, hotel accommodation etc., that may be incurred in connection with such travel will be borne by the Company. You must have a valid passport while joining the Company and a copy of the passport must be deposited with the Company. Company will take responsibility for arranging travel visas and other formalities.

9. Minimum Period of Service

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IBS Software Private Limited
 Regd. Office: 521 – 524, Nila, Technopark Campus,
 Trivandrum 695581, Kerala, India.
 CIN: U72200KL2014FTC036668

Phone: +91 471 6614200, Fax: +91 471 2700078
 E-Mail: Corporateaffairs@ibsplc.com
www.ibsplc.com

statutorily or otherwise by the Company, to further confirm the above ownership rights in favour of the Company.

- e) You shall execute the Security and Confidentiality Regulations of the Company with respect to protection of confidential information of the Company.
- f) You understand that if you are deputed on any work/assignment/project at locations specified by customers, you will gain extensive knowledge and information of customers' business and their specific requirements and skills by closely working with the customers, which would be of great value to the Company, and which knowledge, information and skills the Company would want to utilise on completion of such deputation. Customers in this context shall mean clients, business partners, business associates, subsidiaries, affiliates or any other legal entity or business unit with whom the Company has business relationship. Moreover, you also understand that the Company would be expending considerable cost for such deputation. Therefore, you agree that after completion of such deputation for a duration of more than 45 days, you continue in employment with the Company for a period of at least 6 months from the end of such deputation.
- g) You shall at any times be liable for the disciplinary actions including warning, suspension, discharge and dismissal for unsatisfactory performance, causing damage/ financial loss to the Company, committing breach of any service conditions or misconduct such as irregular attendance, unauthorised absence, misbehaviour, theft, misappropriation/ fraud, dishonesty, immorality, conviction, falsification of documents/ records or information given in your bio-data/ application for securing job in the Company or any undesirable acts which in the opinion of the Company is prejudicial and detrimental to the interest of the Company. Pending disciplinary action, you can be suspended from service.
- h) During your employment with Company and for a period of one (1) year immediately following termination of your employment, for any reason whatsoever, you shall not:
 - i) directly or indirectly, either on your own account or as a partner, employee, consultant, advisor, agent, contractor, director, trustee, committee member, office bearer or shareholder, own, operate, assist, take up employment in, participate in or be associated with, in the country of employment, any concern/entity that is engaged in developing, designing, producing, marketing, or selling, software products or services in competition with the Company, to the travel, transportation and logistics industry and such other industry the Company will serve in future. You acknowledge and agree to this restriction, considering the Confidential and Proprietary Information of the Company, coming to your knowledge and possession during your tenure with the Company, which if disclosed to or shared with or made use by such competitors, may prejudicially affect and jeopardise the Company's interest.;
 - ii) directly or indirectly contact, seek or accept employment with any third party (including past, present or prospective customers) that you have interacted with, or have provided any services to whether directly or indirectly during the course of your employment with the Company or solicit, entice, take away or attempt to contact, solicit, entice or take such third parties away from Company or in any way damage their business relationship with the Company. You acknowledge that any violation to

Yours Sincerely,

For IBS Software (P) Ltd.

Jayan P

(Sr.Vice President & Head of Global Human Resources)

I have read and understood the terms and conditions of the above Appointment Offer and I hereby voluntarily and unconditionally accept the same.

Signed by : _____

Name : _____

Date : _____

ibssoftware

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Trivandrum 695581, Kerala, India.
CIN: U72200KL2014FTC036668

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E-Mail: Corporateaffairs@ibsplc.com
www.ibsplc.com

Date: 01-Aug-2021

Harika Priya Tummala

DVR & Dr. HS MIC College of Technology

Appointment Offer: Software Engineer

Dear Harika Priya Tummala,

Following your interview with us, we are pleased to appoint you as **Software Engineer** in IBS Software Pvt. Ltd. (the "Company"), subject to your acceptance of the terms and conditions contained herein.

Terms and conditions of the Offer

1. Pre-requisites

- a) This appointment and continuance of your employment will be subject to you being medically fit by our medical panel and also subject to you clearing the background verification exercise undertaken by the Company. In this regard, you will be receiving a consent form from IBS designated service provider. You are required to return a signed consent form in accordance with the instructions provided therein. This is for initiating your background verification subsequent to you joining the Company.
- b) You will have to bring 5 copies of your latest passport size colour photographs, and the originals and one set of copies of all certificates specified in Annexure 1 on the joining date. Your appointment will be subject to verification of your certificates against the information provided by you in your resume and during the interview.

2. Posting

Your initial posting would be at the office of the Company situated at Unit No's 401 & 402, SCK-01, Smartcity Campus, Thengode PO, 682030, Kakkanad, Kerala. Your services are, however, liable to be transferred to any of our other offices or offices of our existing or future affiliates, clients or associates, in India or abroad, at the sole discretion of the Company.

3. Reporting Date

Your date of joining will be **04-Aug-21**.

ibssoftware

IBS Software Private Limited
 Regd. Office: 521 – 524, Nila, Technopark Campus,
 Trivandrum 695581, Kerala, India.
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*Training & Placement Officer
 DVR & Dr HS MIC College of Technology*

From your date of joining you can avail the medical assistance for out-patient treatment also. This scheme entitles you, your spouse and children to reimbursement of medical expenses incurred for out-patient treatment at the Company's designated hospitals on a co-pay basis.

- a) The Company provides transportation facilities to its employees as per policy. A monthly conveyance charge would be deducted from your MGE if you wish to avail the Company transportation. This conveyance charge is fixed based on your residential location and your Job Level.
- b) You will not be entitled to any payment, amenities or benefits other than those mentioned above.

6. Working Week & Leave

- a) The normal working days per week and working hours per day of the Company are from Monday to Friday and from 8.30 A.M to 5.30 P.M., with a lunch break of 45 minutes, respectively. The normal working days and normal hours of work can be changed by the Company to suit the exigencies of work programmes and emergencies.
 - i. You can adjust your working hours on a normal working day for effective achievement of business goals, along with your personal requirements.
 - ii. The entry timing can be anytime between 8 AM and 10 AM on a normal working day and the exit timing will be between 5 PM and 7 PM.
 - iii. Attendance shall be mandatory between 10 AM and 5 PM.
 - iv. Every employee should clock minimum 41.25 hours at work (excluding lunch break) every week. Any time less than this has to be applied as leave.
 - v. The flexible working hours will not be applicable for resources on client/product support, as they are already on a revised shift schedule defined by a roster.
- b) Holidays would be as per the list declared by the Company from time to time.
- c) As an employee of the Company you will be entitled to 11 days earned leave and 11 days casual leave per annum. In addition, you will also be eligible for sick leave, maternity leave as per the Maternity Benefit Amendment Act, 2017 or paternity leave, as applicable and examination leave as per leave policy of the Company. No other leave will be applicable.

7. Promotion

Promotions will be based on your performance, contribution and as per the rules and regulations of the Company relevant and applicable.

8. Travel

You may be required to travel within India and overseas for the purpose of work and/or training whenever required by the Company and you will be required to remain outside India for such period as may be determined by the Company. For this purpose, you shall be required to enter into such agreements as may be required by the Company from time to time to protect the interests of the Company. All expenses including, flight tickets, hotel accommodation etc., that may be incurred in connection with such travel will be borne by the Company. You must have a valid passport while joining the Company and a copy of the passport must be deposited with the Company. Company will take responsibility for arranging travel visas and other formalities.

9. Minimum Period of Service



statutorily or otherwise by the Company, to further confirm the above ownership rights in favour of the Company.

- e) You shall execute the Security and Confidentiality Regulations of the Company with respect to protection of confidential information of the Company.
- f) You understand that if you are deputed on any work/assignment/project at locations specified by customers, you will gain extensive knowledge and information of customers' business and their specific requirements and skills by closely working with the customers, which would be of great value to the Company, and which knowledge, information and skills the Company would want to utilise on completion of such deputation. Customers in this context shall mean clients, business partners, business associates, subsidiaries, affiliates or any other legal entity or business unit with whom the Company has business relationship. Moreover, you also understand that the Company would be expending considerable cost for such deputation. Therefore, you agree that after completion of such deputation for a duration of more than 45 days, you continue in employment with the Company for a period of at least 6 months from the end of such deputation.
- g) You shall at any times be liable for the disciplinary actions including warning, suspension, discharge and dismissal for unsatisfactory performance, causing damage/ financial loss to the Company, committing breach of any service conditions or misconduct such as irregular attendance, unauthorised absence, misbehaviour, theft, misappropriation/ fraud, dishonesty, immorality, conviction, falsification of documents/ records or information given in your bio-data/ application for securing job in the Company or any undesirable acts which in the opinion of the Company is prejudicial and detrimental to the interest of the Company. Pending disciplinary action, you can be suspended from service.
- h) During your employment with Company and for a period of one (1) year immediately following termination of your employment, for any reason whatsoever, you shall not:
 - i) directly or indirectly, either on your own account or as a partner, employee, consultant, advisor, agent, contractor, director, trustee, committee member, office bearer or shareholder, own, operate, assist, take up employment in, participate in or be associated with, in the country of employment, any concern/entity that is engaged in developing, designing, producing, marketing, or selling, software products or services in competition with the Company, to the travel, transportation and logistics industry and such other industry the Company will serve in future. You acknowledge and agree to this restriction, considering the Confidential and Proprietary Information of the Company, coming to your knowledge and possession during your tenure with the Company, which if disclosed to or shared with or made use by such competitors, may prejudicially affect and jeopardise the Company's interest.;
 - ii) directly or indirectly contact, seek or accept employment with any third party (including past, present or prospective customers) that you have interacted with, or have provided any services to whether directly or indirectly during the course of your employment with the Company or solicit, entice, take away or attempt to contact, solicit, entice or take such third parties away from Company or in any way damage their business relationship with the Company. You acknowledge that any violation to

Yours Sincerely,

For IBS Software (P) Ltd.

Jayan P
(Sr.Vice President & Head of Global Human Resources)

I have read and understood the terms and conditions of the above Appointment Offer and I hereby voluntarily and unconditionally accept the same.

Signed by :

Name :

Date :

ibssoftware

IBS Software Private Limited
Regd. Office: 521 – 524, Nila, Technopark Campus,
Trivandrum 695581, Kerala, India.
CIN: U72200KL2014FTC036668

Phone: +91 471 6614200, Fax: +91 471 2700078
E-Mail: Corporateaffairs@ibsplc.com
www.ibsplc.com

Date: 29-Jul-2021

Ramya Kommineni

DVR & Dr. HS MIC College of Technology

Appointment Offer: Software Engineer

Dear Ramya Kommineni,

Following your interview with us, we are pleased to appoint you as **Software Engineer** in IBS Software Pvt. Ltd. (the "Company"), subject to your acceptance of the terms and conditions contained herein.

Terms and conditions of the Offer

1. Pre-requisites

- a) This appointment and continuance of your employment will be subject to you being medically fit by our medical panel and also subject to you clearing the background verification exercise undertaken by the Company. In this regard, you will be receiving a consent form from IBS designated service provider. You are required to return a signed consent form in accordance with the instructions provided therein. This is for initiating your background verification subsequent to you joining the Company.
- b) You will have to bring 5 copies of your latest passport size colour photographs, and the originals and one set of copies of all certificates specified in Annexure 1 on the joining date. Your appointment will be subject to verification of your certificates against the information provided by you in your resume and during the interview.

2. Posting

Your initial posting would be at the office of the Company situated at Unit No's 401 & 402, SCK-01, Smartcity Campus, Thengode PO, 682030, Kakkanad, Kerala. Your services are, however, liable to be transferred to any of our other offices or offices of our existing or future affiliates, clients or associates, in India or abroad, at the sole discretion of the Company.

3. Reporting Date

Your date of joining will be **04-Aug-21**.

ibsssoftware

IBS Software Private Limited
Regd. Office: 521 – 524, Nila, Technopark Campus,
Trivandrum 695581, Kerala, India.
CIN: U72200KL2014FTC036668

Phone: +91 471 6614200 Fax: +91 4712700078
E-Mail: Corporateaffairs@ibsplc.com
www.ibsplc.com

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

From your date of joining you can avail the medical assistance for out-patient treatment also. This scheme entitles you, your spouse and children to reimbursement of medical expenses incurred for out-patient treatment at the Company's designated hospitals on a co-pay basis.

- a) The Company provides transportation facilities to its employees as per policy. A monthly conveyance charge would be deducted from your MGE if you wish to avail the Company transportation. This conveyance charge is fixed based on your residential location and your Job Level.
- b) You will not be entitled to any payment, amenities or benefits other than those mentioned above.

6. Working Week &Leave

- a) The normal working days per week and working hours per day of the Company are from Monday to Friday and from 8.30 A.M to 5.30 P.M., with a lunch break of 45 minutes, respectively. The normal working days and normal hours of work can be changed by the Company to suit the exigencies of work programmes and emergencies.
 - i. You can adjust your working hours on a normal working day for effective achievement of business goals, along with your personal requirements.
 - ii. The entry timing can be anytime between 8 AM and 10 AM on a normal working day and the exit timing will be between 5 PM and 7PM.
 - iii. Attendance shall be mandatory between 10 AM and 5PM.
 - iv. Every employee should clock minimum 41.25 hours at work (excluding lunch break) every week. Any time less than this has to be applied as leave.
 - v. The flexible working hours will not be applicable for resources on client/products support, as they are already on a revised shift schedule defined by a roster.
- b) Holidays would be as per the list declared by the Company from time to time.
- c) As an employee of the Company you will be entitled to 11 days earned leave and 11 days casual leave per annum. In addition, you will also be eligible for sick leave, maternity leave as per the Maternity Benefit Amendment Act, 2017 or paternity leave, as applicable and examination leave as per leave policy of the Company. No other leave will be applicable.

7. Promotion

Promotions will be based on your performance, contribution and as per the rules and regulations of the Company relevant and applicable.

8. Travel

You may be required to travel within India and overseas for the purpose of work and/or training whenever required by the Company and you will be required to remain outside India for such periods as may be determined by the Company. For this purpose, you shall be required to enter into such agreements as may be required by the Company from time to time to protect the interests of the Company. All expenses including, flight tickets, hotel accommodation etc., that may be incurred in connection with such travel will be borne by the Company. You must have a valid passport while joining the Company and a copy of the passport must be deposited with the Company. Company will take responsibility for arranging travel visas and other formalities.

9. Minimum Period of Service



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statutorily or otherwise by the Company, to further confirm the above ownership rights in favour of the Company.

- e) You shall execute the Security and Confidentiality Regulations of the Company with respect to protection of confidential information of the Company.
- f) You understand that if you are deputed on any work/assignment/project at locations specified by customers, you will gain extensive knowledge and information of customers' business and their specific requirements and skills by closely working with the customers, which would be of great value to the Company, and which knowledge, information and skills the Company would want to utilise on completion of such deputation. Customers in this context shall mean clients, business partners, business associates, subsidiaries, affiliates or any other legal entity or business unit with whom the Company has business relationship. Moreover, you also understand that the Company would be expending considerable cost for such deputation. Therefore, you agree that after completion of such deputation for a duration of more than 45 days, you continue in employment with the Company for a period of at least 6 months from the end of such deputation.
- g) You shall at any times be liable for the disciplinary actions including warning, suspension, discharge and dismissal for unsatisfactory performance, causing damage/financial loss to the Company, committing breach of any service conditions or misconduct such as irregular attendance, unauthorised absence, misbehaviour, theft, misappropriation/ fraud, dishonesty, immorality, conviction, falsification of documents/ records or information given in your bio-data/application for securing job in the Company or any undesirable acts which in the opinion of the Company is prejudicial and detrimental to the interest of the Company. Pending disciplinary action, you can be suspended from service.
- h) During your employment with Company and for a period of one (1) year immediately following termination of your employment, for any reason whatsoever, you shall not:
 - i) directly or indirectly, either on your own account or as a partner, employee, consultant, advisor, agent, contractor, director, trustee, committee member, office bearer or shareholder, own, operate, assist, take up employment in, participate in or be associated with, in the country of employment, any concern/entity that is engaged in developing, designing, producing, marketing, or selling, software products or services in competition with the Company, to the travel, transportation and logistics industry and such other industry the Company will serve in future. You acknowledge and agree to this restriction, considering the Confidential and Proprietary Information of the Company, coming to your knowledge and possession during your tenure with the Company, which if disclosed to or shared with or made use by such competitors, may prejudicially affect and jeopardise the Company's interest.;
 - ii) directly or indirectly contact, seek or accept employment with any third party (including past, present or prospective customers) that you have interacted with, or have provided any services to whether directly or indirectly during the course of your employment with the Company or solicit, entice, take away or attempt to contact, solicit, entice or take such third parties away from Company or in any way damage their business relationship with the Company. You acknowledge that any violation to

Yours Sincerely,

For IBS Software (P) Ltd.

Jayan P

(Sr.Vice President & Head of Global Human Resources)

I have read and understood the terms and conditions of the above Appointment Offer and I hereby voluntarily and unconditionally accept the same.

Signed by :Ramya Kommineni

Name :Ramya Kommineni

Date :30/07/2021

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www.ibsplc.com

Date: 27-Jun-2021

Mukku Srivani

DVR & Dr. HS MIC College of Technology

Appointment Offer: Software Engineer

Dear Mukku Srivani,

Following your interview with us, we are pleased to appoint you as **Software Engineer** in IBS Software Pvt. Ltd. (the "Company"), subject to your acceptance of the terms and conditions contained herein.

Terms and conditions of the Offer

1. Pre-requisites

- a) This appointment and continuance of your employment will be subject to you being medically fit by our medical panel and also subject to you clearing the background verification exercise undertaken by the Company. In this regard, you will be receiving a consent form from IBS designated service provider. You are required to return a signed consent form in accordance with the instructions provided therein. This is for initiating your background verification subsequent to you joining the Company.
- b) You will have to bring 5 copies of your latest passport size colour photographs, and the originals and one set of copies of all certificates specified in Annexure 1 on the joining date. Your appointment will be subject to verification of your certificates against the information provided by you in your resume and during the interview.

2. Posting

Your initial posting would be at the main office of the Company situated at 5th Floor, Nila, Technopark, Trivandrum - 695581. Your services are, however, liable to be transferred to any of our other offices or offices of our existing or future affiliates, clients or associates, in India or abroad, at the sole discretion of the Company.

3. Reporting Date

Your date of joining will be **28-Jun-21**.

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

Date: 27-Jun-2021

Mandava Manisha

DVR & Dr. HS MIC College of Technology

Appointment Offer: Software Engineer

Dear Mandava Manisha,

Following your interview with us, we are pleased to appoint you as **Software Engineer** in IBS Software Pvt. Ltd. (the "Company"), subject to your acceptance of the terms and conditions contained herein.

Terms and conditions of the Offer

1. Pre-requisites

- a) This appointment and continuance of your employment will be subject to you being medically fit by our medical panel and also subject to you clearing the background verification exercise undertaken by the Company. In this regard, you will be receiving a consent form from IBS designated service provider. You are required to return a signed consent form in accordance with the instructions provided therein. This is for initiating your background verification subsequent to you joining the Company.

- b) You will have to bring 5 copies of your latest passport size colour photographs, and the originals and one set of copies of all certificates specified in Annexure 1 on the joining date. Your appointment will be subject to verification of your certificates against the information provided by you in your resume and during the interview.

2. Posting

Your initial posting would be at the main office of the Company situated at 5th Floor, Nila, Technopark, Trivandrum - 695581. Your services are, however, liable to be transferred to any of our other offices or offices of our existing or future affiliates, clients or associates, in India or abroad, at the sole discretion of the Company.

3. Reporting Date

Your date of joining will be **28-Jun-21**.

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(L)

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

599

Date: 27-Jun-2021

Vadde Rasagna

DVR & Dr. HS MIC College of Technology

Appointment Offer: Software Engineer

Dear Vadde Rasagna,

Following your interview with us, we are pleased to appoint you as **Software Engineer** in IBS Software Pvt. Ltd. (the "Company"), subject to your acceptance of the terms and conditions contained herein.

Terms and conditions of the Offer

1. Pre-requisites

- a) This appointment and continuance of your employment will be subject to you being medically fit by our medical panel and also subject to you clearing the background verification exercise undertaken by the Company. In this regard, you will be receiving a consent form from IBS designated service provider. You are required to return a signed consent form in accordance with the instructions provided therein. This is for initiating your background verification subsequent to you joining the Company.

- b) You will have to bring 5 copies of your latest passport size colour photographs, and the originals and one set of copies of all certificates specified in Annexure 1 on the joining date. Your appointment will be subject to verification of your certificates against the information provided by you in your resume and during the interview.

2. Posting

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3. Reporting Date

Your date of joining will be **28-Jun-21**.

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(Signature)
Training & Placement Officer
DVR & Dr HS MIC College of Technology

Date: 27-Jun-2021

P Naga Sireesha

DVR & Dr. HS MIC College of Technology

Appointment Offer: Software Engineer

Dear Mallampalli Sri Naga Sai Durga Tejaswi,

Following your interview with us, we are pleased to appoint you as **Software Engineer** in IBS Software Pvt. Ltd. (the "Company"), subject to your acceptance of the terms and conditions contained herein.

Terms and conditions of the Offer

1. Pre-requisites

- a) This appointment and continuance of your employment will be subject to you being medically fit by our medical panel and also subject to you clearing the background verification exercise undertaken by the Company. In this regard, you will be receiving a consent form from IBS designated service provider. You are required to return a signed consent form in accordance with the instructions provided therein. This is for initiating your background verification subsequent to you joining the Company.

- b) You will have to bring 5 copies of your latest passport size colour photographs, and the originals and one set of copies of all certificates specified in Annexure 1 on the joining date. Your appointment will be subject to verification of your certificates against the information provided by you in your resume and during the interview.

2. Posting

Your initial posting would be at the main office of the Company situated at 5th Floor, Nila, Technopark, Trivandrum - 695581. Your services are, however, liable to be transferred to any of our other offices or offices of our existing or future affiliates, clients or associates, in India or abroad, at the sole discretion of the Company.

3. Reporting Date

Your date of joining will be **28-Jun-21**.

Date: 29-Jul-2021

Tejasri Pera

DVR & Dr. HS MIC College of Technology

Appointment Offer: Software Engineer

Dear Tejasri Pera,

Following your interview with us, we are pleased to appoint you as **Software Engineer** in IBS Software Pvt. Ltd. (the "Company"), subject to your acceptance of the terms and conditions contained herein.

Terms and conditions of the Offer

1. Pre-requisites

- a) This appointment and continuance of your employment will be subject to you being medically fit by our medical panel and also subject to you clearing the background verification exercise undertaken by the Company. In this regard, you will be receiving a consent form from IBS designated service provider. You are required to return a signed consent form in accordance with the instructions provided therein. This is for initiating your background verification subsequent to you joining the Company.
- b) You will have to bring 5 copies of your latest passport size colour photographs, and the originals and one set of copies of all certificates specified in Annexure 1 on the joining date. Your appointment will be subject to verification of your certificates against the information provided by you in your resume and during the interview.

2. Posting

Your initial posting would be at the office of the Company situated at Unit No's 401 & 402, SCK-01, Smartcity Campus, Thengode PO, 682030, Kakkanad, Kerala. Your services are, however, liable to be transferred to any of our other offices or offices of our existing or future affiliates, clients or associates, in India or abroad, at the sole discretion of the Company.

3. Reporting Date

Your date of joining will be **04-Aug-21**.

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

From your date of joining you can avail the medical assistance for out-patient treatment also. This scheme entitles you, your spouse and children to reimbursement of medical expenses incurred for out-patient treatment at the Company's designated hospitals on a co-pay basis.

- a) The Company provides transportation facilities to its employees as per policy. A monthly conveyance charge would be deducted from your MGE if you wish to avail the Company transportation. This conveyance charge is fixed based on your residential location and your Job Level.
- b) You will not be entitled to any payment, amenities or benefits other than those mentioned above.

6. Working Week & Leave

- a) The normal working days per week and working hours per day of the Company are from Monday to Friday and from 8.30 A.M to 5.30 P.M., with a lunch break of 45 minutes, respectively. The normal working days and normal hours of work can be changed by the Company to suit the exigencies of work programmes and emergencies.
 - i. You can adjust your working hours on a normal working day for effective achievement of business goals, along with your personal requirements.
 - ii. The entry timing can be anytime between 8 AM and 10 AM on a normal working day and the exit timing will be between 5 PM and 7 PM.
 - iii. Attendance shall be mandatory between 10 AM and 5 PM.
 - iv. Every employee should clock minimum 41.25 hours at work (excluding lunch break) every week. Any time less than this has to be applied as leave.
 - v. The flexible working hours will not be applicable for resources on client/product support, as they are already on a revised shift schedule defined by a roster.
- b) Holidays would be as per the list declared by the Company from time to time.
- c) As an employee of the Company you will be entitled to 11 days earned leave and 11 days casual leave per annum. In addition, you will also be eligible for sick leave, maternity leave as per the Maternity Benefit Amendment Act, 2017 or paternity leave, as applicable and examination leave as per leave policy of the Company. No other leave will be applicable.

7. Promotion

Promotions will be based on your performance, contribution and as per the rules and regulations of the Company relevant and applicable.

8. Travel

You may be required to travel within India and overseas for the purpose of work and/or training whenever required by the Company and you will be required to remain outside India for such period as may be determined by the Company. For this purpose, you shall be required to enter into such agreements as may be required by the Company from time to time to protect the interests of the Company. All expenses including, flight tickets, hotel accommodation etc., that may be incurred in connection with such travel will be borne by the Company. You must have a valid passport while joining the Company and a copy of the passport must be deposited with the Company. Company will take responsibility for arranging travel visas and other formalities.

9. Minimum Period of Service

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statutorily or otherwise by the Company, to further confirm the above ownership rights in favour of the Company.

- e) You shall execute the Security and Confidentiality Regulations of the Company with respect to protection of confidential information of the Company.
- f) You understand that if you are deputed on any work/assignment/project at locations specified by customers, you will gain extensive knowledge and information of customers' business and their specific requirements and skills by closely working with the customers, which would be of great value to the Company, and which knowledge, information and skills the Company would want to utilise on completion of such deputation. Customers in this context shall mean clients, business partners, business associates, subsidiaries, affiliates or any other legal entity or business unit with whom the Company has business relationship. Moreover, you also understand that the Company would be expending considerable cost for such deputation. Therefore, you agree that after completion of such deputation for a duration of more than 45 days, you continue in employment with the Company for a period of at least 6 months from the end of such deputation.
- g) You shall at any times be liable for the disciplinary actions including warning, suspension, discharge and dismissal for unsatisfactory performance, causing damage/ financial loss to the Company, committing breach of any service conditions or misconduct such as irregular attendance, unauthorised absence, misbehaviour, theft, misappropriation/ fraud, dishonesty, immorality, conviction, falsification of documents/ records or information given in your bio-data/ application for securing job in the Company or any undesirable acts which in the opinion of the Company is prejudicial and detrimental to the interest of the Company. Pending disciplinary action, you can be suspended from service.
- h) During your employment with Company and for a period of one (1) year immediately following termination of your employment, for any reason whatsoever, you shall not:
 - i) directly or indirectly, either on your own account or as a partner, employee, consultant, advisor, agent, contractor, director, trustee, committee member, office bearer or shareholder, own, operate, assist, take up employment in, participate in or be associated with, in the country of employment, any concern/entity that is engaged in developing, designing, producing, marketing, or selling, software products or services in competition with the Company, to the travel, transportation and logistics industry and such other industry the Company will serve in future. You acknowledge and agree to this restriction, considering the Confidential and Proprietary Information of the Company, coming to your knowledge and possession during your tenure with the Company, which if disclosed to or shared with or made use by such competitors, may prejudicially affect and jeopardise the Company's interest.;
 - ii) directly or indirectly contact, seek or accept employment with any third party (including past, present or prospective customers) that you have interacted with, or have provided any services to whether directly or indirectly during the course of your employment with the Company or solicit, entice, take away or attempt to contact, solicit, entice or take such third parties away from Company or in any way damage their business relationship with the Company. You acknowledge that any violation to

Yours Sincerely,

For IBS Software (P) Ltd.

Jayan P
(Sr.Vice President & Head of Global Human Resources)

I have read and understood the terms and conditions of the above Appointment Offer and I hereby voluntarily and unconditionally accept the same.

Signed by : _____

Name : _____

Date : _____

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Date: 29-Jul-2021

Sai Ramya Rayala

DVR & Dr. HS MIC College of Technology

Appointment Offer: Software Engineer

Dear Sai Ramya Rayala,

Following your interview with us, we are pleased to appoint you as **Software Engineer** in IBS Software Pvt. Ltd. (the "Company"), subject to your acceptance of the terms and conditions contained herein.

Terms and conditions of the Offer

1. Pre-requisites

- a) This appointment and continuance of your employment will be subject to you being medically fit by our medical panel and also subject to you clearing the background verification exercise undertaken by the Company. In this regard, you will be receiving a consent form from IBS designated service provider. You are required to return a signed consent form in accordance with the instructions provided therein. This is for initiating your background verification subsequent to you joining the Company.
- b) You will have to bring 5 copies of your latest passport size colour photographs, and the originals and one set of copies of all certificates specified in Annexure 1 on the joining date. Your appointment will be subject to verification of your certificates against the information provided by you in your resume and during the interview.

2. Posting

Your initial posting would be at the office of the Company situated at Unit No's 401 & 402, SCK-01, Smartcity Campus, Thengode PO, 682030, Kakkanad, Kerala. Your services are, however, liable to be transferred to any of our other offices or offices of our existing or future affiliates, clients or associates, in India or abroad, at the sole discretion of the Company.

3. Reporting Date

Your date of joining will be **04-Aug-21**.

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 www.ibsplc.com

Date: 27-Jun-2021

Mallampalli Sri Naga Sai Durga Tejaswi

DVR & Dr. HS MIC College of Technology

Appointment Offer: Software Engineer

Dear Mallampalli Sri Naga Sai Durga Tejaswi,

Following your interview with us, we are pleased to appoint you as **Software Engineer** in IBS Software Pvt. Ltd. (the "Company"), subject to your acceptance of the terms and conditions contained herein.

Terms and conditions of the Offer

1. Pre-requisites

- a) This appointment and continuance of your employment will be subject to you being medically fit by our medical panel and also subject to you clearing the background verification exercise undertaken by the Company. In this regard, you will be receiving a consent form from IBS designated service provider. You are required to return a signed consent form in accordance with the instructions provided therein. This is for initiating your background verification subsequent to you joining the Company.
- b) You will have to bring 5 copies of your latest passport size colour photographs, and the originals and one set of copies of all certificates specified in Annexure 1 on the joining date. Your appointment will be subject to verification of your certificates against the information provided by you in your resume and during the interview.

2. Posting

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3. Reporting Date

Your date of joining will be **28-Jun-21**.

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 www.ibsplc.com

Date: 27-Jun-2021

Bhavya Sri T S S L

DVR & Dr. HS MIC College of Technology

Appointment Offer: Software Engineer

Dear Bhavya Sri T S S L,

Following your interview with us, we are pleased to appoint you as **Software Engineer** in IBS Software Pvt. Ltd. (the "Company"), subject to your acceptance of the terms and conditions contained herein.

Terms and conditions of the Offer

1. Pre-requisites

- a) This appointment and continuance of your employment will be subject to you being medically fit by our medical panel and also subject to you clearing the background verification exercise undertaken by the Company. In this regard, you will be receiving a consent form from IBS designated service provider. You are required to return a signed consent form in accordance with the instructions provided therein. This is for initiating your background verification subsequent to you joining the Company.

- b) You will have to bring 5 copies of your latest passport size colour photographs, and the originals and one set of copies of all certificates specified in Annexure 1 on the joining date. Your appointment will be subject to verification of your certificates against the information provided by you in your resume and during the interview.

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3. Reporting Date

Your date of joining will be **28-Jun-21**.

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

Date: 29-Jun-2021

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

Appointment Offer: Software Engineer

Dear Sankeerthana Nalajala,

Following your interview with us, we are pleased to appoint you as **Software Engineer** in IBS Software Pvt. Ltd. (the "Company"), subject to your acceptance of the terms and conditions contained herein.

Terms and conditions of the Offer

1. Pre-requisites

- a) This appointment and continuance of your employment will be subject to you being medically fit by our medical panel and also subject to you clearing the background verification exercise undertaken by the Company. In this regard, you will be receiving a consent form from IBS designated service provider. You are required to return a signed consent form in accordance with the instructions provided therein. This is for initiating your background verification subsequent to you joining the Company.
- b) You will have to bring 5 copies of your latest passport size colour photographs, and the originals and one set of copies of all certificates specified in Annexure 1 on the joining date. Your appointment will be subject to verification of your certificates against the information provided by you in your resume and during the interview.

2. Posting

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3. Reporting Date

Your date of joining will be **30-Jun-21**.

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 E-Mail: Corporateaffairs@ibsplc.com
 www.ibsplc.com


17-552

Tech Mahindra Limited
Infocity, Hitech City Layout,
Madhapur, Hyderabad 500081, India.

Tel: +91 40 3063 6363
Fax: +91 40 2311 7011

Registered Office:
Gateway Building, Apollo Bunder
Mumbai 400 001, India.
www.techmahindra.com
CIN L64200MH1986PLC041370



1848128 / ELTP / 2020

25-May-2021

Subject: Letter of Intent

Dear Malisettyvenkata,

Basis your internship request, we are pleased to inform that you shall be considered for a position of **Associate Software Engineer at Band U and Sub Band U1** in our Organization provided:

- Ø You being medically fit, having completed your academic course with a minimum grade of **First Class or equivalent grade** as specified at the time of your selection, meeting the set eligibility criteria,
- Ø You have successfully cleared the evaluation conducted by Tech Mahindra or the partner on behalf of Tech Mahindra including aptitude test, English essay, and
- Ø You have successfully cleared technical test or technical interview or both and HR interview that would be conducted by Tech Mahindra, and
- Ø You successfully completing **9 months** unpaid internship at Tech Mahindra for getting the relevant practical experience basis your request.

On successful completion of the above, the Company may, at its sole discretion, offer you an employment opportunity with the following conditions:

- Ø You will be under probation for a period of **3 (three) months** from the date of joining.
- Ø During probation period, you will be eligible for Annual Salary package of **INR 260,000 (Indian Rupees Two Hundred and Sixty Thousand Only)**. Please refer to **Annexure - A** for breakup of your intended Annual Salary package.
- Ø Post probation and subject to Tech Mahindra's decision to confirm your position, you will be eligible for an Annual Salary package of **INR 325,000 (Indian Rupees Three Hundred and Twenty-five Thousand Only)**. Please refer to **Annexure - B** for breakup of your intended Annual Salary package.
- Ø In addition, you will also be entitled for a one-time Relocation Allowance not exceeding **INR 15,000, (Indian Rupees Fifteen Thousand Only)** if eligible, as per Tech Mahindra policy.
- Ø At the time of joining, you are required to sign a service bond with Tech Mahindra. As per this bond, you will be required to serve Tech Mahindra for a period of at least 2 years from the date of your joining, failing which, you will need to pay a sum of **Indian Rupees 100,000/- (Indian Rupees One Hundred Thousand Only)** as liquidated damages to Tech Mahindra.

You are required to mandatorily possess a valid Passport and Income Tax PAN Card at the time of joining the Company. We request you to confirm to us your acceptance of the terms and conditions specified herein by signing and returning a copy of this Letter to Campus Joining Team on Campusjoining@techmahindra.com



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12-TS2
Tech Mahindra Limited
Infocity, Hitech City Layout,
Madhapur, Hyderabad 500081, India.

Tel: +91 40 3063 6363
Fax: +91 40 2311 7011

Registered Office:
Gateway Building, Apollo Bunder
Mumbai 400 001, India.
www.techmahindra.com
CIN L64200MH1986PLC041370

Annexure A

Total Cost to Company (TCC) (Per Annum)	260,000
Components of Total Cost to Company	INR. (Per Annum)
Basic (@30% of Total Fixed Pay)	67,712
HRA (@50% of Basic Pay)	33,856
Bonus/Statutory Bonus	24,000
Employer's contribution to Provident Fund (@12% of Basic Pay)	8,125
Flexible Components of TFP ^	92,013
Total Fixed Pay (Per Annum)	2,25,706
Total Variable Pay (TVP) (Per Annum) (*)	25,079
Total ??????????...(A)	2,50,785
Additional Benefits ??...?(B)	9,215
Gratuity	3,257
Insurance Premiums (towards GTLI, GMIP and GPAI)	5,958
Total Cost to Company (Per Annum) ----- (A) + (B)	2,60,000
^ Under the 'Flexible Benefits Plan', you are eligible to choose a combination of the Components as mentioned below, subject to the individual maximum limits as mentioned against each of them, balance if any shall be paid as taxable amount under Additional Personal Pay	
LTA	12,000
Meal Card (Max Rs. 2200 per month)	26,400
Bonus / Statutory Bonus, if applicable, shall be paid in 12 equal monthly installments in advance along with your regular salary.	
(*) Maximum amount based on 100% performance; TVP shall be payable as per Variable Pay Program applicable for the Financial Year	
Additional Benefits : In addition to the above, you will also be eligible for the below-mentioned benefits -	
i) Gratuity : As per Payment of Gratuity Act	
ii) Insurance	
a) Group Term Life Insurance (GTLL) Coverage: You would be eligible to be covered under the Group Term Life Insurance Cover, providing Life Insurance Coverage to the associates by paying a lump sum benefit of Rs. 20 lakhs to the beneficiary on the unfortunate death of the associate	
b) Group Medical Coverage Plan (GMIP): You would also be enrolled under the existing Medical Insurance scheme of the company with a cover of Rs. 3 lakhs (floating cover) applicable to Self , Spouse, 2 children & 2 parents. Cost of coverage of parents (if opted for) will be borne by you. If enrollment of parents is not opted for, the applicable cover (for self only OR self +spouse+up to 2 children) will be Rs. 2 lakhs.	
c) Group Personal Accident Insurance (GPAI) coverage: You would be enrolled under the Company's GPAI scheme with a cover of upto Rs. 5 lakhs payable in case of permanent disablement arising out of any unfortunate event of an accident.	



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1848188 / ELTP / 2020

31-May-2021

Subject: Letter of Intent

Dear Manikanta,

Basis your internship request, we are pleased to inform that you shall be considered for a position of **Associate Software Engineer at Band U and Sub Band U1** in our Organization provided:

- Ø You being medically fit, having completed your academic course with a minimum grade of **First Class or equivalent grade** as specified at the time of your selection, meeting the set eligibility criteria,
- Ø You have successfully cleared the evaluation conducted by Tech Mahindra or the partner on behalf of Tech Mahindra including aptitude test, English essay, and
- Ø You have successfully cleared technical test or technical interview or both and HR interview that would be conducted by Tech Mahindra, and
- Ø You successfully completing **9 months** unpaid internship at Tech Mahindra for getting the relevant practical experience basis your request.

On successful completion of the above, the Company may, at its sole discretion, offer you an employment opportunity with the following conditions:

- Ø You will be under probation for a period of **3 (three) months** from the date of joining.
- Ø During probation period, you will be eligible for Annual Salary package of **INR 260,000 (Indian Rupees Two Hundred and Sixty Thousand Only)**. Please refer to **Annexure - A** for breakup of your intended Annual Salary package.
- Ø Post probation and subject to Tech Mahindra's decision to confirm your position, you will be eligible for an Annual Salary package of **INR 325,000 (Indian Rupees Three Hundred and Twenty-five Thousand Only)**. Please refer to **Annexure - B** for breakup of your intended Annual Salary package.
- Ø In addition, you will also be entitled for a one-time Relocation Allowance not exceeding **INR 15,000, (Indian Rupees Fifteen Thousand Only)** if eligible, as per Tech Mahindra policy.
- Ø At the time of joining, you are required to sign a service bond with Tech Mahindra. As per this bond, you will be required to serve Tech Mahindra for a period of at least 2 years from the date of your joining, failing which, you will need to pay a sum of **Indian Rupees 100,000/- (Indian Rupees One Hundred Thousand Only)** as liquidated damages to Tech Mahindra.

You are required to mandatorily possess a valid Passport and Income Tax PAN Card at the time of joining the Company. We request you to confirm to us your acceptance of the terms and conditions specified herein by signing and returning a copy of this Letter to Campus Joining Team on Campusjoining@techmahindra.com



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



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CIN L64200MH1986PLC041370

Annexure A

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a) Group Term Life Insurance (GTLL) Coverage: You would be eligible to be covered under the Group Term Life Insurance Cover, providing Life Insurance Coverage to the associates by paying a lump sum benefit of Rs. 20 lakhs to the beneficiary on the unfortunate death of the associate	
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c) Group Personal Accident Insurance (GPAI) coverage: You would be enrolled under the Company's GPAI scheme with a cover of upto Rs. 5 lakhs payable in case of permanent disablement arising out of any unfortunate event of an accident.	

1848268 / ELTP / 2020

11-July-2021

Subject: Letter of Intent

Dear Noorjahan,

Basis your internship request, we are pleased to inform that you shall be considered for a position of **Associate Software Engineer at Band U and Sub Band U1** in our Organization provided:

- Ø You being medically fit, having completed your academic course with a minimum grade of **First Class or equivalent grade** as specified at the time of your selection, meeting the set eligibility criteria,
- Ø You have successfully cleared the evaluation conducted by Tech Mahindra or the partner on behalf of Tech Mahindra including aptitude test, English essay, and
- Ø You have successfully cleared technical test or technical interview or both and HR interview that would be conducted by Tech Mahindra, and
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- Ø Post probation and subject to Tech Mahindra's decision to confirm your position, you will be eligible for an Annual Salary package of **INR 325,000 (Indian Rupees Three Hundred and Twenty-five Thousand Only)**. Please refer to **Annexure - B** for breakup of your intended Annual Salary package.
- Ø In addition, you will also be entitled for a one-time Relocation Allowance not exceeding **INR 15,000, (Indian Rupees Fifteen Thousand Only)** if eligible, as per Tech Mahindra policy.
- Ø At the time of joining, you are required to sign a service bond with Tech Mahindra. As per this bond, you will be required to serve Tech Mahindra for a period of at least 2 years from the date of your joining, failing which, you will need to pay a sum of **Indian Rupees 100,000/- (Indian Rupees One Hundred Thousand Only)** as liquidated damages to Tech Mahindra.

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Annexure A

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Components of Total Costto Company	INR. (PerAnnum)
Basic(@30%of TotalFixedPay)	67,712
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a) Group Term Life Insurance (GTI) Coverage: You would be eligible to be covered under the Group Term LifeInsurance Cover, providing Life Insurance Coverage to the associates by paying a lump sum benefit of Rs. 20lakhsto thebeneficiaryontheunfortunatedeathof theassociate	
b) Group Medical Coverage Plan (GMIP): You would also be enrolled under the existing Medical Insurancescheme of the company with a cover of Rs. 3 lakhs (floating cover) applicable to Self , Spouse, 2 children & 2parents. Cost of coverage of parents (if opted for) will be borne by you. If enrollment of parents is not opted for, theapplicablecover(for selfonlyOR self+spouse+upto 2children)willbeRs.2lakhs.	
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CIN L64200MH1986PLC041370

1848426 / ELTP / 2020

22-July-2021

Subject: Letter of Intent

Dear Venkata Reddy,

Basis your internship request, we are pleased to inform that you shall be considered for a position of **Associate Software Engineer at Band U and Sub Band U1** in our Organization provided:

- Ø You being medically fit, having completed your academic course with a minimum grade of **First Class or equivalent grade** as specified at the time of your selection, meeting the set eligibility criteria,
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Training & Placement Officer
DVR & Dr HS MIC College of Technology
(Signature)



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ayout,
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459
Registered Office:
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Annexure A

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1848348/ ELTP / 2020

17-June-2021

Subject: Letter of Intent

Dear Venkata Gowtham

Basis your internship request, we are pleased to inform that you shall be considered for a position of **Associate Software Engineer at Band U and Sub Band U1** in our Organization provided:

- Ø You being medically fit, having completed your academic course with a minimum grade of **First Class or equivalent grade** as specified at the time of your selection, meeting the set eligibility criteria,
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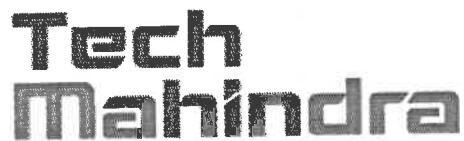
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- Ø In addition, you will also be entitled for a one-time Relocation Allowance not exceeding **INR 15,000, (Indian Rupees Fifteen Thousand Only)** if eligible, as per Tech Mahindra policy.
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Training & Placement Officer
DVR & Dr HS MIC College of Technology



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Annexure A

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U21

**Tech
Mahindra**

1848426 / ELTP / 2020

02-August-2021

Subject: Letter of Intent

Dear Komali Satyavani,

Basis your internship request, we are pleased to inform that you shall be considered for a position of **Associate Software Engineer at Band U and Sub Band U1** in our Organization provided:

- Ø You being medically fit, having completed your academic course with a minimum grade of **First Class or equivalent grade** as specified at the time of your selection, meeting the set eligibility criteria,
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- Ø In addition, you will also be entitled for a one-time Relocation Allowance not exceeding **INR 15,000, (Indian Rupees Fifteen Thousand Only)** if eligible, as per Tech Mahindra policy.
- Ø At the time of joining, you are required to sign a service bond with Tech Mahindra. As per this bond, you will be required to serve Tech Mahindra for a period of at least 2 years from the date of your joining, failing which, you will need to pay a sum of **Indian Rupees 100,000/- (Indian Rupees One Hundred Thousand Only)** as liquidated damages to Tech Mahindra.

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

1848336 / ELTP / 2020

03-July-2021

Subject: Letter of Intent

Dear Kavya Nayani,

Basis your internship request, we are pleased to inform that you shall be considered for a position of **Associate Software Engineer at Band U and Sub Band U1** in our Organization provided:

- Ø You being medically fit, having completed your academic course with a minimum grade of **First Class or equivalent grade** as specified at the time of your selection, meeting the set eligibility criteria,
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Training & Placement Officer
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(W)



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Registered Office:
Gateway Building, Apollo
BunderMumbai 400 001,
India. www.techmahindra.com

Annexure A

Total Costto Company(TCC)(PerAnnum)	260,000
Components of Total Costto Company	INR. (PerAnnum)
Basic(@30%of TotalFixedPay)	67,712
HRA(@50%of BasicPay)	33,856
Bonus/StatutoryBonus	24,000
Employer'scontributionto ProvidentFund(@12%of BasicPay)	8,125
	92,013
Flexible Components of TFP ^	2,25,706
Total Fixed Pay(PerAnnum)	25,079
TotalVariablePay(TVP) (PerAnnum)(*)	2,50,785
Total ??????????...(A)	9,215
Additional Benefits??...?(B)	
Gratuity	3,257
InsurancePremiums(towardsGTLI, GMIP andGPAI)	5,958
Total Costto Company(PerAnnum)----- (A)+(B)	2,60,000
^ Under the 'Flexible Benefits Plan', you are eligible to choose a combination of the Components as mentionedbelow, subject to the individual maximum limits as mentioned against each of them, balance if any shall be paid astaxableamountunderAdditionalPersonalPay	
LTA	12,000
MealCard(MaxRs. 2200permonth)	26,400
Bonus/StatutoryBonus,ifapplicable,shallbepaidin12equalmonthlyinstallmentsinadvancealongwithyourregularsalary.	
(*)Maximumamountbasedon100%performance;TVPshallbepayableasperVariablePayProgramapplicablefor theFinancialYear	
Additional Benefits: In additionto theabove,youwillalsobeeligiblefor thebelow-mentionedbenefits-	
i)Gratuity : As perPaymentof Gratuity Act	
ii)Insurance	
a) Group Term Life Insurance (GTLI) Coverage: You would be eligible to be covered under the Group Term LifeInsurance Cover, providing Life Insurance Coverage to the associates by paying a lump sum benefit of Rs. 20lakhs to thebeneficiaryontheunfortunatedeathof theassociate	
b) Group Medical Coverage Plan (GMIP): You would also be enrolled under the existing Medical Insurancescheme of the company with a cover of Rs. 3 lakhs (floating cover) applicable to Self , Spouse, 2 children & 2parents. Cost of coverage of parents (if opted for) will be borne by you. If enrollment of parents is not opted for, theapplicablecover(for selfonlyOR self+spouse+upto 2children)willbeRs.2lakhs.	
c) Group Personal Accident Insurance (GPAI) coverage: You would be enrolled under the Company's GPAIscheme with a cover of uptoRs. 5 lakhs payable in case of permanent disablement arising out of any unfortunateeventof anaccident.	

HCL Technologies Limited
Corporate Identification Number: L74140DL1991PLC046369
Technology Hub, Special Economic Zone
Plot No: 3A, Sector 126, Noida, Uttar Pradesh 201304, India
Tel: +91 120 6126000, F: +91 120 4683030
Registered Office: 806, Siddhartha 96, Nehru Place – 110019, New Delhi, India
www.hcltech.com

UTTAR
P

OFFER FOR INTERNSHIP

March 19, 2021

Ref. No. HCLVJWCFI022100053

Dear Nakirkanti Hema Sri,

Subject: Internship with HCL Technologies, Engineering and R&D Service (ERS)

Congratulations! Your application for internship dated **March 22nd, 2021** duly recommended by your College/University vide it's letter dated has been successfully processed. We are impressed with your academic credentials and are pleased to offer you an internship position with HCL Technologies Ltd ("HCL" or "Company").

HCL Technologies is one of the fastest growing technology companies in the world. In our pursuit to deliver the best in Engineering and R&D Service, especially in Design and Simulation, User Experience, Platform Engineering and Quality Assurance. In the verticals, HCL was placed amongst the leaders in Automotive, Aerospace, Construction & Heavy Machinery, Consumer Electronics, Consumer Software, Industrial Automation, Enterprise Software, Medical Devices, Semiconductor, Telecommunication and Transport.

During your internship with us, you will be trained on technologies that help in developing and testing of the above mentioned areas. It is a structured and rigorous training programme to provide you experiential learning, real chance to put your skills in practice which makes you become Skilled and enhanced employable. You will also have an opportunity to gain "hands on" live project experience and to interact with global leaders from HCL.

Please report to **HCL Technologies** at the following Address **HCL Technologies Ltd, Our Skill Development Centre - Vidyapeet, S No. 20/3, NH 5 Kesarpalli, Gannavaram, Andhra Pradesh 521102** on **22nd March 2021** at **9:00 AM**. This internship shall be governed by the terms and conditions as laid down hereunder in this internship agreement as stated in **ANNEXURE 1**.

Looking forward.

For **HCL Technologies Ltd**,


Srimathi Shivashankar
Corporate Vice President & Program Director


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

HCL Technologies Limited

Corporate Identification Number: L74140DL1991PLC046369

Technology Hub, Special Economic Zone

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www.hcltech.com

K

9. The company expects you to undertake, attend and complete your internship with high standards of integrity and to maintain appropriate standards of behavior at all times.

10. Your continuation in internship shall be subject to the satisfactory verification of your credentials, testimonials, etc. and the details given by you in your Application Form/ Declaration. Your internship shall be liable to be terminated summarily if it is found at any time that you have concealed any material information or given any false information/ particulars or convicted of or pleaded guilty of any offence or crime. For the avoidance of doubt, your signature in this Letter constitutes your express authorization to the Company (or the appointed third party) to conduct a background investigation on your credentials, as may be necessary.

11. You will be required to maintain utmost secrecy and shall not divulge or disclose to anyone in any manner, particulars or details of any information or data that you may come to possess by virtue of your association with the Company, including details of the trade secrets, manufacturing or research process, financial, administrative and /or organization matter or any transaction or affairs of the Company of confidential nature.

12. You are expected to acquaint yourself with the governance related Company policies which are available at the Company's online portal or may be acquired from the Scholar HR at the respective premises. If at any time in the opinion of the Company, you are found to be guilty of fraud, dishonesty, disobedience, disorderly behavior, negligence, indiscipline, or any other conduct considered by to be deterrent to the Company's interest or of violation of one or more terms of this internship letter, the Company reserves the right to terminate your internship without notice. The decision of the Company in this regard shall be final.

13. All inventions, discoveries, improvements, copyrightable material, trademarks ideas and concepts and other intellectual property rights that you may make or conceive, either solely or jointly with others, during the period of your internship, shall be deemed to be the exclusive property of the Company and you hereby waive any and all rights, title or interest, if any, in the same in favor of the Company. Further, it is expected that you to promptly reduce to writing and disclose to the Company all such inventions, discoveries, improvements, copyrightable material, trademarks ideas and concepts and other intellectual property rights, which you may make or conceive during the internship.

14. You will be responsible for safekeeping and return in good condition and order of all Company assets, which may be in your use, custody or charge; failing which the Company shall be entitled to recover the costs of the same from you.

15. You expressly agree and undertake to fully indemnify, compensate and hold the Company harmless from and against any and all claims, demands, damages, injuries, expenses and liability arising directly or indirectly from your acts or omissions. You further agree that you will defend at your own expense and will indemnify and hold the Company harmless from and against any and all damages, demands, expenses, claims, liability, injuries, suits and proceedings asserted or brought against the Company on a claim that any material, software or other writings or articles developed by you for the Company during the course of your internship with the Company constitutes and infringement of any patent, copyright or other third party intellectual property right.

16. Your continuance on this internship with the Company is subject to your remaining physically and mentally fit. You are expected to undergo medical examination as per the directions of the Company, if required unless prohibited under law.

HCL Technologies Limited

Corporate Identification Number: L74140DL1991PLC046369

Technology Hub, Special Economic Zone

Plot No: 3A, Sector 126, Noida, Uttar Pradesh 201304, India

Tel: +91 120 6126000, F: +91 120 4683030

Registered Office: 806, Siddhartha 96, Nehru Place – 110019, New Delhi, India

www.hcltech.com

No commitments other than what is mentioned in this Internship Agreement will be applicable to you or entertained by us.

I accept the above terms & conditions

Intern's Name:

Signature :

Date :



Date: April 10, 2021

Offer-cum-Appointment Letter

Dear Ms. Kiranmai Pasupuleti,

Greetings from Pivox Labs!

This letter is to confirm your appointment as a "Junior Software Developer" with Pivox Labs. This position will be based in our Guntur office at Pivox Labs, APCRDA Building, 1st Floor, 6/12 Brodipet, Guntur, Andhra Pradesh.

You will be paid gross salary of Rs.1,80,000/- per year (also called as CTC) and corresponding deductions are applied as per government rules and also you will be paid Performance Bonus as up to Rs. 35,000/- at end of the year based on company's performance and resource productivity. You will get stipend Rs. 10,000/- during the training and your actual CTC will start after completion of the training.

You are expected to serve us for a minimum period of Three Years and have to sign a contract for the same at the time of joining.

We expect you to report to work on April 12, 2021.

Your employment with us will be governed by the Terms & Conditions as detailed in the 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.

We congratulate you on your appointment and wish you a long and successful career with us. We look forward to having you in our team and are excited to jointly explore the opportunities that lie ahead of us.

Yours Sincerely,
For PIVOX LABS.,

Ravan Kalava
Sr. Manager - Human Resources



Training & Placement Officer
DVR & Dr. HS MEC College of Technology

I have read that offer, Understood and accept the above mentioned terms and conditions.

Signature: P. Kiranmai

Date: 10/4/2021



Date: April 10'2021,

Offer-cum-Appointment Letter

Dear Ms. Devi Prasanna K,

Greetings from Pivox Labs!

This letter is to confirm your appointment as a “Junior Software Developer” with Pivox Labs. This position will be based in our Guntur office at Pivox Labs, APCRDA Building, 1st Floor, 6/12 Brodipet, Guntur, Andhra Pradesh.

You will be paid gross salary of Rs.3,00,000/- per year this includes an annual incentive Bonus of Rs. 50,000/- (also called as CTC) and corresponding deductions are applied as per government rules. The other details about your compensation is presented in Annexure - A. You will get stipend Rs. 10,000/- during the training and your actual CTC will start after completion of the training.

You are expected to serve us for a minimum period of **Three Years** and have to sign a contract for the same at the time of joining.

We expect you to report to work on **July 14, 2021**.

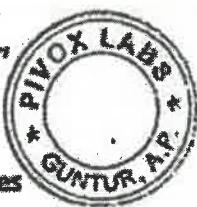
Your employment with us will be governed by the Terms & Conditions as detailed in the Annexure - B. Your offer has been made based on information furnished by you. However, if there is a discrepancy in the copies of documents or certificates given by you as a proof of above, we retain the right to review our offer of employment.

Employment as per this offer is subject to your being medically fit.

We congratulate you on your appointment and wish you a long and successful career with us. We look forward to having you in our team and are excited to jointly explore the opportunities that lie ahead of us.

Yours Sincerely,
For PIVOX LABS,

Parva Kalava
Human Resources



I have read that offer, Understood and accept the above-mentioned terms and conditions.

Signature:

Date:

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



Date: April 10'2021,

Offer-cum-Appointment Letter

Dear Mr. Kamal Durga Prasad A ,

Greetings from Pivox Labs!

This letter is to confirm your appointment as a “Junior Software Developer” with Pivox Labs. This position will be based in our Guntur office at Pivox Labs, APCRDA Building, 1st Floor, 6/12 Brodipet, Guntur, Andhra Pradesh.

You will be paid gross salary of Rs.3,00,000/- per year this includes an annual incentive Bonus of Rs. 50,000/- (also called as CTC) and corresponding deductions are applied as per government rules. The other details about your compensation is presented in Annexure - A. You will get stipend Rs. 10,000/- during the training and your actual CTC will start after completion of the training.

You are expected to serve us for a minimum period of **Three Years** and have to sign a contract for the same at the time of joining.

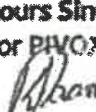
We expect you to report to work on **July 14, 2021**.

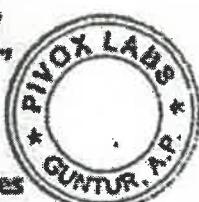
Your employment with us will be governed by the Terms & Conditions as detailed in the Annexure - B. Your offer has been made based on information furnished by you. However, if there is a discrepancy in the copies of documents or certificates given by you as a proof of above, we retain the right to review our offer of employment.

Employment as per this offer is subject to your being medically fit.

We congratulate you on your appointment and wish you a long and successful career with us. We look forward to having you in our team and are excited to jointly explore the opportunities that lie ahead of us.

Yours Sincerely,
For PIVOX LABS,


Parva Kalava
Human Resources



I have read that offer, Understood and accept the above-mentioned terms and conditions.

Signature:

Date:


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



Date: April 10'2021,

Offer-cum-Appointment Letter

Dear Ms. LAKSHMI Lavanya J ,

Greetings from Pivox Labs!

This letter is to confirm your appointment as a “Junior Software Developer” with Pivox Labs. This position will be based in our Guntur office at Pivox Labs, APCRDA Building, 1st Floor, 6/12 Brodipet, Guntur, Andhra Pradesh.

You will be paid gross salary of Rs.3,00,000/- per year this includes an annual incentive Bonus of Rs. 50,000/- (also called as CTC) and corresponding deductions are applied as per government rules. The other details about your compensation is presented in Annexure - A. You will get stipend Rs. 10,000/- during the training and your actual CTC will start after completion of the training.

You are expected to serve us for a minimum period of **Three Years** and have to sign a contract for the same at the time of joining.

We expect you to report to work on **July 14, 2021**.

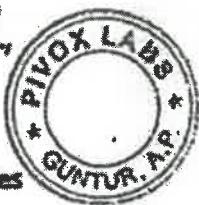
Your employment with us will be governed by the Terms & Conditions as detailed in the Annexure - B. Your offer has been made based on information furnished by you. However, if there is a discrepancy in the copies of documents or certificates given by you as a proof of above, we retain the right to review our offer of employment.

Employment as per this offer is subject to your being medically fit.

We congratulate you on your appointment and wish you a long and successful career with us. We look forward to having you in our team and are excited to jointly explore the opportunities that lie ahead of us.

Yours Sincerely,
For PIVOX LABS,

Pavan Kalava
Human Resources



I have read that offer, Understood and accept the above-mentioned terms and conditions.

Signature:

Date:

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



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

Overall Drive Result

4 messages

Alifiya Nasikwala/ HR/ QK <alifiya.nasikwala@qualitykiosk.com>

Tue, Jun 29, 2021 at 6:21 PM

To: tnp@mictech.ac.in

Cc: Shilpa Hadke/ HR/ QK <shilpa.hadke@qualitykiosk.com>, Aditi Gupta <aditi.gupta@qualitykiosk.com>

Dear Mr. Prasad,

Please find attached the overall drive results. Requesting your help in providing the pre joining documents from the students latest by 15th July, 21.

1. There will be a 2 years bond. I am attaching the bond, please note that the bond also has to be signed and sent by given time lines.
- The bond will begin from the date of joining the organization (A guide is provided for the bond as well)
2. Your job location will be Mumbai
3. Letter of Intent is attached
4. Please send a professional photo of yours in jpeg format.
5. Please fill the attached excel sheet and send it back to me. (You can leave professional reference blank)
6. Please send your documents (Aadhar card, pan card, passport, all the educational certificates) in pdf format.
7. If you do not have a passport, please apply for one, but send us all the other mentioned documents.
8. Please send the signed bond too.

Feel free to reach out to me in case of any queries or concerns.

--

Warm Regards,



This e-mail (including any attachments) is confidential and may also contain proprietary information of QualityKiosk. The email and the attachments, if any, are transferred for the exclusive attention of the intended addressees named above. If you have received this transmission in error, please immediately notify the sender by return e-mail and delete this message with its attachments. Unauthorized use, copying or further full or partial distribution of this e-mail or its attachments is strictly prohibited and may subject you to legal action. Although this e-mail and any attachments are believed to be free of any virus that may affect any computer system into which it is received and opened, it is the responsibility of the recipient to ensure that it is virus free. QualityKiosk is not liable for any loss or damage arising in any way from the use of this e-mail or its attachments.

7 attachments

Bond - 24 months - 2021 - Guide.pdf

<https://mail.google.com/mail/u/0/?ik=195267ecd4&view=pt&search=all&permthid=thread-f%3A1703905703085841249&simpl=msg-f%3A1703905703...> 1/4

S.No	Name	
1	Yogeshwar Moruboyina	yogeshwarm101
2	Navya Sri Nayidi	nayidi.navya22@
3	Homeshwar Jamanjyothi	homesh.dj@gmail.com
4	VAISHNAVI KUNAPAREDDY	vaishnavi.kunapareddy
5	Banu Pooja kannikanti	banukannikanti23
6	sankeerthana Nalajala	sankeerthananalajala
7	Srivani Mukku	srivanireddymukku
8	Shaik Reshma	skreshma868@gmail.com
9	Indukuri Jyothi Vijaya Durga Sow	sowmya0810indukuri
10	Rajesh Mallela	rajeshmallela509@gmail.com
11	javvaji kushma sai	kushmasaijavvaji@gmail.com
12	KRISHNA PRIYA KAPALAVAI	krishnapriyakapalava
13	Tejeswi Devi Priya Pillarisetty	priyapillarisetty19@gmail.com
14	Mokkapati Laila	lailamokkapati22@gmail.com
15	Madiraju Omkar Pavan	omkarpavanmadiraju
16	Chavalam Gagana Sindhu	chavalamsindhu71316
17	Tadisetty Jagadeesh Prasad	jagadeeshprasadt@gmail.com
18	Divya Ginjupalli	divya73060@gmail.com
19	Tejasri Pera	peratejasri01@gmail.com
20	VUDUTHA VENKATA SAI MALLIKARJUNA	saimallikarjunvudutha1
21	Indla Lakshmi Navya	lakshminavyaindla@gmail.com
22	korivi Ramanadh	koriviramanadh@gmail.com
23	Chiranjeevi L P R Sai manideep P	psmd1999@gmail.com
24	YESWANTH KATRAPATI	yeshwanthkatrapati24@gmail.com
25	Geetha Gadde	geethagadde.99@gmail.com
26	MUTHARAJU SAI VENKATA DURGALA	mails2madhav@gmail.com
27	TEEGALA HARSHAVARDHINI	teegalaharesha12@gmail.com
28	Yamini	yamini.gude@gmail.com
29	Lalithamma Polavarapu	polavarapulalitha7@gmail.com
30	ABBURI SUCHARITA	abburisucharitha@gmail.com
31	Paul Sastry Kumpati	paulsastry@gmail.com
32	MOUNIKA DHARAVATH	monikadharavath7@gmail.com
33	santhi kankanala	santhikankanala99@gmail.com
34	Sai Ramya Rayala	rsairamya964@gmail.com
35	Danduboyina Monica Yadav	monicayadav3209@gmail.com
36	Kaley Veera Venkata Satya Nuka	kvvsn.rajkumar33@gmail.com
37	Aswani Pureti	aswanipureti2222@gmail.com
38	mahamkali gopinadh	gopimahamkali8466@gmail.com

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ment Officer
Technology

3A5

21 June 2021

Dear Raghava Paul Gancheeri,

We are pleased to offer you a **6 Month's Training** with Verzeo Edutech Pvt. Ltd. "At-will basis" which can be extended. Please find the following confirmation of your Training:

Training Date: 21 July 2021- 30 July 2021

OJT Start Date: 31 July 2021

OJT End Date: 31 January 2022

Your job title will be "**Business Development Trainee**" Your scope of responsibilities will include those for which you are engaged, as well as any other duties given to you by your reporting manager from time to time. By accepting this training offer you agree to perform all responsibilities assigned to you with due care and diligence and in compliance with the management norms. You are also required to substantially use all of your time and effort to perform these tasks during business hours and such reasonable additional time as may be necessary.

You will be eligible for a stipend of INR 15000 pm and INR 10000 as an Incentives based on the performance for the period with statutory deductions as per the company policies & performance. As an intern you will not receive any of the employee benefits that regular employees receive. During training period, the company will have all the rights, to terminate your services without offering any reason and you are required to give 15 days' notice should you wish to terminate your training before the end of your training.

By accepting this offer of Training, you acknowledge that you will keep all of this information strictly confidential and refrain from using it for your own purpose or from disclosing it to anyone outside of the Company. In addition, you agree that, upon conclusion of your training, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.



+91 8360682123



support@verzeo.in



Obeya gusto, L367,3rd floor 5th main road, hsr layout 6th sector ,56002

0900KA2018PTC109509, GSTN: 29AAGCV2536B1ZG, PAN: AAGCV2536B

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

3 A5

Annexure-1

Sl. No	Particulars
1.	Professional / Educational Certificates and Mark Sheets towards: • 10 th standard or equivalent examination • 12 th standard or equivalent examination • Graduation • Post-graduation / Doctorate Other relevant educational or skill certifications
2.	COLOR SCANNED COPY OF YOUR PHOTOGRAPHS
3.	PAN Card, Voter ID or Driving Licence Scanned Copy.
4.	Bank Account Details: Bank Name, Your Name as per Bank records, Account Number, IFSC Code.



21 June 2021

Dear Lokesh Prasad L ,

We are pleased to offer you a **6 Month's** Training with Verzeo Edutech Pvt. Ltd. "At-will basis" which can be extended. Please find the following confirmation of your Training:

Training Date: 21 July 2021- 30 July 2021

OJT Start Date: 31 July 2021 OJT End Date: 31 January 2022

Your job title will be "**Business Development Trainee**" Your scope of responsibilities will include those for which you are engaged, as well as any other duties given to you by your reporting manager from time to time. By accepting this training offer you agree to perform all responsibilities assigned to you with due care and diligence and in compliance with the management norms. You are also required to substantially use all of your time and effort to perform these tasks during business hours and such reasonable additional time as may be necessary.

You will be eligible for a stipend of INR 15000 pm and INR 10000 as an Incentives based on the performance for the period with statutory deductions as per the company policies & performance. As an intern you will not receive any of the employee benefits that regular employees receive. **During training period, the company will have all the rights, to terminate your services without offering any reason and you are required to give 15 days' notice should you wish to terminate your training before the end of your training.**

By accepting this offer of Training, you acknowledge that you will keep all of this information strictly confidential and refrain from using it for your own purpose or from disclosing it to anyone outside of the Company. In addition, you agree that, upon conclusion of your training, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.



+91 8360682123



support@verzeo.in



Obeya gusto, L367,3rd floor 5th main road, hsr layout 6th sector ,560102

0900KA2016PTC109509, GSTN: 29AAGCV2530B1ZG, PAN: AAGCV2530B


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



21 June 2021

Dear Mohammad Gouse Sk,

We are pleased to offer you a **6 Month's** Training with Verzeo Edutech Pvt. Ltd. "At-will basis" which can be extended. Please find the following confirmation of your Training:

Training Date: 21 July 2021- 30 July 2021

OJT Start Date: 31 July 2021 OJT End Date: 31 January 2022

Your job title will be "**Business Development Trainee**" Your scope of responsibilities will include those for which you are engaged, as well as any other duties given to you by your reporting manager from time to time. By accepting this training offer you agree to perform all responsibilities assigned to you with due care and diligence and in compliance with the management norms. You are also required to substantially use all of your time and effort to perform these tasks during business hours and such reasonable additional time as may be necessary.

You will be eligible for a stipend of INR 15000 pm and INR 10000 as an Incentives based on the performance for the period with statutory deductions as per the company policies & performance. As an intern you will not receive any of the employee benefits that regular employees receive. **During training period, the company will have all the rights, to terminate your services without offering any reason and you are required to give 15 days' notice should you wish to terminate your training before the end of your training.**

By accepting this offer of Training, you acknowledge that you will keep all of this information strictly confidential and refrain from using it for your own purpose or from disclosing it to anyone outside of the Company. In addition, you agree that, upon conclusion of your training, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.



+91 8360682123



support@verzeo.in



Obeya gusto, L367,3rd floor 5th main road, hsr layout 6th sector ,560102

0900KA2018PTC109509 GSTN: 29AAGCV2538B1ZG PAN: AAGCV2538B



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



21 June 2021

Dear Suresh Kumar M,

We are pleased to offer you a **6 Month's** Training with Verzeo Edutech Pvt. Ltd. "At-will basis" which can be extended. Please find the following confirmation of your Training:

Training Date: 21 July 2021- 30 July 2021

OJT Start Date: 31 July 2021 OJT End Date: 31 January 2022

Your job title will be "**Business Development Trainee**" Your scope of responsibilities will include those for which you are engaged, as well as any other duties given to you by your reporting manager from time to time. By accepting this training offer you agree to perform all responsibilities assigned to you with due care and diligence and in compliance with the management norms. You are also required to substantially use all of your time and effort to perform these tasks during business hours and such reasonable additional time as may be necessary.

You will be eligible for a stipend of INR 15000 pm and INR 10000 as an Incentives based on the performance for the period with statutory deductions as per the company policies & performance. As an intern you will not receive any of the employee benefits that regular employees receive. **During training period, the company will have all the rights, to terminate your services without offering any reason and you are required to give 15 days' notice should you wish to terminate your training before the end of your training.**

By accepting this offer of Training, you acknowledge that you will keep all of this information strictly confidential and refrain from using it for your own purpose or from disclosing it to anyone outside of the Company. In addition, you agree that, upon conclusion of your training, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.



+91 8360682123



support@verzeo.in



Obeya gusto-L367,3rd floor 5th main road, hsr layout 6th sector ,560102

0900KA2018PT0109509, GSTN: 29AAGCV2536B1ZG, PAN: AAGCV2536B



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



21 June 2021

Dear Chinna Nagul Meera . Sk,

We are pleased to offer you a **6 Month's** Training with Verzeo Edutech Pvt. Ltd. "At-will basis" which can be extended. Please find the following confirmation of your Training:

Training Date: 21 July 2021- 30 July 2021

OJT Start Date: 31 July 2021 OJT End Date: 31 January 2022

Your job title will be "**Business Development Trainee**" Your scope of responsibilities will include those for which you are engaged, as well as any other duties given to you by your reporting manager from time to time. By accepting this training offer you agree to perform all responsibilities assigned to you with due care and diligence and in compliance with the management norms. You are also required to substantially use all of your time and effort to perform these tasks during business hours and such reasonable additional time as may be necessary.

You will be eligible for a stipend of INR 15000 pm and INR 10000 as an Incentives based on the performance for the period with statutory deductions as per the company policies & performance. As an intern you will not receive any of the employee benefits that regular employees receive. **During training period, the company will have all the rights, to terminate your services without offering any reason and you are required to give 15 days' notice should you wish to terminate your training before the end of your training.**

By accepting this offer of Training, you acknowledge that you will keep all of this information strictly confidential and refrain from using it for your own purpose or from disclosing it to anyone outside of the Company. In addition, you agree that, upon conclusion of your training, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.



+91 8360682123



support@verzeo.in



Obeya gusto, L367,3rd floor 5th main road, hsr layout 6th sector ,560102

0900KA2018PTC109509 GSTN: 29AAGCV2536B-ZG PAN: AAGCV2536B



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



21 June 2021

Dear Kalyan . K,

We are pleased to offer you a **6 Month's** Training with Verzeo Edutech Pvt. Ltd. "At-will basis" which can be extended. Please find the following confirmation of your Training:

Training Date: 21 July 2021- 30 July 2021

OJT Start Date: 31 July 2021 OJT End Date: 31 January 2022

Your job title will be "**Business Development Trainee**" Your scope of responsibilities will include those for which you are engaged, as well as any other duties given to you by your reporting manager from time to time. By accepting this training offer you agree to perform all responsibilities assigned to you with due care and diligence and in compliance with the management norms. You are also required to substantially use all of your time and effort to perform these tasks during business hours and such reasonable additional time as may be necessary.

You will be eligible for a stipend of INR 15000 pm and INR 10000 as an Incentives based on the performance for the period with statutory deductions as per the company policies & performance. As an intern you will not receive any of the employee benefits that regular employees receive. **During training period, the company will have all the rights, to terminate your services without offering any reason and you are required to give 15 days' notice should you wish to terminate your training before the end of your training.**

By accepting this offer of Training, you acknowledge that you will keep all of this information strictly confidential and refrain from using it for your own purpose or from disclosing it to anyone outside of the Company. In addition, you agree that, upon conclusion of your training, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.

+91 8360682123

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Obeya gusto, L367,3rd floor 5th main road, hsr layout 6th sector ,560102

0900KA2018PTC109509 GSTN: 29AAGCV2530B1ZG PAN: AAGCV2530B

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



GLYCO BIO PHARMA PRIVATE LIMITED

Date. 23rd March 2021

Offer Letter

Welcome to partake with *Glyco Family*

Dear Mr. Narasimha Naidu M

Further to the final interview and a crash route training program with us, we are pleased to offer the job as a Area Sales Officer in our organization.

Your initial Head Quarters is Tanuku and your services are to be utilized based on optimum territorial coverage as programmed by the organization.

We expect your services with discipline, dedication and determination to keep on maintaining company's PAN India standards in quality, consistency and commitment

We believe that you will come over to the company's expectations and hoist the flag of Glyco in ailing millions.

You are requested to report at our Guntur office by 5thApril 2021 for the introduction program and you will be join duties In the organization from 6thApril 2021.

Best Regards,

[Handwritten signature]
For Glyco Bio Pharma Private Ltd.


[Signature]
Training & Placement Officer
DVR & Dr HS MIC College of Technology



GLYCO BIO PHARMA PRIVATE LIMITED

Date, 23rd March 2021

Offer Letter

Welcome to partake with *Glyco Family*

Dear Mr. Khursheed Basha Sk

Further to the final interview and a crash route training program with us, we are pleased to offer the job as a Area Sales Officer in our organization.

Your initial Head Quarters is Tanuku and your services are to be utilized based on optimum territorial coverage as programmed by the organization.

We expect your services with discipline, dedication and determination to keep on maintaining company's PAN India standards in quality, consistency and commitment

We believe that you will come over to the company's expectations and hoist the flag of Glyco in ailing millions.

You are requested to report at our Guntur office by 5th April 2021 for the introduction program and you will be join duties In the organization from 6th April 2021.

Best Regards,

3AM

For Glyco Bio Pharma Private Ltd.



(b)

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



GLYCO BIO PHARMA PRIVATE LIMITED

Date. 23rd March 2021

Offer Letter

Welcome to partake with *Glyco Family*

Dear Mr. Narendra Kumar K

Further to the final interview and a crash route training program with us, we are pleased to offer the job as a Area Sales Officer in our organization.

Your initial Head Quarters is Tanuku and your services are to be utilized based on optimum territorial coverage as programmed by the organization.

We expect your services with discipline, dedication and determination to keep on maintaining company's PAN India standards in quality, consistency and commitment

We believe that you will come over to the company's expectations and hoist the flag of Glyco in ailing millions.

You are requested to report at our Guntur office by 5th April 2021 for the introduction program and you will be join duties In the organization from 6th April 2021.

Best Regards,



For Glyco Bio Pharma Private Ltd.

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



GLYCO BIO PHARMA PRIVATE LIMITED

Date. 23rd March 2021

Offer Letter

Welcome to partake with *Glyco Family*

Dear Mr. Veera Venkatareddy K

Further to the final interview and a crash route training program with us, we are pleased to offer the job as a Area Sales Officer in our organization.

Your initial Head Quarters is Tanuku and your services are to be utilized based on optimum territorial coverage as programmed by the organization.

We expect your services with discipline, dedication and determination to keep on maintaining company's PAN India standards in quality, consistency and commitment

We believe that you will come over to the company's expectations and hoist the flag of Glyco in ailing millions.

You are requested to report at our Guntur office by 5th April 2021 for the introduction program and you will be join duties In the organization from 6th April 2021.

Best Regards,

3AM

For Glyco Bio Pharma Private Ltd.



(oo)

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



GLYCO BIO PHARMA PRIVATE LIMITED

Date. 23rd March 2021

Offer Letter

Welcome to partake with *Glyco Family*

Dear Mr. Mani Chandra P

Further to the final interview and a crash route training program with us, we are pleased to offer the job as a Area Sales Officer in our organization.

Your initial Head Quarters is Tanuku and your services are to be utilized based on optimum territorial coverage as programmed by the organization.

We expect your services with discipline, dedication and determination to keep on maintaining company's PAN India standards in quality, consistency and commitment

We believe that you will come over to the company's expectations and hoist the flag of Glyco in ailing millions.

You are requested to report at our Guntur office by 5th April 2021 for the introduction program and you will be join duties In the organization from 6th April 2021.

Best Regards,

3AM

For Glyco Bio Pharma Private Ltd.



(W)
Training & Placement Officer
DVR & Dr HS MIC College of Technology

1246

Probation and Confirmation

You will be on probation for a period of 12 months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

Leave

You are entitled to Earned Leave, right from your date of joining. You will be eligible for 15 working days of earned leave annually, during probation. On confirmation as a permanent employee you will be eligible for 20 working days of leave annually.

Leave is credited on a quarterly basis. The leave eligibility shall begin in the quarter of your joining the Company, on a pro-rata basis. Leave year is the calendar year and not the fiscal year.

An illustration with other relevant information have been given in the Information Sheet. The Company's Policies also provide for Maternity, Paternity and Bereavement Leave. Further details will be provided to you at the time of joining.

Agreement

Our offer to you as **Systems Engineer** is subject to the execution of the Service Agreement. The Service Agreement details the scope, terms and conditions of your employment, the necessary training and the contractual obligations towards Infosys from the date of your joining and up to a period of 12 months from the date of allocation to a Practice Unit. The date of allocation to a Practice Unit is generally the first day of the subsequent month post completion of training. You will be required to complete the formalities on the Service Agreement at the time of joining. Please note, non-execution of the notarized Service Agreement will result in denial of employment with the Company.

Compensation and Benefits

Salary

Your Total Gross Salary during training will be **INR 25,000 per month** and Total Gross Salary post allocation will be **INR 30,000 per month**. The break-up of your salary has been provided in the Compensation Details sheet in Annexure - I and Annexure - II.

Training Performance - linked Incentive

You will be eligible for a Training Performance-linked Incentive (TPI) upon allocation to a Practice Unit, to a maximum of 20% of your Fixed Gross Salary, based on your performance in the training. The details of this scheme will be communicated on your joining. Please refer to the Compensation Details sheet for more details.

Notice Period

During the probation period, if your performance is found to be unsatisfactory or if it does not meet the prescribed criteria, your training/employment can be terminated by the Company with one-month notice or salary thereof. On confirmation, you will be required to give three month's notice or salary thereof in case you decide to leave our services, subject to the Company's discretion. Where circumstances make it necessary, the Company will have the discretion to relieve you only at the end of the three months' notice period. Similarly, the Company can terminate your services by giving three months notice or salary thereof.

In the event you do not successfully complete your training, or you are involved in an act that constitutes misconduct, your training/employment can be terminated by the Company with immediate effect without notice.

Background Checks

The Company may, at its discretion conduct background checks prior to or after your expected joining date to validate your identity, the address provided by you, your education details and details of your prior work experience if any, and to conduct any criminal checks. You expressly consent to the Company conducting such background checks. In this connection, you are required to furnish the documents listed in Offer Annexure for India.

If you fail to submit the necessary documents as required by the Company within the specified time period or if the Company is not satisfied, with the outcome of the background checks, the Company, in its sole discretion, reserves the right to withdraw this offer without notice and compensation or to take any appropriate action against you, including, but not limited to termination of your employment.

When a background check raises any concerns regarding any of the details furnished by you and the Company feels the need to further validate such facts, the Company may at its sole discretion, ask you for further information, to substantiate the details that you have earlier provided to the Company, before initiating appropriate action.

Please note that Infosys requires you to furnish a copy of your passport at the time of joining. If you are unable to do so, the Company will initiate a criminal background check.

Other Terms and Conditions

You agree not to undertake employment, whether full-time or part-time, as the Director / Partner / Member / Employee of any other organization / entity engaged in any form of business activity without the consent of Infosys. The consent may be given subject to any terms and conditions that the Company may think fit and may be withdrawn at any time at the discretion of the Company.

As a token of your acceptance of this offer, please bring a duly signed duplicate copies of the letter and all the accompanying annexures, on the date of joining.

We welcome you to the Infosys family and wish you a rewarding career over the years to come.

Yours sincerely,

RICHARD LOBO
EVP and Head Human Resources - Infosys Limited

I have read, understood and agree to the terms and conditions as set forth in this offer letter.

Date: _____, 20_____

Sign your name

Print your full Name _____ Location _____

Certification signature by Richard Lobo
<richard_lobo@infosys.com> validity Unknown

Digitally signed by Richard Lobo
Date: 2021-07-22 18:46:49 IST
Reason: Digitally Signed
Location: Bangalore

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

ANNEXURE - II
 (Compensation post Unit allocation)

COMPENSATION DETAILS
 (All figures in INR per month)

NAME	Ms. Pravallika Samineni		
ROLE	Systems Engineer		
ROLE DESIGNATION	Systems Engineer Trainee		
1. MONTHLY COMPONENTS			
BASIC SALARY			15,000
BASKET OF ALLOWANCES			4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)			2,850
MONTHLY GROSS SALARY			22,328
2. ANNUAL COMPONENT			
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)			150
3. RETIRAL BENEFITS			
PROVIDENT FUND - 12% of Basic Salary			1,800
GRATUITY - 4.81% of Basic Salary*			722
FIXED GROSS SALARY (1+2+3)			25,000
4. INCENTIVE COMPONENTS		At an indicative Payout of 5%	At indicative Payout of 10%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)			26,250
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)			27,500
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)			30,000
OTHER BENEFITS			
Scheme	Eligible Amount In INR	Interest	Monthly Instalments
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time			
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act			

July 22, 2021

HRD/3T/1002126063/21-22

Ms. Kavya Nayani
 15-33, Behind Kota
 Mylavaram
 Mylavaram-521230
 India

Ph: +91-8309567527

Dear Kavya,

Welcome to Infosys!

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

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

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

Warm regards,

RICHARD LOBO
EVP and Head Human Resources - Infosys Limited

Certification signature by Richard Lobo
 <richard_lobo@infosys.com> Validity Unknown

Digitally signed by Richard Lobo
 Date: 2021.07.22 10:28:15 IST
 Reason: Digitally Signed
 Location: Bangalore, India

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

Company Confidential - This communication is confidential between you and Infosys Limited
 Training & Placement Officer
 DVR & Dr HS MIC College of Technology

Probation and Confirmation

You will be on probation for a period of 12 months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

Leave

You are entitled to Earned Leave, right from your date of joining. You will be eligible for 15 working days of earned leave annually, during probation. On confirmation as a permanent employee you will be eligible for 20 working days of leave annually.

Leave is credited on a quarterly basis. The leave eligibility shall begin in the quarter of your joining the Company, on a pro-rata basis. Leave year is the calendar year and not the fiscal year.

An illustration with other relevant information have been given in the Information Sheet. The Company's Policies also provide for Maternity, Paternity and Bereavement Leave. Further details will be provided to you at the time of joining.

Agreement

Our offer to you as **Systems Engineer** is subject to the execution of the Service Agreement. The Service Agreement details the scope, terms and conditions of your employment, the necessary training and the contractual obligations towards Infosys from the date of your joining and up to a period of 12 months from the date of allocation to a Practice Unit. The date of allocation to a Practice Unit is generally the first day of the subsequent month post completion of training. You will be required to complete the formalities on the Service Agreement at the time of joining. Please note, non-execution of the notarized Service Agreement will result in denial of employment with the Company.

Compensation and Benefits

Salary

Your Total Gross Salary during training will be **INR 25,000 per month** and Total Gross Salary post allocation will be **INR 30,000 per month**. The break-up of your salary has been provided in the Compensation Details sheet in Annexure - I and Annexure - II.

Training Performance - linked Incentive

You will be eligible for a Training Performance-linked Incentive (TPI) upon allocation to a Practice Unit, to a maximum of 20% of your Fixed Gross Salary, based on your performance in the training. The details of this scheme will be communicated on your joining. Please refer to the Compensation Details sheet for more details.

Notice Period

During the probation period, if your performance is found to be unsatisfactory or if it does not meet the prescribed criteria, your training/employment can be terminated by the Company with one-month notice or salary thereof. On confirmation, you will be required to give three month's notice or salary thereof in case you decide to leave our services, subject to the Company's discretion. Where circumstances make it necessary, the Company will have the discretion to relieve you only at the end of the three months' notice period. Similarly, the Company can terminate your services by giving three months notice or salary thereof.

In the event you do not successfully complete your training, or you are involved in an act that constitutes misconduct, your training/employment can be terminated by the Company with immediate effect without notice.

Background Checks

The Company may, at its discretion conduct background checks prior to or after your expected joining date to validate your identity, the address provided by you, your education details and details of your prior work experience if any, and to conduct any criminal checks. You expressly consent to the Company conducting such background checks. In this connection, you are required to furnish the documents listed in Offer Annexure for India.

If you fail to submit the necessary documents as required by the Company within the specified time period or if the Company is not satisfied, with the outcome of the background checks, the Company, in its sole discretion, reserves the right to withdraw this offer without notice and compensation or to take any appropriate action against you, including, but not limited to termination of your employment.

When a background check raises any concerns regarding any of the details furnished by you and the Company feels the need to further validate such facts, the Company may at its sole discretion, ask you for further information, to substantiate the details that you have earlier provided to the Company, before initiating appropriate action.

Please note that Infosys requires you to furnish a copy of your passport at the time of joining. If you are unable to do so, the Company will initiate a criminal background check.

Other Terms and Conditions

You agree not to undertake employment, whether full-time or part-time, as the Director / Partner / Member / Employee of any other organization / entity engaged in any form of business activity without the consent of Infosys. The consent may be given subject to any terms and conditions that the Company may think fit and may be withdrawn at any time at the discretion of the Company.

As a token of your acceptance of this offer, please bring a duly signed duplicate copies of the letter and all the accompanying annexures, on the date of joining.

We welcome you to the Infosys family and wish you a rewarding career over the years to come.

Yours sincerely,

RICHARD LOBO
EVP and Head Human Resources - Infosys Limited

I have read, understood and agree to the terms and conditions as set forth in this offer letter.

Date: _____, 20_____

Sign your name

Print your full Name _____ Location _____

Certification signature by Richard Lobo
<richard_lobo@infosys.com> [Validity Unknown]
Digitally signed by Richard Lobo
Date: 2021.07.22 18:28:15 IST
Reason: Digitally Signed
Location: Bangalore, India

INFOSYS LIMITED
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F 91 80 2852 0362
askus@infosys.com
www.infosys.com

ANNEXURE - II
 (Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR per month)				
NAME	Ms. Kavya Nayani			
ROLE	Systems Engineer			
ROLE DESIGNATION	Systems Engineer Trainee			
1. MONTHLY COMPONENTS				
BASIC SALARY	15,000			
BASKET OF ALLOWANCES	4,478			
BONUS / EX GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850			
MONTHLY GROSS SALARY	22,328			
2. ANNUAL COMPONENT				
BONUS / EX GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150			
3. RETIRAL BENEFITS				
PROVIDENT FUND - 12% of Basic Salary	1,800			
GRATUITY - 4.81% of Basic Salary*	722			
FIXED GROSS SALARY (1+2+3)	25,000			
4. INCENTIVE COMPONENTS		At an indicative Payout of 5%	At indicative Payout of 10%	At indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250 2,500 5,000			
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)	26,250			
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)	27,500			
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)	30,000			
OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

HRD/3T/1002383233/21-22

September 3, 2021

Mr. Ganta Rishi Bhavani Prasad
 3-17, Govt School Back,
 Tummalapalem
 Vijayawada-521241
 India

Ph: +91-7013876028

Dear Ganta Rishi,

Welcome to Infosys!

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

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

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

Warm regards,

RICHARD LOBO
EVP and Head Human Resources - Infosys Limited

Certification signature by Richard Lobo
 <richard_lobo@infosys.com> Validity Unknown
 Digitally signed by Richard Lobo
 Date: 2021.09.03 22:07:07 IST
 Reason: Digitally Signed
 Location: Bangalore

INFOSYS LIMITED
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Company Confidential - This communication is confidential between you and Infosys Limited
 Training & Placement Officer
 DVR & Dr HS MIC College of Technology

534

Probation and Confirmation

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Leave

You are entitled to Earned Leave, right from your date of joining. You will be eligible for 15 working days of earned leave annually, during probation. On confirmation as a permanent employee you will be eligible for 20 working days of leave annually.

Leave is credited on a quarterly basis. The leave eligibility shall begin in the quarter of your joining the Company, on a pro-rata basis. Leave year is the calendar year and not the fiscal year.

An illustration with other relevant information have been given in the Information Sheet. The Company's Policies also provide for Maternity, Paternity and Bereavement Leave. Further details will be provided to you at the time of joining.

Agreement

Our offer to you as **Systems Engineer** is subject to the execution of the Service Agreement. The Service Agreement details the scope, terms and conditions of your employment, the necessary training and the contractual obligations towards Infosys from the date of your joining and up to a period of 12 months from the date of allocation to a Practice Unit. The date of allocation to a Practice Unit is generally the first day of the subsequent month post completion of training. You will be required to complete the formalities on the Service Agreement at the time of joining. Please note, non-execution of the notarized Service Agreement will result in denial of employment with the Company.

Compensation and Benefits

Salary

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In the event you do not successfully complete your training, or you are involved in an act that constitutes misconduct, your training/employment can be terminated by the Company with immediate effect without notice.

Background Checks

The Company may, at its discretion conduct background checks prior to or after your expected joining date to validate your identity, the address provided by you, your education details and details of your prior work experience if any, and to conduct any criminal checks. You expressly consent to the Company conducting such background checks. In this connection, you are required to furnish the documents listed in Offer Annexure for India.

If you fail to submit the necessary documents as required by the Company within the specified time period or if the Company is not satisfied, with the outcome of the background checks, the Company, in its sole discretion, reserves the right to withdraw this offer without notice and compensation or to take any appropriate action against you, including, but not limited to termination of your employment.

When a background check raises any concerns regarding any of the details furnished by you and the Company feels the need to further validate such facts, the Company may at its sole discretion, ask you for further information, to substantiate the details that you have earlier provided to the Company, before initiating appropriate action.

Please note that Infosys requires you to furnish a copy of your passport at the time of joining. If you are unable to do so, the Company will initiate a criminal background check.

Other Terms and Conditions

You agree not to undertake employment, whether full-time or part-time, as the Director / Partner / Member / Employee of any other organization / entity engaged in any form of business activity without the consent of Infosys. The consent may be given subject to any terms and conditions that the Company may think fit and may be withdrawn at any time at the discretion of the Company.

As a token of your acceptance of this offer, please bring a duly signed duplicate copies of the letter and all the accompanying annexures, on the date of joining.

We welcome you to the Infosys family and wish you a rewarding career over the years to come.

Yours sincerely,

RICHARD LOBO
EVP and Head Human Resources - Infosys Limited

I have read, understood and agree to the terms and conditions as set forth in this offer letter.

Date: _____, 20_____

Sign your name

Print your full Name

Location

Certification signature by Richard Lobo
<richard_lobo@infosys.com>, validity Unknown
Digitally signed by Richard Lobo
Date: 2021-09-05 22:07:07 IST
Reason: Digitally Signed
Location: Bangalore

INFOSYS LIMITED
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ANNEXURE - II
(Compensation post Unit allocation)

COMPENSATION DETAILS
(All figures in INR per month)

NAME	Mr. Ganta Rishi Bhavani Prasad		
ROLE	Systems Engineer		
ROLE DESIGNATION	Systems Engineer Trainee		
1. MONTHLY COMPONENTS			
BASIC SALARY			15,000
BASKET OF ALLOWANCES			4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)			2,850
MONTHLY GROSS SALARY			22,328
2. ANNUAL COMPONENT			
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)			150
3. RETIRAL BENEFITS			
PROVIDENT FUND - 12% of Basic Salary			1,800
GRATUITY - 4.81% of Basic Salary*			722
FIXED GROSS SALARY (1+2+3)			25,000
4. INCENTIVE COMPONENTS			
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	At an indicative Payout of 5%	At indicative Payout of 10%	At indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)	26,250		
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)		27,500	
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)			30,000
OTHER BENEFITS			
Scheme	Eligible Amount In INR	Interest	Monthly Instalments
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12
			Margin Money (To be borne by the employee) Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time			
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act			

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HRD/3T/1001660291/21-22

September 6, 2021

Ms. Greeshmasai Greeshma
61-2-47 ,Ramalingeshwar Nagar,
Krishnalanka,
Vijaywada-520013
India

Ph: +91-9666140530

Dear Greeshmasai,

Welcome to Infosys!

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

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

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

Warm regards,

RICHARD LOBO
EVP and Head Human Resources - Infosys Limited

Certification signature by Richard Lobo
<richard_lobo@infosys.com>, validity Unknown

Digitally signed by Richard Lobo
Date: 2021-09-06 2015:54 IST
Reason: Digitally Signed
Location: Bangalore

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

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

[Signature]
Training & Placement Officer
DVR & Dr HS MIC College of Technology

Probation and Confirmation

You will be on probation for a period of 12 months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

Leave

You are entitled to Earned Leave, right from your date of joining. You will be eligible for 15 working days of earned leave annually, during probation. On confirmation as a permanent employee you will be eligible for 20 working days of leave annually.

Leave is credited on a quarterly basis. The leave eligibility shall begin in the quarter of your joining the Company, on a pro-rata basis. Leave year is the calendar year and not the fiscal year.

An illustration with other relevant information have been given in the Information Sheet. The Company's Policies also provide for Maternity, Paternity and Bereavement Leave. Further details will be provided to you at the time of joining.

Agreement

Our offer to you as **Systems Engineer** is subject to the execution of the Service Agreement. The Service Agreement details the scope, terms and conditions of your employment, the necessary training and the contractual obligations towards Infosys from the date of your joining and up to a period of 12 months from the date of allocation to a Practice Unit. The date of allocation to a Practice Unit is generally the first day of the subsequent month post completion of training. You will be required to complete the formalities on the Service Agreement at the time of joining. Please note, non-execution of the notarized Service Agreement will result in denial of employment with the Company.

Compensation and Benefits

Salary

Your Total Gross Salary during training will be **INR 25,000 per month** and Total Gross Salary post allocation will be **INR 30,000 per month**. The break-up of your salary has been provided in the Compensation Details sheet in Annexure - I and Annexure - II.

Training Performance - linked Incentive

You will be eligible for a Training Performance-linked Incentive (TPI) upon allocation to a Practice Unit, to a maximum of 20% of your Fixed Gross Salary, based on your performance in the training. The details of this scheme will be communicated on your joining. Please refer to the Compensation Details sheet for more details.

Notice Period

During the probation period, if your performance is found to be unsatisfactory or if it does not meet the prescribed criteria, your training/employment can be terminated by the Company with one-month notice or salary thereof. On confirmation, you will be required to give three month's notice or salary thereof in case you decide to leave our services, subject to the Company's discretion. Where circumstances make it necessary, the Company will have the discretion to relieve you only at the end of the three months' notice period. Similarly, the Company can terminate your services by giving three months notice or salary thereof.

In the event you do not successfully complete your training, or you are involved in an act that constitutes misconduct, your training/employment can be terminated by the Company with immediate effect without notice.

Background Checks

The Company may, at its discretion conduct background checks prior to or after your expected joining date to validate your identity, the address provided by you, your education details and details of your prior work experience if any, and to conduct any criminal checks. You expressly consent to the Company conducting such background checks. In this connection, you are required to furnish the documents listed in Offer Annexure for India.

If you fail to submit the necessary documents as required by the Company within the specified time period or if the Company is not satisfied, with the outcome of the background checks, the Company, in its sole discretion, reserves the right to withdraw this offer without notice and compensation or to take any appropriate action against you, including, but not limited to termination of your employment.

When a background check raises any concerns regarding any of the details furnished by you and the Company feels the need to further validate such facts, the Company may at its sole discretion, ask you for further information, to substantiate the details that you have earlier provided to the Company, before initiating appropriate action.

Please note that Infosys requires you to furnish a copy of your passport at the time of joining. If you are unable to do so, the Company will initiate a criminal background check.

Other Terms and Conditions

You agree not to undertake employment, whether full-time or part-time, as the Director / Partner / Member / Employee of any other organization / entity engaged in any form of business activity without the consent of Infosys. The consent may be given subject to any terms and conditions that the Company may think fit and may be withdrawn at any time at the discretion of the Company.

As a token of your acceptance of this offer, please bring a duly signed duplicate copies of the letter and all the accompanying annexures, on the date of joining.

We welcome you to the Infosys family and wish you a rewarding career over the years to come.

Yours sincerely,

RICHARD LOBO
EVP and Head Human Resources - Infosys Limited

I have read, understood and agree to the terms and conditions as set forth in this offer letter.

Date: _____, 20 _____

Sign your name

Print your full Name Location

Certification signature by Richard Lobo
<richard_lobo@infosys.com> validity Unknown
Digitally signed by Richard Lobo
Date: 2021-04-06 2015:54 IST
Reason: Digitally Signed
Location: Bangalore

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

ANNEXURE - II
 (Compensation post Unit allocation)

COMPENSATION DETAILS
 (All figures in INR per month)

NAME	Ms. Greeshmasai Greeshma		
ROLE	Systems Engineer		
ROLE DESIGNATION	Systems Engineer Trainee		
1. MONTHLY COMPONENTS			
BASIC SALARY			15,000
BASKET OF ALLOWANCES			4,478
BONUS / EX GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)			2,850
MONTHLY GROSS SALARY			22,328
2. ANNUAL COMPONENT			
BONUS / EX GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)			150
3. RETIRAL BENEFITS			
PROVIDENT FUND - 12% of Basic Salary			1,800
GRATUITY - 4.81% of Basic Salary*			722
FIXED GROSS SALARY (1+2+3)			25,000
4. INCENTIVE COMPONENTS			
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	At an indicative Payout of 5%	At indicative Payout of 10%	At indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)	26,250		
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)	27,500		
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)	30,000		
OTHER BENEFITS			
Scheme	Eligible Amount In INR	Interest	Monthly Instalments
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time			
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act			

5616



Navigate your next

July 22, 2021

HRD/3T/1001666039/21-22

Ms. Tejasri Naga Durga Danda
Vallurivari Street
Krishnalanka
Vijayawada-520013
India

Ph: +91-9298850550

Dear Tejasri Naga Durga,

Welcome to Infosys!

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

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

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

Warm regards,

RICHARD LOBO
EVP and Head Human Resources - Infosys Limited

Certification signature by Richard Lobo
<richard_lobo@infosys.com> validity Unknown
Digitally signed by Richard Lobo
Date: 2021.07.22 20:40:59 IST
Reason: Digitally Signed
Location: Bangalore

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

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

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

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Probation and Confirmation

You will be on probation for a period of 12 months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

Leave

You are entitled to Earned Leave, right from your date of joining. You will be eligible for 15 working days of earned leave annually, during probation. On confirmation as a permanent employee you will be eligible for 20 working days of leave annually.

Leave is credited on a quarterly basis. The leave eligibility shall begin in the quarter of your joining the Company, on a pro-rata basis. Leave year is the calendar year and not the fiscal year.

An illustration with other relevant information have been given in the Information Sheet. The Company's Policies also provide for Maternity, Paternity and Bereavement Leave. Further details will be provided to you at the time of joining.

Agreement

Our offer to you as **Systems Engineer** is subject to the execution of the Service Agreement. The Service Agreement details the scope, terms and conditions of your employment, the necessary training and the contractual obligations towards Infosys from the date of your joining and up to a period of 12 months from the date of allocation to a Practice Unit. The date of allocation to a Practice Unit is generally the first day of the subsequent month post completion of training. You will be required to complete the formalities on the Service Agreement at the time of joining. Please note, non-execution of the notarized Service Agreement will result in denial of employment with the Company.

Compensation and Benefits

Salary

Your Total Gross Salary during training will be **INR 25,000 per month** and Total Gross Salary post allocation will be **INR 30,000 per month**. The break-up of your salary has been provided in the Compensation Details sheet in Annexure - I and Annexure - II.

Training Performance - linked Incentive

You will be eligible for a Training Performance-linked Incentive (TPI) upon allocation to a Practice Unit, to a maximum of 20% of your Fixed Gross Salary, based on your performance in the training. The details of this scheme will be communicated on your joining. Please refer to the Compensation Details sheet for more details.

Notice Period

During the probation period, if your performance is found to be unsatisfactory or if it does not meet the prescribed criteria, your training/employment can be terminated by the Company with one-month notice or salary thereof. On confirmation, you will be required to give three month's notice or salary thereof in case you decide to leave our services, subject to the Company's discretion. Where circumstances make it necessary, the Company will have the discretion to relieve you only at the end of the three months' notice period. Similarly, the Company can terminate your services by giving three months notice or salary thereof.

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Background Checks

The Company may, at its discretion conduct background checks prior to or after your expected joining date to validate your identity, the address provided by you, your education details and details of your prior work experience if any, and to conduct any criminal checks. You expressly consent to the Company conducting such background checks. In this connection, you are required to furnish the documents listed in Offer Annexure for India.

If you fail to submit the necessary documents as required by the Company within the specified time period or if the Company is not satisfied, with the outcome of the background checks, the Company, in its sole discretion, reserves the right to withdraw this offer without notice and compensation or to take any appropriate action against you, including, but not limited to termination of your employment.

When a background check raises any concerns regarding any of the details furnished by you and the Company feels the need to further validate such facts, the Company may at its sole discretion, ask you for further information, to substantiate the details that you have earlier provided to the Company, before initiating appropriate action.

Please note that Infosys requires you to furnish a copy of your passport at the time of joining. If you are unable to do so, the Company will initiate a criminal background check.

Other Terms and Conditions

You agree not to undertake employment, whether full-time or part-time, as the Director / Partner / Member / Employee of any other organization / entity engaged in any form of business activity without the consent of Infosys. The consent may be given subject to any terms and conditions that the Company may think fit and may be withdrawn at any time at the discretion of the Company.

As a token of your acceptance of this offer, please bring a duly signed duplicate copies of the letter and all the accompanying annexures, on the date of joining.

We welcome you to the Infosys family and wish you a rewarding career over the years to come.

Yours sincerely,

RICHARD LOBO
EVP and Head Human Resources - Infosys Limited

I have read, understood and agree to the terms and conditions as set forth in this offer letter.

Date: _____, 20_____

Sign your name

Print your full Name

Location

Certification signature by Richard Lobo
<richard_lobo@infosys.com> validity Unknown
Digitally signed by Richard Lobo
Date: 2021.07.22 20:10:59 IST
Reason: Digitally signed
Location: Bangalore

INFOSYS LIMITED
CIN: L85110KA1981PLC013115
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Bangalore 560 100, India
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F 91 80 2852 0362
askus@infosys.com
www.infosys.com

ANNEXURE - II
 (Compensation post Unit allocation)

COMPENSATION DETAILS
 (All figures in INR per month)

NAME	Ms. Tejasri Naga Durga Danda		
ROLE	Systems Engineer		
ROLE DESIGNATION	Systems Engineer Trainee		
1. MONTHLY COMPONENTS			
BASIC SALARY	15,000		
BASKET OF ALLOWANCES	4,478		
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850		
MONTHLY GROSS SALARY	22,328		
2. ANNUAL COMPONENT			
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150		
3. RETIRAL BENEFITS			
PROVIDENT FUND - 12% of Basic Salary	1,800		
GRATUITY - 4.81% of Basic Salary*	722		
FIXED GROSS SALARY (1+2+3)	25,000		
4. INCENTIVE COMPONENTS		At an indicative Payout of 5%	At indicative Payout of 10%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)	26,250		
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)	27,500		
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)	30,000		
OTHER BENEFITS			
Scheme	Eligible Amount In INR	Interest	Monthly Instalments
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12
Margin Money (To be borne by the employee)			
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time	Nil		
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act			

514

Infosys®



July 27, 2021

HRD/3T/21-22/1002128728

Ms. Harini Manimala
Candidate ID: 1002128728
6-688
Kakaninagar, Back Side Of Gandhi Statue, Jaggayyapet
Vijayawada - 521175
Vijayawada
India
Ph: (91) 80745 46494

Dear Harini,

SUB: LETTER OF INTENT TO HIRE

Congratulations! Further to your application for Employment with Infosys Limited ('Company') and the subsequent selection process, we are delighted to communicate to you our intent to make you an offer for the position of **Systems Engineer** in Job Level 3 with the company. Your DoJ is **September 6, 2021** and you will receive the Letter of Appointment with all the elaborates soon.

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

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

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

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

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

Yours sincerely,

RICHARD LOBO
EVP and Head Human Resources – Infosys Limited

(W)
Training & Placement Officer
DVR & Dr HS MIC College of Technology



HRD/3T/21-22/1002129244

July 27, 2021

Ms. Hima Bindu Bolla
 Candidate ID: 1002129244
 Hno:2-5B, Main Road, Tallur, Vastavai Mandal
 Thallur, Vastvai Mandal, 521402
 Vijayawada - 521402
 Vijayawada
 India
 Ph: (91) 93988 27156

Dear Hima Bindu,

SUB: LETTER OF INTENT TO HIRE

Congratulations! Further to your application for Employment with Infosys Limited ('Company') and the subsequent selection process, we are delighted to communicate to you our intent to make you an offer for the position of Systems Engineer in Job Level 3 with the company. Your DoJ is December 6, 2021 and you will receive the Letter of Appointment with all the elaborates soon.

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

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

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

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

Yours sincerely,

RICHARD LOBO
EVP and Head Human Resources – Infosys Limited

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

SB8

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HRD/3T/21-22/1001652734

July 27, 2021

Ms. Yamini Sri Rathna Naga Venkata Amrutha Maturi
Candidate ID: 1001652734
9-3-33
Brahmin Street
Vijayawada - 520001
Vijayawada
India
Ph: (91) 94943 99572

Dear Yamini Sri Rathna Naga Venkata Amrutha,

SUB: LETTER OF INTENT TO HIRE

Congratulations! Further to your application for Employment with Infosys Limited ('Company') and the subsequent selection process, we are delighted to communicate to you our intent to make you an offer for the position of **Systems Engineer** in Job Level 3 with the company. Your DoJ is September 6, 2021 and you will receive the Letter of Appointment with all the elaborates soon.

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

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

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

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

Yours sincerely,

RICHARD LOBO
EVP and Head Human Resources – Infosys Limited

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

5G4

Infosys®



HRD/3T/21-22/1002043758

Ms. Supriya Ganji
Candidate ID: 1002043758
Bhargavpet

Guntur - 522503
Andhra Pradesh
India
Ph: (91) 94943 78966

Dear Supriya,

SUB: LETTER OF INTENT TO HIRE

Congratulations! Further to your application for Employment with Infosys Limited ('Company') and the subsequent selection process, we are delighted to communicate to you our intent to make you an offer for the position of **Systems Engineer** in Job Level 3 with the company. Your DoJ is **September 6, 2021** and you will receive the Letter of Appointment with all the elaborates soon.

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

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

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

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

Yours sincerely,

RICHARD LOBO
EVP and Head Human Resources – Infosys Limited

(W)
Training & Placement Officer
DVR & Dr HS MIC College of Technology



HRD/3T/21-22/1002133920

July 27, 2021

Ms. Anuradha Gude
 Candidate ID: 1002133920
 1-57
 Main Bazar
 Vijayawada - 521180
 Vijayawada
 India
 Ph: (91) 93982 27703

Dear Anuradha,

SUB: LETTER OF INTENT TO HIRE

Congratulations! Further to your application for Employment with Infosys Limited ('Company') and the subsequent selection process, we are delighted to communicate to you our intent to make you an offer for the position of **Systems Engineer** in Job Level 3 with the company. Your DoJ is **September 6, 2021** and you will receive the Letter of Appointment with all the elaborates soon.

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

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

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

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

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

Yours sincerely,

RICHARD LOBO
EVP and Head Human Resources – Infosys Limited

(Handwritten signature)
 Training & Placement Officer
 DVR & Dr HS MIC College of Technology

586

HRD/3T/21-22/1002139517

July 21, 2021

Ms. Lavu Meghana
Candidate ID: 1002139517
Kondapalli
Ibrahimpatnam
Vijayawada - 521228
India
Ph: (91) 9295959515

Dear Lavu Meghana,

SUB: LETTER OF INTENT TO HIRE

Congratulations! Further to your application for Employment with Infosys Limited ('Company') and the subsequent selection process, we are delighted to communicate to you our intent to make you an offer for the position of **Systems Engineer** in Job Level 3 with the company. Your DoJ is **September 12, 2021** and you will receive the Letter of Appointment with all the elaborates soon.

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

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

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Yours sincerely,



RICHARD LOBO
EVP and Head Human Resources – Infosys Limited


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

573

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HRD/3T/21-22/1002139128

July 17, 2021

Ms. Harish Anke
Candidate ID: 1002139128
2-99, P NagireddyPa
Kudair
Ananthapur - 515711
India
Ph: (91) 9666090770

Dear Harish Anke,

SUB: LETTER OF INTENT TO HIRE

Congratulations! Further to your application for Employment with Infosys Limited ('Company') and the subsequent selection process, we are delighted to communicate to you our intent to make you an offer for the position of **Systems Engineer** in Job Level 3 with the company. Your DoJ is **September 2, 2021** and you will receive the Letter of Appointment with all the elaborates soon.

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Yours sincerely,

RICHARD LOBO
EVP and Head Human Resources – Infosys Limited

(Signature)
Training & Placement Officer
DVR & Dr HS MIC College of Technology

SB1

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HRD/3T/21-22/1002138524

Ms. Chebrolu Sri Lakshmi
Candidate ID: 1002138524
Ramireddypalli
Nandigama
Vijayawada - 521185
India
Ph: (91) 9492339983

July 27, 2021

Dear Chebrolu Sri Lakshmi,

SUB: LETTER OF INTENT TO HIRE

Congratulations! Further to your application for Employment with Infosys Limited ('Company') and the subsequent selection process, we are delighted to communicate to you our intent to make you an offer for the position of **Systems Engineer** in Job Level 3 with the company. Your DoJ is **September 2, 2021** and you will receive the Letter of Appointment with all the elaborates soon.

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Yours sincerely,

RICHARD LOBO
EVP and Head Human Resources – Infosys Limited

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

SE1

Infosys®



HRD/3T/21-22/1002134524

July 27, 2021

Ms. Shaik Muntaj Begum
Candidate ID: 1002134524
11-23, Hanuman Peta
Kanchikacherla
Vijayawada - 521180
India
Ph: (91) 8008988201

Dear Shaik Muntaj Begum,

SUB: LETTER OF INTENT TO HIRE

Congratulations! Further to your application for Employment with Infosys Limited ('Company') and the subsequent selection process, we are delighted to communicate to you our intent to make you an offer for the position of **Systems Engineer** in Job Level 3 with the company. Your DoJ is **September 2, 2021** and you will receive the Letter of Appointment with all the elaborates soon.

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Yours sincerely,

RICHARD LOBO
EVP and Head Human Resources – Infosys Limited

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

201

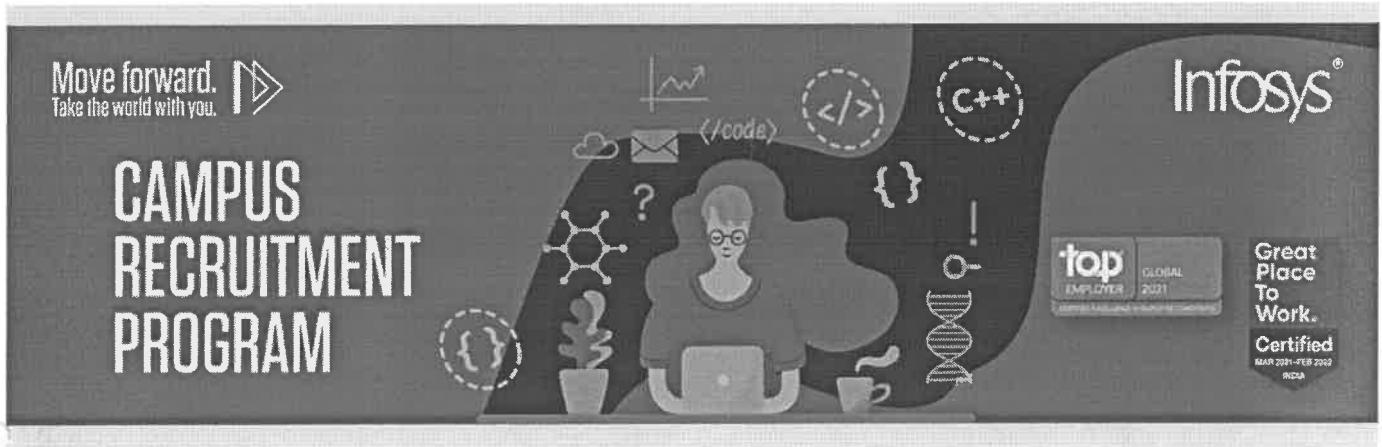


Infosys Campus Recruitment Program: Congratulations, you have a job offer

1 message

Infosys Freshers Recruitment <Talent.Acquisition@infosys.com>
To: Infosys Freshers Recruitment <Talent.Acquisition@infosys.com>

Tue, 22 Mar, 2022 at 11:52 am



Hello!

Thank you for participating in the Infosys Campus Recruitment Program.

Congratulations! You have cleared the interview round to receive a final job offer for the Systems Engineer role. The compensation for this role is INR 3.6 lakhs per annum with one year of probation period from the date of allocation to the business unit.

Please note, this is a conditional job offer subject to your eligibility during the recruitment process and your background verification. If falsification of data is detected during the background verification process, Infosys will revoke the job offer made to you.

In case of any queries, please contact your placement office or write to us at Talent.Acquisition@infosys.com. Infosys recruitment process related emails sent to any other Infosys email address might not be responded to.

We look forward to welcoming you into our Infosys family.

Regards,

Talent Acquisition

Infosys

**Fwd: HackWithInfy 2020: Pre-placement Interview Results**

1 message

Veenanand Kakarla <veenanand@mictech.ac.in>
To: TNP MIC College <tnc@mictech.ac.in>

Thu, Jun 22, 2023 at 9:13 AM

----- Forwarded message -----

From: 4F9 TEJASWI <svtejaswi.ece@gmail.com>
Date: Fri, Nov 13, 2020 at 4:07 PM
Subject: Fwd: HackWithInfy 2020: Pre-placement Interview Results
To: <veenanand@mictech.ac.in>

----- Forwarded message -----

From: 4F9 TEJASWI <svtejaswi.ece@gmail.com>
Date: Fri, 13 Nov, 2020, 3:08 pm
Subject: Fwd: HackWithInfy 2020: Pre-placement Interview Results
To: Satya Narayana <satya.narayana076@gmail.com>



Dear D S V Tejaswi,

Hope you and your loved ones are doing well.

Thank you for participating in the pre-placement interview that was offered to you for your remarkable performance in HackWithInfy 2020. The evaluation for the pre-placement interview round has been completed.

Congratulations! You have been shortlisted for the Systems Engineer role at Infosys after successfully clearing the pre-placement interview round.

In case you have any query, please write to us at HackWithInfy@infosys.com. Please note, HackWithInfy related mails to any other Infosys email address will not be responded to.

We will share the joining process with you in the due course of time. We look forward to welcome you into our Infosys family.

Stay safe. Stay strong.

Warm regards,

Team HackWithInfy
Infosys Ltd.



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

Selected Candidates in the interview

2 messages

Mitesh Shirke <Mitesh.Shirke@mastek.com>

Thu, Jul 1, 2021 at 2:30 PM

To: "tnp@mictech.ac.in" <tnp@mictech.ac.in>

Cc: Girish Kulkarni <Girish.Kulkarni@mastek.com>, Kirti Palankar <Kirti.Palankar@mastek.com>, "Riddhi D.Desai" <Riddhi.Desai@mastek.com>

Hi Sir,

Greetings from Mastek

FA list of students selected from DVR & Dr HS MIC College of Technology

Warm Regards,

Mitesh Shirke

Consultant Recruitment



Mastek Ltd, MMC, A-7, Millennium Business Park, Mahape, Navi Mumbai 400 710

| Mobile: 8369617466 | www.mastek.com

MASTEK LTD. Regd. Office address: 804/805, President House, Opp.C.N.Vidyalaya, Near Ambawadi Circle,Ambawadi, Ahmedabad- 380 006, India. CIN- L74140GJ1982PLC005215

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Selected Candidate from Dvr.xls
25K

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

To: Suhas Maganti <suhas@mictech.ac.in>, Panduranga Rao D <dprao@mictech.ac.in>

Training & Placement Officer
TNP MIC College of Technology
DVR & Dr HS MIC College of Technology
Thu, Jul 1, 2021 at 2:38 PM

[Quoted text hidden]

Sr No	Name of the Candidates	Gender
1	Harshita Reddy	Female
2	Divya Gunjpali	Female
3	Srilatha Lanka	Female
4	Shaik Nizzamudin	Male
5	Mani Jamulla	Male
6	Bhanu Santhala	Female
7	Kavya Kashtal	Female
8	RVV Naveen	Male
9	Banu Pooja Kannikanti	Female
10	Mounika Kondla	Female
11	Manisha Mandava	Female
12	Jyoti Naga	Female
13	Balaji Dasari	Male
14	Leena Ganta	Female
15	Rasagna Vadde	Female
16	Narla Bhavana	Female
17	Kumpati Paul Sastry	Male
18	Yarlagadda Pujitha	Female
19	Kukutla Sai Venkata Anusurya	Female
20	Janga Sri Lakshmi	Female
21	Peruri Sri Sai Sneha	Female
22	Akhila Malnidi	Female
23	Vangari Lalitha Sai Naga Sujana	Female

112.2

5BS



Date: 02th August, 2021

Ref:

Mr. Naveen Kumar Ravulakollu
12-1476/1, 17th road,
mahanadu, tadepalli,
Guntur district.
Pincode: - 522501

Letter of Offer

Dear Naveen,

Welcome to the opportunity to make a valuable difference!

We are proud to invite you to join the MASTEK family and are pleased to offer you the position of "Trainee Software Engineer" in Grade T2, at an Annual Cost to the Company of Rs. 3.60 lacs per annum.

The detailed terms and conditions of your Offer will be as per Annexure I and II.

At MASTEK, you will find the environment is charged with enthusiasm and offers unlimited growth for individuals who live the Company vision with a passion.

You will be expected to join us on or before Thursday, the 12th August, 2021 at Mumbai.

We look forward to your dedication and commitment as we work together and wish you many fruitful years here at MASTEK. We expect you to be a critical pillar for all stakeholders of MASTEK.

This Letter of Offer will be deemed to be your Letter of Appointment from the date of your joining and commencement of your employment with the Company.

Please sign and return a copy of this letter as a formal acceptance of our offer and your confirmation to us by the date mentioned above.

With regards,
yours sincerely,

For Mastek Limited

Maninder Kapoor Puri
Group Chief People Officer

Received & Accepted

Signature

Date

(Signature)



535

LTA

Employees have an option of selecting the payout of LTA as Monthly or Annual mode. A new joinee has to necessarily provide a declaration before their first salary payout. If no option is declared then by default the employee will be entitled to Annual mode of LTA

Lunch Coupons

Employees have an option to opt for either Lunch Coupons or Lunch Allowance as part of the monthly salary. A new joinee has to necessarily provide a declaration before their first salary payout. If no option is declared then by default the employee will be given Lunch Coupons.

Gratuity

Employees are entitled to payment of Gratuity of 15 days of Basic Pay, for every year of completed service once they complete 5 years in the company, as per the Payment of Gratuity Act 1972. In the event the employee ceases to be in employment before completion of five years, this benefit will be forfeited.

Insurance Premium

Represents the medical insurance premium per employee paid by the Company for coverage in the Group Mediclaim Policy, Group Accident Policy and the Life Insurance covers such as Employee Deposit Linked Insurance (EDLI) and Group Term Life (GTL) schemes. The scheme may be changed as per the policy of the Company from time to time.

Housing Loan Subsidy

All employees earning upto a maximum of Rs. 10 lacs p.a. are entitled to a housing loan interest subsidy after completion of 6 months in the organization. The above mentioned amount is an average estimated rate.

NPS Ad-hoc Allowance

Employees have an option of contributing to NPS (National Pension System). In case if you choose to avail NPS option, this component will be utilized to contribute to your NPS account. If NPS is not availed, this amount will be paid through monthly payroll.



- g. Notwithstanding the above, it shall be fully the Company's discretion, considering the business impacts and client commitments of your not serving the full notice period, whether to relieve you early (1) after accepting payment of salary in lieu of full or part notice period, or (2) after waiving your full or part notice period without any payment in lieu thereof.
- h. Payment of salary in lieu of notice period will not apply if your termination is on grounds of indiscipline or any form of misconduct.

5. Leave Benefits

You will be eligible for Leave as per prevailing rules and entitlements in line with the Company's Leave Policy, made available to all employees on the Company's Intranet portal, MASTEKNET. You will be able to access the portal on your joining. The rules and entitlements of Leave are subject to periodic review and all employees will be governed by any changes that may be brought in, at any later date.

Presently, you will be annually entitled to 18 days of Earned Leave (EL) and 8 days of Casual Leave (CL). Apart from this, the Company also provides for Birthday Leave, Compensatory Off, Maternity Leave, Adoption Leave, Paternity Leave, Sabbatical Leave, etc. Operative details of these entitlements are explained in the Leave Policy document which you can access after your joining.

6. Transfer

Your services are liable to be transferred to any other department, branch office or any other establishment anywhere in India or abroad at the sole discretion of the Management. In such events, you will be governed by the terms and conditions, as applicable at the place of transfer.

7. Confidentiality

- a. You will be responsible for maintaining the secrecy and confidentiality and shall not divulge/disclose to anyone the information obtained by you during the course of your employment. The same is applicable with respect to all the software or technical developments made by you or you had associated with during your service.
- b. You will be required to sign an Undertaking on Conflict of Interest and Secrecy with the organization, on your joining.

8. Information Security

You will be required to abide by the Information Security Policy and procedures laid down by the Company.

9. Duty Hours

You will be called upon to attend your duties as and when required in shifts, on holidays or Sundays in accordance with the exigencies. In view of your position, it may be required to undertake such work and also undertake tours and travels, as and when necessary. You will be compensated for the same as per the Company rules.

10. Age of Retirement

Your age of retirement will be 60 Yrs.



- 1.2.2 If your employment is terminated during the training course or within 24 months of successfully completing the training course, 100% of the Costs shall be repaid; Thereafter, no repayment shall be required.
- 1.3 You shall not be required to repay any of the Costs under this clause 1 in either of the following circumstances:
 - 1.3.1 [Mastek/ Company/ Employer] terminates your employment, except where [Mastek/ Company/ Employer] was entitled to and did terminate your employment owing to non-compliance to [Disciplinary policy]; or
 - 1.3.2 You terminate your employment in response to a fundamental breach of your Employment Agreement by [Mastek/ Company/ Employer].
- 1.4 In the event of you committing any breach or violating the terms herein, then you shall, on demand, pay the [Mastek/ Company/ Employer] a sum of Rs. 2,00,000 (Rupees Two Lakh only) towards liquidated damages.
- 1.5 You agree to [Mastek/ Company/ Employer] deducting the sums by way of damages under this clause from your final salary or any outstanding payments due to you.

16. Declarations

It is mandatory that all information provided/declared by you as part of your offer/appointment with the Company, must be true and accurate. In the event of any suppression of facts or falsification of information, your services are liable to be terminated, without any notice.

For Mastek Limited

**Maninder Kapoor Puri
Group Chief People Officer**

Received & Accepted

Signature

Date



Date: 02th August, 2021

Ref:

Ms. Sri Sai Sneha Peruri
 12-57, Akulavari Street,
 Jaggayyapeta, Krishna
 District, Andhra Pradesh.
 Pincode:-521175

Letter of Offer

Dear Sri Sri Sneha,

Welcome to the opportunity to make a valuable difference!

We are proud to invite you to join the MASTEK family and are pleased to offer you the position of "Trainee Software Engineer" in Grade T2, at an Annual Cost to the Company of Rs. 3.60 lacs per annum.

The detailed terms and conditions of your Offer will be as per Annexure I and II.

At MASTEK, you will find the environment is charged with enthusiasm and offers unlimited growth for individuals who live the Company vision with a passion.

You will be expected to join us on or before Thursday, the 12th August, 2021 at Mumbai.

We look forward to your dedication and commitment as we work together and wish you many fruitful years here at MASTEK. We expect you to be a critical pillar for all stakeholders of MASTEK.

This Letter of Offer will be deemed to be your Letter of Appointment from the date of your joining and commencement of your employment with the Company.

Please sign and return a copy of this letter as a formal acceptance of our offer and your confirmation to us by the date mentioned above.

With regards,
 yours sincerely,

For Mastek Limited

Maninder Kapoor Puri
 Group Chief People Officer

Received & Accepted

Signature

Date



1254

LTA

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- g. Notwithstanding the above, it shall be fully the Company's discretion, considering the business impacts and client commitments of your not serving the full notice period, whether to relieve you early (1) after accepting payment of salary in lieu of full or part notice period, or (2) after waiving your full or part notice period without any payment in lieu thereof.
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 - 1.3.2 You terminate your employment in response to a fundamental breach of your Employment Agreement by [Mastek/ Company/ Employer].
- 1.4 In the event of you committing any breach or violating the terms herein, then you shall, on demand, pay the [Mastek/ Company/ Employer] a sum of Rs. 2,00,000 (Rupees Two Lakh only) towards liquidated damages.
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For Mastek Limited

**Maninder Kapoor Puri
Group Chief People Officer**

Received & Accepted

Signature

Date

5 DS

02nd August 2021

Ms. Sujana Vangari
6-977/2, Opp:Koppu Residency,
LalithaChandra Nilayam,
Near Indoor Stadium Road
Jaggayyapeta,Krishna
Pincode: - 521175

Dear Sujana,

We are pleased to offer you the position of "Trainee Software Engineer" with Mastek at an annual CTC of Rs. 3.60 lacs per annum. A detailed offer cum appointment letter is attached herewith.

This appointment will be subject to your successful completion of the course with aggregate of 60% from the college which you are currently studying in.

This offer is valid only on clearance of your pre-employment Medical examination. Please note that you can be placed at any of the Mastek locations after joining.

You are requested to sign the duplicate copy of this letter, as a token of your acceptance.

We welcome you to the Mastek family, and look forward to a long and mutually beneficial association with you.

For Mastek Limited

Maninder Kapoor Puri
Group Chief People Officer

Received & Accepted

Signature & Date

(W)
Training & Placement Officer
DVR & Dr HS MIC College of Technology

1202

26th July 2021

Ms. Akhila Malnidi
D. No 1-99-3,
Ramalayam Street,
Pedamodugupali, vatsavai
Mandal,
Krishna district
Pincode - 521178

Dear Akhila,

We are pleased to offer you the position of "Trainee Software Engineer" with Mastek at an annual CTC of Rs. 3.60 lacs per annum. A detailed offer cum appointment letter is attached herewith.

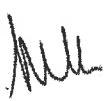
This appointment will be subject to your successful completion of the course with aggregate of 60% from the college which you are currently studying in.

This offer is valid only on clearance of your pre-employment Medical examination. Please note that you can be placed at any of the Mastek locations after joining.

You are requested to sign the duplicate copy of this letter, as a token of your acceptance.

We welcome you to the Mastek family, and look forward to a long and mutually beneficial association with you.

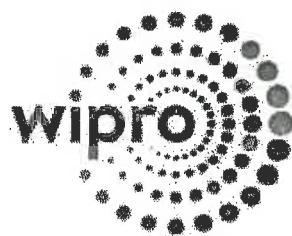
For Mastek Limited


Maninder Kapoor Puri
Group Chief People Officer

Received & Accepted

Signature & Date


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



APPOINTMENT LETTER

July 11, 2021

Dear NAGA SIRISHA PONNAGANTI,

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

1. Appointment Details:

- a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.
- b. You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.
- c. The retirement age is 58 years.
- d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company ,in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.
- e. We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.
- f. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.
- g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining.

2. Compensation:

You will be eligible for:

- a. Compensation and benefits in accordance with Annexure III - Salary Offer Sheet.
- b. Variable Pay - The details of this component are listed in Annexure V. The Variable Pay program may be changed or modified in part or full thereof from time to time, at the sole discretion of the Company.
- c. Other compensation and benefits in accordance with Company policy as modified and intimated to you from time to time.
- d. Your salary will be reviewed periodically as per Company policy.
- e. Changes in your compensation are at the Company's discretion and will be subject to and on the basis of your effective performance and the performance results of the Company during your period of employment and other

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6. Confidentiality:

- a. In consideration of the opportunities, training and access to new techniques and know-how that will be made available to you, you will be required to comply with the Confidentiality Policy of the Company. Therefore, please maintain all Confidential Information as defined from time to time in the Confidentiality Policy of the Company, as secret and confidential and do not use or disclose any such Confidential Information except as may be required under obligation of law or as may be required by the Company and in the course of your employment. This covenant shall endure during your employment and beyond the cessation of your employment with the Company (irrespective of the circumstances of, or the reasons for, the cessation).
- b. In your work for Wipro, you will be expected not to use or disclose any confidential information, including trade secrets, of any former employer or other person with whom you have an obligation of confidentiality and by signing below you affirm that you have no conflicting obligations or non-compete agreements that would prevent you from working without limitation for the Company.

7. Assignment of Intellectual Property

In connection with your employment and during the term of your employment, upon conception or creation, you shall disclose and assign to Wipro as its exclusive property, all inventions, ideas, concepts, discoveries, techniques, and improvements (including, without limitation, legal documents, training materials, computer software and associated materials) developed or conceived by you solely or jointly with others (whether or not during business hours), and shall comply with the Policies of Wipro in relation to Intellectual Property.

8. Non-Compete

In the course of your employment with the Company you will be providing services to customers or clients of the Company during which process you will be handling sensitive information including but not limited to key customers of the Company, competitor information, customer sensitive information ('Confidential Information'). You acknowledge and recognize that Confidential Information available to you, if leaked, would cause irreparable harm to the Company and its protection is of utmost importance to the Company. You confirm that for a period of six (6) months after separation of your employment from the Company (irrespective of the circumstances of or the reason for the separation), you will not accept any offer of employment from a customer or client with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of separation.

9. General:

This offer of appointment is subject to the precondition that you have not provided us with any false declaration and/or documentation or willfully suppressed any material information. If at any point of time, it is brought to our notice that you have submitted fabricated documentation or made false representation or willfully suppressed material information, you shall be liable to be removed from service with immediate effect and the Company reserves its right to initiate appropriate action as per applicable policy and /or enforce remedies available to us under law.

Please note that you are required to inform us if there are any agreements, oral or written, which you have entered into and which may relate to or affect your commitments under this employment contract.

- a. You acknowledge that you have understood the terms of this employment contract and that you are aware that the specific performance of the terms of this employment contract may be enforced legally, if required. In this connection, if any of the provisions of this letter of appointment are declared or found to be void or unenforceable due to any reason whatsoever, the remaining provisions of this letter shall continue in full force and effect.
- b. These employment terms supersede and replace any existing agreement or understanding, if any, between the Company and you on the same subject matter.
- c. You warrant that you are not prevented by any court or by any other administrative or judicial authority or order from providing the services required under this employment contract. In the event that you are not a citizen of the country of posting, you should have a valid work permit to work in the country of posting.
- d. Your appointment shall be treated as withdrawn in case:
 - i. You have not scored minimum aggregate marks of 60% in your 10th Standard or equivalent education.
 - ii. You have not scored minimum aggregate marks of 60% in your 12th Standard or equivalent education.
 - iii. For Graduates: You have not scored minimum aggregate marks of 60% in your graduation.
 - iv. For Post Graduates: You have not scored minimum aggregate marks of 60% in your graduation

DECLARATION ON CONFLICT OF INTEREST

Wipro Limited has adopted a conflict of interest policy in respect of its employees. This policy is intended to avoid conflict between the personal interest of an employee and the interest of the company in dealings with suppliers, customers and all other organizations or individuals doing or seeking to do business with the company.

Noted below are a few examples of conflict of interest:

- a. For an employee or any dependent member of his family to have an interest in any organization, which has business dealings with the company where there is an opportunity for preferential treatment to be given or received, except where such an interest comprises of securities in widely held corporations which are quoted and sold in the open market or the interest is not material.
- b. For an employee or any dependent member of his family to buy, sell or lease any kind of property, facilities or equipment from or to the company or any affiliate or to any company, firm or individual who is or is seeking to become a contractor, supplier or customer, except with the knowledge and consent of top management.
- c. For an employee to serve as an officer, director or in any other management capacity or as a consultant of another company or organization doing or seeking to do business with the company or an affiliate except with the knowledge and consent of top management.
- d. For an employee to use or release to a third party any data on decisions, plans, competitive bids or any other information concerning the company, which might be prejudicial to the interest of the company.
- e. For an employee or any dependent member of his family to accept commission, a share in profits or other payments, loans (other than with established banking or financial institutions), services excessive entertainment and travel or gifts of more than nominal value from any individual or organization doing or seeking to do business with the company.

I have read the above mentioned 'Conflict of Interest' policy and I declare that there is no 'Conflict of Interest' in my employment. If in future any conflict arises, I will immediately inform my supervisor and notify the top management.

Compliance to Company's Code of Conduct to Regulate, Monitor and Report Trading (Code) by Insiders

Insider Trading is prohibited by both Law as well as by Wipro Limited's (hereinafter to as the "Company") internal policy. Insider trading generally involves the act of subscribing/buying/ selling or dealing in the Company's Securities, while in possession of any Unpublished Price Sensitive Information (hereinafter referred to as "UPSI") about the Company. It also involves disclosing or procuring any UPSI about the Company to/from others who could subscribe or buy or sell or deal in the Company's Securities.

As an employee of the Company you are considered as an Insider and accordingly advised as below:

1. **Trading when in possession of UPSI:** Employees are strictly prohibited from trading in the Securities of the Company when in possession of UPSI concerning the Company. Trading in securities of the Company is also prohibited for certain designated employees when the trading window is closed. For details please contact: policyclearinghouse@wipro.com.
2. **Communication or procurement of Unpublished Price Sensitive Information (UPSI):** Employee shall seek, communicate, provide or allow access to "UPSI of the Company to others only for legitimate purposes, performance of duties and discharge of legal obligations and strictly on a need to know basis. Employees are strictly prohibited from the following:
 - a. Counseling or disclosing or communicating UPSI to any other person including spouse and/or relatives, except on a need to know basis.
 - b. Counseling as well as expressing opinions or making any recommendations to any person on the Securities of the Company when in possession of any UPSI.
 - c. Unauthorized disclosure or communication of UPSI.
 - d. Procuring any UPSI from others
3. **Individual and Personal Responsibility:** As per the Code, Company can take appropriate actions like wage freeze, suspension, termination of employment on employees involved in Insider Trading. Insider trading also attracts severe civil and criminal penalties not only on the Insider but also on the Company in certain circumstances. The penalties levied on

Total Cost to Company per annum	3,50,004
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*Notional sum indicating contribution of 5.31 % of your basic towards provision of Gratuity. Employees will be eligible for payment of gratuity as per the Wipro Policy for the same.

Apart from the standard salary components, **Project Engineers** are also entitled to the following unique **Company Benefits** to help you manage during exigency.

- a. Onetime Interest free loan of Rs. 20,000/- towards housing deposits or towards purchase of a two wheeler
- b. Onetime Interest free contingency loan of lesser of Rs. 50,000/- and 2 months gross towards housing deposits or illness, death in immediate family or self-marriage
- c. Medical assistance of Rs.15,000 per annum for employees who are not covered under the ESI scheme.
- d. Medical Insurance Coverage up to Rs 2lac per annum.

ANNEXURE – IV

I hereby confirm that I shall submit the required academic certificates including but not limited to mark sheet and Provisional or Convocation Degree Certificate within 3 months from my date of joining. I understand that my employment is subject to my aggregate meeting the Company's eligibility criteria and submission of the above mentioned documents.

I hereby declare that all the particulars mentioned above are true to the best of my knowledge. In the event of my failure to submit the above mentioned documents or in case of any discrepancy, I shall be liable for immediate termination of my employment with the Company.

ANNEXURE – V

Variable Pay - A BRIEF OVERVIEW

Variable Pay Policy Summary & Computation:

Variable Pay is a variable component in your salary stack which would be paid out on a quarterly basis. It would be linked to the following parameters:

For employees joining in billable roles, variable pay will be linked to Individual billability, i.e. the number of days employee is billed in a quarter. This factor is applicable only for employees joining in billable roles in Bands Team Rainbow, A1, A2, A3, B1, B2 and B3 and who have variable pay as part of their salary stack.

For employees joining in above Bands in Support roles and central functions, and who have variable pay as part of their salary stack, variable pay will be linked to company's financial parameters. Financial metrics is linked based on specific role for each employee in each quarter, as per the respective financial year policy.

The Variable Pay program may be changed / altered or modified in part or full thereof from time to time, at the sole discretion of the management. It is mandatory for you to complete the quarter for which the Variable Pay applies i.e. you should be on the rolls of the Company on the last working day of the quarter to be eligible for payout under the program.

The detailed policy will be made available on myWipro->myPolicies->Common Policies Across Countries->my Financials->Variable Pay Policy FY 2021-22.

SOME ADDITIONAL INFORMATION ON THE SALARY OFFER

Basic, Additional Allowance and Bonus

This are fixed monthly components of your salary and are taxable. They do not vary every month, and are fixed for a particular period.

House Rental Allowance:

HRA is given to the extent of 50% of your Basic. HRA exemption is applicable as per IT rules on submission of rent receipts.

Wipro Benefit Plan (WBP):

- a. You would be entitled for Rs.1000 per day for 8 days (total amount of Rs.8,000) from the date of joining. You may utilize this amount towards accommodation, food & other miscellaneous expenses. This would be paid as a lump sum amount that will be credited with your first month salary and you would not need to submit bills towards usage of this amount.
- b. If your posting location (the location where you would be based out of after training) is different from the training location (location where you undergo initial training), you would be entitled for the following:
 - i. Settlement and Miscellaneous Expenses: Rs.1200 per day for 7 days (total amount of Rs. 8,400) from the date of reporting to the posting location. You may utilize this amount towards boarding, lodging, conveyance & other miscellaneous expenses.
 - c. Any location change after reporting to posting location will be treated as relocation/transfer and will be covered under the Transfer policy for Team Rainbow. For details you can refer the policy at myWipro-> My Policies -> India-> My Travel>Transfer Policy-Team Rainbow.
 - d. Campus joiners would not be eligible for accommodation at the Wipro guest houses.

Please note in the event that the employee leaves the organization within 6 months from the date of joining, all payments processed under Joining & Relocation Entitlements shall be recovered from the employee at the time of exit.

SUMMARY SOCIAL SECURITY & OTHER BENEFITS*

Medical

1. Medical Assistance Program (MAS)**: This is a medical scheme covering you, your spouse and your children to the extent of Rs.15000 per annum. **This scheme is not applicable for employees covered under the Employee State Insurance Act (ESI).** This limit will be prorated based on your joining and exiting months in a financial year. The amount mentioned as Medical allowance in your salary stack is a notional figure and it indicates average outflow per month and per employee towards MAS. Medical is a reimbursable amount, i.e., it will be paid at actuals on making a claim.
2. Mediclaim: You are eligible for a floater coverage of Rs 2,00,000 per annum for family (self, spouse & children) towards hospitalization. There will be a deduction from your monthly payroll depending on your marital/family status towards the base sum insured premium,10% of the claim amount has to be borne by you.

If you wish to enhance the coverage, Top up cover options are also available for a highly negotiated premium. More details on the policy are available on My Policies Section in myWipro which is accessible on joining.

Base Medical insurance is to be availed by the employee as default. It is accounted for in deductions as a nominal monthly charge. Top-Up cover is voluntary and charged as applicable during renewal timelines.

3. Annual Health check: Company paid Annual health check-up program is available for employees above 40 years of age.

Gratuity Benefit**: Up to Rs. 20,00,000

This provides you a lump sum benefit up to a maximum of INR 20 LPA to be calculated and payable as per applicable laws

Survivor Benefit Pension Program**:

The Survivor Benefit Plan's objective is to provide a monthly income to the surviving spouse and children of an employee, in the unfortunate event of death while in service. The pension payable is based on last drawn basic salary at the time of death, number of years till retirement, number and age of surviving members.

E.g. If an employee is in Grade B3 with basic of Rs. 15,000 per month and the remaining period before retirement at time of his death is 20 years and he has a surviving spouse and two eligible children, the supplementary Pension payable per month would be as follows: Basic * No of years to Retirement * Grade Factor * % based on number and age of surviving members.

I.e. $15,000 \times 20 \times 2.7\% \times 80\% = \text{Rs. } 6,480$ per month as supplementary pension payable. *Grade Factor is a band specific predefined pension Accrual rate.

Loans:

7/11/2021 https://wipro.icims.com/forms?module=Forms&action=showForm&view=htm&form=elite_offer_letter_template&user=20880770&item=52...

Wipro Limited
Doddakannelli
Sarjapur Road
Bengaluru 560 035
India

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

20880770



APPOINTMENT LETTER

July 12, 2021

Dear SHAZMA PATHAN,

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

1. Appointment Details:

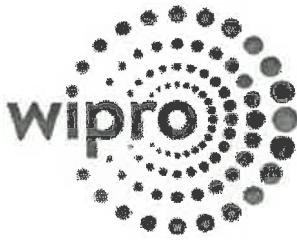
- a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.
- b. You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.
- c. The retirement age is 58 years.
- d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company, in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.
- e. We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.
- f. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.
- g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining.

2. Compensation:

You will be eligible for:

- a. Compensation and benefits in accordance with Annexure III - Salary Offer Sheet.
- b. Variable Pay - The details of this component are listed in Annexure V. The Variable Pay program may be changed or modified in part or full thereof from time to time, at the sole discretion of the Company.
- c. Other compensation and benefits in accordance with Company policy as modified and intimated to you from time to time.
- d. Your salary will be reviewed periodically as per Company policy.
- e. Changes in your compensation are at the Company's discretion and will be subject to and on the basis of your effective performance and the performance results of the Company during your period of employment and other

(Signature)
Training & Placement Officer
DVR & Dr HS MIC College of Technology



APPOINTMENT LETTER

July 28, 2021

Dear DODDA SATYA VENKATA TEJASWI,

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

1. Appointment Details:

- a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.
- b. You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.
- c. The retirement age is 58 years.
- d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company ,in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.
- e. We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.
- f. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.
- g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining.

2. Compensation:

You will be eligible for:

- a. Compensation and benefits in accordance with Annexure III - Salary Offer Sheet.
- b. Variable Pay - The details of this component are listed in Annexure V. The Variable Pay program may be changed or modified in part or full thereof from time to time, at the sole discretion of the Company.
- c. Other compensation and benefits in accordance with Company policy as modified and intimated to you from time to time.
- d. Your salary will be reviewed periodically as per Company policy.
- e. Changes in your compensation are at the Company's discretion and will be subject to and on the basis of your effective performance and the performance results of the Company during your period of employment and other relevant criteria.

3. Other Benefits:

You will also be eligible for:

may be required under obligation of law or as may be required by the Company and in the course of your employment. This covenant shall endure during your employment and beyond the cessation of your employment with the Company (irrespective of the circumstances of, or the reasons for, the cessation). u pg

- b. In your work for Wipro, you will be expected not to use or disclose any confidential information, including trade secrets, of any former employer or other person with whom you have an obligation of confidentiality and by signing below you affirm that you have no conflicting obligations or non-compete agreements that would prevent you from working without limitation for the Company.

7. Assignment of Intellectual Property

In connection with your employment and during the term of your employment, upon conception or creation, you shall disclose and assign to Wipro as its exclusive property, all inventions, ideas, concepts, discoveries, techniques, and improvements (including, without limitation, legal documents, training materials, computer software and associated materials) developed or conceived by you solely or jointly with others (whether or not during business hours), and shall comply with the Policies of Wipro in relation to Intellectual Property.

8. Non-Compete

In the course of your employment with the Company you will be providing services to customers or clients of the Company during which process you will be handling sensitive information including but not limited to key customers of the Company, competitor information, customer sensitive information ('Confidential Information'). You acknowledge and recognize that Confidential Information available to you, if leaked, would cause irreparable harm to the Company and its protection is of utmost importance to the Company. You confirm that for a period of six (6) months after separation of your employment from the Company (irrespective of the circumstances of or the reason for the separation), you will not accept any offer of employment from a customer or client with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of separation.

9. General:

This offer of appointment is subject to the precondition that you have not provided us with any false declaration and/or documentation or willfully suppressed any material information. If at any point of time, it is brought to our notice that you have submitted fabricated documentation or made false representation or willfully suppressed material information, you shall be liable to be removed from service with immediate effect and the Company reserves its right to initiate appropriate action as per applicable policy and /or enforce remedies available to us under law.

Please note that you are required to inform us if there are any agreements, oral or written, which you have entered into and which may relate to or affect your commitments under this employment contract.

- a. You acknowledge that you have understood the terms of this employment contract and that you are aware that the specific performance of the terms of this employment contract may be enforced legally, if required. In this connection, if any of the provisions of this letter of appointment are declared or found to be void or unenforceable due to any reason whatsoever, the remaining provisions of this letter shall continue in full force and effect.
- b. These employment terms supersede and replace any existing agreement or understanding, if any, between the Company and you on the same subject matter.
- c. You warrant that you are not prevented by any court or by any other administrative or judicial authority or order from providing the services required under this employment contract. In the event that you are not a citizen of the country of posting, you should have a valid work permit to work in the country of posting.
- d. Your appointment shall be treated as withdrawn in case:
 - i. You have not scored minimum aggregate marks of 60% in your 10th Standard or equivalent education.
 - ii. You have not scored minimum aggregate marks of 60% in your 12th Standard or equivalent education.
 - iii. For Graduates: You have not scored minimum aggregate marks of 60% in your graduation.
 - iv. For Post Graduates: You have not scored minimum aggregate marks of 60% in your graduation and 60% in post-graduation.
 - v. You have any pending backlogs/ arrears on the date of appointment.

Please note that at any stage, whether during your online test and/or interview process or upon joining the Company, if it is brought to our notice that you have indulged in malpractices or used illegal means to clear your online assessment, the Company shall withdraw or revoke the offer with immediate effect and we reserve our rights to take suitable action against you as we may deem fit.

received, except where such an interest comprises of securities in widely held corporations which are quoted and sold in the open market or the interest is not material.

- b. For an employee or any dependent member of his family to buy, sell or lease any kind of property, facilities or equipment from or to the company or any affiliate or to any company, firm or individual who is or is seeking to become a contractor, supplier or customer, except with the knowledge and consent of top management.
- c. For an employee to serve as an officer, director or in any other management capacity or as a consultant of another company or organization doing or seeking to do business with the company or an affiliate except with the knowledge and consent of top management.
- d. For an employee to use or release to a third party any data on decisions, plans, competitive bids or any other information concerning the company, which might be prejudicial to the interest of the company.
- e. For an employee or any dependent member of his family to accept commission, a share in profits or other payments, loans (other than with established banking or financial institutions), services excessive entertainment and travel or gifts of more than nominal value from any individual or organization doing or seeking to do business with the company.

I have read the above mentioned 'Conflict of Interest' policy and I declare that there is no 'Conflict of Interest' in my employment. If in future any conflict arises, I will immediately inform my supervisor and notify the top management.

Compliance to Company's Code of Conduct to Regulate, Monitor and Report Trading (Code) by Insiders

Insider Trading is prohibited by both Law as well as by Wipro Limited's (hereinafter to as the "Company") internal policy. Insider trading generally involves the act of subscribing/buying/ selling or dealing in the Company's Securities, while in possession of any Unpublished Price Sensitive Information (hereinafter referred to as "UPSI") about the Company. It also involves disclosing or procuring any UPSI about the Company to/from others who could subscribe or buy or sell or deal in the Company's Securities.

As an employee of the Company you are considered as an Insider and accordingly advised as below:

1. Trading when in possession of UPSI: Employees are strictly prohibited from trading in the Securities of the Company when in possession of UPSI concerning the Company. Trading in securities of the Company is also prohibited for certain designated employees when the trading window is closed. For details please contact: policyclearinghouse@wipro.com.
2. Communication or procurement of Unpublished Price Sensitive Information (UPSI): Employee shall seek, communicate, provide or allow access to "UPSI of the Company to others only for legitimate purposes, performance of duties and discharge of legal obligations and strictly on a need to know basis. Employees are strictly prohibited from the following:
 - a. Counseling or disclosing or communicating UPSI to any other person including spouse and/or relatives, except on a need to know basis.
 - b. Counseling as well as expressing opinions or making any recommendations to any person on the Securities of the Company when in possession of any UPSI.
 - c. Unauthorized disclosure or communication of UPSI.
 - d. Procuring any UPSI from others
3. Individual and Personal Responsibility: As per the Code, Company can take appropriate actions like wage freeze, suspension, termination of employment on employees involved in Insider Trading. Insider trading also attracts severe civil and criminal penalties not only on the Insider but also on the Company in certain circumstances. The penalties levied on the employee will not be borne by the Company and the employee individually is responsible.
4. Disclosure requirements: Every employee of the Company and their Immediate Relatives shall disclose to the Company the number of securities acquired or disposed of within two trading days of the transaction if the value of the securities traded, whether in one transaction or a series of transactions over any calendar quarter, aggregates to a traded value in excess of ten lakh rupees. For more details on procedures and guidelines, employees are requested to refer the Company's Code of Conduct to Regulate, Monitor and Report Trading by Insiders. Or write to policyclearinghouse@wipro.com.

ANNEXURE II

PERSONAL INFORMATION AS REQUIRED UNDER INFORMATION TECHNOLOGY ACT, 2000

Dear Shazma Pathan,
Resume Number - 20879882

Based on our discussions with you, we would like to inform you of our intent to offer you the role of **Project Engineer** which will be in Career Band **TRB-II** of the organization.

The salary stack for this role is detailed below. Do reach out to us should you have any clarifications.

COMPONENT	AMOUNT (INR)
Basic	11,670
HRA	5,835
Bonus	2,334
Wipro Benefits Plan (WBP)	4,849
Total Fixed Cash	24,688
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
Total Fixed Compensation	27,108
Other Compensation Benefits	
Health benefit (Medical)	600
Variable Pay	
Target Variable Pay	1,459
Target Cost to Company per month	29,167
Total Cost to Company per annum	3,50,004

Kindly note this letter of intent shall be followed by a letter of appointment from us.

Please confirm your interest to receive offer of appointment by clicking on this link [Click to Complete](#) and accepting the contents of this communication within 15 calendar days. Your confirmation of interest is a precondition to the issuance of offer of appointment.

Yours sincerely,

For Wipro Limited,

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

Dear Goli Lakshmi Manoja,
Resume Number - 20879872

Based on our discussions with you, we would like to inform you of our intent to offer you the role of **Project Engineer** which will be in Career Band **TRB-II** of the organization.

The salary stack for this role is detailed below. Do reach out to us should you have any clarifications.

COMPONENT	AMOUNT (INR)
Basic	11,670
HRA	5,835
Bonus	2,334
Wipro Benefits Plan (WBP)	4,849
Total Fixed Cash	24,688
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
Total Fixed Compensation	27,108
Other Compensation Benefits	
Health benefit (Medical)	600
Variable Pay	
Target Variable Pay	1,459
Target Cost to Company per month	29,167
Total Cost to Company per annum	3,50,004

Kindly note this letter of intent shall be followed by a letter of appointment from us.

Please confirm your interest to receive offer of appointment by clicking on this link [Click to Complete](#) and accepting the contents of this communication within 15 calendar days. Your confirmation of interest is a precondition to the issuance of offer of appointment.

Yours sincerely,

For Wipro Limited,

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



APPOINTMENT LETTER

July 12, 2021

Dear LAKSHMI MANOJA GOLI,

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

1. Appointment Details:

- a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.
- b. You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.
- c. The retirement age is 58 years.
- d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company, in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.
- e. We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.
- f. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.
- g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining.

2. Compensation:

You will be eligible for:

- a. Compensation and benefits in accordance with Annexure III - Salary Offer Sheet.
- b. Variable Pay - The details of this component are listed in Annexure V. The Variable Pay program may be changed or modified in part or full thereof from time to time, at the sole discretion of the Company.
- c. Other compensation and benefits in accordance with Company policy as modified and intimated to you from time to time.
- d. Your salary will be reviewed periodically as per Company policy.
- e. Changes in your compensation are at the Company's discretion and will be subject to and on the basis of your effective performance and the performance results of the Company during your period of employment and other

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



APPOINTMENT LETTER

July 11, 2021

Dear PAUL SASTRY KUMPATI

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

1. Appointment Details:

- a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.
- b. You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.
- c. The retirement age is 58 years.
- d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company ,in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.
- e. We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.
- f. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.
- g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining.

2. Compensation:

You will be eligible for:

- a. Compensation and benefits in accordance with Annexure III - Salary Offer Sheet.
- b. Variable Pay - The details of this component are listed in Annexure V. The Variable Pay program may be changed or modified in part or full thereof from time to time, at the sole discretion of the Company.
- c. Other compensation and benefits in accordance with Company policy as modified and intimated to you from time to time.
- d. Your salary will be reviewed periodically as per Company policy.
- e. Changes in your compensation are at the Company's discretion and will be subject to and on the basis of your effective performance and the performance results of the Company during your period of employment and other

STX

6. Confidentiality:

- a. In consideration of the opportunities, training and access to new techniques and know-how that will be made available to you, you will be required to comply with the Confidentiality Policy of the Company. Therefore, please maintain all Confidential Information as defined from time to time in the Confidentiality Policy of the Company, as secret and confidential and do not use or disclose any such Confidential Information except as may be required under obligation of law or as may be required by the Company and in the course of your employment. This covenant shall endure during your employment and beyond the cessation of your employment with the Company (irrespective of the circumstances of, or the reasons for, the cessation).
- b. In your work for Wipro, you will be expected not to use or disclose any confidential information, including trade secrets, of any former employer or other person with whom you have an obligation of confidentiality and by signing below you affirm that you have no conflicting obligations or non-compete agreements that would prevent you from working without limitation for the Company.

7. Assignment of Intellectual Property

In connection with your employment and during the term of your employment, upon conception or creation, you shall disclose and assign to Wipro as its exclusive property, all inventions, ideas, concepts, discoveries, techniques, and improvements (including, without limitation, legal documents, training materials, computer software and associated materials) developed or conceived by you solely or jointly with others (whether or not during business hours), and shall comply with the Policies of Wipro in relation to Intellectual Property.

Non-Compete

In the course of your employment with the Company you will be providing services to customers or clients of the Company, during which process you will be handling sensitive information including but not limited to key customers of the Company, competitor information, customer sensitive information ('Confidential Information'). You acknowledge and recognize that Confidential Information available to you, if leaked, would cause irreparable harm to the Company and its protection is of utmost importance to the Company. You confirm that for a period of six (6) months after separation of your employment from the Company (irrespective of the circumstances of or the reason for the separation), you will not accept any offer of employment from a customer or client with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of separation.

9. General:

This offer of appointment is subject to the precondition that you have not provided us with any false declaration and/or documentation or willfully suppressed any material information. If at any point of time, it is brought to our notice that you have submitted fabricated documentation or made false representation or willfully suppressed material information, you shall be liable to be removed from service with immediate effect and the Company reserves its right to initiate appropriate action as per applicable policy and /or enforce remedies available to us under law.

Please note that you are required to inform us if there are any agreements, oral or written, which you have entered into and which may relate to or affect your commitments under this employment contract.

- a. You acknowledge that you have understood the terms of this employment contract and that you are aware that the specific performance of the terms of this employment contract may be enforced legally, if required. In this connection, if any of the provisions of this letter of appointment are declared or found to be void or unenforceable due to any reason whatsoever, the remaining provisions of this letter shall continue in full force and effect.
- b. These employment terms supersede and replace any existing agreement or understanding, if any, between the Company and you on the same subject matter.
- c. You warrant that you are not prevented by any court or by any other administrative or judicial authority or order from providing the services required under this employment contract. In the event that you are not a citizen of the country of posting, you should have a valid work permit to work in the country of posting.
- d. Your appointment shall be treated as withdrawn in case:
 - i. You have not scored minimum aggregate marks of 60% in your 10th Standard or equivalent education.
 - ii. You have not scored minimum aggregate marks of 60% in your 12th Standard or equivalent education.
 - iii. For Graduates: You have not scored minimum aggregate marks of 60% in your graduation.
 - iv. For Post Graduates: You have not scored minimum aggregate marks of 60% in your graduation

SCB

From: Campus HR Team <wipro+email+1xh7j-82a85e5b61@talent.icims.com>
Date: Thu, 4 Sep 2021, 11:44 am
Subject: Wipro Campus Update _LOI
To: <vaishnavi.kunapareddy@gmail.com>

September 4, 2021

Dear VAISHNAVI KUNAPAREDDY,
Resume Number - 20904124

Based on our discussions with you, we would like to inform you of our intent to offer you the role of **Project Engineer** which will be in Career Band **TRB-II** of the organization.

The salary stack for this role is detailed below. Do reach out to us should you have any clarifications.

COMPONENT	AMOUNT (INR)
Basic	11,670
HRA	5,835
Bonus	2,334
Wipro Benefits Plan (WBP)	4,849
Total Fixed Cash	24,688
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
Total Fixed Compensation	27,108
Other Compensation Benefits	
Health benefit (Medical)	600
Variable Pay	
Target Variable Pay	1,459
Target Cost to Company per month	29,167
Total Cost to Company per annum	3,50,004

Kindly note this letter of intent shall be followed by a letter of appointment from us.

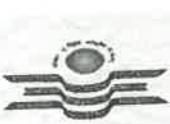
Please confirm your interest to receive offer of appointment by clicking on this link [Click to Complete](#) and accepting the contents of this communication within 15 calendar days. Your confirmation of interest is a precondition to the issuance of offer of appointment.

Yours sincerely,

For Wipro Limited,

(W)

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

**Fwd: Wipro Offer Letter**

1 message

Veenanand Kakarla <veenanand@mictech.ac.in>
 To: TNP MIC College <tnp@mictech.ac.in>

Thu, Jun 22, 2023 at 9:12 AM

Dear Hema Sri Nakirkanti ,
 Resume Number - 20879860

Based on our discussions with you, we would like to inform you of our intent to offer you the role of **Project Engineer** which will be in Career Band TRB-II of the organization.

The salary stack for this role is detailed below. Do reach out to us should you have any clarifications.

COMPONENT	AMOUNT (INR)
Basic	11,670
HRA	5,835
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Please confirm your interest to receive offer of appointment by clicking on this link Click to Complete and accepting the contents of this communication within 15 calendar days. Your confirmation of interest is a precondition to the issuance of offer of appointment.

Yours sincerely,

For Wipro Limited,

Training & Placement Officer
 DVR & Dr HS MIC College of Technology
 (W)

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

Fwd: Wipro Campus Update_LOI

2 messages

Sowmya Indukuri <sowmya0810indukuri@gmail.com>

Thu, Sep 2, 2021 at 6:39 PM

To: tnp@mictech.ac.in

Hi sir,

I am sowmya i got the LOI from wipro

----- Forwarded message -----

From: Campus HR Team <wipro+email+1xh7j-82a85e5b61@talent.icims.com>

Date: Thu, 2 Sep 2021, 9:44 am

Subject: Wipro Campus Update_LOI

To: <sowmya0810indukuri@gmail.com>

September 2, 2021

Dear JYOTHI VIJAYA DURGA SOWMYA INDUKURI ,

Resume Number - 20904094

Based on our discussions with you, we would like to inform you of our intent to offer you the role of **Project Engineer** which will be in Career Band **TRB-II** of the organization.

The salary stack for this role is detailed below. Do reach out to us should you have any clarifications.

COMPONENT	AMOUNT (INR)
Basic	11,670
HRA	5,835
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Wipro Benefits Plan (WBP)	4,849
Total Fixed Cash	24,688
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Please confirm your interest to receive offer of appointment by clicking on this link Click to Complete and accepting the contents of this communication within 15 calendar days. Your confirmation of interest is a precondition to the issuance of offer of appointment.



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

KodNest | Selected Candidates | KodNest Dream Factory | DVR & Dr.HS MIC COLLEGE OF TECHNOLOGY

1 message

Suflyan khan <suflyan@kodnest.com>
 To: TNP MIC College <tnp@mictech.ac.in>
 Cc: Akash Pandey <akash@kodnest.com>, Prabhakaran G <pk@kodnest.com>, shera siddiqui <shera@kodnest.com>

Wed, Jun 30, 2021

Dear Sir,

Greetings from KodNest & Trust you are doing good!

Thank you for giving the opportunity for your students to attend Drive & Dream Factory Project as it pays for those who are serious about Placements.

The Below students got placed for Proadapt & MagnaQuest through KodNest.

Devathu Sai Sri Venkata Sravani	sravanidevathu1507@gmail.com	7013574343	Dvr & Dr hs Mic College of technology	Proadapt
Sai Venkata Anusurya Kukutla	anusuryakukulla@gmail.com	9398617376	DVR & Dr.HS MIC COLLEGE OF TECHNOLOGY	Proadapt
N.sankeerthan	sankeerthananalajala@gmail.com	6300136155	Dvr &dr HS mic college of technology	Proadapt
N.SANKKERTHANA	Sankeerthananalajala@gmail.com	6300136155	DVR&DR HS MIC COLLEGE OF TECHNOLOGY	MAGNAQU
Mounika kondla	kradhamouni1234@gmail.com	8919076383	Dvr&dr.hs mic college of technology	MAGNAQU

Let's continue working together to shape many students' careers.

Warmest Regards,

Suflyan

Jager - Campus Relations

Mob : 7022056440 | Email : suflyan@kodnest.com

www.kodnest.com

India's Best Job seekers platform



This message may contain confidential and/or privileged information. If you are not the addressee or authorized to receive this for the addressee, you must not use, copy, disclose, or take any action based on this message or any information herein. If you have received this message in error, please advise the sender immediately by reply e-mail and delete this message. Thank you for your cooperation.

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




October 30, 2021

To,

Peddineni Indraja
13-74, Post Office Street,
Penuganchiprolu, Krishna District,
Andhra Pradesh - 521190

Dear Peddineni Indraja,

We are pleased to extend an offer of employment to join **Proadapt Solutions Private Limited**, herein referred as Proadapt, as **Associate Software Engineer** at our offices in Hyderabad, India.

As previously discussed with you during the interview process, this position is primarily for your employment in India, and both domestic and international travel may be expected from you. Your initial place of employment will be Hyderabad.

We would like you to start work on or about **November 01, 2021** or earlier, if at all possible, and your employment conditions are as follows:

1. **Salary:** Your starting salary and allowances will be at the rate of **INR 350000** per annum, as identified in Schedule A;
2. This offer is valid for a period of five (5) days from the date of this letter within which period of time you must accept the same, in writing. **This offer is also conditional upon receipt of the documents listed below no later than the day your employment with the company commences.**

Please note that you must present the original documents for verification purposes:

- a. Signed copy of the hiring letter and Employment Agreement
- b. Permanent Account Number (PAN) card or copy of PAN application
- c. Relieving certificate from your former employer
- d. Duly attested copy of birth certificate/school leaving certificate for verification of personal data OR duly attested photocopy of the relevant pages of your passport evidencing details such as date of birth, place of residence, photograph, etc.
- e. Duly attested copies of academic and professional certificates
- f. Eight (8) recent passport sized photographs
- g. Last pay slip drawn or compensation page from last employer
- h. Photocopies of passport

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



On your first day of employment with us, you should also bring a signed copy of this letter and the employment agreement with you.

Prodapt is a rapidly growing organization and we seek to attract and retain the most talented professionals whose contributions will make a significant difference in our success. We look forward to working with you.

Yours sincerely,

DocuSigned by:

Pradeep Jumani
6E42F55BD43D44F...

**Pradeep Jumani (e-sign)
Assistant Vice President - Human Resources**

For and on behalf of Prodapt Solutions Pvt Limited

I accept the offer of employment at Prodapt Solutions Private Ltd. on the terms and conditions described above.

Signature: _____ Date: _____

My proposed start date will be on: _____



NON-DISCLOSURE AGREEMENT

THIS NON-DISCLOSURE AGREEMENT (this "Agreement") is made and entered into as of July 7, 2021, (hereinafter referred as "Effective Date") between Prodapt Solutions Private Limited", with its registered address at No. 283/4,4th Floor, Prince Infocity II, Rajiv Gandhi Salai, Kandanchavadi, Old Mahabalipuram Road, Perungudi, Chennai, Tamil Nadu 600096 India (hereinafter referred as "Disclosing Party") and Kukutla Sai Venkata Anusurya with permanent residence at Dr no:3-86, Bangarupu kotla Center, Gunda Vari Street, Jaggayyapet, Krishna District - 521175 (Hereinafter referred as "Intern" or "Receiving Party") and shall be read in conjunction with the Consultancy Agreement dated July 7, 2021.

WHEREAS the Receiving Party shall be working for the Disclosing party as an Intern wherein the Disclosing Party shall share certain Non-Public Information to the Receiving Party that it considers to be proprietary and confidential to itself ("Confidential Information"); and

WHEREAS the Receiving Party agree that Confidential Information of the Disclosing Party might include, but not be limited to: (1) business plans, methods, and practices; (2) personnel, customers, and suppliers; (3) inventions, processes, methods, products, patent applications, and other proprietary rights; or (4) specifications, drawings, sketches, models, samples, tools, computer programs, technical information, or other related information;

WHEREAS pursuant to the above-mentioned business understanding, the Disclosing Party shall be sharing Confidential Information to the Receiving Party which is confidential and proprietary in nature.

NOW THIS AGREEMENT WITNESSETH AS FOLLOWS:

1. **Purpose.** The Disclosing Party will disclose to the Receiving Party Confidential Information to be used by the Receiving Party only for the purpose of this Agreement as well as the Consultancy Agreement. The Receiving Party is responsible for ensuring that no Confidential Information with regard to Disclosing Party or any of its partners, participants, prospects and customers is shared without prior written consent given by the Disclosing party.

K.S.V. Anusurya

Prodapt Solutions Private Limited
Prince Infocity I, 4th Floor
No. 2834, Rajiv Gandhi Salai (OMR)
Kandanchavadi, Chennai - 600096 INDIA
CIN : U30007TN1999PTC041798

T : +91 44 4903 3000
F : +91 44 4903 3010
www.prodapt.com
info@prodapt.com



4. **No Warranty.** ALL CONFIDENTIAL INFORMATION IS PROVIDED "AS IS". THE DISCLOSING PARTY MAKES NO WARRANTIES, EXPRESS, IMPLIED OR OTHERWISE, REGARDING ITS ACCURACY, COMPLETENESS OR PERFORMANCE.
5. **Return of Materials.** All documents and other tangible objects containing or representing Confidential Information and all copies thereof which are in the possession of the Receiving Party shall be and remain the property of the Disclosing Party and shall be either promptly returned to the Disclosing Party or destroyed upon the termination of this Agreement. Further, the Receiving party shall certify in writing that all the Confidential Information has been returned/destroyed within seven (7) days from the date of termination of this Agreement.
6. **No License.** Nothing in this Agreement is intended to grant any rights to the Receiving Party under any patent, mask work right or copyright of the Disclosing Party, nor shall this Agreement grant the Receiving Party any rights in or to Confidential Information except as expressly set forth herein.
7. **Term.** This Agreement shall remain in effect until the expiry/termination of the Consultancy Agreement. The requirement to protect Confidential Information disclosed under this Agreement shall survive termination of this Agreement.
8. **Indemnity.** The Receiving Party shall, in the event of breach of any of its obligations hereunder, indemnify and keep indemnified the Disclosing Party from and against any and all losses, costs, damages, injuries, suffered or incurred directly as a consequence of such breach howsoever occasioned subject to Disclosing Party establishing such breach committed by Receiving Party.
9. **Remedies.** The Receiving Party agrees that any violation or threatened violation of this Agreement will cause irreparable injury to the Disclosing Party, entitling the Disclosing Party to obtain injunctive relief in addition to all other legal remedies. Under no circumstances will either party be liable for incidental, consequential or punitive damages.

K.S.V. Anusuya

Prodapt Solutions Private Limited
 Prince Infocity II, 4th Floor
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NON-DISCLOSURE AGREEMENT

THIS NON-DISCLOSURE AGREEMENT (this "Agreement") is made and entered into as of June 07, 2021, (hereinafter referred as "Effective Date") between Prodapt Solutions Private Limited", with its registered address at No. 283/4, 4th Floor, Prince Infocity II, Rajiv Gandhi Salai, Kandanchavadi, Old Mahabalipuram Road, Perungudi, Chennai, Tamil Nadu 600096 India (hereinafter referred as "Disclosing Party") and Peddineni Indraja with permanent residence at 13-74, Post Office Street, Penuganchiprolu, Krishna District, Andhra Pradesh - 521190. (Hereinafter referred as "Intern" or "Receiving Party") and shall be read in conjunction with the Consultancy Agreement dated June 07, 2021.

WHEREAS the Receiving Party shall be working for the Disclosing party as an Intern wherein the Disclosing Party shall share certain Non-Public Information to the Receiving Party that it considers to be proprietary and confidential to itself ("Confidential Information"); and

WHEREAS the Receiving Party agree that Confidential Information of the Disclosing Party might include, but not be limited to: (1) business plans, methods, and practices; (2) personnel, customers, and suppliers; (3) inventions, processes, methods, products, patent applications, and other proprietary rights; or (4) specifications, drawings, sketches, models, samples, tools, computer programs, technical information, or other related information;

WHEREAS pursuant to the above-mentioned business understanding, the Disclosing Party shall be sharing Confidential Information to the Receiving Party which is confidential and proprietary in nature.

NOW THIS AGREEMENT WITNESSETH AS FOLLOWS:

1. **Purpose.** The Disclosing Party will disclose to the Receiving Party Confidential Information to be used by the Receiving Party only for the purpose of this Agreement as well as the Consultancy Agreement. The Receiving Party is responsible for ensuring that no Confidential Information with regard to Disclosing Party or any of its partners, participants, prospects and customers is shared without prior written consent given by the Disclosing party.
2. **"Confidential Information"** means any information disclosed to Receiving Party by the Disclosing Party or by its partners, participants, prospects or customers, either directly or indirectly in writing, orally, or by inspection of tangible objects,

Prodapt Solutions Private Limited
Prince Infocity II, 4th Floor
No. 283/4, Rajiv Gandhi Salai (OMR)
Kandanchavadi, Chennai - 600096 INDIA
CIN : U30007TN1999PTC041798

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destroyed upon the termination of this Agreement. Further, the Receiving party shall certify in writing that all the Confidential Information has been returned/destroyed within seven (7) days from the date of termination of this Agreement.

6. **No License.** Nothing in this Agreement is intended to grant any rights to the Receiving Party under any patent, mask work right or copyright of the Disclosing Party, nor shall this Agreement grant the Receiving Party any rights in or to Confidential Information except as expressly set forth herein.
7. **Term.** This Agreement shall remain in effect until the expiry/termination of the Consultancy Agreement. The requirement to protect Confidential Information disclosed under this Agreement shall survive termination of this Agreement.
8. **Indemnity.** The Receiving Party shall, in the event of breach of any of its obligations hereunder, indemnify and keep indemnified the Disclosing Party from and against any and all losses, costs, damages, injuries, suffered or incurred directly as a consequence of such breach howsoever occasioned subject to Disclosing Party establishing such breach committed by Receiving Party.
9. **Remedies.** The Receiving Party agrees that any violation or threatened violation of this Agreement will cause irreparable injury to the Disclosing Party, entitling the Disclosing Party to obtain injunctive relief in addition to all other legal remedies. Under no circumstances will either party be liable for incidental, consequential or punitive damages.
10. **Miscellaneous.** This agreement shall bind and inure to the benefit of the parties hereto and their successors and assigns. This Agreement shall be governed by the laws of India, without reference to conflict of laws principles and shall be subject to the exclusive jurisdiction of the Courts in Chennai, India only. This document contains the entire agreement between the parties with respect to the subject matter hereof. Any failure to enforce any provision of this Agreement shall not constitute a waiver thereof or of any other provision hereof. The Receiving Party shall not assign this Agreement or any interest herein without the express prior written consent of the Disclosing Party. This Agreement may not be amended, nor any obligation waived, except by a writing signed by both parties hereto.
11. **Counterparts:** This Agreement may be executed in counterparts, each of which shall be deemed an original, but all of which together shall be deemed to be one and the same agreement.

Prodapt[®]

powering global success

NON-DISCLOSURE AGREEMENT

THIS NON-DISCLOSURE AGREEMENT (this "Agreement") is made and entered into as of June 07, 2021, (hereinafter referred as "Effective Date") between Prodapt Solutions Private Limited", with its registered address at No. 283/4, 4th Floor, Prince Infocity II, Rajiv Gandhi Salai, Kandanchavadi, Old Mahabalipuram Road, Perungudi, Chennai, Tamil Nadu 600096 India (hereinafter referred as "Disclosing Party") and Javvadi Lakshmi Lavanya with permanent residence at Morusumalli, Government School Road, Mylavaram Mandal, Krishna District - 521230. (Hereinafter referred as "Intern" or "Receiving Party") and shall be read in conjunction with the Consultancy Agreement dated June 07, 2021.

WHEREAS the Receiving Party shall be working for the Disclosing party as an Intern wherein the Disclosing Party shall share certain Non-Public Information to the Receiving Party that it considers to be proprietary and confidential to itself ("Confidential Information"); and

WHEREAS the Receiving Party agree that Confidential Information of the Disclosing Party might include, but not be limited to: (1) business plans, methods, and practices; (2) personnel, customers, and suppliers; (3) inventions, processes, methods, products, patent applications, and other proprietary rights; or (4) specifications, drawings, sketches, models, samples, tools, computer programs, technical information, or other related information;

WHEREAS pursuant to the above-mentioned business understanding, the Disclosing Party shall be sharing Confidential Information to the Receiving Party which is confidential and proprietary in nature.

NOW THIS AGREEMENT WITNESSETH AS FOLLOWS:

1. **Purpose.** The Disclosing Party will disclose to the Receiving Party Confidential Information to be used by the Receiving Party only for the purpose of this Agreement as well as the Consultancy Agreement.

J.Lakshmi Lavanya

Prodapt Solutions Private Limited
Prince Infocity II, 4th Floor
No. 283/4, Rajiv Gandhi Salai (OMR)
Kandanchavadi, Chennai - 600096 INDIA
CIN : U30007TN1999PTC041798

T : +91 44 4903 3000
F : +91 44 4903 3010
www.prodapt.com
info@prodapt.com

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



The Receiving Party shall not reverse engineer, disassemble or decompile any prototypes, software or other tangible object which embody Confidential Information and which are provided to them by the Disclosing Party.

4. **No Warranty.** ALL CONFIDENTIAL INFORMATION IS PROVIDED "AS IS". THE DISCLOSING PARTY MAKES NO WARRANTIES, EXPRESS, IMPLIED OR OTHERWISE, REGARDING ITS ACCURACY, COMPLETENESS OR PERFORMANCE.
5. **Return of Materials.** All documents and other tangible objects containing or representing Confidential Information and all copies thereof which are in the possession of the Receiving Party shall be and remain the property of the Disclosing Party and shall be either promptly returned to the Disclosing Party or destroyed upon the termination of this Agreement. Further, the Receiving party shall certify in writing that all the Confidential Information has been returned/destroyed within seven (7) days from the date of termination of this Agreement.
6. **No License.** Nothing in this Agreement is intended to grant any rights to the Receiving Party under any patent, mask work right or copyright of the Disclosing Party, nor shall this Agreement grant the Receiving Party any rights in or to Confidential Information except as expressly set forth herein.
7. **Term.** This Agreement shall remain in effect until the expiry/termination of the Consultancy Agreement. The requirement to protect Confidential Information disclosed under this Agreement shall survive termination of this Agreement.
8. **Indemnity.** The Receiving Party shall, in the event of breach of any of its obligations hereunder, indemnify and keep indemnified the Disclosing Party from and against any and all losses, costs, damages, injuries, suffered or incurred directly as a consequence of such breach howsoever occasioned subject to Disclosing Party establishing such breach committed by Receiving Party.
9. **Remedies.** The Receiving Party agrees that any violation or threatened violation of this Agreement will cause irreparable injury to the Disclosing Party, entitling the Disclosing Party to obtain injunctive relief in addition to all other legal remedies. Under no circumstances will either party be liable for incidental, consequential or punitive damages.

J.Lakshmi Lavanya

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Name: J.Lakshmi Lavanya

Date: 08-06-2021

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Date: 01/09/2021

Intent to Offer

Dear Jyothi Vijaya Durga Sowmya ,

Syntellect ID:ASBE2053974

Congratulations!

We are pleased to record this intent to offer for the position **Associate Consultant (GCM 1)** with Syntel Private Limited ("Company").

Upon your acceptance of this Intent to offer and subject to you meeting all the applicable requirements under this Intent to offer, we will share a definitive offer letter, which will outline the specific employment terms and conditions. Please note that, unless you receive a offer letter this Intent to offer is merely to record the intended offer of employment and it shall not be construed as an employment with company nor it will be a legally binding offer/contract of employment.

The contents of this Intent to Offer are strictly confidential between you and the Company. Please treat this Intent to Offer and the contents hereof as personal and confidential.

This Offer of Intent is valid subject to:

- a) Your successful completion of the **Graduate/Diploma/Post-Graduate** program within the stipulated period of 8 semesters / 6 semesters as the case may be, with a minimum percentage of **60%** and no standing backlogs
- b) You successfully clearing the medical test if the company so desires and you being found and remaining medically (both physically and mentally) fit
- c) You are producing all the relevant documents pertaining to your education, identity, residence etc. as required by the Company

The Company shall conduct a background verification of all records/ references provided by you. Your employment with the Company will be subject to your background check records being clear, satisfactory, and free from ambiguity and in accordance with the policies of the Company prevalent from time to time. The Company reserves the right to ask you to furnish additional documentation or supporting information in this regard, as and when considered necessary. In case your background verification process is not completed within the company specified timeline, intimated to you via email, your selection would be deemed to be canceled.

This Offer of Intent is also contingent upon us working to determine an appropriate start date for your employment. The training is for a period of one (1) year, or any other period as the Company deems necessary, from the date of commencement of your service and you will be required to sign a separate agreement, by way of which you agree to remain in the employment of the Company during such period of training, and for a period of one year thereafter (hereinafter referred to as "the period"). Such agreement will also form part of your employment terms with the Company.

You will be continuously assessed during your training. If you do not complete the class room/on job training to our satisfaction, your appointment stands cancelled. That the intent of on-boarding will automatically expire if the candidate fails to respond to this Letter of Intent in writing/e-mail on or before the end of **5 days** from date of its issuance.

If the above stated terms are acceptable to you, kindly sign and return the acceptance copy (attached) after affixing your full signature in token of your formal acceptance of the terms and conditions herein.

ANNEXURE A**SALARY DISTRIBUTION**

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Name:	Jyothi Vijaya Durga Sowmya	
Designation:	Associate Consultant	
Band & Grade:	GCM 1	
Pay and Allowance	Monthly	Yearly
Basic Pay	9,917	119,000
HRA	4,958	59,500
Basket of Allowances (BOA)	9,625	115,500
Statutory Bonus	2,033	24,400
Gross Salary	26,533	318,400
Provident Fund (PF)	1,800	21,600
Retirals	1,800	21,600
Cost to Company (OTE)	28,333	340,000

Date: 18/08/2021

Intent to Offer**Dear Harshitha Reddy****Syntellect ID: ASBE2054279**

Congratulations!

We are pleased to record this intent to offer for the position **Associate Consultant (GCM 1)** with Syntel Private Limited ("Company").

Upon your acceptance of this Intent to offer and subject to you meeting all the applicable requirements under this Intent to offer, we will share a definitive offer letter, which will outline the specific employment terms and conditions. Please note that, unless you receive a offer letter this Intent to offer is merely to record the intended offer of employment and it shall not be construed as an employment with company nor it will be a legally binding offer/contract of employment.

The contents of this Intent to Offer are strictly confidential between you and the Company. Please treat this Intent to Offer and the contents hereof as personal and confidential.

This Offer of Intent is valid subject to:

- Your successful completion of the **Graduate/Diploma/Post-Graduate** program within the stipulated period of 8 semesters / 6 semesters as the case may be, with a minimum percentage of **60%** and no standing backlogs
- You successfully clearing the medical test if the company so desires and you being found and remaining medically (both physically and mentally) fit
- You are producing all the relevant documents pertaining to your education, identity, residence etc. as required by the Company

The Company shall conduct a background verification of all records/ references provided by you. Your employment with the Company will be subject to your background check records being clear, satisfactory, and free from ambiguity and in accordance with the policies of the Company prevalent from time to time. The Company reserves the right to ask you to furnish additional documentation or supporting information in this regard, as and when considered necessary. In case your background verification process is not completed within the company specified timeline, intimated to you via email, your selection would be deemed to be canceled.

This Offer of Intent is also contingent upon us working to determine an appropriate start date for your employment. The training is for a period of one (1) year, or any other period as the Company deems necessary, from the date of commencement of your service and you will be required to sign a separate agreement, by way of which you agree to remain in the employment of the Company during such period of training, and for a period of one year thereafter (hereinafter referred to as "the period"). Such agreement will also form part of your employment terms with the Company.

You will be continuously assessed during your training. If you do not complete the class room/on job training to our satisfaction, your appointment stands cancelled. That the intent of on-boarding will automatically expire if the candidate fails to respond to this Letter of Intent in writing/e-mail on or before the end of **5 days** from date of its issuance.

If the above stated terms are acceptable to you, kindly sign and return the acceptance copy (attached) after affixing your full signature in token of your formal acceptance of the terms and conditions herein.

Training & Placement Officer

DVR & Dr HS MIC College of Technology

ANNEXURE A

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SALARY DISTRIBUTION

Name:	Harshitha Reddy	
Designation:	Associate Consultant	
Band & Grade:	GCM 1	
Pay and Allowance	Monthly	Yearly
Basic Pay	9,917	119,000
HRA	4,958	59,500
Basket of Allowances (BOA)	9,625	115,500
Statutory Bonus	2,033	24,400
Gross Salary	26,533	318,400
Provident Fund (PF)	1,800	21,600
Retirals	1,800	21,600
Cost to Company (OTE)	28,333	340,000



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Offer: Computer Consultancy Ref: TCSL/DT20207181772/Hyderabad Date: 11/01/2021

Ms. Anupama Cheedirala
6-81,
Kotta Ramachandhrapuram,
Ramachandhrapuram-521214,
Andhra Pradesh.
Tel# 91-9398039814

Dear Anupama Cheedirala,

Sub: Letter of Offer

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

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

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

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

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

COMPENSATION AND BENEFITS

BASIC SALARY

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

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

TATA CONSULTANCY SERVICES

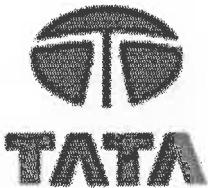
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Deccanpark, No 1 Software Units Layout, Madhapur, Hyderabad 500 081 India

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

TCS Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Careers Serviceline: 1800 209 3111 Email: [careers@tcs.com](mailto:ccareers@tcs.com)



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

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

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

CITY ALLOWANCE

You will be eligible for a City Allowance of '200/- per month. This is specific to India and is linked to your base branch. In the event of a change in your base branch this amount may undergo a change. It will stand to be discontinued while on international assignments. This allowance is fully taxable and subject to review.

XPLORE/ LEARNING INCENTIVES

You will be eligible for Readiness Incentive AND/ OR Competency Incentive, basis your performance in TCS Xplore Program. The incentives gives you an additional earning potential of upto Rs.60,000 over and above your CTC during the first year.

OTHER BENEFITS

Health Insurance Scheme

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

HIS offers the following benefits:

1. Basic Cover

- i. Entitlement - Includes domiciliary expenses up to '6,000/- per insured person per annum and basic hospitalization expenses up to '2,00,000/- per insured person per annum.
- ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

2. Higher Hospitalisation

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

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formula prescribed by the Board / University) in the first attempt in each of your Standard Xth, Standard XIth, Diploma (if applicable) and highest qualification (Graduation/ Post Graduation as applicable) which includes successful completion of your final semester/year without any pending arrears/backlogs. As per the TCSL eligibility criteria, marks/CGPA obtained during the normal duration of the course only will be considered to decide on the eligibility.

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

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

2. Pre requisites for Joining

To enable your readiness to work on assignments upon joining, we have put together a comprehensive learning program named TCS Xplore which is made available to you digitally. This foundation program will include Online learning content, Webinars, practice sessions & proctored assessments. Further to accepting this Offer letter, you are required to enroll for the TCS Xplore Program and start your learning journey with TCSL. TCSL will make Xplore program available for you upon your offer acceptance. Please note that your joining is subject to successful completion of your TCS Xplore program including the proctored assessment. We encourage you to complete your pre-learning, through TCS Xplore, well before your expected date of joining to avoid delays in onboarding.

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

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10. Service Agreement

As TCSL will be incurring considerable expenditure on your training, you will be required to execute an agreement, to serve TCSL for a minimum period of 1 year after joining, failing which, you (and your surety) will be liable to pay TCSL '50,000/-towards the training expenditure. Service agreement duration of one year refers to continuous service of 12 months from date of joining TCSL and excludes the duration of Leave without pay (LWP) and/or unauthorized absence, if any.

11. Overseas International Assignment Agreement

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related documents pertaining to the international assignment for which you are being placed. In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period clause mentioned below.

This is to ensure that the knowledge and information gained by you during your assignment is shared and available to TCSL and its associates. This transfer of knowledge and information is essential for TCSL to continue to serve its clients and customers better. If you are deputed internationally for training, you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of training.

12. Terms and Conditions

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

13. TATA Code of Conduct

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

14. Notice Period

During your tenure with TCSL, either you or TCSL may terminate your traineeship / employment under this Agreement by providing 90 days written notice. The company reserves the right, to ask you to complete the notice period or adjust the earned vacation in lieu of entire or partial notice period. If your services, behaviour and/ or performance are not found satisfactory, TCSL may terminate your services by giving notice as mentioned herein above. No notice or payment in lieu thereof shall be applicable if your services are discontinued/terminated on account of any misconduct either during your traineeship period or upon completion of the traineeship period.

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- Degree certificate/Provisional Degree Certificate and mark sheets for all semesters of Graduation
- Degree certificate and mark sheets for all semesters of your Post Graduation(if you are a Postgraduate)
- Overseas Citizenship of India (applicable if you are not an Indian Nationality). For Srilankan Refugee, a Refugee Identity card along with Work Permit is required
- Birth Affidavit on Rs100 stamp paper, if Birth Certificate not in English
- Any other affidavits on Rs100 stamp paper if applicable (name affidavit for multiplenames, signature affidavits, address affidavits etc.)
- Passport / Acknowledgement letter of passport application
- Gap/Break in career affidavit on Rs100 stamp paper, if gap is more than 6 months- 4 passport sized photographs
- Medical Certificate (Should be made on the format provided by TCS along with the Joining letter)
- An affidavit/notarized undertaking (Non-Criminal Affidavit, should be made on the format provided by TCSL) stating :
 - *There is no criminal offence registered/pending against you
 - *There is no disciplinary case pending against you in the university
- If you were employed, a formal Relieving letter & Experience letter from your previous employer

The original documents will be returned to you after verification.

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

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

20. TCS Xperience Program

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

The said training forms a critical part of your employment with TCSL and is an ongoing process. TCSL continues to make investment on training and continuing education of its professionals. This will be of immense value to you as a professional and a large part of the ownership and commitment has to come from you.

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including termination of traineeship/service without notice.

19. Submission of Documents

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

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

- Permanent Account Number (PAN) Card - You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary
- Aadhaar Card
- Standard X and XII/Diploma mark sheets & Certificate
- Degree certificate/Provisional Degree Certificate and mark sheets for all semesters of Graduation
- Degree certificate and mark sheets for all semesters of your Post Graduation(if you are a Postgraduate)
- Overseas Citizenship of India (applicable if you are not an Indian Nationality). For SriLankan Refugee, a Refugee Identity card along with Work Permit is required
- Birth Affidavit on Rs100 stamp paper, if Birth Certificate not in English
- Any other affidavits on Rs100 stamp paper if applicable (name affidavit for multiple names, signature affidavits, address affidavits etc.)
- Passport / Acknowledgement letter of passport application
- Gap/Break in career affidavit on Rs100 stamp paper, if gap is more than 6 months
- 4 passport sized photographs
- Medical Certificate (Should be made on the format provided by TCS along with the Joining letter)
- An affidavit/notarized undertaking (Non-Criminal Affidavit, should be made on the format provided by TCSL) stating :
 - *There is no criminal offence registered/pending against you
 - *There is no disciplinary case pending against you in the university
- If you were employed, a formal Relieving letter & Experience letter from your previous employer

The original documents will be returned to you after verification.

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

TCS Confidential

TCSL/DT20206597079

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24. Data Privacy Clause:

- (a) Your personal data collected and developed during recruitment process will be processed in accordance with the TCS Data Privacy Policy. The personal data referred therein are details related to contact, family, education, personal identifiers issued by government, social profile, background references, previous employment and experience, medical history, skillset, proficiency and certifications, job profile and your career aspirations.
- (b) It will be processed for various organizational purposes such as recruitment, onboarding, background check, project assignment, performance management, job rotation, career development including at leadership level, diversity and inclusion initiatives, global mobility, wellness program, statutory and legal requirements and specific organizational initiatives in force during your tenure in TCS.
- (c) After you join TCS, there would be more sets of Personal Information (PI) attributes processed for various legitimate purposes. All of it will be processed with compliance to applicable laws and the TCS Data Privacy Policy. In some scenarios of your PI processing, you will be provided with appropriate notice and/or explicit consent might be obtained from time to time.
- (d) For the purposes mentioned above, your required PI may be shared with specific vendor organizations who provide services to TCS, e.g. background check, health insurance, counselling, travel, transport and visa, payroll services, associate engagement activities, and financial and taxation services.
- (e) As TCS is a global company, your PI may be shared with entities outside India, limited for the purposes mentioned above and/or in this offer letter.
- (f) In case of overseas deputation, available privacy rights would be governed as per regulatory provisions and / or TCS policies/notice provided applicable at your overseas location.



GROSS SALARY SHEET

Annexure 1

Name	Gadupudi Pushpa Latha
Designation	Assistant System Engineer-Trainee
Institute Name	Dvr & Dr. Hs Mic College Of Technology

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
Retention Incentive	NA	0
TOTAL GROSS	27,415	3,36,877
Xplore/ Learning Incentive****		Upto 60,000

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

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

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

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

**** Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. Table 2: TCSL defined structure for BoB (All Components in INR)

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

TCS Confidential

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TATA CONSULTANCY SERVICES

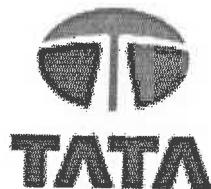
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Annexure 3

Confidentiality and IP Terms and Conditions

Confidentiality and IP Terms and Conditions - Annexure 3:

1. Confidential Information

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

- (a) Any and all information processing programs, software, properties, items, information, data, material or any nature whatsoever or any parts thereof, additions thereto and materials related thereto, produced or created at any time by TCS or the Associate in the course of or in connection with or arising out of the Associate's association with TCS. Program/Software shall mean source code and/or machine instructions wherever resident and on whatever media and all related documentation and software,
- (b) All other information and material of TCS relating to design, method of construction, manufacture, operation, specifications, use and services of the TCS equipment and components, including, but not limited to, engineering and laboratory notebooks, reports, process data, test data, performance data, inventions, trade secrets, systems, software, object codes, source codes, copyrighted matters, methods, drawings, computations, calculations, computer programs, narrations, flow charts and all documentation therefore and all copies thereof (including for avoidance of doubt any such material belonging to the Clients of TCS).
- (c) Corporate strategies and other confidential and proprietary material and information, which could cause competitive harm to TCS if disclosed,
- (d) Customer and prospective customer lists, and
- (e) All other information and material, which may be created, developed, conceived, gathered or collected or obtained by the Associate in the course of or arising out of the association with TCS or while in or in connection with or for the purposes of his/her association with TCS or any of the operations and entrusted by TCS to the Associate.



4. Prior knowledge

Associate acknowledges that prior to his or her appointment by TCS, he or she had no knowledge of the Confidential Information of TCS and that such Confidential Information is of a confidential and secret character and is vital to the continued success of TCS's business. Associate further acknowledges that he or she is associated with TCS in a capacity in which he or she will become acquainted with all or part of such Confidential Information. In order to safeguard the legitimate interests of TCS in such Confidential Information, it is necessary for TCS to protect such Confidential Information by holding it secret and confidential.

5. Use of third party material

Associate expressly agrees that it shall not in the course of his or her association with TCS and while working on the premises or facilities of TCS or its Clients or in connection with the development of any intellectual property rights or work for or on behalf of TCS, use any third party material or intellectual property rights except those intellectual property rights provided by TCS or expressly authorised by TCS or without having proper authorisation or license or approval of the respective owner of such intellectual property rights.

6. Security policies and Guidelines.

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

7. Restriction on Associate's Rights

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

8. No License

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



- (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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Offer: Computer Consultancy
Ref: TCSL/DT20206592462/Hyderabad
Date: 10/01/2021

Ms. Guna Mallika Tadigadapa
45-19-1(B),Jrcr BuildingsGunadala Centre,
Gunadala,
Vijayawada-520004,
Andhra Pradesh.
Tel# 91-7286064241

Dear Guna Mallika Tadigadapa,

Sub: Letter of Offer

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

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

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

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

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

TCS Confidential
TCSL/DT20206592462


TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

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

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

Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

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

Training & Placement Officer

DVR & Dr HS MIC College of Technology



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Offer: Computer Consultancy
Ref: TCSL/DT20206547903/Hyderabad
Date: 11/01/2021

Ms. Shaik Haseena
4-131/A/1Raithupeta,
Nandigama,
Krishna-521185,
Andhra Pradesh.
Tel# -

Dear Shaik Haseena,

Sub: Letter of Offer

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be assigned a role in the **Infrastructure Services (IS)** Unit, which is subject to change as per the business requirements of TCSL.

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

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

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

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TCSL/DT20206547903

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited

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

Compensation and Benefits

Name: Keerthi Kapperu

Designation: Programmer Analyst
Trainee

SI. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
5	Company's contribution of PF #	1250	15,000
6	Advance Statutory Bonus***	1800	21,600
7	Special Allowance*	2000	24,000
Annual Gross Compensation		7349	88,188
Incentive Indication (per annum)**			359,988
Annual Total Compensation			22,500
Company's contribution towards benefits (Medical, Accident and Life Insurance)			382,488
Annual Total Remuneration			19,500
			401,988

As an associate you are also entitled to the following additional benefits:

- Floating Medical Insurance Coverage
- Round the Clock Group Personal Accident Insurance coverage
- Group Term Life Insurance
- Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
- Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

Leave & Vacation:

- From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

SI No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

- From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
- In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity leave by adhering to the conditions as specified in the Cognizant India Leave policy

Date:07-Jul-2021

To

KAPALAVAI KRISHNA PRIYA
INDIA

Dear KAPALAVAI KRISHNA PRIYA,

Sub: Offer of Training and Employment

1. This has reference to the selection process for employment opportunity at Mindtree in the campus of Kalinga.
2. We take pleasure in informing you that you have been selected for appointment in Mindtree as an ENGINEER in the Salary Grade C1 subject to the following terms and conditions.
 - 2.1. a) You should complete the Degree which you are now pursuing without any backlog (subjects where you have not obtained the passing marks) at the time of joining
 - b) Secure 60% aggregate in the degree. Aggregate is calculated as follows:

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

Aggregate % = Aggregate * 100
 - c) Provide a copy of the degree certificate or provisional degree certificate along with mark sheets of all semesters on your day of joining.
- 2.2. You shall initially undergo training at Mindtree, Kalinga, Bhubaneswar, Odisha and undergo Orchard Learning Programme conducted by Mindtree, Kalinga which helps you to transition to the Corporate world of technology solutions. The details of the programme and the training location will be provided separately closer towards the joining date. Mindtree reserves the right to change the training campus location based on business needs.
- 2.3. Your joining location would be Mindtree Kalinga, Bhubaneswar and joining date would be communicated in subsequent emails.

K.Krishna Priya
K.Krishna Priya {Jul 9, 2021 10:40 GMT+5:5}

Mindtree Ltd T + 91 80 6706 4000
RVCE Post, Mysore Road F + 91 80 6706 4100
Bangalore 560 059 W www.mindtree.com

Candidate No: TN/80020278/21

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



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Enclosed: Annexure to your Offer of Employment

Acceptance of the offer

I, KAPALAVAI KRISHNA PRIYA, agree to accept the employment on the terms and conditions mentioned in this Offer of Employment and the annexure.

Your Signature	 K. Krishna Priya (Jul 9, 2021 10:40 GMT+5.5)
Your Name in Capital letters	KAPALAVAI KRISHNA PRIYA

Annexure 1

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

Name : KAPALAVAI KRISHNA PRIYA
Salary Grade : C1
Designation : ENGINEER
Stipend : INR 26,000 per month.

Payment will be after deduction of below amount from the monthly stipend:

- INR 6000 per month covering for accommodation on twin share basis on a subsidized cost if your training location is Mindtree Kalinga (excluding food expenses)
- Food expenses will have to be borne by you.
- Premium for Insurance during your learning program will be INR 550 per month.
- Applicable taxes like Professional tax and Income tax, prevailing at the time of pay out.

You will be covered for Insurance benefits as prevailing at the time of joining and the coverage for 2021 - 2022 is as follows.

- Group Medical Coverage (GMC) for you and your family. The standard coverage under GMC is INR 500,000 per annum per family. Family means your spouse and children (up to 2 children). Parents/Parents-in-law or siblings or any other relationships are not covered.
- Group Term Life (GTL) coverage for you and is up to INR 2,000,000.
- Group Personal Accident (GPA) coverage for you and is up to INR 1,500,000.

More details will be provided at the time of joining.

Date: 08-Jul-2021

To

DIVYA GINJUPALLI
INDIA

Dear DIVYA GINJUPALLI,

Sub: Offer of Training and Employment

1. This has reference to the selection process for employment opportunity at Mindtree in the campus of Kalinga.
2. We take pleasure in informing you that you have been selected for appointment in Mindtree as an ENGINEER in the Salary Grade C1 subject to the following terms and conditions.
 - 2.1. a) You should complete the Degree which you are now pursuing without any backlog (subjects where you have not obtained the passing marks) at the time of joining
 - b) Secure 60% aggregate in the degree. Aggregate is calculated as follows:

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

Aggregate % = Aggregate * 100
 - c) Provide a copy of the degree certificate or provisional degree certificate along with mark sheets of all semesters on your day of joining.
- 2.2. You shall initially undergo training at Mindtree, Kalinga, Bhubaneswar, Odisha and undergo Orchard Learning Programme conducted by Mindtree, Kalinga which helps you to transition to the Corporate world of technology solutions. The details of the programme and the training location will be provided separately closer towards the joining date. Mindtree reserves the right to change the training campus location based on business needs.
- 2.3. Your joining location would be Mindtree Kalinga, Bhubaneswar and joining date would be communicated in subsequent emails.

G.Divya
G.Divya (Jul 8, 2021 20:03 GMT+5:5)



Mindtree
A Larsen & Toubro Group Company

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Enclosed: Annexure to your Offer of Employment

Acceptance of the offer

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

Your Signature	 G. Divya G. Divya (Jul 8, 2021 20:03 GMT+5.5)
Your Name in Capital letters	DIVYA GINJUPALLI

Annexure 1

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

Name : DIVYA GINJUPALLI

Salary Grade : C1

Designation : ENGINEER

Stipend : INR 26,000 per month.

Payment will be after deduction of below amount from the monthly stipend:

- INR 6000 per month covering for accommodation on twin share basis on a subsidized cost if your training location is Mindtree Kalinga (excluding food expenses)
- Food expenses will have to be borne by you.
- Premium for Insurance during your learning program will be INR 550 per month.
- Applicable taxes like Professional tax and Income tax, prevailing at the time of pay out.

You will be covered for Insurance benefits as prevailing at the time of joining and the coverage for 2021 - 2022 is as follows.

- Group Medical Coverage (GMC) for you and your family. The standard coverage under GMC is INR 500,000 per annum per family. Family means your spouse and children (up to 2 children). Parents/Parents-in-law or siblings or any other relationships are not covered.
- Group Term Life (GTL) coverage for you and is up to INR 2,000,000.
- Group Personal Accident (GPA) coverage for you and is up to INR 1,500,000.

More details will be provided at the time of joining.



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Additionally, you will be provided with the following options for enhancing your coverage under GMC.

- You will be given an option to increase the coverage from INR 500,000. Top up options with additional/higher insurance coverage are available as per policy. If you opt for this, the additional premium for the increased coverage will be deducted from your salary on a pro-rated basis.
- You will be given an option to cover your Parents or Parents-in-law. If you opt for this, the additional premium for the parental coverage will be deducted from your salary.

More details on these options will be provided to you at the time of your confirmation.

**The bonus component per annum is 12% of CTC. The payout will be governed by the Bonus plan applicable for the respective year. More details of the plan will be available on joining. The actual amount payable is inclusive of bonus, if any, as per the Bonus Act, 1965 and amendments thereto.

The structure of CTC shown above is indicative and by the time of your confirmation, there could be changes in the structure arising out of changes in the Income tax rules or Insurance or organization wide compensation philosophy changes. However, the CTC amount will be protected i.e., will remain the same.

G.Divya
G.Divya (Jul 8, 2021 20:03 GMT+5.5)

Date: 08-Jul-2021

To

Sammeta Yuva Adithya
INDIA

Dear Sammeta Yuva Adithya,

Sub: Offer of Training and Employment

1. This has reference to the selection process for employment opportunity at Mindtree in the campus of Kalinga.
2. We take pleasure in informing you that you have been selected for appointment in Mindtree as an ENGINEER in the Salary Grade C1 subject to the following terms and conditions.
 - 2.1. a) You should complete the Degree which you are now pursuing without any backlog (subjects where you have not obtained the passing marks) at the time of joining
 - b) Secure 60% aggregate in the degree. Aggregate is calculated as follows:

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

Aggregate % = Aggregate * 100
 - c) Provide a copy of the degree certificate or provisional degree certificate along with mark sheets of all semesters on your day of joining.
- 2.2. You shall initially undergo training at Mindtree, Kalinga, Bhubaneswar, Odisha and undergo Orchard Learning Programme conducted by Mindtree, Kalinga which helps you to transition to the Corporate world of technology solutions. The details of the programme and the training location will be provided separately closer towards the joining date. Mindtree reserves the right to change the training campus location based on business needs.
- 2.3. Your joining location would be Mindtree Kalinga, Bhubaneswar and joining date would be communicated in subsequent emails.



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Enclosed: Annexure to your Offer of Employment

Acceptance of the offer

I, Sammeta Yuva Adithya, agree to accept the employment on the terms and conditions mentioned in this Offer of Employment and the annexure.

Your Signature	
Your Name in Capital letters	SAMMETA YUVA ADITHYA

Annexure 1

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

Name : Sammeta Yuva Adithya

Salary Grade : C1

Designation : ENGINEER

Stipend : INR 26,000 per month.

Payment will be after deduction of below amount from the monthly stipend:

- INR 6000 per month covering for accommodation on twin share basis on a subsidized cost if your training location is Mindtree Kalinga (excluding food expenses)
- Food expenses will have to be borne by you.
- Premium for Insurance during your learning program will be INR 550 per month.
- Applicable taxes like Professional tax and Income tax, prevailing at the time of pay out.

You will be covered for Insurance benefits as prevailing at the time of joining and the coverage for 2021 - 2022 is as follows.

- Group Medical Coverage (GMC) for you and your family. The standard coverage under GMC is INR 500,000 per annum per family. Family means your spouse and children (up to 2 children). Parents/Parents-in-law or siblings or any other relationships are not covered.
- Group Term Life (GTL) coverage for you and is up to INR 2,000,000.
- Group Personal Accident (GPA) coverage for you and is up to INR 1,500,000.

More details will be provided at the time of joining.



A Larsen & Toubro Group Company

Additionally, you will be provided with the following options for enhancing your coverage under GMC.

- You will be given an option to increase the coverage from INR 500,000. Top up options with additional/higher insurance coverage are available as per policy. If you opt for this, the additional premium for the increased coverage will be deducted from your salary on a pro-rated basis.
- You will be given an option to cover your Parents or Parents-in-law. If you opt for this, the additional premium for the parental coverage will be deducted from your salary.

More details on these options will be provided to you at the time of your confirmation.

**The bonus component per annum is 12% of CTC. The payout will be governed by the Bonus plan applicable for the respective year. More details of the plan will be available on joining. The actual amount payable is inclusive of bonus, if any, as per the Bonus Act, 1965 and amendments thereto.

The structure of CTC shown above is indicative and by the time of your confirmation, there could be changes in the structure arising out of changes in the Income tax rules or Insurance or organization wide compensation philosophy changes. However, the CTC amount will be protected i.e., will remain the same.

Date: 08-Jul-2021

To

Lalithamma Polavarapu
INDIA

Dear Lalithamma Polavarapu,

Sub: Offer of Training and Employment

1. This has reference to the selection process for employment opportunity at Mindtree in the campus of Kalinga.
2. We take pleasure in informing you that you have been selected for appointment in Mindtree as an ENGINEER in the Salary Grade C1 subject to the following terms and conditions.
 - 2.1. a) You should complete the Degree which you are now pursuing without any backlog (subjects where you have not obtained the passing marks) at the time of joining
 - b) Secure 60% aggregate in the degree. Aggregate is calculated as follows:

(Total of marks obtained in all the subjects from the first to last semester)
Aggregate = $\frac{\text{Total of marks obtained}}{\text{Total of maximum marks}}$ * 100
(Total of maximum marks in all the subjects from first to last semester)

Aggregate % = Aggregate * 100
 - c) Provide a copy of the degree certificate or provisional degree certificate along with mark sheets of all semesters on your day of joining.
- 2.2. You shall initially undergo training at Mindtree, Kalinga, Bhubaneswar, Odisha and undergo Orchard Learning Programme conducted by Mindtree, Kalinga which helps you to transition to the Corporate world of technology solutions. The details of the programme and the training location will be provided separately closer towards the joining date. Mindtree reserves the right to change the training campus location based on business needs.
- 2.3. Your joining location would be Mindtree Kalinga, Bhubaneswar and joining date would be communicated in subsequent emails.

P. Lalithamma



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Enclosed: Annexure to your Offer of Employment

Acceptance of the offer

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

Your Signature	<i>P. Lalithamma</i>
Your Name in Capital letters	LALITHAMMA POLAVARAPU

Annexure 1

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

Name	: Lalithamma Polavarapu
Salary Grade	: C1
Designation	: ENGINEER
Stipend	: INR 26,000 per month.

Payment will be after deduction of below amount from the monthly stipend:

- INR 6000 per month covering for accommodation on twin share basis on a subsidized cost if your training location is Mindtree Kalinga (excluding food expenses)
- Food expenses will have to be borne by you.
- Premium for Insurance during your learning program will be INR 550 per month.
- Applicable taxes like Professional tax and Income tax, prevailing at the time of pay out.

You will be covered for Insurance benefits as prevailing at the time of joining and the coverage for 2021 - 2022 is as follows.

- Group Medical Coverage (GMC) for you and your family. The standard coverage under GMC is INR 500,000 per annum per family. Family means your spouse and children (up to 2 children). Parents/Parents-in-law or siblings or any other relationships are not covered.
- Group Term Life (GTL) coverage for you and is up to INR 2,000,000.
- Group Personal Accident (GPA) coverage for you and is up to INR 1,500,000.

More details will be provided at the time of joining.



Mindtree

A Larsen & Toubro Group Company

Additionally, you will be provided with the following options for enhancing your coverage under GMC.

- You will be given an option to increase the coverage from INR 500,000. Top up options with additional/higher insurance coverage are available as per policy. If you opt for this, the additional premium for the increased coverage will be deducted from your salary on a pro-rated basis.
- You will be given an option to cover your Parents or Parents-in-law. If you opt for this, the additional premium for the parental coverage will be deducted from your salary.

More details on these options will be provided to you at the time of your confirmation.

**The bonus component per annum is 12% of CTC. The payout will be governed by the Bonus plan applicable for the respective year. More details of the plan will be available on joining. The actual amount payable is inclusive of bonus, if any, as per the Bonus Act, 1965 and amendments thereto.

The structure of CTC shown above is indicative and by the time of your confirmation, there could be changes in the structure arising out of changes in the Income tax rules or Insurance or organization wide compensation philosophy changes. However, the CTC amount will be protected i.e., will remain the same.

P. Lalitha



Mindtree

A Larsen & Toubro Group Company

SCU

Date: 08-Jul-2021

To

Banu Pooja Kannikanti
INDIA

Dear Banu Pooja Kannikanti,

Sub: Offer of Training and Employment

1. This has reference to the selection process for employment opportunity at Mindtree in the campus of Kalinga.
 2. We take pleasure in informing you that you have been selected for appointment in Mindtree as an ENGINEER in the Salary Grade C1 subject to the following terms and conditions.
- 2.1. a) You should complete the Degree which you are now pursuing without any backlog (subjects where you have not obtained the passing marks) at the time of joining
- b) Secure 60% aggregate in the degree. Aggregate is calculated as follows:

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

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

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

2.2. You shall initially undergo training at Mindtree, Kalinga, Bhubaneswar, Odisha and undergo Orchard Learning Programme conducted by Mindtree, Kalinga which helps you to transition to the Corporate world of technology solutions. The details of the programme and the training location will be provided separately closer towards the joining date. Mindtree reserves the right to change the training campus location based on business needs.

2.3. Your joining location would be Mindtree Kalinga, Bhubaneswar and joining date would be communicated in subsequent emails.

K. Banu Pooja

Mindtree Ltd T +91 80 6706 4000
RVCE Post, Mysore Road F +91 80 6706 4100
Bangalore 560 059 W www.mindtree.com

Candidate No: TN/80021197/21

(Signature) 1

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



Mindtree
A Larsen & Toubro Group Company

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Enclosed: Annexure to your Offer of Employment

Acceptance of the offer

I, Banu Pooja Kannikanti, agree to accept the employment on the terms and conditions mentioned in this Offer of Employment and the annexure.

Your Signature	
Your Name in Capital letters	BANU POOJA KANNIKANTI

Annexure 1

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

Name	: Banu Pooja Kannikanti
Salary Grade	: C1
Designation	: ENGINEER
Stipend	: INR 26,000 per month.

Payment will be after deduction of below amount from the monthly stipend:

- INR 6000 per month covering for accommodation on twin share basis on a subsidized cost if your training location is Mindtree Kalinga (excluding food expenses)
- Food expenses will have to be borne by you.
- Premium for Insurance during your learning program will be INR 550 per month.
- Applicable taxes like Professional tax and Income tax, prevailing at the time of pay out.

You will be covered for Insurance benefits as prevailing at the time of joining and the coverage for 2021 - 2022 is as follows.

- Group Medical Coverage (GMC) for you and your family. The standard coverage under GMC is INR 500,000 per annum per family. Family means your spouse and children (up to 2 children). Parents/Parents-in-law or siblings or any other relationships are not covered.
- Group Term Life (GTL) coverage for you and is up to INR 2,000,000.
- Group Personal Accident (GPA) coverage for you and is up to INR 1,500,000.

More details will be provided at the time of joining.



Mindtree
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Additionally, you will be provided with the following options for enhancing your coverage under GMC.

- You will be given an option to increase the coverage from INR 500,000. Top up options with additional/higher insurance coverage are available as per policy. If you opt for this, the additional premium for the increased coverage will be deducted from your salary on a pro-rated basis.
- You will be given an option to cover your Parents or Parents-in-law. If you opt for this, the additional premium for the parental coverage will be deducted from your salary.

More details on these options will be provided to you at the time of your confirmation.

**The bonus component per annum is 12% of CTC. The payout will be governed by the Bonus plan applicable for the respective year. More details of the plan will be available on joining. The actual amount payable is inclusive of bonus, if any, as per the Bonus Act, 1965 and amendments thereto.

The structure of CTC shown above is indicative and by the time of your confirmation, there could be changes in the structure arising out of changes in the Income tax rules or Insurance or organization wide compensation philosophy changes. However, the CTC amount will be protected i.e., will remain the same.



A Larsen & Toubro Group Company

Your continued employment with Mindtree is subject to your meeting the qualifying criteria during and at the end of the Orchard Learning Program. If you meet the qualifying criteria for successful completion of the Orchard Learning Program, your employment with Mindtree will be confirmed through a written intimation shall be sent to you. If you do not meet the qualifying criteria, you will be asked to leave the services with no further assurances, risk or liability of Mindtree. Unless otherwise confirmed in writing, you will be deemed to be under the Orchard Learning Program.

7. Confirmation of Employment

7.1 Upon confirmation, your designation will be ENGINEER and in the Salary Grade of C1 will continue. The date of confirmation is reckoned as the start date of service for all practical purposes, including statutory requirements. Date of confirmation is the start date used for provident fund, gratuity, tenure calculation for performance management cycle, increments, progression, vacation or leaves as per general policy, loans and other benefits etc.

7.2 All confirmations will be aligned to the 16th of the same month or 1st day of the succeeding month post successful completion of the Orchard Learning Program. For e.g. if you successfully complete the Orchard Learning Program any day between 1st to 15th during the month of September 2021, the date of confirmation will be 16-Sept-2021 or if you successfully complete the Orchard Learning Program any day between 16th to 30th of September 2021, the date of confirmation will be 01-Oct-2021.

7.3 The duration between the successful completion of the Orchard Learning Program and the date of confirmation is considered as part of the Orchard Learning Program.

7.4 On confirmation, your work location will be decided based on the business requirements. You are expected to report at your work location as advised.

7.5 Your joining may be revoked or your confirmation will be withheld, if any of the required joining formalities, for e.g., submission of all marks cards, degree certificates, etc., are not complied with.

7.6 Determination of adequacy and authenticity of the proofs submitted will be at the sole discretion of the Company.

8. Background check & references

We would be conducting a background and reference check prior to or after your expected date of joining to validate your identity and the address provided by you and to conduct any criminal checks.

Your employment with us and your continuation in service is contingent upon (i) our obtaining a satisfactory report on the background check conducted by our approved agency relating to details provided in your application etc. and (ii) your eligibility to work for the Company such as no non-compete restrictions.



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10. Vacation and leave

10.1 No leaves are allowed during the Orchard Learning Program except the statutory holidays and other Mindtree official holidays applicable to the Orchard Learning Program candidates in general.

10.2 Any absence during the Orchard Learning Program due to any grave personal emergency will be dealt on a case to case basis and will be considered as loss of pay and deducted from your stipend on pro-rata basis. Recovery of the amount towards loss of pay during the Orchard Learning Program may happen either during the Orchard Learning Program itself or the first month of confirmation or final settlement on cessation of employment, as the case may be.

10.3 On confirmation, you will be eligible for leaves as per the general leave policy as in force in the Company from time to time.

11. Termination of employment

11.1 During Orchard Learning Program

a) Termination for cause

Your employment with Mindtree will be terminated without any notice or stipend or compensation in lieu of notice in the below circumstances which you agree are reasonable and acceptable:

- Failing to meet the qualification criteria during the Orchard Learning Program assessment
- Unauthorized absence during the Orchard Learning Program
- Non-compliance to Mindtree integrity policy and other disciplinary expectations.

Examples of acts which cause termination on disciplinary grounds are employing unfair means during assessments, submitting fake bills for any reimbursements, submitting fake medical certificates, submitting fake documents, misuse of access cards, not being available in office without prior intimations and for unreasonable durations, not clearing background verification checks, misuse of Company assets, violation of Company policies & Code of Conduct, indulging in acts of sexual harassment, persistent irregularity in attending the learning sessions without valid reasons, being absent for assessments without prior permission, becoming insolvent, absconding etc. This list is only indicative and not comprehensive.

If Mindtree terminates your employment, for reasons other than your performance (meeting the qualifying criteria during and at the end of the Orchard Learning Program) and disciplinary grounds, you will be terminated from employment with immediate effect and return Mindtree assets immediately.

b) Termination for convenience

If you wish to terminate your employment during the Orchard Learning Program, you will be required to notify your resignation in writing. On acceptance of your resignation, you will be intimated about your relieving date and you are expected to comply with all separation procedures and return of the Mindtree assets, within two working days.

11.3 Common guidelines to be complied with, on termination for any reason, and at any time of your employment

- a) On termination of your employment for any reason, you shall comply Mindtree's separation procedures, sign all required documents and return all Mindtree assets with you. Mindtree will not be bound to pay the final dues, if any, till you have completed all the separation procedures and returned all the payments that Mindtree may have due from you under any loans, liens, or borrowings you may have made.
- b) If there is any failure to comply with the separation procedures within a reasonable time frame, then it may be handled as termination on disciplinary grounds based on assessment of the circumstances.
- c) Mindtree, at its sole discretion, may extend the time frame of notice period for compliance.

12. Nature of employment

12.1 The offer of appointment has been made on the basis that the declaration made by you during the selection process and subsequently at the time of joining are complete and correct and if it is found that you have concealed any information which have material bearing on your employment or you have made any wrong declaration, your employment may be termination without any notice, salary or payment in lieu of notice. The Company reserves right to have your back ground check either directly or through an outside agency and by accepting the terms of appointment, your consent for the same is deemed to have been given.

12.2 The employment at Mindtree is exclusive and you shall devote your full time for discharging the roles and responsibilities entrusted to you. You shall not take up any employment part-time or full time for consideration or on honorary basis without the prior written consent of Mindtree either during Orchard Learning Program or after your confirmation.

13. Other Agreements

You may be required to sign necessary agreements with Mindtree and its clients as required and complete various formalities as per those agreements at the time of joining and during the tenure with the Company. You may also be required to sign other agreements with the Company, as the Company may decide from time to time, in order to secure the interests of the Company and also to ensure your performance and adherence to all terms, conditions, rules and regulations of the Company.



17. Mindtree's Code of Conduct and Policies

17.1 Mindtree has a 'Code of Conduct' that is applicable during your stay at Mindtree's Global Learning Center at Mindtree Kalinga, Bhubaneswar, for the Orchard program as well as outside of Mindtree at any other Mindtree premises. The Code of Conduct also applies to your tenure with Mindtree after the completion of the training at Kalinga and your employment at Mindtree while at Mindtree location or at a Mindtree customer location.

17.2 You will be requested to sign your acceptance and adhere to these terms upon joining.

17.3 Any subsequent updates of the Policies and Code of Conduct shall automatically apply to your employment with Mindtree. You are required to keep yourself updated at all times of these Policies and Code of Conduct.

18. Tax implication

You are solely responsible for declarations and implications arising thereof for all personal income tax purposes.

19. Reimbursement of travel expense for joining Mindtree

Expenses incurred by you for joining at Mindtree Kalinga will be borne by you and will not be reimbursed by Mindtree.

20. Personal Safety and conduct

You understand that Kalinga is a residential facility and you shall accordingly upon leaving the campus for your outings or otherwise, have the responsibility of informing your family about your safety and whereabouts. While you are outside the Kalinga Campus or outside a Mindtree premise at your own volition, you shall be responsible for your conduct and personal safety. You shall indemnify Mindtree, its directors and employees from any claims, legal or financial arising out of your own actions or omissions or indulging in activities that endanger your personal safety and release Mindtree of all liabilities to you or your family arising from your acts or omissions.

End of Annexure 3





A Larsen & Toubro Group Company

4) Vendor relationship

In your capacity as a Mindtree Mind or Consultant, neither you in the capacity of employee nor any of your immediate family members can be a vendor of Mindtree. You shall not accept advice, service, or gifts or presents in kind or cash from a vendor of Mindtree with a value greater than \$25. If you receive any gifts from a vendor with a value greater than \$25, or if a vendor engages in a pattern of offering you small gifts, please inform your reporting manager or ask People Function for guidance.

5) Using Mindtree's time and assets

You should not use Mindtree's or its customers' time or any of its assets for performing outside or personal work. In addition, you should not abet, entice, motivate, help, or coerce fellow employees to use such time and assets for outside or personal work that could reasonably be construed to have a detrimental effect on Mindtree.

6) Personal Relationship

Your spouse or any other member in your immediate family may be working with a competitor or vendor of Mindtree. This calls for extra-sensitivity to confidentiality of Mindtree's information as there is a possibility that the closeness in relationship could lead to inadvertently compromising Mindtree's interest. You are requested to be aware of the potential conflicts that might arise and inform the People Function accordingly.

If you are a member of an Enabling function such as People Function, Finance, IS etc you cannot have an immediate family member employed in another function/role in Mindtree, unless it has been explicitly approved by the head of People Function.

7) Equal Opportunity

Mindtree is an equal opportunity employer and makes employment decisions on the basis of merit. The Company seeks to have the best available individual(s) in every position. Mindtree prohibits unlawful discrimination based on race, color, citizenship, religion, sex, national origin, age, disability, or family, marital or veteran status, or any other characteristic protected by federal, state or local laws.

Mindtree is committed to complying with all applicable laws providing equal opportunities to individuals regardless of race, color, citizenship, religion, sex, national origin, age, disability, or family, marital or veteran status, or any other characteristic protected by law. This responsibility applies to all persons involved in the operations of Mindtree and prohibits unlawful discrimination by any Mindtree Mind, including supervisors and coworkers.

Mindtree prohibits taking negative action against any Mindtree Mind for reporting a possible deviation from this policy or for cooperating in an investigation. Any Mindtree Mind who retaliates against another Mindtree Mind for reporting a possible deviation from this policy or for cooperating in an investigation will be subject to disciplinary action, up to and including termination of employment.

8) Dating/Romantic/Sexual Relationships

Mindtree recognizes that sometimes employees enter into personal relationships in the workplace, and this provision is not intended to prohibit such relationships. However, certain romantic or sexual relationships can interfere with the smooth operation of its business. Some of these relationships can also result in actual or potential disclosure of confidential or sensitive information and can have other detrimental effects. Mindtree reserves the right to determine when a relationship presents a problem in the workplace.



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In the event Mindtree receives information suggesting that you may have engaged in any of the conduct described above, People Function personnel may require you to undergo necessary tests/assessments/inquiry as appropriate. You will be expected to cooperate in any investigation People Function or Mindtree management conducts or directs. Mindtree reserves the right to test Mindtree Minds for drug and alcohol use for cause or when a client requires testing.

11) Usage of Assets

As a Mindtree Mind, you will come in contact with the below mentioned assets as part of your job. You shall not disclose or divulge any of these assets without permission. You also shall not give false information, misinterpret or misquote any of these assets.

Information which can safely be construed as intellectual property or as copyrightable material includes the following -

- Product of ideas and hard work
- Confidential data
- Any business/functional plan
- Personal information
- Design
- Processes and know-how
- Any internal databases
- Patents /application
- Copyrighted material
- Methodologies, Services etc.

You will also ensure that company confidential information is not used for -

- Benefiting a third party,
- Having reciprocal dealings for personal benefits,
- Acquiring pirated, illegal unlicensed software,
- Receiving or giving extensive gifts/presents,
- Following any practices that lead to monopolies or restrict trade,
- Causing any violation of legal or statutory requirements, etc.

Please understand that unintentional disclosure of proprietary information can be just as harmful as intentional disclosure. Hence you are directed not to disclose Mindtree's confidential information to anyone (including fellow employees, if you are unsure of whether to divulge or not) unless otherwise required or permitted by law or directed by Mindtree management.

Mindtree Offer Letter

Final Audit Report

2021-07-09

Created:	2021-07-08
By:	Mindtree Talent Acquisition Team (Do-Not-Reply@mindtree.com)
Status:	Signed
Transaction ID:	CBJCHBCAABAAMS1DU_Be623tTPDjVJNJ8Tjg5P640ure

"Mindtree Offer Letter" History

- 📄 Document created by Mindtree Talent Acquisition Team (Do-Not-Reply@mindtree.com)
2021-07-08 - 7:08:22 PM GMT - IP address: 20.44.36.220
- ✉️ Waiting for Signature by K Banupooja (banukannikanti23@gmail.com)
2021-07-08 - 7:08:27 PM GMT
- ✍️ Document e-signed by K Banupooja (banukannikanti23@gmail.com)
E-signature hosted by Mindtree Talent Acquisition Team (Do-Not-Reply@mindtree.com)
Signature Date: 2021-07-09 - 2:33:04 AM GMT - Time Source: server- IP address: 157.48.72.195
- ✅ Agreement completed.
2021-07-09 - 2:33:04 AM GMT

Date:08-Jul-2021

To

Chavalam Gagana Sindhu
INDIA

Dear Chavalam Gagana Sindhu,

Sub: Offer of Training and Employment

1. This has reference to the selection process for employment opportunity at Mindtree in the campus of Kalinga.
2. We take pleasure in informing you that you have been selected for appointment in Mindtree as an ENGINEER in the Salary Grade C1 subject to the following terms and conditions.
 - 2.1. a) You should complete the Degree which you are now pursuing without any backlog (subjects where you have not obtained the passing marks) at the time of joining
 - b) Secure 60% aggregate in the degree. Aggregate is calculated as follows:

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

Aggregate % = Aggregate * 100
 - c) Provide a copy of the degree certificate or provisional degree certificate along with mark sheets of all semesters on your day of joining.
- 2.2. You shall initially undergo training at Mindtree, Kalinga, Bhubaneswar, Odisha and undergo Orchard Learning Programme conducted by Mindtree, Kalinga which helps you to transition to the Corporate world of technology solutions. The details of the programme and the training location will be provided separately closer towards the joining date. Mindtree reserves the right to change the training campus location based on business needs.
- 2.3. Your joining location would be Mindtree Kalinga, Bhubaneswar and joining date would be communicated in subsequent emails.

Ch. G. Sindhu

Chavalam Gagana Sindhu (Jul 9, 2021 07:03 GMT+5:5)

Mindtree Ltd T +91 80 6706 4000
RVCE Post, Mysore Road F +91 80 6706 4100
Bangalore 560 059 W www.mindtree.com

Candidate No: TN/80021434/21

(Signature)

1

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

Enclosed: Annexure to your Offer of Employment

Acceptance of the offer

I, Chavalam Gagana Sindhu, agree to accept the employment on the terms and conditions mentioned in this Offer of Employment and the annexure.

Your Signature	 Chavalam Gagana Sindhu (Jul 9, 2021 07:03 GMT+5:5)
Your Name in Capital letters	CHAVALAM GAGANA SINDHU

Annexure 1

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

Name	: Chavalam Gagana Sindhu
Salary Grade	: C1
Designation	: ENGINEER
Stipend	: INR 26,000 per month.

Payment will be after deduction of below amount from the monthly stipend:

- INR 6000 per month covering for accommodation on twin share basis on a subsidized cost if your training location is Mindtree Kalinga (excluding food expenses)
- Food expenses will have to be borne by you.
- Premium for Insurance during your learning program will be INR 550 per month.
- Applicable taxes like Professional tax and Income tax, prevailing at the time of pay out.

You will be covered for Insurance benefits as prevailing at the time of joining and the coverage for 2021 - 2022 is as follows.

- Group Medical Coverage (GMC) for you and your family. The standard coverage under GMC is INR 500,000 per annum per family. Family means your spouse and children (up to 2 children). Parents/Parents-in-law or siblings or any other relationships are not covered.
- Group Term Life (GTL) coverage for you and is up to INR 2,000,000.
- Group Personal Accident (GPA) coverage for you and is up to INR 1,500,000.

More details will be provided at the time of joining.



A Larsen & Toubro Group Company

Additionally, you will be provided with the following options for enhancing your coverage under GMC.

- You will be given an option to increase the coverage from INR 500,000. Top up options with additional/higher insurance coverage are available as per policy. If you opt for this, the additional premium for the increased coverage will be deducted from your salary on a pro-rated basis.
- You will be given an option to cover your Parents or Parents-in-law. If you opt for this, the additional premium for the parental coverage will be deducted from your salary.

More details on these options will be provided to you at the time of your confirmation.

**The bonus component per annum is 12% of CTC. The payout will be governed by the Bonus plan applicable for the respective year. More details of the plan will be available on joining. The actual amount payable is inclusive of bonus, if any, as per the Bonus Act, 1965 and amendments thereto.

The structure of CTC shown above is indicative and by the time of your confirmation, there could be changes in the structure arising out of changes in the Income tax rules or Insurance or organization wide compensation philosophy changes. However, the CTC amount will be protected i.e., will remain the same.

Ch. G. Srinivas

Chavalam Gagana Sindhu (Jul 9, 2021 07:03 GMT+5.5)

magnaquest

June 29, 2021

Mounika Kondla
Hyderabad

Dear Mounika,

Consequent to your interview and the discussions we had with you, we are pleased to offer you a career at Magnaquest. Please accept our heartiest congratulations, and welcome to Magnaquest!

We at Magnaquest focus on delivering IT solutions and products to business contexts which require management of high transaction volumes, in a manner that is both highly secure as well as customer friendly.

Magnaquest, with its customer-centric focus, is committed to building long-term relationships with its Associates. We believe that the foundation of our success has been laid by our human capital. We believe in empowering all our Associates to help them grow - both professionally and personally.

Your formal grade would be L1. Your gross annual compensation shall be Rs.4,00,000/- . Your formal designation will be "Software Engineer".

You are requested to contact the undersigned to take on your assignment as per mutually convenient dates, not later than **July 12, 2021** at our Hyderabad office.

On the date of joining, please submit the photocopies of the following documents (please bring the original testimonials also):

- Education certificates and marks sheets
- Relieving and experience certificates from previous employer(s)
- Proof of last salary drawn
- Five passport size photographs
- Proof of date of birth
- Copy of valid passport

Kindly acknowledge the acceptance of terms and conditions of appointment by signing and returning the copy of this letter.

Authorised Signatory

Candidate Signature

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

Terms and Conditions of Employment

This agreement is between you, the employee, and the organization (Company, Magnaquest), and sets forth some of the important things expected from both sides.

The organization will ensure transparency, fairness, employment opportunities, and employee welfare to the best of its abilities. The organization wants the employees to lead a balanced life. Employees understand that they are an integral part of the organization, and together we all will ensure that the organization upholds its values and culture.

Each employee will sincerely commit himself to building the organization and making it competitive and ensuring that the organization is successful in its responsibilities towards all the stakeholders: employees, customers, shareholders, partners and community. We all understand that enterprises have a valuable role to play in society, and enterprises are built by its people.

Probation

- All employees will be under probation for a period of six months from the date of joining. If required probation may be extended for an additional six months period. An employee cannot stay without confirmation for more than one year. During this period, services can be terminated from either side by giving one week notice. The organization will make sincere and committed attempt at ensuring that the right people are taken for a position, and that people are given roles that are aligned towards their strengths. A very small percent of people are expected to exit during probation.

Verification

- The employee has been engaged on the presumption that the particulars furnished by him/her in his/her application are correct. In case the particulars are found to be incorrect or it is found that he/she has concealed or withheld some other relevant facts, his/her appointment shall stand terminated/cancelled without any notice.

Confidentiality & Propriety

- The Company will expect the employees to work with a high standard of initiative, efficiency and economy. Employees are required to be professional and disciplined in their conduct. They have to keep in mind the interest of the company while deciding on their actions.
- Employees are required not to engage in any other gainful or commercial employment or business, as long as they are employed with Magnaquest. Part time employment and other assignments are possible only with the explicit written permission from the supervisor.
- Employees are required to deal with company's money, material and documents with utmost honesty and professional ethics. Moral turpitude, dishonesty and theft will not be tolerated.
- The employee shall use Confidential Information only in the performance of his duties for the Company. He will not use the Confidential Information for his personal benefit, for the benefit of any other entity, or in any manner adverse to the interests of the Company. "Confidential information" means all the trade secrets, know-how, computer programs, theories, processes, designs, the identity and any information concerning affiliates, customers, suppliers, users of any web site owned, operated or controlled by the Company, marketing and sales information, information received from others that the Company is obligated to treat as confidential or proprietary, and any other technical, operating, financial and other business information that the employee may develop or acquire in his work for the company. When employment with the Company is terminated, the employee will immediately return all materials (including all information reduced to any recorded format or medium) containing Confidential Information.

MF7

magnaquest

June 29, 2021

**Sankeerthana Nalajala
Hyderabad**

Dear Sankeerthana,

Consequent to your interview and the discussions we had with you, we are pleased to offer you a career at Magnaquest. Please accept our heartiest congratulations, and welcome to Magnaquest!

We at Magnaquest focus on delivering IT solutions and products to business contexts which require management of high transaction volumes, in a manner that is both highly secure as well as customer friendly.

Magnaquest, with its customer-centric focus, is committed to building long-term relationships with its Associates. We believe that the foundation of our success has been laid by our human capital. We believe in empowering all our Associates to help them grow - both professionally and personally.

Your formal grade would be L1. Your gross annual compensation shall be Rs.4,00,000/- . Your formal designation will be "Software Engineer".

You are requested to contact the undersigned to take on your assignment as per mutually convenient dates, not later than September 01, 2021 at our Hyderabad office.

On the date of joining, please submit the photocopies of the following documents (please bring the original testimonials also):

- Education certificates and marks sheets
- Relieving and experience certificates from previous employer(s)
- Proof of last salary drawn
- Five passport size photographs
- Proof of date of birth
- Copy of valid passport

Kindly acknowledge the acceptance of terms and conditions of appointment by signing and returning the copy of this letter.

Authorised Signatory

Candidate Signature

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

magnaquest

Terms and Conditions of Employment

This agreement is between you, the employee, and the organization (Company, Magnaquest), and sets forth some of the important things expected from both sides.

The organization will ensure transparency, fairness, employment opportunities, and employee welfare to the best of its abilities. The organization wants the employees to lead a balanced life. Employees understand that they are an integral part of the organization, and together we all will ensure that the organization upholds its values and culture.

Each employee will sincerely commit himself to building the organization and making it competitive and ensuring that the organization is successful in its responsibilities towards all the stakeholders: employees, customers, shareholders, partners and community. We all understand that enterprises have a valuable role to play in society, and enterprises are built by its people.

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- All employees will be under probation for a period of six months from the date of joining. If required probation may be extended for an additional six months period. An employee cannot stay without confirmation for more than one year. During this period, services can be terminated from either side by giving one week notice. The organization will make sincere and committed attempt at ensuring that the right people are taken for a position, and that people are given roles that are aligned towards their strengths. A very small percent of people are expected to exit during probation.

Verification

- The employee has been engaged on the presumption that the particulars furnished by him/her in his/her application are correct. In case the particulars are found to be incorrect or it is found that he/she has concealed or withheld some other relevant facts, his/her appointment shall stand terminated/cancelled without any notice.

Confidentiality & Propriety

- The Company will expect the employees to work with a high standard of initiative, efficiency and economy. Employees are required to be professional and disciplined in their conduct. They have to keep in mind the interest of the company while deciding on their actions.
- Employees are required not to engage in any other gainful or commercial employment or business, as long as they are employed with Magnaquest. Part time employment and other assignments are possible only with the explicit written permission from the supervisor.
- Employees are required to deal with company's money, material and documents with utmost honesty and professional ethics. Moral turpitude, dishonesty and theft will not be tolerated.
- The employee shall use Confidential Information only in the performance of his duties for the Company. He will not use the Confidential Information for his personal benefit, for the benefit of any other entity, or in any manner adverse to the interests of the Company. "Confidential information" means all the trade secrets, know-how, computer programs, theories, processes, designs, the identity and any information concerning affiliates, customers, suppliers, users of any web site owned, operated or controlled by the Company, marketing and sales information, information received from others that the Company is obligated to treat as confidential or proprietary, and any other technical, operating, financial and other business information that the employee may develop or acquire in his work for the company. When employment with the Company is terminated, the employee will immediately return all materials (including all information reduced to any recorded format or medium) containing Confidential Information.



1217

Aptroid Consulting (India) PVT. LTD.

Contingency Offer Letter

December 13, 2019

Yuvraj Theja Kothurthi,
D.No:6-18-25,Banka Kamaraju Street,
Kothapet, Near KBN College, Vijayawada,
Andhra Pradesh-520001

Dear Kothurthi,

Congratulations! We are impressed with your performance in interview with us and the information provided by you in your employment application and during selection process. We are pleased to offer you employment with us as **Software Trainee**. Your commencing remuneration will be INR. **300000 CTC** (Cost-To-Company) per annum.

You are entitled for an annual bonus of INR. **100000** at company's discretion.

This offer is valid for 2 days and stands nullified, if you do not confirm the acceptance of our offer letter with in this validity period. If you accept our offer, please sign second copy of this letter as confirmation of your willingness to join, and provide us the date of joining within the validity period. Aptroid Consulting India Pvt Ltd. may revoke this contingency offer letter, at any time with or without written notice for any lawful reason. When you join us, you have to submit the required documents as per the annexure and sign the employment agreement. Your appointment is subject to verification of references, submission of all documents, and veracity of information provided by you.

Prior to your acceptance, HR Partner will provide you copies of employment agreement, salary structure and appointment terms. HR Partner and Delivery Head will also orient you about organization, its expectations about your deliverables and provide clarifications for any queries you might have. This offer will become valid only after you certify that you have been provided with all information about the employment you might be required / want to know.

We look forward to welcoming you to Aptroid Consulting.

Sincerely,

Lalitha ✓

Lalitha V Chowdary
Sr.Manager - HR & Operations

Date of Joining:

Yuvraj Theja Kothurthi
Date:

Encl: Required Documents List

W

CIN No. U74999TG2017PTC119146

Aptroid Consulting (India) PVT. LTD.

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

12P

SALARY STRUCTURE

Designation : Software Trainee

Skill Level/ Grade: RC 4-3/ Team Member

CTC Per Annum	300,000
Performance Incentive	
Meal Card Opt-in +	No
Base Per Month	Base per Annum
MBC + Retirals	ABC + Retirals
25000	300,000

! Components in Salary structure are indicative and as applicable at this point of time. Components within base compensation might change. However, there won't be any change in the sub totals of base compensation, incentive and total of CTC.

+ Meal Card (food coupons) applicable at this point of time for those monthly base compensation is equal or higher than INR 50,000 PM at their option. It is part of the CTC.

Additional benefits and not part of CTC and applicable as per company policy

Components	Monthly	Annual
Basic	10,000	120,000
HRA	4,000	48,000
Special Allowance	8,486	101,832
Exgratia	833	9,996
Meal Card +	-	-
Base Compensation (MBC / ABC)	23,319	279,828
PF Company contribution		14,400
ESI		-
Gratuity		5,772
Retirals Total		20,172
Gross Salary (base comp - meal card)	23,319	300,000
Less PF Employee Contribution	1,200	
Less Professional Tax	200	
Less ESI	FALSE	
TDS*		
*Based on your investments		
Net Salary	21,919	
! Base (BC + Retirals)	25,000	300,000

Benefits

# Policy	Entitlement	Coverage-(INR)
Mediclaim – Health Insurance	You, Your Spouse & Your Children	300,000
Personal Accident Insurance	You	200,000
Life Insurance	You	559,656

EFF/HRD/21-22/OFF-RD/024

28-Jan-21

To

MR. GARIKAPATI SAI RAM,
S/O G APPARAO,
D.NO: 3-96/1,
MANGOLLU (POST),
VATSAVAI MANDAL,
KRISHNA DISTRICT -521178,
ANDHRA PRADESH.



Dear MR. GARIKAPATI SAI RAM,

Subject: Provisional Offer Letter as Trainee Engineer in Research & Development

Further to your application for employment with us, and the subsequent selection process, we are pleased to offer you the position of Trainee (Engineer - R&D) in Efftronics Systems Pvt Ltd.

Your Scheduled date of joining will be on first week of July/August 2021(Tentatively).

Herewith, we include the Terms & Conditions of your appointment. After reading the terms & conditions, you are required to return this Offer of Appointment duly signed by you and your parents.

We welcome you to Efftronics family, looking forward for a long and mutually benefited association.

With Regards,
For Efftronics Systems Pvt Ltd,

T. B. Sankar

(BHAVANI SANKAR T)
VICE-PRESIDENT

Page 1 of 3

Mfrs: Networking Data Loggers and LED Displays

Developers: Embedded Systems, Software



Separation:

11. If the Trainee fails to prove himself/herself during the Training period, the company has every right to terminate him/her at that stage itself.
12. If the Trainee wants to leave or discontinue the Training Voluntarily then he/she must pay **Rs. 1,00,000** as the Training cost to the company.
13. At any time during the Training, if the Trainee is found to be **Wilfully non-performer** or guilty of fraud, dishonest, disobedient, disorderly behaviour, negligence, indiscipline, prolonged absence from duty without permission or any other conduct considered by us which affects the company's interest, your Training will be suspended at that stage itself, and the company has every right to recover the damages of **Rs.1,00,000/-** from you for the above said act.
14. A detailed letter of Appointment will be issued to you, after the successful completion of the Training.



With Regards,
For Efftronics Systems Pvt Ltd,

T. B. Sankar

(BHAVANI SANKAR T)
VICE-PRESIDENT

ACCEPTANCE FORM

I have read and understood all the terms and conditions contained in this letter and agree to abide by the same. I am signing this letter as a token of my accepted employment with the company and the terms and conditions set out in this letter.

Date:

Place:

Signature of Parent/ Guardian

Signature of candidate



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Tel: +91 22 7144 4283 | Fax: +91 22 7141 2121
www.capgemini.com/in-en

Superset ID: 693178

Letter of Intent ("LOI")

Dear Shaik Reshma,

With reference to your interview conducted by us, we are pleased to inform that you have been shortlisted for the position of **Analyst and A4** with **Capgemini Technology Services India Limited.**, (hereinafter referred to as "Capgemini").

In this regard, we are proposing compensation package and benefits, the details of which are set forth in **Annexure 1** to this letter.

The final Employment Offer Letter shall be subject to your successful completion of all curricular requirements as laid down by the University/ Institute for award of the degree/ diploma and the minimum passing percentage/ grade/ rank/ class as determined by Capgemini.

The location of your initial reporting and training and the date of your joining would be communicated to you in due course of time post successful completion of your pre-joining trainings and final semester degree/ diploma examination.

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Upon accepting this LoI, you will be provided access to the ADAPT (Accelerated Digital Aid for Pre-onboarding Talent) eLearning platform which allows you to learn and master the concepts and skills required to be industry ready. The learning will be a self-paced journey inclusive of assignments, assessments and webinars as deemed appropriate by Capgemini and the successful completion of the same is a prerequisite for joining Capgemini.

It is very essential that you effectively leverage this platform to complete the courses and clear

ANNEXURE 1

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Shaik Reshma
Analyst and A4

You will be under probation for six (6) months from your date of joining Capgemini. During this period, your all-inclusive annual target compensation (on a cost to company basis) will be INR 3,00,000/- (**Rupees Three Lakh only**). **Subsequent to your successful completion of training and probation, your all-inclusive annual target compensation (on a cost to company basis) will be revised to INR 3,80,000/- (Rupees Three Lakh and Eighty Thousand only**). Your compensation shall be paid on a monthly basis, in arrears. The Company shall deduct tax at source at the time of making payment.

For & On Behalf of Capgemini

Tejinder Sethi
Head - Fresher Hiring

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www.capgemini.com/in-en

Superset ID: 692268

Letter of Intent ("LOI")

Dear Pradhip Dasari,

With reference to your interview conducted by us, we are pleased to inform that you have been shortlisted for the position of **Analyst** and **A4** with **Capgemini Technology Services India Limited.**, (hereinafter referred to as "Capgemini").

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

ANNEXURE 1

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Pradhiep Dasari
Analyst and A4

You will be under probation for six (6) months from your date of joining Capgemini. During this period, your all-inclusive annual target compensation (on a cost to company basis) will be INR 3,00,000/- (**Rupees Three Lakh only**). Subsequent to your successful completion of training and probation, your all-inclusive annual target compensation (on a cost to company basis) will be revised to INR 3,80,000/- (**Rupees Three Lakh and Eighty Thousand only**). Your compensation shall be paid on a monthly basis, in arrears. The Company shall deduct tax at source at the time of making payment.

For & On Behalf of Capgemini

Tejinder Sethi
Head - Fresher Hiring

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Superset ID: 804946

Letter of Intent ("LOI")

Dear Rajesh Mallela,

With reference to your interview conducted by us, we are pleased to inform that you have been shortlisted for the position of **Analyst** and **A4** with **Capgemini Technology Services India Limited.**, (hereinafter referred to as "Capgemini").

In this regard, we are proposing compensation package and benefits, the details of which are set forth in Annexure 1 to this letter.

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

ANNEXURE 1

Rajesh Mallela
Analyst and A4

You will be under probation for six (6) months from your date of joining Capgemini. During this period, your all-inclusive annual target compensation (on a cost to company basis) will be **INR 3,00,000/- (Rupees Three Lakh only)**. **Subsequent to your successful completion of training and probation, your all-inclusive annual target compensation (on a cost to company basis) will be revised to INR 3,80,000/- (Rupees Three Lakh and Eighty Thousand only)**. Your compensation shall be paid on a monthly basis, in arrears. The Company shall deduct tax at source at the time of making payment.

For & On Behalf of Capgemini

Tejinder Sethi
Head - Fresher Hiring

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Superset ID: 692142

Letter of Intent ("LOI")

Dear Vaishnavi Kunapareddy

With reference to your interview conducted by us, we are pleased to inform that you have been shortlisted for the position of **Analyst** and **A4** with **Capgemini Technology Services India Limited.**, (hereinafter referred to as "Capgemini").

In this regard, we are proposing compensation package and benefits, the details of which are set forth in **Annexure 1** to this letter.

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ANNEXURE 1

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Vaishnavi Kunapareddy
Analyst and A4

You will be under probation for six (6) months from your date of joining Capgemini. During this period, your all-inclusive annual target compensation (on a cost to company basis) will be INR 3,00,000/- (**Rupees Three Lakh only**). Subsequent to your successful completion of training and probation, your all-inclusive annual target compensation (on a cost to company basis) will be revised to INR 3,80,000/- (**Rupees Three Lakh and Eighty Thousand only**). Your compensation shall be paid on a monthly basis, in arrears. The Company shall deduct tax at source at the time of making payment.

For & On Behalf of Capgemini

Tejinder Sethi
Head - Fresher Hiring

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Superset ID: 692242

Letter of Intent ("LOI")

Dear Manisha Mandava

With reference to your interview conducted by us, we are pleased to inform that you have been shortlisted for the position of **Analyst** and **A4** with **Capgemini Technology Services India Limited.**, (hereinafter referred to as "Capgemini").

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

ANNEXURE 1

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Manisha Mandava
Analyst and A4

You will be under probation for six (6) months from your date of joining Capgemini. During this period, your all-inclusive annual target compensation (on a cost to company basis) will be INR 3,00,000/- (**Rupees Three Lakh only**). Subsequent to your successful completion of training and probation, your all-inclusive annual target compensation (on a cost to company basis) will be revised to INR 3,80,000/- (**Rupees Three Lakh and Eighty Thousand only**). Your compensation shall be paid on a monthly basis, in arrears. The Company shall deduct tax at source at the time of making payment.

For & On Behalf of Capgemini

Tejinder Sethi
Head - Fresher Hiring

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Superset ID: 692147

Letter of Intent ("LOI")

Dear Venkata Gowtham Kollu

With reference to your interview conducted by us, we are pleased to inform that you have been shortlisted for the position of **Analyst** and **A4** with **Capgemini Technology Services India Limited.**, (hereinafter referred to as "Capgemini").

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It is very essential that you effectively leverage this platform to complete the courses and clear

ANNEXURE 1

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**Venkata Gowtham Kollu
Analyst and A4**

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For & On Behalf of Capgemini

**Tejinder Sethi
Head - Fresher Hiring**

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www.capgemini.com/in-en

Superset ID: 692112

Letter of Intent ("LOI")

Dear Hari Sai Meghana

With reference to your interview conducted by us, we are pleased to inform that you have been shortlisted for the position of **Analyst** and **A4** with **Capgemini Technology Services India Limited.**, (hereinafter referred to as "Capgemini").

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

ANNEXURE 1

Yash

Hari Sai Meghana
Analyst and A4

You will be under probation for six (6) months from your date of joining Capgemini. During this period, your all-inclusive annual target compensation (on a cost to company basis) will be INR 3,00,000/- (**Rupees Three Lakh only**). Subsequent to your successful completion of training and probation, your all-inclusive annual target compensation (on a cost to company basis) will be revised to INR 3,80,000/- (**Rupees Three Lakh and Eighty Thousand only**). Your compensation shall be paid on a monthly basis, in arrears. The Company shall deduct tax at source at the time of making payment.

For & On Behalf of Capgemini

Tejinder Sethi
Head - Fresher Hiring

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Superset ID: 692346

Letter of Intent ("LOI")

Dear Kukkapalli Yashwanth

With reference to your interview conducted by us, we are pleased to inform that you have been shortlisted for the position of **Analyst and A4** with **Capgemini Technology Services India Limited.**, (hereinafter referred to as "Capgemini").

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

ANNEXURE 1

**Kukkapalli Yashwanth
Analyst and A4**

You will be under probation for six (6) months from your date of joining Capgemini. During this period, your all-inclusive annual target compensation (on a cost to company basis) will be INR 3,00,000/- (**Rupees Three Lakh only**). Subsequent to your successful completion of training and probation, your all-inclusive annual target compensation (on a cost to company basis) will be revised to INR 3,80,000/- (**Rupees Three Lakh and Eighty Thousand only**). Your compensation shall be paid on a monthly basis, in arrears. The Company shall deduct tax at source at the time of making payment.

For & On Behalf of Capgemini

**Tejinder Sethi
Head - Fresher Hiring**

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Superset ID: 692178

Letter of Intent ("LOI")

Dear Rasagna Vadde,

With reference to your interview conducted by us, we are pleased to inform that you have been shortlisted for the position of **Analyst and A4** with **Capgemini Technology Services India Limited.**, (hereinafter referred to as "Capgemini").

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

ANNEXURE 1

**Rasagna Vadde
Analyst and A4**

You will be under probation for six (6) months from your date of joining Capgemini. During this period, your all-inclusive annual target compensation (on a cost to company basis) will be **INR 3,00,000/- (Rupees Three Lakh only)**. **Subsequent to your successful completion of training and probation, your all-inclusive annual target compensation (on a cost to company basis) will be revised to INR 3,80,000/- (Rupees Three Lakh and Eighty Thousand only)**. Your compensation shall be paid on a monthly basis, in arrears. The Company shall deduct tax at source at the time of making payment.

For & On Behalf of Capgemini

**Tejinder Sethi
Head - Fresher Hiring**

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Superset ID: 692219

Letter of Intent ("LOI")

Dear Pujitha Yarlagadda

With reference to your interview conducted by us, we are pleased to inform that you have been shortlisted for the position of **Analyst** and **A4** with **Capgemini Technology Services India Limited.**, (hereinafter referred to as "Capgemini").

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It is very essential that you effectively leverage this platform to complete the courses and clear

ANNEXURE 1

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**Pujitha Yarlagadda
Analyst and A4**

You will be under probation for six (6) months from your date of joining Capgemini. During this period, your all-inclusive annual target compensation (on a cost to company basis) will be INR 3,00,000/- (**Rupees Three Lakh only**). **Subsequent to your successful completion of training and probation, your all-inclusive annual target compensation (on a cost to company basis) will be revised to INR 3,80,000/- (Rupees Three Lakh and Eighty Thousand only**). Your compensation shall be paid on a monthly basis, in arrears. The Company shall deduct tax at source at the time of making payment.

For & On Behalf of Capgemini

**Tejinder Sethi
Head - Fresher Hiring**

Regd Office: Pune Hinjewadi Regd. Office No. 14, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, MIDC SEZ, Village Man, Taluka Mulshi, Pune - 411057, Maharashtra, India. Tel: +91 20 6699 1000 | Fax: +91 20 6699 5050 | CIN: U85110PN1993PLC145950 Page 3 of 3



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(Formerly known as IGATE Global Solutions Limited)
IT 1, IT 2, Airol MIDC, Thane - Belapur Road,
Navi Mumbai 400708, Maharashtra, India.
Tel: +91 22 7144 4283 | Fax: +91 22 7141 2121
www.capgemini.com/in-en

Superset ID: 692242

Letter of Intent ("LOI")

Dear Mutharaju SVD Phani Madhav

With reference to your interview conducted by us, we are pleased to inform that you have been shortlisted for the position of **Analyst** and A4 with **Capgemini Technology Services India Limited.**, (hereinafter referred to as "Capgemini").

In this regard, we are proposing compensation package and benefits, the details of which are set forth in **Annexure 1** to this letter.

The final Employment Offer Letter shall be subject to your successful completion of all curricular requirements as laid down by the University/ Institute for award of the degree/ diploma and the minimum passing percentage/ grade/ rank/ class as determined by Capgemini.

The location of your initial reporting and training and the date of your joining would be communicated to you in due course of time post successful completion of your pre-joining trainings and final semester degree/ diploma examination.

The date of joining and the location of posting will be purely based on business requirements of Capgemini. Capgemini solely reserves the right to make any changes to the date of joining and the location of posting during the course of your training and employment with Capgemini.

Upon accepting this LoI, you will be provided access to the ADAPT (Accelerated Digital Aid for Pre-onboarding Talent) eLearning platform which allows you to learn and master the concepts and skills required to be industry ready. The learning will be a self-paced journey inclusive of assignments, assessments and webinars as deemed appropriate by Capgemini and the successful completion of the same is a prerequisite for joining Capgemini.

It is very essential that you effectively leverage this platform to complete the courses and clear

ANNEXURE 1

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Mutharaju SVD Phani Madhav Analyst and A4

You will be under probation for six (6) months from your date of joining Capgemini. During this period, your all-inclusive annual target compensation (on a cost to company basis) will be INR 3,00,000/- (**Rupees Three Lakh only**). Subsequent to your successful completion of training and probation, your all-inclusive annual target compensation (on a cost to company basis) will be revised to INR 3,80,000/- (**Rupees Three Lakh and Eighty Thousand only**). Your compensation shall be paid on a monthly basis, in arrears. The Company shall deduct tax at source at the time of making payment.

For & On Behalf of Capgemini

**Tejinder Sethi
Head - Fresher Hiring**

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Superset ID: 693262

Letter of Intent ("LOI")

Dear Mohammed Shabaaz

With reference to your interview conducted by us, we are pleased to inform that you have been shortlisted for the position of **Analyst** and **A4** with **Capgemini Technology Services India Limited.**, (hereinafter referred to as "Capgemini").

In this regard, we are proposing compensation package and benefits, the details of which are set forth in **Annexure 1** to this letter.

The final Employment Offer Letter shall be subject to your successful completion of all curricular requirements as laid down by the University/ Institute for award of the degree/ diploma and the minimum passing percentage/ grade/ rank/ class as determined by Capgemini.

The location of your initial reporting and training and the date of your joining would be communicated to you in due course of time post successful completion of your pre-joining trainings and final semester degree/ diploma examination.

The date of joining and the location of posting will be purely based on business requirements of Capgemini. Capgemini solely reserves the right to make any changes to the date of joining and the location of posting during the course of your training and employment with Capgemini.

Upon accepting this LoI, you will be provided access to the ADAPT (Accelerated Digital Aid for Pre-onboarding Talent) eLearning platform which allows you to learn and master the concepts and skills required to be industry ready. The learning will be a self-paced journey inclusive of assignments, assessments and webinars as deemed appropriate by Capgemini and the successful completion of the same is a prerequisite for joining Capgemini.

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ANNEXURE 1

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**Mohammed Shabaaz
Analyst and A4**

You will be under probation for six (6) months from your date of joining Capgemini. During this period, your all-inclusive annual target compensation (on a cost to company basis) will be INR 3,00,000/- (**Rupees Three Lakh only**). Subsequent to your successful completion of training and probation, your all-inclusive annual target compensation (on a cost to company basis) will be revised to INR 3,80,000/- (**Rupees Three Lakh and Eighty Thousand only**). Your compensation shall be paid on a monthly basis, in arrears. The Company shall deduct tax at source at the time of making payment.

For & On Behalf of Capgemini

**Tejinder Sethi
Head - Fresher Hiring**

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www.capgemini.com/in-en

Superset ID: 692282

Letter of Intent ("LOI")

Dear Divya Sri Lakshmi T

With reference to your interview conducted by us, we are pleased to inform that you have been shortlisted for the position of **Analyst** and **A4** with **Capgemini Technology Services India Limited.**, (hereinafter referred to as "Capgemini").

In this regard, we are proposing compensation package and benefits, the details of which are set forth in **Annexure 1** to this letter.

The final Employment Offer Letter shall be subject to your successful completion of all curricular requirements as laid down by the University/ Institute for award of the degree/ diploma and the minimum passing percentage/ grade/ rank/ class as determined by Capgemini.

The location of your initial reporting and training and the date of your joining would be communicated to you in due course of time post successful completion of your pre-joining trainings and final semester degree/ diploma examination.

The date of joining and the location of posting will be purely based on business requirements of Capgemini. Capgemini solely reserves the right to make any changes to the date of joining and the location of posting during the course of your training and employment with Capgemini.

Upon accepting this LOI, you will be provided access to the ADAPT (Accelerated Digital Aid for Pre-onboarding Talent) eLearning platform which allows you to learn and master the concepts and skills required to be industry ready. The learning will be a self-paced journey inclusive of assignments, assessments and webinars as deemed appropriate by Capgemini and the successful completion of the same is a prerequisite for joining Capgemini.

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ANNEXURE 1

Divya Sri Lakshmi T

Analyst and A4

You will be under probation for six (6) months from your date of joining Capgemini. During this period, your all-inclusive annual target compensation (on a cost to company basis) will be **INR 3,00,000/- (Rupees Three Lakh only)**. Subsequent to your successful completion of training and probation, your all-inclusive annual target compensation (on a cost to company basis) will be revised to **INR 3,80,000/- (Rupees Three Lakh and Eighty Thousand only)**. Your compensation shall be paid on a monthly basis, in arrears. The Company shall deduct tax at source at the time of making payment.

For & On Behalf of Capgemini

Tejinder Sethi

Head - Fresher Hiring

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Superset ID: 692542

Letter of Intent ("LOI")

Dear Sreepathi NVM Ashwith

With reference to your interview conducted by us, we are pleased to inform that you have been shortlisted for the position of **Analyst** and **A4** with **Capgemini Technology Services India Limited.**, (hereinafter referred to as "Capgemini").

In this regard, we are proposing compensation package and benefits, the details of which are set forth in **Annexure 1** to this letter.

The final Employment Offer Letter shall be subject to your successful completion of all curricular requirements as laid down by the University/ Institute for award of the degree/ diploma and the minimum passing percentage/ grade/ rank/ class as determined by Capgemini.

The location of your initial reporting and training and the date of your joining would be communicated to you in due course of time post successful completion of your pre-joining trainings and final semester degree/ diploma examination.

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Upon accepting this LOI, you will be provided access to the ADAPT (Accelerated Digital Aid for Pre-onboarding Talent) eLearning platform which allows you to learn and master the concepts and skills required to be industry ready. The learning will be a self-paced journey inclusive of assignments, assessments and webinars as deemed appropriate by Capgemini and the successful completion of the same is a prerequisite for joining Capgemini.

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ANNEXURE 1

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**Sreepathi NVM Ashwith
Analyst and A4**

You will be under probation for six (6) months from your date of joining Capgemini. During this period, your all-inclusive annual target compensation (on a cost to company basis) will be INR 3,00,000/- (Rupees Three Lakh only). Subsequent to your successful completion of training and probation, your all-inclusive annual target compensation (on a cost to company basis) will be revised to INR 3,80,000/- (Rupees Three Lakh and Eighty Thousand only). Your compensation shall be paid on a monthly basis, in arrears. The Company shall deduct tax at source at the time of making payment.

For & On Behalf of Capgemini

**Tejinder Sethi
Head - Fresher Hiring**

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Superset ID: 692442

Letter of Intent ("LOI")

Dear Padmaja Polepalli

With reference to your interview conducted by us, we are pleased to inform that you have been shortlisted for the position of **Analyst** and **A4** with **Capgemini Technology Services India Limited.**, (hereinafter referred to as "Capgemini").

In this regard, we are proposing compensation package and benefits, the details of which are set forth in **Annexure 1** to this letter.

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The location of your initial reporting and training and the date of your joining would be communicated to you in due course of time post successful completion of your pre-joining trainings and final semester degree/ diploma examination.

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Upon accepting this LoI, you will be provided access to the ADAPT (Accelerated Digital Aid for Pre-onboarding Talent) eLearning platform which allows you to learn and master the concepts and skills required to be industry ready. The learning will be a self-paced journey inclusive of assignments, assessments and webinars as deemed appropriate by Capgemini and the successful completion of the same is a prerequisite for joining Capgemini.

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ANNEXURE 1

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**Padmaja Polepalli
Analyst and A4**

You will be under probation for six (6) months from your date of joining Capgemini. During this period, your all-inclusive annual target compensation (on a cost to company basis) will be INR 3,00,000/- (**Rupees Three Lakh only**). Subsequent to your successful completion of training and probation, your all-inclusive annual target compensation (on a cost to company basis) will be revised to INR 3,80,000/- (**Rupees Three Lakh and Eighty Thousand only**). Your compensation shall be paid on a monthly basis, in arrears. The Company shall deduct tax at source at the time of making payment.

For & On Behalf of Capgemini

**Tejinder Sethi
Head - Fresher Hiring**

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Date: 20-Jul-21

Kancharla Venkata Sai Rahul Teja
D.No 21-10/3-51A, Srinagar Colony,
Vijayawada, Andhra Pradesh - 520011

Dear Venkata,

Congratulations and Welcome to Trianz.

Pursuant to your application and the discussions we had with you, we are very happy to offer you a position at **Trianz Digital Consulting Pvt. Ltd**

You will be designated as **Software Engineer Trainee (Grade-A)**. Your Total Compensation Package will be INR 3,80,000/- per annum. The details of your compensation and benefits are given in Annexure - I.

The offer will be valid till **22-Jul-2021**. If for any reason you are not in a position to join us on or before **22-Jul-2021**, and unless explicitly communicated about the same to us, this offer letter will be invalid and automatically withdrawn by Trianz.

This offer of appointment with Trianz is subject to satisfactory reference checks and background verification.

Your initial work location will be **Hyderabad**. However, your services are transferable to any other place or office of the company or to any subsidiary or associate company. Such transfer/deputation will be in accordance with the company's rules.

Please return the signed duplicate of this letter mentioning the date of joining as a token of acceptance of the offer / appointment letter.

We expect you will strictly follow all the information security policies and procedure of Trianz. On the date of Joining you will be signing the forms of Information Security Code of conduct, NDA and Conflict of interest as an acceptance of them.

For Trianz-Digital Consulting Pvt. Ltd.

Sujit Sahoo

Sujit Sahoo.
Vice President – Human Capital

Candidate Name: Kancharla Venkata Sai Rahul Teja

Signature:

Date:

Refer to :

ANNEXURE I- SALARY STACK-UP

ANNEXURE II - TERMS AND CONDITIONS

ANNEXURE III - OUR CULTURE, VALUES, PHILOSOPHY AND KEY POLICIES

ANNEXURE IV - DOCUMENTS TO BE SUBMITTED ON THE DAY OF JOINING

Trianz Digital Consulting Pvt. Ltd

2nd Floor, Building No.14 K Raheja Mindspace. Hitech City, Madhapur, Hyderabad - 500 081

Ph: +91 40 4664 0000 | CIN: U72900KA2019FTC124891 | www.trianz.com

Page 1 of 6

(Signature)

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



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Additionally, you will be eligible for the following benefits:

5. **Flexible Benefits Pay:** We are offering the employees, flexibility in structuring certain components within the overall fixed compensation. Broadly this is carved out from your bucket of Special Allowance and this can be claimed against Conveyance, LTA, Medical Reimbursement, Car Maintenance etc. The eligibility is as laid out in the policy document, which may be referred to for further details.

ANNEXURE II – TERMS AND CONDITIONS

1. Exclusive Employment:

We expect that you will not engage in or do any other business or render any professional services on a full time or part time basis during the course of your employment with us.

We expect you to keep your work strictly confidential and not divulge or disclose to any outsider or others either during your employment or after, any information related to the company, its employees or associates. We expect that you will not act in any manner, which may tend to be prejudicial or detrimental to the reputation of the company and its associates.

2. Non-Solicitation:

You agree that you will not directly or indirectly recruit, solicit or otherwise induce or attempt to induce any employee of Trianz to terminate his or her employment with the company or otherwise to act contrary to the interests of Trianz.

You further agree that you will not directly or indirectly solicit competitive business from any client or customer of the organization including any potential client of Trianz that was contacted solicited or served by me or about which I received confidential information while I am employed by Trianz. You will not involve yourself in performing similar functions or acting in a similar capacity as employed with Trianz.

3. Leave:

You will be eligible for 18 days of Earned Leave per annum, which will be credited to you monthly on a pro-rata basis from the date of joining. Apart from earned leave you are also eligible for 6 days of Contingency cum Sick leave per annum. While we encourage you to avail of this facility, we urge you to plan your leave with your superiors and team members such that work does not suffer in your absence.

4. Transfer and Deputation:

The company, at any time of the employment, reserves its right to transfer you to functions, departments, offices or operations of both Trianz and any client site, in any part of the world.

5. Working Hours:

Regular work hours are between 9.00 a.m. and 6.00 p.m., however this may be changed based on the work allocated. Employees would be required to work on a shift basis, during non-regular work hours, based on the work allocation and the job requirement.

6. General Data Protection Regulation Compliance.

As an associate of the firm, you acknowledge that, prior to signing this Offer or at a reasonable time thereafter, you have read and fully understand the Firm's Privacy Policy posted on the Firm's website/ Intranet. You agree to strictly comply with said Privacy Policy at all times, during your employment with the Firm. You agree to not knowingly or negligently cause the Firm to breach its commitments under said Privacy Policy. Specifically, from time to time, you will have access to and/or be required to process Personal Data, which is data about an identified or identifiable individual within the European Union and the European Economic Area, or any other countries where operations of the firm is provided. You expressly agree that you will process such data only for limited and specified purposes as required during your employment with the Firm. You agree to provide at least the same level of privacy protection as is required by the Firm under its Privacy Policy. You acknowledge that, from time to time, the Firm has the right to inspect and/or take any appropriate actions as deemed necessary to ensure your compliance with the Firm's Privacy Policy. You are required to promptly notify the Firm, if you determine that you can no longer provide protection for the personal data as is required

Trianz Digital Consulting Pvt. Ltd

2nd Floor, Building No.14 K Raheja Mindspace. Hitech City, Madhapur, Hyderabad - 500 081

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ANNEXURE III - OUR CULTURE, VALUES, PHILOSOPHY AND KEY POLICIES

1. Employee Relations:

Trianz believes in being a fair and transparent Employer. If there are any issues or queries, relating to working conditions, we urge you to have a discussion with your Supervisor or HR department. Kindly ensure that the discussion and the result of the discussions are confidential.

2. Equal Opportunity Employer:

Trianz enters into employment contracts on the basis of the applicants' merit, qualifications and ability. We do not discriminate employment opportunities on the basis of race, color, creed, gender, religion, marital status, age, national origin, physical or mental disability, medical condition, sexual orientation, or any other consideration.

3. Confidentiality and Intellectual Property:

As part of employment condition, you are obligated not to divulge or disclose to any outsider or others either during your employment or thereafter, any information related to research papers, notes, templates or models that are created and used at Trianz. Any breach of this clause would lead to strict legal action.

Your employment with Trianz is a whole-time employment and is "work for hire". Accordingly, all copyrights and inventions that are created or arise during your employment with Trianz are the sole intellectual property of Trianz or its Clients, as the case may be.

4. Conflict of Interest:

Your employment with Trianz overrides all other occupational/consulting interests you may have. You are expected to obtain a written approval from the Chief Executive Officer of Trianz before you embark on any assignments outside Trianz.

5. Rules and Policies:

During the course of employment, at all times, you are required to abide by the rules and policies of Trianz. The rules and policies of the Company are available at the Company's Intranet and it is obligatory for every employee to read, understand and follow the same. No employment manual can anticipate every circumstance or question about policy. Trianz reserves the right to revise, supplement, or rescind any policies or portions of the Trianz Employment Manual from time to time as it deems appropriate, in its sole and absolute discretion.

6. Business Courtesy:

No employee may directly or indirectly accept from or provide to any representative of any organization with which Trianz has a business relationship any gift or favor other than an ordinary business courtesy or social amenity. No employee may solicit any gift or favor. This is viewed very seriously as an abuse of trust placed by Trianz in the employee and would attract severe penal action from the Company.

7. Change of Personal Information:

In the event there is change in status, like advancement of educational qualification, residential address, marital status, or nominees for insurance and provident fund, it is imperative that you inform your Human Resources representative appropriately.

8. Harassment:

Trianz is committed to providing a work environment that is free from all forms of discrimination and conduct that can be considered harassing, coercive, or disruptive, including sexual harassment. Actions, words, jokes, or comments based on an individual's sex, race, color, national origin, age, religion, disability, and sexual orientation will amount to violation of the company policy and would attract strict disciplinary action from the company, including termination of services of the employee.

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KPIT

Offer Letter and Terms of Employment

Date: 11.05.2021

Dear Hema Sri Nakirkanti,

At the outset, we would like to extend our sincere thanks for exploring career opportunities with KPIT. Further to our discussions, we are delighted to extend you an offer of employment.

This offer is based on your profile, relevant work experience and performance in the selection process.

- Role: Trainee
- Designation: Trainee
- Grade: A

Your Total Target Compensation including all benefits will be Rs. 3,60,000/- (Three Lakh Sixty Thousand) per annum; upon Successful Completion of KPIT Elective (If Applicable). Annexure A provides a detailed break-up of the compensation package.

You shall be governed by the terms and conditions of service during your employment with KPIT as per existing policies and those that may be amended from time to time.

Kindly confirm your acceptance through the system generated email within 7 days from the date of this offer beyond which this offer is considered null and void. Your offer is subject to a positive background check and in case the background check comes out negative, company reserves the right to terminate your services with immediate effect.

You will be eligible for Gratuity, Mediclaim and Group Personal Accident Insurance benefits as per the company policy. The duly signed appointment letter will be issued to you on the first day of your joining at KPIT only upon submitting your valid testimonials and related joining formalities.

A new assignment, work place and colleagues, await you to jump start to achieve the company's vision of building a global Mobility Organization. Work life at KPIT is all about mobility, enabling our customers by accelerating implementation of next generation mobility technologies. We value fun as an integral part of our culture.

Yours Sincerely,
For: KPIT Technologies Limited

Rahul Uplap
Associate Vice President
Global Head - Education & Competency Development (ECoDe)

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

KPIT Technologies Limited

Registered & Corporate Office: Plot 17, Rajiv Gandhi Infotech Park, MIDC-SEZ, Phase III, Maan, Taluka - Mulshi, Hinjawadi, Pune - 411057, India. | CIN: U74999PN2018PLC174192

O +91 20 6770 6000
E info@kpit.com
W kpit.com

ANNEXURE A

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Components	Monthly [Amount (in INR)]	Yearly [Amount (in INR)]
Basic Salary	16,500.00	198,000.00
House Rent Allowance	5,493.00	65,913.00
Monthly Bonus	3,300.00	39,600.00
Employer's contribution to Provident Fund	1,980.00	23,760.00
Flexi Basket**	0.00	0.00
Additional Allowance	0.00	0.00
Fixed Compensation**	0.00	327,273.00
Skill Allowance	0.00	0.00
Other Compensation	0.00	0.00
Special Allowance**	2,727.00	32,727.00
Variable Performance Incentive***	0.00	0.00
Incentive and Bonus	0.00	32,727.00
Total Target Compensation	30,000.00	360,000.00
Notional Provision for Statutory Gratuity****	0.00	9,524.00
Employer's contribution to Insurance Premium*****	0.00	5,200.00
Other Benefits	0.00	14,724.00
Cost to Company	0.00	374,724.00

- ** Fixed compensation is payable subject to adherence of all applicable policies of the organization.
- ** Special Allowance - This will be paid as a monthly allowance. The Company reserves the right to vary this amount at its sole discretion in case of extreme business situations, till such time the situation prevails.
- *** The amount mentioned under Variable Performance Incentive is fully variable and payable on the performance as per Company Policy.
- **** As per Payment of Gratuity Act.
- ***** The amount mentioned is an indicative average cost incurred by Company towards Group Mediclaim, Group Personal Accident and Group Term Life Insurance premium.

Kindly note -

- The above salary break-up is per annum and is provided based on the existing company policies and may undergo change from time to time.
- As per the company policy you are required to maintain total confidentiality of your compensation details.
- Certain figures mentioned in this Letter of Offer, including financial information have been subject to rounding-off adjustments. In certain instances,
 - The sum change of such numbers may not match exactly to the total figure given; and
 - The sum of the numbers in a column or row in certain tables may not match exactly to the total figure given for that column or row.

Salary Review, Increments and Promotions

- Your performance and contribution to the company will be an important consideration for salary Review, increments and promotions
- You will be considered for salary review and promotions as per the company's policies effective from time to time.

Alternative Employment

- As a full-time employee of KPIT, you are not permitted to undertake any other business, assume any public office, honorary or remunerative, without the written permission of KPIT

Confidentiality Agreement

- As part of the joining formalities, you are required to sign a confidentiality agreement, which aims to protect the intellectual property rights and business information of KPIT and its clients

Overseas Agreement / International Assignment Agreement

- If you are on international assignment, you will be covered by the KPIT International Assignment policy from the date of deputation, accordingly, you will be required to sign the applicable Overseas Deputation / International Assignment Agreement(s).
- In case of every international assignment that exceeds 30 days, you will be required to serve notice period KPIT as per the policy. This is to ensure that the knowledge and information gained by you during your assignment is shared and available to KPIT and its associates. This transfer of knowledge and information is essential for KPIT 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 KPIT for a minimum period of 12 months on completion of training

KPIT Code of Conduct

- You are required to sign the KPITs Code of Conduct and follow the same in your day to day conduct as an employee of KPIT

Notice Period

- During your employment with KPIT, including probation / training, either you or KPIT can terminate the appointment by giving
 - 30 day's notice during the probation period and
 - 90 calendar day's written notice or 3 month's basic salary in lieu of the notice after confirmation of services.
- The Company reserves the right to release the employee prior to the notice period taking into consideration business needs and work exigencies and the Company will not be liable to make any payment to the employee in lieu of the notice period. If you are covered under Deputation Agreement / International Assignment Agreement, either you or KPIT can terminate the appointment by giving 90 calendar day's written notice as set out in the Separation Policy of KPIT
- KPIT reserves the right, if it is in the interest of the business and current assignment, to ask you to complete your notice period or decide whether your existing earned vacation or basic salary in lieu of notice period may be adjusted against the entire or partial notice period.
- In case you decide to end your employment with the Company or the Company terminates your services for any reason before you complete one year of employment with the Company,
- The company retains the right to recover from you any expenses incurred by it about your recruitment including, but not limited to, fees paid to consultant, joining benefits paid to you (if any), etc. and
- The company retains the right to recover from you any expenses incurred by it for processing any visa/ work permit for you and/or any of your family members.
- The Company also reserves the right to recover the period costs of any specific expenditure incurred, either on processing a visa/ work permit or for any specific training given for an assignment and where you are unable, for any reason, to fulfil your part of the obligation, either to travel or to complete the assignment.

Retirement

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

Employment in India

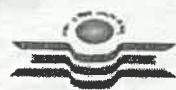
- In case, you are not a citizen of India, this offer is subject to your obtaining a work permit and or any other permissions and / or documentation as prescribed by the Government of India for permanent employment with KPIT. Keeping your permit / permission up to date during the course of employment with KPIT and submitting a valid copy of that to KPIT is your responsibility

Corporate Social Responsibility (CSR):

- Community Contribution is one of the seven core values at KPIT. It has a significant mention in our mission and vision to reflect our commitment towards it.
- Few of our CSR Initiatives:
 - Chhote Scientists
 - Water Conservation through mass volunteering
 - Reforestation Program
 - Meet the Social Legends

Document submission

1. Standard X and XII marksheets / equivalents
2. Degree certificate and marksheets for all semesters
3. Diploma certificate and marksheets for all semesters (If applicable)
4. Passport / Driving License / Ration Card
5. PAN card (must have before joining)
6. Aadhar Card (must have before joining)
7. Photograph to be uploaded in TalentOjo as per the specification in Annexure B
8. Name Change Documents (If applicable)
9. National Apprenticeship Training Scheme (NATS) Enrollment (mandatory)
 - You must register on NATS portal to enroll yourself in apprentice.
 - It is compulsory for fresher to register on NATS, please consider doing this on priority before joining.
 - You need to get your 16 digits NATS enrollment number on day of joining.
 - Below is the link: <https://mhrdnats.gov.in/boat/contracts/getAllContracts.action>



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

APITA Infosys Selected Students from Krishna District

1 message

Satya Ratnam Marepalli <satyaratnam.m@ap.gov.in>

Fri, Jun 4, 2021 at 10:36 PM

To: alienplacement@gmail.com, placements@andhraloyola.org, vimpadithya@sviet.edu.in, principal@sviet.edu.in, placementcell.diet@gmail.com, tpo@diet.ac.in, diet.principal@gmail.com, placements@pscsmr.ac.in, nri.placements@gmail.com, cnbhaskar@yahoo.com, principal.vcet@gmail.com, kish.fr@gmail.com, principal.9t@gmail.com, naveen.bza@gmail.com, dachuru@gmail.com, tpckru@gmail.com, srk.placementcell@gmail.com, srktech@gmail.com, vijaya.vitw@gmail.com, vijayatechfw@gmail.com, harithadasari@rediffmail.com, lbrctpo@gmail.com, principalsrk@gmail.com, placementofficer@gecgudlavalleru.ac.in, srkecehod@gmail.com, tnp_mictech@yahoo.co.in, dvrhsmic@mic.co.in, tnp@mictech.ac.in, kirantsr1@gmail.com, nagapavanjammula@gmail.com, placements@vrsiddhartha.ac.in, placements@pvpssiddhartha.ac.in, vikastpdept <vikastpdept@gmail.com>
Cc: rathodmothilal <rathodmothilal@gmail.com>

Date: 3rd June, 2021

Vijayawada

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

Sir/Madam,

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

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

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

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

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

Thanking you,
Yours faithfully,

Sd/-

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

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

S.No	Candidate Name	University Name	Institute Name	Final Status
91	NAGA SIVA KYATHI ALLAM	JNTU Kakinada	DVR & Dr HS MIC College of Technology	Offer
92	Yamini Sri Rathna Naga Venkata Amruth	JNTU Kakinada	DVR & Dr HS MIC College of Technology	Offer
93	Harish Anke	JNTU Kakinada	DVR & Dr HS MIC College of Technology	Offer
95	Anuradha Gude	JNTU Kakinada	DVR & Dr HS MIC College of Technology	Offer
97	NANDIGAMA ARAVIND	JNTU Kakinada	DVR & Dr HS MIC College of Technology	Offer
98	Nagadurga Vasudeva Manikanta Ashwita	JNTU Kakinada	DVR & Dr HS MIC College of Technology	Offer
99	BHARGAV BATTULA	JNTU Kakinada	DVR & Dr HS MIC College of Technology	Offer
100	Bhargavi Ginjupalli	JNTU Kakinada	DVR & Dr HS MIC College of Technology	Offer
101	BOLLA HIMA BINDU	JNTU Kakinada	DVR & Dr HS MIC College of Technology	Offer
104	Srilakshmi chebrolu	JNTU Kakinada	DVR & Dr HS MIC College of Technology	Offer
105	Sai Venkata Priyanka Chennapragada	JNTU Kakinada	DVR & Dr HS MIC College of Technology	Offer
106	Chinmai Pasupuleti	JNTU Kakinada	DVR & Dr HS MIC College of Technology	Offer
108	Divya Garmidi	JNTU Kakinada	DVR & Dr HS MIC College of Technology	Offer
110	SUPRIYA GANJI	JNTU Kakinada	DVR & Dr HS MIC College of Technology	Offer
112	Vempati Gayathri	JNTU Kakinada	DVR & Dr HS MIC College of Technology	Offer
114	Talasila Giridhar Naga Sai	JNTU Kakinada	DVR & Dr HS MIC College of Technology	Offer
115	S.N.V.Harika priya	JNTU Kakinada	DVR & Dr HS MIC College of Technology	Offer
117	MANIMALA.HARINI	JNTU Kakinada	DVR & Dr HS MIC College of Technology	Offer
122	Lakshmi manoja Goli	JNTU Kakinada	DVR & Dr HS MIC College of Technology	Offer
128	L. Meghana	JNTU Kakinada	DVR & Dr HS MIC College of Technology	Offer
133	Naravula Vardhan	JNTU Kakinada	DVR & Dr HS MIC College of Technology	Offer
135	Kavya Nayani	JNTU Kakinada	DVR & Dr HS MIC College of Technology	Offer
136	Navya Sri Nayidi	JNTU Kakinada	DVR & Dr HS MIC College of Technology	Offer
140	Pravallika.Samineni	JNTU Kakinada	DVR & Dr HS MIC College of Technology	Offer
142	Pulleti Veera Venkata Sasidhar	JNTU Kakinada	DVR & Dr HS MIC College of Technology	Offer
143	Patthi Venkata Saida Lakshmi	JNTU Kakinada	DVR & Dr HS MIC College of Technology	Offer
145	ABDUL RAHAMAN	JNTU Kakinada	DVR & Dr HS MIC College of Technology	Offer
146	Ramya Sai Akula	JNTU Kakinada	DVR & Dr HS MIC College of Technology	Offer
149	RAVITEJA POLA	JNTU Kakinada	DVR & Dr HS MIC College of Technology	Offer
156	Sk Muntaj begum	JNTU Kakinada	DVR & Dr HS MIC College of Technology	Offer
157	SNEHITHA LAKSHMI KATAKAM	JNTU Kakinada	DVR & Dr HS MIC College of Technology	Offer
158	GUTURI SUSHMA	JNTU Kakinada	DVR & Dr HS MIC College of Technology	Offer
160	TEJASRI NAGA DURGA DANDA	JNTU Kakinada	DVR & Dr HS MIC College of Technology	Offer
164	DANDU VINEELA	JNTU Kakinada	DVR & Dr HS MIC College of Technology	Offer
171	Ganta Rishi Bhavani Prasad	JNTU Kakinada	DVR & Dr HS MIC College of Technology	Offer
224	B. HARSHITHA REDDY	JNTU Kakinada	DVR & Dr HS MIC College of Technology	Offer
241	BANDI GREESHMA	JNTU Kakinada	DVR & Dr HS MIC College of Technology	Offer
276	M Narendra Reddy	JNTU Kakinada	DVR & Dr HS MIC College of Technology	Offer
277	Saitejaswini Mannem	JNTU Kakinada	DVR & Dr HS MIC College of Technology	Offer


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

LG-18-502



Navigate your next

July 22, 2021

HRD/3T/1002126387/21-22

Ms. Gayathri Vempati
6-66A, Bachavarappadu, Musunuru Mandal,
Krishna Dt.
Nuzivid-521213
India

Ph: +91-7601007149

Dear Gayathri,

Welcome to Infosys!

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

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

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

Warm regards,

RICHARD LOBO
EVP and Head Human Resources - Infosys Limited

Signature Not Verified
Digitally signed by Richard Lobo
Date: 2021.07.22 17:51:31 IST
Reason: Digitally Signed
Location: Bangalore

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

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

HRD/3T/1002126397/21-22

July 22, 2021

Ms. Bade Harshitha Reddy
Pernamitta, Opp.Ramalayam, S.N Padu
Prakasam Dt. – 523225
India

Ph: +91-9849290852

Dear Harshitha,

Welcome to Infosys!

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

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

Warm regards,

RICHARD LOBO
EVP and Head Human Resources - Infosys Limited

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

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

(Signature)
Training & Placement Officer
DVR & Dr HS MIC College of Technology



HRD/3T/21-22/1002139128

Ms. Talasila Naga Sai
Candidate ID: 1002139128
12-134, Lakshmipuram
Challapalli
Vijayawada - 521131
India
Ph: (91) 9550184018

July 21, 2021

Dear Navya Sri,

SUB: LETTER OF INTENT TO HIRE

Congratulations! Further to your application for Employment with Infosys Limited ('Company') and the subsequent selection process, we are delighted to communicate to you our intent to make you an offer for the position of **Systems Engineer** in Job Level 3 with the company. Your DoJ is **September 2, 2021** and you will receive the Letter of Appointment with all the elaborates soon.

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

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

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

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

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

Yours sincerely,

RICHARD LOBO
EVP and Head Human Resources – Infosys Limited

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



HRD/3T/21-22/1002139728

Ms. Nayidi Navya Sri
Candidate ID: 1002139728
Lachapalem
Nandigama
Vijayawada - 521185
India
Ph: (91) 9550184018

July 21, 2021

Dear Navya Sri,

SUB: LETTER OF INTENT TO HIRE

Congratulations! Further to your application for Employment with Infosys Limited ('Company') and the subsequent selection process, we are delighted to communicate to you our intent to make you an offer for the position of **Systems Engineer** in Job Level 3 with the company. Your DoJ is **September 2, 2021** and you will receive the Letter of Appointment with all the elaborates soon.

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Yours sincerely,

RICHARD LOBO
EVP and Head Human Resources – Infosys Limited

(W)
Training & Placement Officer
DVR & Dr HS MIC College of Technology



HRD/3T/21-22/1001587932

July 27, 2021

Ms. Lakshmi Manoja Goli
 Candidate ID: 1001587932
 2-58, High School Road, Koduru
 A.Konduru Mandal Krishna District
 Vijayawada - 521 227
 Vijayawada
 India
 Ph: (91) 63003 71261

Dear Lakshmi Manoja,

SUB: LETTER OF INTENT TO HIRE

Congratulations! Further to your application for Employment with Infosys Limited ('Company') and the subsequent selection process, we are delighted to communicate to you our intent to make you an offer for the position of **Systems Engineer** in Job Level 3 with the company. Your DoJ is **September 6, 2021** and you will receive the Letter of Appointment with all the elaborates soon.

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

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Yours sincerely,

RICHARD LOBO
EVP and Head Human Resources – Infosys Limited

(W)
 Training & Placement Officer
 DVR & Dr HS MIC College of Technology



July 27, 2021

HRD/3T/21-22/1002138728

Ms. Patthi VS Lakshmi
Candidate ID: 1002138728
8-204
CM Road, Nandigama
Vijayawada - 521185
India
Ph: (91) 9290439531

Dear Lakshmi,

SUB: LETTER OF INTENT TO HIRE

Congratulations! Further to your application for Employment with Infosys Limited ('Company') and the subsequent selection process, we are delighted to communicate to you our intent to make you an offer for the position of Systems Engineer in Job Level 3 with the company. Your DoJ is **September 6, 2021** and you will receive the Letter of Appointment with all the elaborates soon.

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Yours sincerely,

RICHARD LOBO
EVP and Head Human Resources – Infosys Limited

(W)
Training & Placement Officer
DVR & Dr HS MIC College of Technology

July 22, 2021

HRD/3T/1002131943/21-22

Ms. Pravallika Samineni

8-156

Vijayawada

Vijayawada-521215

India

Ph: +91-9493393594

Dear Pravallika,

Welcome to Infosys!

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

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

Warm regards,

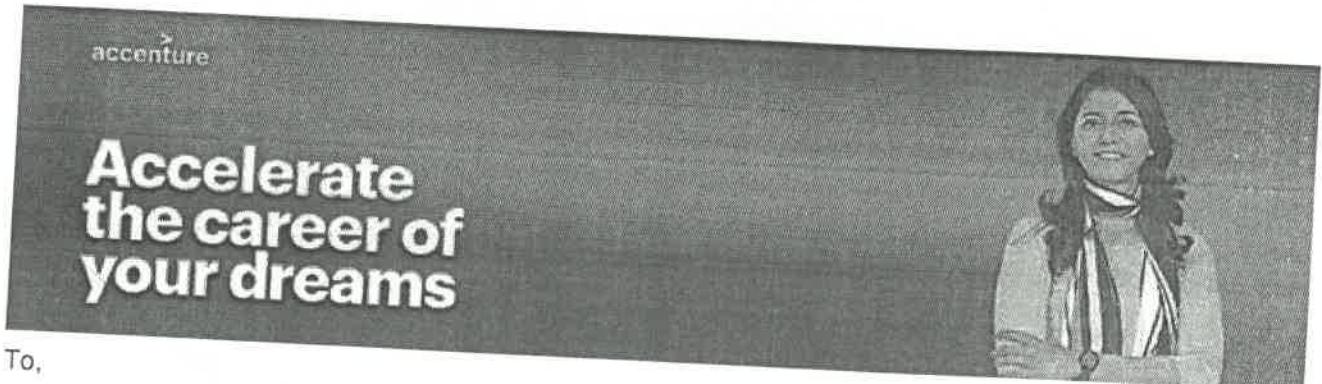
RICHARD LOBO
EVP and Head Human Resources - Infosys Limited

Certification signature by Richard Lobo
<richard_lobo@infosys.com>, validity Unknown
Digitally signed by Richard Lobo
Date: 2021.07.22 18:16:49 IST
Reason: Digitally Signed
Location: Bangalore

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

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

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



To,

Name : Harsha Kandimalla

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Harsha Kandimalla,

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks** - Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 7 Days from the day you receive the Offer Letter.

At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

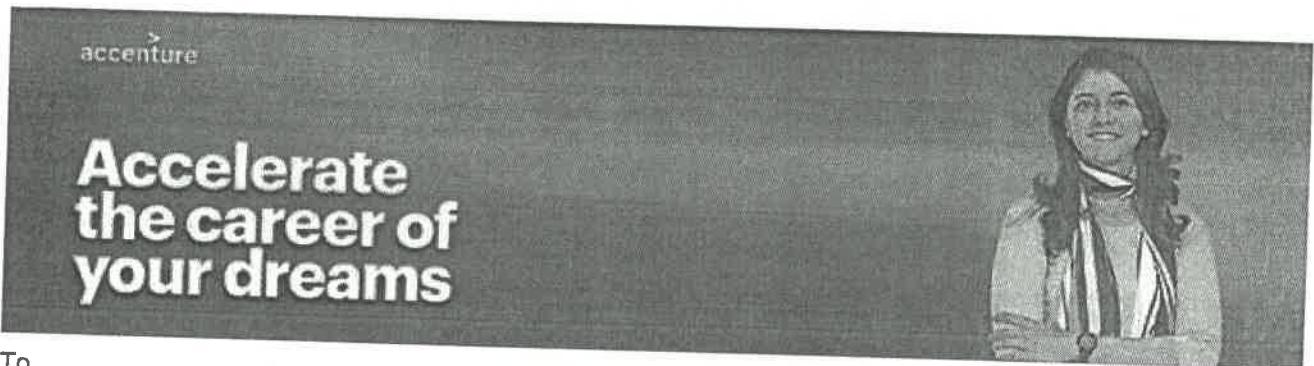
- **Information on Accenture's Pre-joiner-Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes a learning module - Technology Fundamentals Online Learning program (Hereinafter "program"). We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

- The training module of this program is typically made available to potential new joiners at least 45 days before onboarding to give them a reasonable time to learn at their pace and comfort. Details of which are as under:
 - Under the program, the learning modules hosted on a technology platform will prepare the potential new joiner to be code ready.
 - Post onboarding/joining Accenture, and after the Induction the potential new joiner will need to go through the Technology fundamental assessment (based on the pre on-boarding online learning program).
 - On successful completion of the program and clearance of the Technology fundamental

(W)

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

4E3



To,

Name : Nagadurga Vasudeva Manikanta Ashwith Sreepathi

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Nagadurga Vasudeva Manikanta Ashwith Sreepathi,

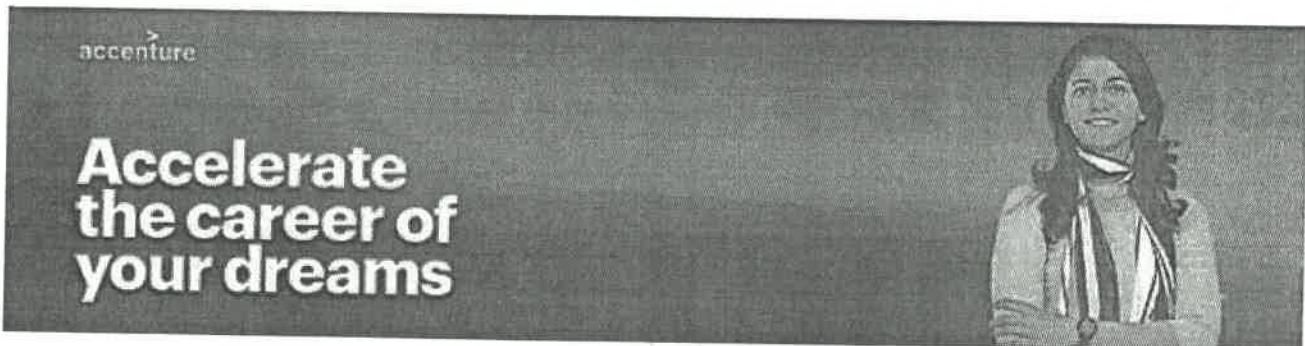
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 - Post onboarding/joining Accenture, and after the Induction the potential new joiner will need to go through the Technology fundamental assessment (based on the pre on-boarding online learning program).
 - On successful completion of the program and clearance of the Technology fundamental

456



To,

Name : Tejeswi Devi Priya Pillarisetty

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Tejeswi Devi Priya Pillarisetty,

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

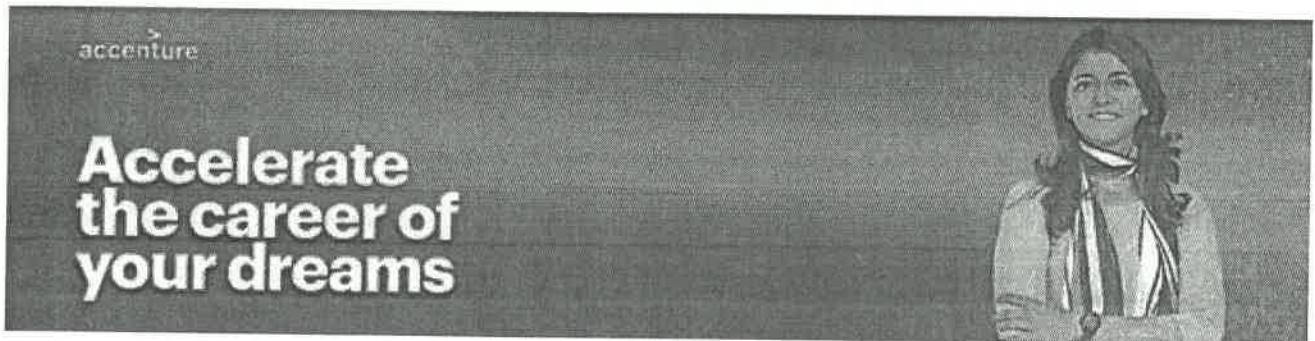
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 - On successful completion of the program and clearance of the Technology fundamental

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



To,

Name : Anand Kumar Yannamaneni

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Anand Kumar Yannamaneni,

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

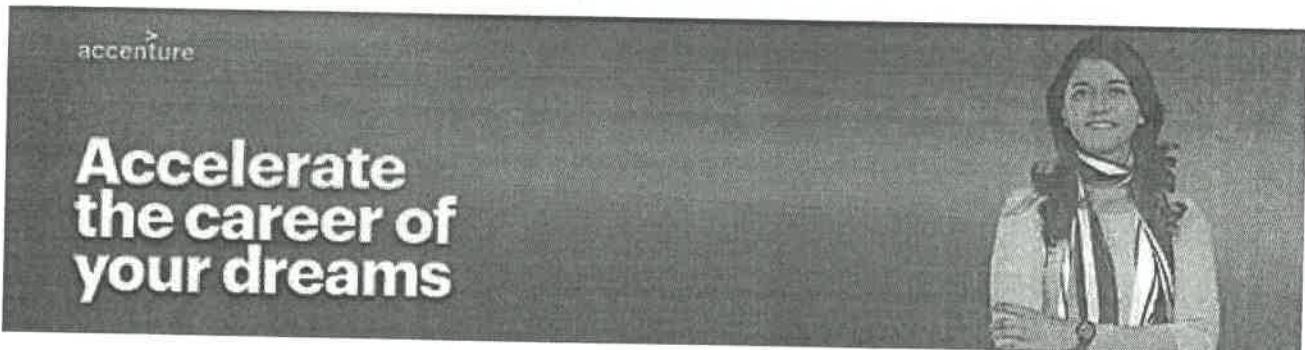
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At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

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4H5



To,

Name : Kukkapalli Yashwanth

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Kukkapalli Yashwanth,

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

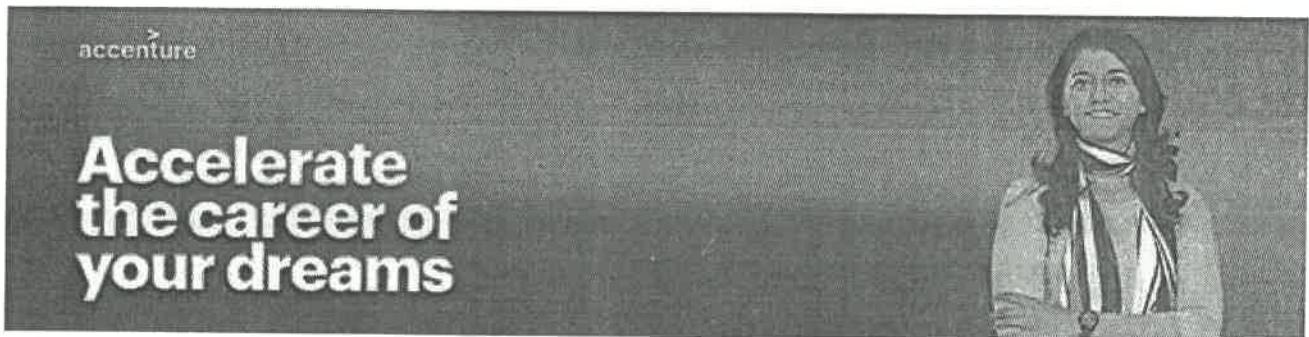
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Training & Placement Officer
DVR & Dr HS MIC College of Technology



To,

Name : Sai Chakravarthi

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Sai Chakravarthi,

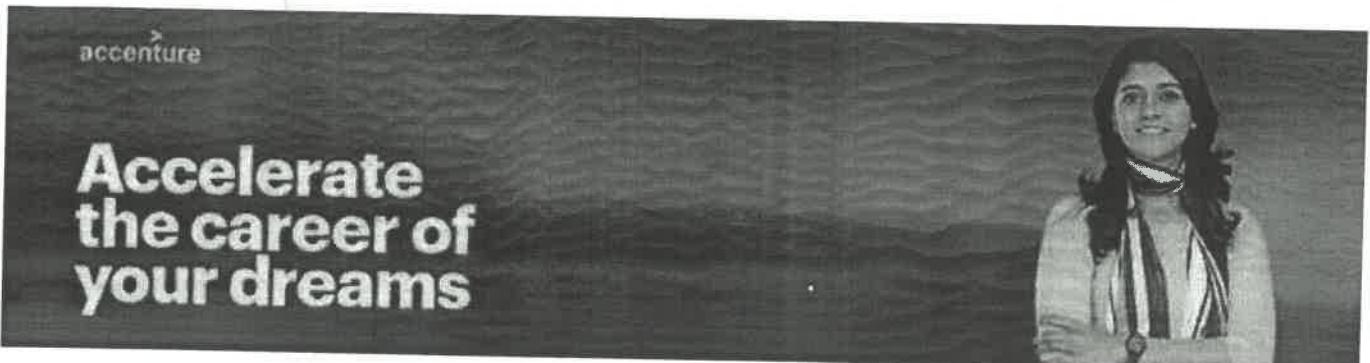
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To,

Name : Hema Sri Nakirkanti

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Hema Sri Nakirkanti,

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

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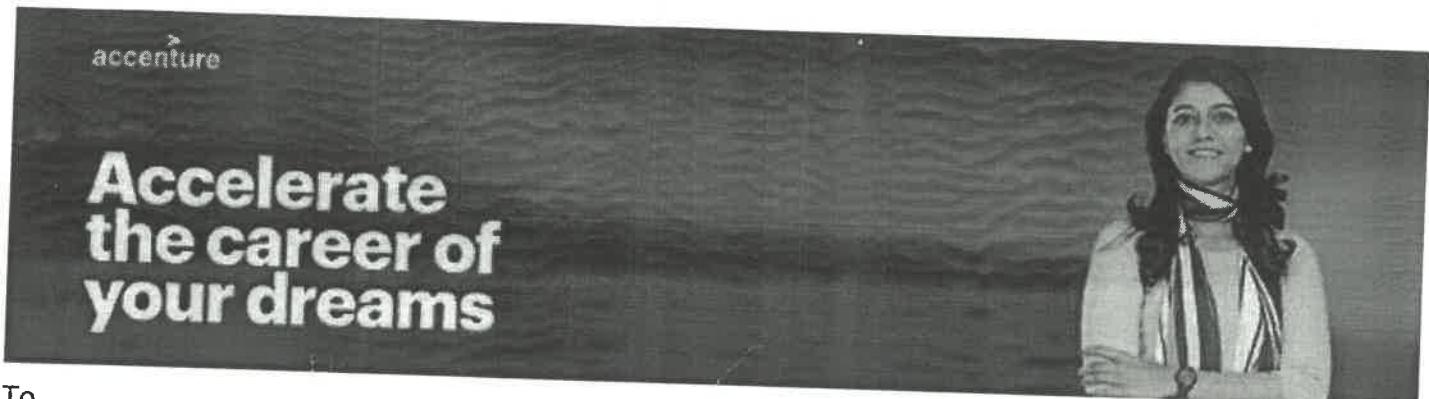
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(u)

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



To,

Name : Nalluru Venkata Naga Rakesh

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Sai Chakravarthi,

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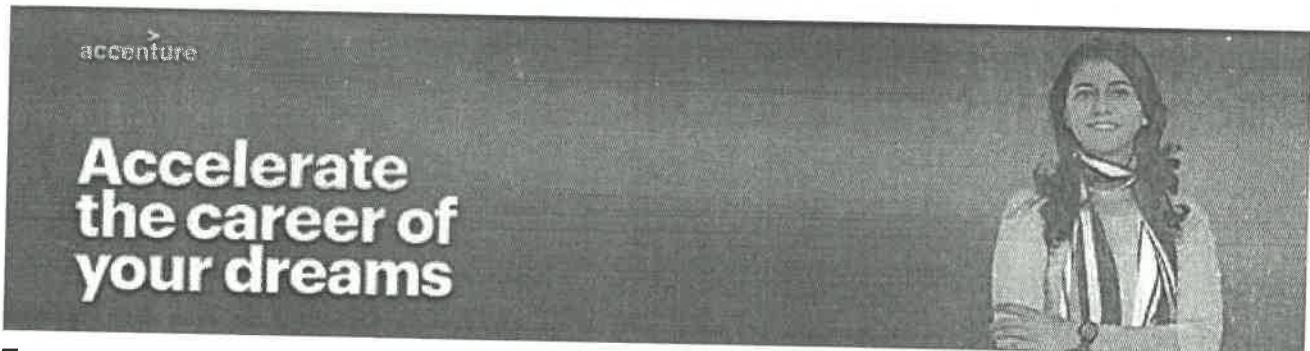
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(v)



To,

Name : Garikapati Sairam

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Garikapati Sairam,

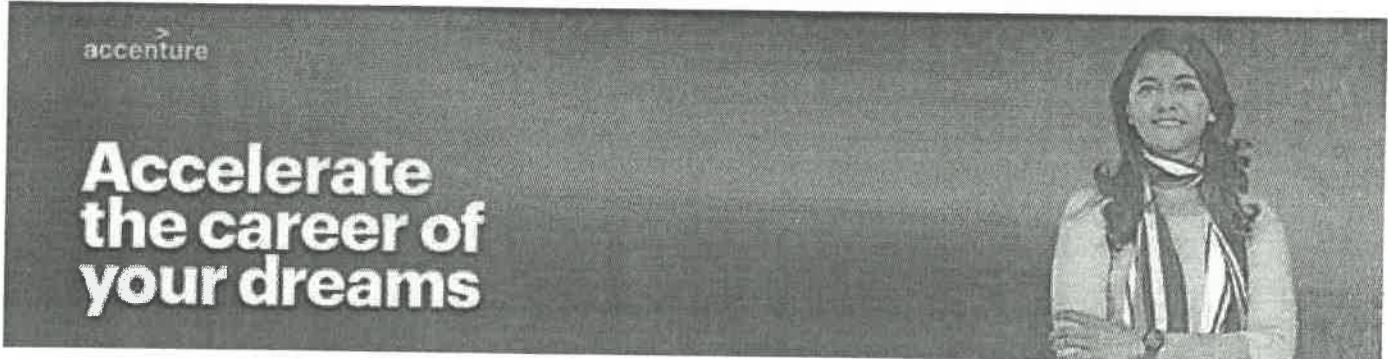
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To,

Name: Pathan Shazma

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Pathan Shazma,

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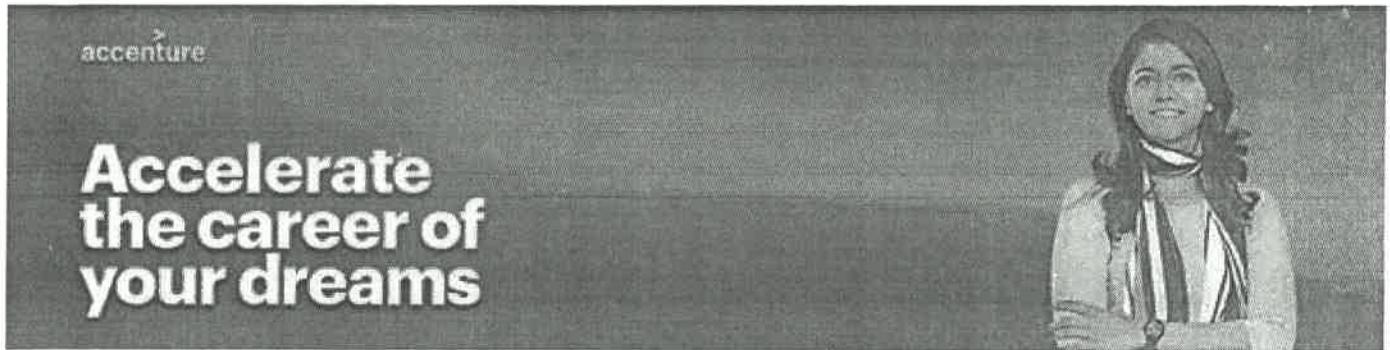
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To,

Name:Sri LakshmiJanga

Re:ImportantinformationpostyourclearanceoftheinterviewprocessduringtheCampusVisit

DearSri LakshmiJanga,

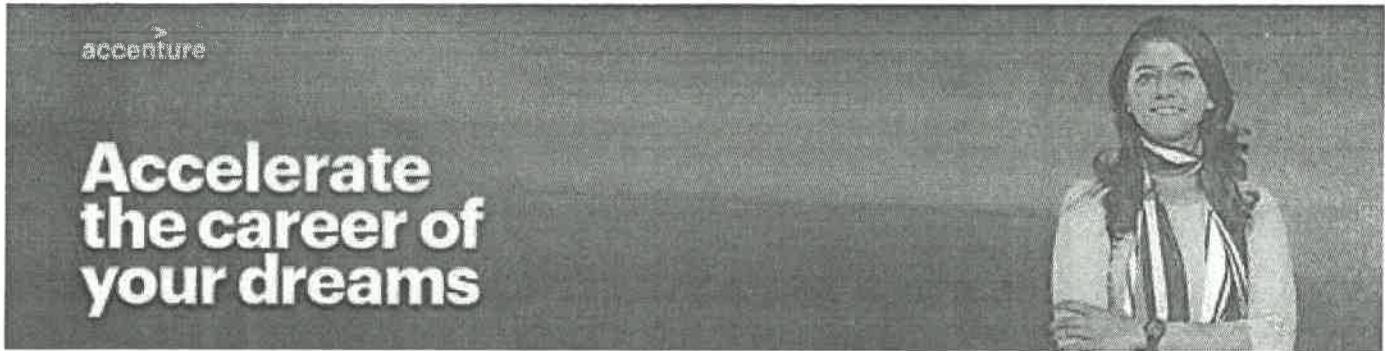
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Training & Placement Officer
DVR & Dr HS MIC College of Technology



To,

Name:KavyaNayani

Re:ImportantinformationpostyourclearanceoftheinterviewprocessduringtheCampusVisit

DearKavya Nayani,

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(Signature)
Training & Placement Officer
DVR & Dr HS MIC College of Technology



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

Fwd: Campus Hiring 2021 - Yash Technologies

Panduranga Rao D <dprao@mictech.ac.in>
 To: TNP MIC College <tnp@mictech.ac.in>

Wed, Aug 25, 2021 at 7:59 PM

----- Forwarded message -----

From: Shashank Vyas <vyas.shashank@yash.com>
 Date: Thu, 5 Aug 2021, 21:15
 Subject: Campus Hiring 2021 - Yash Technologies
 To: Panduranga Rao D <dprao@mictech.ac.in>
 Cc: YASH - Hiring Documents <tac.doc@yash.com>

Hi Mr. Rao,

Please find below with the selects for 2021 batch from your colleges.

First Name	Last Name	Email ID
Kancharla	Venkata Sai Rahul Teja	rahultejakancharla@gmail.com
Yogeshwar	M	yogeshwarm10145@gmail.com
Sri Alekhya	Pagadala	srialekhyapagadala1999@gmail.com
Pujitha	Yarlagadda	pujithayarlagadda05@gmail.com
Paul Sastry	Kumpati	paulsastryk@gmail.com
Gagana Sindhu	Chavalam	chavalamsindhu7131@gmail.com
Geetha	Gadde	geethagadde.99@gmail.com
Srivani	Mukku	srivanimukku01@gmail.com
Rasagna	Vadde	rasagnavadde@gmail.com
Leena	Ganta	leenaganta89@gmail.com

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

Date: 11th Aug 2021
Ref: HRD/11/Aug

Ms. Santhala Bhanu Prasad

Address-

36-100/2, VTPS Newgate, Shramika Nagar, Kondapalli,
Near VTPS Thermal Power Station, Ibrahimpatnam,
Krishna Dist, AP (Pin code:521456).

Letter of Offer

Dear Santhala Bhanu,

Welcome to the opportunity to make a valuable difference!

We are proud to invite you to join the TAISTech, A Mastek Company and are pleased to offer you the position of "Trainee Software Engineer".

The detailed terms and conditions of your Offer will be as per Annexure I and II.

At TAISTech, A Mastek Company you will find the environment is charged with enthusiasm and offers unlimited growth for individuals who live the Company vision with a passion.

You will be expected to join us on or before 12th Aug 2021 at Chennai.

We look forward to your dedication and commitment as we work together and wish you many fruitful years here at TAISTech, A Mastek Company. We expect you to be a critical pillar for all stakeholders of TAISTech, A Mastek Company.

This Letter of Offer will be deemed to be your Letter of Appointment from the date of your joining and commencement of your employment with the Company.

Please sign and return a copy of this letter as a formal acceptance of our offer and your confirmation to us by the date mentioned above.

With regards,

Yours sincerely,

For TAISTech, A Mastek Company

Authorized signatory

Received & Accepted

Signature

Date

Note:

- 1.- Any incidence of tax on the company in accordance with the law in force during the validity of this enclosure (including Variable - if any) will have to be borne by employee and the same shall be deducted from your salary. Proper records as per Income Tax regulation will have to submit along with expense claims to avail the tax benefits.
2. For detailed explanation and understanding of any other of abovementioned salary components or benefits, kindly refer to the relevant policies with HR Department, upon your joining.

Benefits

1. Mediclaim Coverage for hospitalization will be available for you and your family (spouse and dependent children) up to Rs. 3,00,000/- P.A.
2. Group Personal Accident Coverage up to a maximum of Rs. 10 lac for the employee.

Gratuity

Employees are entitled to payment of Gratuity of 15 days of Basic Pay, for every year of completed service once they complete 5 years in the company, as per the Payment of Gratuity Act 1972. In the event the employee ceases to be in employment before completion of five years, this benefit will be forfeited.

ANNEXURE – II

1. Benefits

- Provident Fund: You will be governed by the provisions of The Employees Provident Fund & Misc. Provisions Act, 1952.
- Leave and Travel Allowance: You will be eligible to claim LTA (Leave Travel Allowance) after your confirmation & will be governed by the prevailing Income Tax rules, from time to time, for the purpose of tax exemption.

2. Rules and Regulations

- a. You will be governed by the other policies, rules and regulations in force of the Company related to the Code of Business Conduct & Ethics (COBCE), Travel, Leave, etc. Complete details of all such Policies are made available to all employees on the Company's intranet portal. You are advised to access the same immediately after you join the Company. Once you join, it will be mandatory for you to formally sign and accept the Company's COBCE.

3. Probation

- a. You will be initially on probation for a period of 6 (Six) months which may be extended for a further period of 3 (three) months or part thereof, at the sole discretion of the Management;
- b. On satisfactory completion of your probation or extended probation period, your service will be confirmed in writing.

4. Notice Period for Separations

- a. During your probation period or during extended probation period, your services can be terminated by giving 1(one) Month active notice, in writing, on either side.
- b. After confirmation, your services can be terminated by giving 3(three) months active notice in writing, on either side.
- c. It will be mandatory for you to serve the full notice period without taking any leave, to help with your work transition, allowing time for the Company to find a suitable replacement, completing the knowledge transfer and full hand over of all your responsibilities to a nominated person.

In accordance with the stipulations under IT Act, 2008, TAISTech, A Mastek Company assures the employee that any data or personal information shared by him or her as part of this Offer, will be fully protected and maintained very confidentially. TAISTech, A Mastek Company also declares that it has in place adequate security practices and procedures to prevent any unauthorized usage of such data.

However, TAISTech, A Mastek Company would use employee data provided by employee for various HR related research with agencies so appointed to carry out the work. TAISTech, A Mastek Company will also part with such personal data with prospective clients in India and abroad, on time to time and need basis. Signing this very letter is a legal consent from the employee to share his or her data to second or third party for relevant and lawful usage.

13. Others

- a. Notwithstanding any of the conditions mentioned above, the Company will be entitled to terminate your services at any time, without any notice, in the event of any dishonesty, disobedience, misappropriation, absence from duty without permission or any other act considered detrimental to the interest of the Company, or of violation of one or more terms of this appointment, on your part.
- b. You shall devote yourself fully to the business / interests of the Company and shall not take up any other assignments or work on part-time or any other basis without express permission of the Company.
- c. The Company shall have no liability in the event of any disputes on amounts to be recovered from you by your past employer(s), and you would be solely responsible for settling the same.
- d. The terms of this offer and your appointment shall be governed by and construed in accordance with the Laws of India and shall be under the jurisdiction of Mumbai Courts only.

14. Repayment of training costs

- 1.1 From time to time [TAISTech, A Mastek Company / Company/ Employer] requires you to attend trainings relating to your role. These trainings are imparted through various internal and external programs which [TAISTech, A Mastek Company / Company/ Employer] has invested in to ensure you are adequately skilled and are able to fulfill the obligations of your role. In consideration of this, you agree that if your employment terminates after [TAISTech, A Mastek Company / Company/ Employer] has incurred liability for the cost of you doing so, you will be liable to repay some or all of the fees, expenses and other costs (the Costs) associated with such training courses in accordance with clause [1.2].
- 1.2 Except in the circumstances set out in clause 1.3, you shall repay [TAISTech, A Mastek Company / Company/ Employer] as follows:
 - 1.2.1 If your employment is terminated before you attend the training course [TAISTech, A Mastek Company / Company/ Employer] have already incurred liability for the Costs, 100% of the Costs or such proportion of the Costs that we cannot recover from the course provider shall be repaid; or
 - 1.2.2 If your employment is terminated during the training course or within 24 months of successfully completing the training course, 100% of the Costs shall be repaid; Thereafter, no repayment shall be required.
- 1.3 You shall not be required to repay any of the Costs under this clause 1 in either of the following circumstances:
 - 1.3.1 [TAISTech, A Mastek Company / Company/ Employer] terminates your employment, except where [TAISTech, A Mastek Company / Company/ Employer] was entitled to and did terminate your employment owing to non-compliance to [Disciplinary policy]; or
 - 1.3.2 You terminate your employment in response to a fundamental breach of your Employment Agreement by [TAISTech, A Mastek Company / Company/ Employer].
- 1.4 In the event of you committing any breach or violating the terms herein, then you shall, on demand, pay the

Date: 11th Aug 2021
Ref: HRD/11/Aug

Ms. Leena Ganta

Address-

D.No. 9-18-5, Brahmin Street,
Pothina Apanna Lane, Kothapeta,
Vijayawada-1, 520001

Letter of Offer

Dear Leena,

Welcome to the opportunity to make a valuable difference!

We are proud to invite you to join the TAISTech, A Mastek Company and are pleased to offer you the position of "Trainee Software Engineer".

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Please sign and return a copy of this letter as a formal acceptance of our offer and your confirmation to us by the date mentioned above.

With regards,

Yours sincerely,

For TAISTech, A Mastek Company



Authorized signatory

Received & Accepted

Signature

Date



Note:

1. Any incidence of tax on the company in accordance with the law in force during the validity of this enclosure (including Variable - if any) will have to be borne by employee and the same shall be deducted from your salary. Proper records as per Income Tax regulation will have to submit along with expense claims to avail the tax benefits.
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- a. You will be governed by the other policies, rules and regulations in force of the Company related to the Code of Business Conduct & Ethics (COBCE), Travel, Leave, etc. Complete details of all such Policies are made available to all employees on the Company's intranet portal. You are advised to access the same immediately after you join the Company. Once you join, it will be mandatory for you to formally sign and accept the Company's COBCE.

3. Probation

- a. You will be initially on probation for a period of 6 (Six) months which may be extended for a further period of 3 (three) months or part thereof, at the sole discretion of the Management;
- b. On satisfactory completion of your probation or extended probation period, your service will be confirmed in writing.

4. Notice Period for Separations

- a. During your probation period or during extended probation period, your services can be terminated by giving 1(one) Month active notice, in writing, on either side.
- b. After confirmation, your services can be terminated by giving 3(three) months active notice in writing, on either side.
- c. It will be mandatory for you to serve the full notice period without taking any leave, to help with your work transition, allowing time for the Company to find a suitable replacement, completing the knowledge transfer and full hand over of all your responsibilities to a nominated person.

In accordance with the stipulations under IT Act, 2008, TAISTech, A Mastek Company assures the employee that any data or personal information shared by him or her as part of this Offer, will be fully protected and maintained very confidentially. TAISTech, A Mastek Company also declares that it has in place adequate security practices and procedures to prevent any unauthorized usage of such data.

However, TAISTech, A Mastek Company would use employee data provided by employee for various HR related research with agencies so appointed to carry out the work. TAISTech, A Mastek Company will also part with such personal data with prospective clients in India and abroad, on time to time and need basis. Signing this very letter is a legal consent from the employee to share his or her data to second or third party for relevant and lawful usage.

13. Others

- a. Notwithstanding any of the conditions mentioned above, the Company will be entitled to terminate your services at any time, without any notice, in the event of any dishonesty, disobedience, misappropriation, absence from duty without permission or any other act considered detrimental to the interest of the Company, or of violation of one or more terms of this appointment, on your part.
- b. You shall devote yourself fully to the business / interests of the Company and shall not take up any other assignments or work on part-time or any other basis without express permission of the Company.
- c. The Company shall have no liability in the event of any disputes on amounts to be recovered from you by your past employer(s), and you would be solely responsible for settling the same.
- d. The terms of this offer and your appointment shall be governed by and construed in accordance with the Laws of India and shall be under the jurisdiction of Mumbai Courts only.

14. Repayment of training costs

- 1.1 From time to time [TAISTech, A Mastek Company / Company/ Employer] requires you to attend trainings relating to your role. These trainings are imparted through various internal and external programs which [TAISTech, A Mastek Company / Company/ Employer] has invested in to ensure you are adequately skilled and are able to fulfill the obligations of your role. In consideration of this, you agree that if your employment terminates after [TAISTech, A Mastek Company / Company/ Employer] has incurred liability for the cost of you doing so, you will be liable to repay some or all of the fees, expenses and other costs (the Costs) associated with such training courses in accordance with clause [1.2].
- 1.2 Except in the circumstances set out in clause 1.3, you shall repay [TAISTech, A Mastek Company / Company/ Employer] as follows:
 - 1.2.1 If your employment is terminated before you attend the training course [TAISTech, A Mastek Company / Company/ Employer] have already incurred liability for the Costs, 100% of the Costs or such proportion of the Costs that we cannot recover from the course provider shall be repaid; or
 - 1.2.2 If your employment is terminated during the training course or within 24 months of successfully completing the training course, 100% of the Costs shall be repaid; Thereafter, no repayment shall be required.
- 1.3 You shall not be required to repay any of the Costs under this clause 1 in either of the following circumstances:
 - 1.3.1 [TAISTech, A Mastek Company / Company/ Employer] terminates your employment, except where [TAISTech, A Mastek Company / Company/ Employer] was entitled to and did terminate your employment owing to non-compliance to [Disciplinary policy]; or
 - 1.3.2 You terminate your employment in response to a fundamental breach of your Employment Agreement by [TAISTech, A Mastek Company / Company/ Employer].
- 1.4 In the event of you committing any breach or violating the terms herein, then you shall, on demand, pay the



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

Congratulations || PlanetSpark || 2021 Batch || Offered Candidate

TNP MIC College <tvp@mictech.ac.in>
To: HOD Civil <hodce@mictech.ac.in>

Fri, Jul 16, 2021 at 1:58 PM

----- Forwarded message -----

From: <giridhar.mohan@cocubes.com>
Date: Tue, Jun 29, 2021 at 10:27 AM
Subject: Congratulations || PlanetSpark || 2021 Batch || Offered Candidate
To: <tvp@mictech.ac.in>



125

Greetings from AON's Assessment Solutions.

Congratulations!! We are delighted to inform you that below candidate(s) have been offered for the **Business Development Counselor** Designation in **PlanetSpark**. The candidate(s) were shortlisted based on the CoCubes score.

Candidate Id	Name	Branch
3209513	Mythilisravani.Gunja	Civil Engineering

Salary: INR 410000 per annum

Thank you for your support during the entire process, Looking forward in adding value to your esteemed institute.

Regards,
Team AON's Assessment Solutions.

support@cocubes.com

Stay Connected



This email is system generated, please do not respond to this email.

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

Shaik Haseena
 4-140, Abdul Khadar
 Raithu Peta, VTC Nandigama
 Krishna, AP- 531185

26th August 2021

Offer of Employment

Dear Haseena,

We are pleased to offer you a position with Emtec Technologies Pvt. Ltd as **Trainee Software Development Engineer (Grade-AS1)**. Should you decide to join us, and all contingencies are satisfied, you will receive an annual compensation of Rs.4,00,000/- (Rupees Four Lakhs Only), less applicable taxes and withholdings, in accordance with the Company's normal payroll procedures.

The exact break down of your compensation will be made available to you for your review. You will be eligible for the following standard Company benefits:

- 18 days of earned leaves (EL) & 8 days of casual leaves (CL) for a full calendar year.
- National holidays as per company policy
- Maternity leaves for 26 weeks (as applicable)
- Paternity leaves for 5 days (as applicable)

Details about these benefit plans will be made available for your review. Emtec may modify the compensation and benefits from time to time as it deems necessary.

Your performance reviews will occur once a year to include a merit-based compensation increase opportunity. Your next performance review will be as per company policy.

You will be on a probation period for six months from the date of your joining. Thereafter, the probation period may be extended at the discretion of the management or may be dispensed with earlier. Unless your service is confirmed in writing, you will be deemed to be on probation even after expiry of the above-mentioned probation period or the extended period of probation.

Your employment with the Company will be voluntarily entered into and shall be "at will". This means that you will be free to end your employment relationship with the Company at any time, for any reason or for no reason, as you deem appropriate.

This also means that the Company will have a similar right and may end its employment relationship with you at any time, with or without cause, as it deems appropriate. For any such termination of your employment relationship, two (2) months advance notice is required by the

EMTEC TECHNOLOGIES PRIVATE LIMITED
CIN U72200PN2003PTC018703

9B, Downtown – The City Center Building, Near Mhatre Bridge, Erandawane, Pune – 411 004.

Contact: 020 3018 3000, Fax: 020 3018 3150, Email Id: info.india@emtecin.com

www.emtecin.com

(Signature)
Training & Placement Officer
DVR & Dr HS MIC College of Technology

This letter along with the *Employee Inventions and Proprietary Rights Assignment Agreement*, set forth the initial terms of your employment with the Company and supersede any prior representations or agreements, whether written or oral.

To indicate your acceptance of the Company's offer, please sign and date this letter in the space provided below and return it to Pranita Joshi, Human Resources Department, Emtec Technologies Pvt. Ltd 9B, Downtown-The City Center, Near Mhatre Bridge, Erandwane, Pune-411004. A duplicate original is enclosed for your records. The offer of employment, if not accepted, will expire in 5 business days. The offer will stand cancelled if you do not join by the start date indicated in the space provided below.

We look forward to welcoming you to Emtec and we believe you will make a critical contribution to the company, in what should be a rich and rewarding experience. We are counting on you to help build Emtec into one of the leading software development companies in the world! If you have any questions please feel free to contact me at **020-30183000**.

Sincerely,

Sachin Ghaisas

Sachin Ghaisas (Aug 26, 2021 20:39 GMT+5:5)

Sachin Ghaisas

Managing Partner: Emtec Digital Services and Head of Global Delivery Centers
Emtec Technologies Private Limited

I agree to accept employment with Emtec Technologies Pvt. Ltd. on the terms set forth above in this letter of agreement.

Shaik Haseena

Date

My start date will be no later than _____ ("Start Date")

**EMTEC TECHNOLOGIES PRIVATE LIMITED
CIN U72200PN2003PTC018703**

9B, Downtown – The City Center Building, Near Mhatre Bridge, Erandawane, Pune – 411 004.

Contact: 020 3018 3000, Fax: 020 3018 3150, Email Id: info.india@emtecin.com

www.emtecin.com



17-Aug-2021

Dear Krishna Bharadwaj,
B.Tech, Electronics & Communication Engineering
Devineni Venkata Ramana and Dr Hima Sekhar MIC College of Technology, Krishna

Candidate ID - 16671251

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

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

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

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

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

Please note:

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

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

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.
3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program as detailed below:

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

**12-Sep-2021**

Dear Sai Manideep Polimetla,
B.Tech, Computer Science & Engineering
Devineni Venkata Ramana and Dr Hima Sekhar MIC College of Technology, Krishna

Candidate ID - 16676812

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

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

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

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1217

30-Aug-2021

Dear Guna Vetcha,
B.Tech, Information Technology
Devineni Venkata Ramana and Dr Hima Sekhar MIC College of Technology, Krishna

Candidate ID – 17785338

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

You have been selected for the position of Programmer Analyst Trainee

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

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R'lqd. Office: 115/535, Old Mahabalipuram Road, Okkiam Thoraipakkam, Chennai - 600 097

12/17

Compensation and Benefits

Name:	Guna Vetcha	Designation:	Programmer Analyst Trainee
Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7349	88,188
Annual Gross Compensation			359,988
Incentive Indication (per annum)**			22,500
Annual Total Compensation			382,488
Company's contribution towards benefits (Medical, Accident and Life Insurance)			19,500
Annual Total Remuneration			401,988

As an associate you are also entitled to the following additional benefits:

- Floating Medical Insurance Coverage
- Round the Clock Group Personal Accident Insurance coverage
- Group Term Life Insurance
- Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
- Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

Leave & Vacation:

- From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

Sl No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

- From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
- In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity leave by adhering to the conditions as specified in the Cognizant India Leave policy



1201

27-Aug-2021**Dear Abdul Ramahan**

B.Tech, Information Technology

Devineni Venkata Ramana and Dr Hima Sekhar MIC College of Technology, Krishna

Candidate ID – 17785238

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

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

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

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

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Please note:

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

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1228

**31-Aug-2021**

Dear Lakshmi Manoja Goli
B.Tech, Information Technology
Devineni Venkata Ramana and Dr Hima Sekhar MIC College of Technology, Krishna

Candidate ID – 17785332

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

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

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

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31-Aug-2021

Dear Mallela Rajesh,
B.Tech, Computer Science & Engineering
Devineni Venkata Ramana and Dr Hima Sekhar MIC College of Technology, Krishna

Candidate ID - 16671422

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

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

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

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**12-Sep-2021**

Dear Haseena Sk,
B.Tech, Computer Science & Engineering
Devineni Venkata Ramana and Dr Hima Sekhar MIC College of Technology, Krishna

Candidate ID - 16676412

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

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

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

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

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

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.
3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program as detailed below:

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



21-Sep-2021

Dear Rasagna Vadde,
B.Tech, Computer Science & Engineering
Devineni Venkata Ramana and Dr Hima Sekhar MIC College of Technology, Krishna

Candidate ID - 16677215

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

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

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

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

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

Please note:

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

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

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.
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4Aφ

31-Aug-2021

Dear Shakeel Md,
 B.Tech, Electronics & Communication Engineering
 Devineni Venkata Ramana and Dr Hima Sekhar MIC College of Technology, Krishna

CandidateID-16671653

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

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

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

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

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

Please note:

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

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

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.
3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) programs as detailed below:

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4C92

27-Aug-2021

Dear Durga Tejaswi,
B.Tech, Electronics & Communication Engineering
Devineni Venkata Ramana and Dr Hima Sekhar MIC College of Technology, Krishna

CandidateID-16671413

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

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

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

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

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

Please note:

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

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

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.
3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) programs as detailed below:

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



29-Aug-2021

DearSai Meghana,

B.Tech, Electronics & Communication Engineering
Devineni Venkata Ramana and Dr Hima Sekhar MIC College of Technology, Krishna

CandidateID-16671453

Thankyouforexploringcareeropportunitieswith**CognizantTechnologySolutionsIndiaPrivateLimited** ("Cognizant"). You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

Youhavebeenselectedfor the positionof **ProgrammerAnalystTrainee**

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

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

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

Please note:

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

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

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

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



4 Fg

30-Aug-2021

Dear Satya Dodd,
B.Tech, Electronics & Communication Engineering
Devineni Venkata Ramana and Dr Hima Sekhar MIC College of Technology, Krishna

Candidate ID – 17784952

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

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

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

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

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

Please note:

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

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

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.
3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program as detailed below:

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Compensation and Benefits**Name:** Satya Dodda**Designation:** Programmer Analyst
Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7349	88,188
Annual Gross Compensation			359,988
Incentive Indication (per annum)**			22,500
Annual Total Compensation			382,488
Company's contribution towards benefits (Medical, Accident and Life Insurance)			19,500
Annual Total Remuneration			401,988

As an associate you are also entitled to the following additional benefits:

- Floating Medical Insurance Coverage
- Round the Clock Group Personal Accident Insurance coverage
- Group Term Life Insurance
- Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
- Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

Leave & Vacation:

- From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

Sl No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

- From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
- In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity leave by adhering to the conditions as specified in the Cognizant India Leave policy



477

27-Aug-2021

Dear Hema Sri Nakirkanti,
B.Tech, Electronics & Communication Engineering
Devineni Venkata Ramana and Dr Hima Sekhar MIC College of Technology, Krishna

Candidate ID – 16657069

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

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

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

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

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

Please note:

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

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

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.
3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program as detailed below:

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Compensation and Benefits

Name: Hema Sri Nakirikanti

Designation: Programmer Analyst
Trainee

471

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7349	88,188
Annual Gross Compensation			359,988
Incentive Indication (per annum)**			22,500
Annual Total Compensation			382,488
Company's contribution towards benefits (Medical, Accident and Life Insurance)			19,500
Annual Total Remuneration			401,988

As an associate you are also entitled to the following additional benefits:

- Floating Medical Insurance Coverage
- Round the Clock Group Personal Accident Insurance coverage
- Group Term Life Insurance
- Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
- Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

Leave & Vacation:

- From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

SI No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

- From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
- In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity leave by adhering to the conditions as specified in the Cognizant India Leave policy



478

26-Aug-2021

Dear Tadisetty Prasad,
B.Tech, Electronics & Communication Engineering
Devineni Venkata Ramana and Dr Hima Sekhar MIC College of Technology, Krishna

Candidate ID – 15921220

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

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

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

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

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

Please note:

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

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

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Compensation and Benefits**Name:** Tadisetty Prasad**Designation:** Programmer Analyst
Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7349	88,188
	Annual Gross Compensation		359,988
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		382,488
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		401,988

As an associate you are also entitled to the following additional benefits:

- Floating Medical Insurance Coverage
- Round the Clock Group Personal Accident Insurance coverage
- Group Term Life Insurance
- Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
- Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

Leave & Vacation:

- From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

Sl No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

- From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
- In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity leave by adhering to the conditions as specified in the Cognizant India Leave policy



UF2

29-Aug-2021

Dear Shaik Sadhika,
B.Tech, Electronics & Communication Engineering
Devineni Venkata Ramana and Dr Hima Sekhar MIC College of Technology, Krishna

Candidate ID – 17172878

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

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

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

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

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

Please note:

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

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RI'qd. Office: 115/535, Old Mahabalipuram Road, Okkiam Thoraipakkam, Chennai - 600 097

(Signature)
Training & Placement Officer
DVR & Dr HS MIC College of Technology

Compensation and Benefits**Name:** Shaik Sadhika**Designation:** Programmer Analyst
Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7349	88,188
Annual Gross Compensation			359,988
Incentive Indication (per annum)**			22,500
Annual Total Compensation			382,488
Company's contribution towards benefits (Medical, Accident and Life Insurance)			19,500
Annual Total Remuneration			401,988

As an associate you are also entitled to the following additional benefits:

- Floating Medical Insurance Coverage
- Round the Clock Group Personal Accident Insurance coverage
- Group Term Life Insurance
- Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
- Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

Leave & Vacation:

- From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

Sl No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

- From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
- In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity leave by adhering to the conditions as specified in the Cognizant India Leave policy



4B7

27-Aug-2021

Dear Venkata Kollu,
B.Tech, Electronics & Communication Engineering
Devineni Venkata Ramana and Dr Hima Sekhar MIC College of Technology, Krishna

Candidate ID – 16671978

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

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

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

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

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

Please note:

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

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

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.
3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program as detailed below:

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

UBT

Compensation and Benefits

Name:	Venkata Kollu	Designation:	Programmer Analyst Trainee
Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7349	88,188
Annual Gross Compensation			359,988
Incentive Indication (per annum)**			22,500
Annual Total Compensation			382,488
Company's contribution towards benefits (Medical, Accident and Life Insurance)			19,500
Annual Total Remuneration			401,988

As an associate you are also entitled to the following additional benefits:

- Floating Medical Insurance Coverage
- Round the Clock Group Personal Accident Insurance coverage
- Group Term Life Insurance
- Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
- Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

Leave & Vacation:

- From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

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1	Earned Leave	18
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3	Casual Leave	6

- From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
- In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity leave by adhering to the conditions as specified in the Cognizant India Leave policy



27-Aug-2021

Dear Singavarapu Keerthana,
B.Tech, Electronics & Communication Engineering
Devineni Venkata Ramana and Dr Hima Sekhar MIC College of Technology, Krishna

CandidateID-166714353

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

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

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

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4B1

27-Aug-2021

Dear Tejasri Pera,
B.Tech, Electronics & Communication Engineering
Devineni Venkata Ramana and Dr Hima Sekhar MIC College of Technology, Krishna

Candidate ID – 16671353

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

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

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

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Compensation and Benefits

Name: Tejasri Pera

Designation: Programmer Analyst
Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
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Company's contribution towards benefits (Medical, Accident and Life Insurance)			19,500
Annual Total Remuneration			401,988

As an associate you are also entitled to the following additional benefits:

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- Round the Clock Group Personal Accident Insurance coverage
- Group Term Life Insurance
- Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
- Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

Leave & Vacation:

- From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

Sl No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

- From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
- In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity leave by adhering to the conditions as specified in the Cognizant India Leave policy

Employment Agreement – Cognizant Technology Solutions India Private Limited

This Employment Agreement ("Agreement") is made effective as of _____ between:

Cognizant Technology Solutions India Private Limited, a company incorporated under the Companies Act, 1956 with its registered office at 5/535, Okkiam Thoraipakkam, Old Mahabalipuram Road, Chennai - 600096, Tamil Nadu, India; (hereinafter referred to as "Company" or "Cognizant" which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include its successors and assigns) of the ONE PART;

AND

Tejasri Pera, 21, residing at _____ (hereinafter referred to as "you", "your" or "yourself", which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include his/her heirs, executors and administrators) of the OTHER PART.

The Company and you are, wherever the context so requires, hereinafter collectively referred to as the "Parties" and individually as "Party".

RECITAL:

WHEREAS, you desire to be employed by the Company and the Company has made an employment offer ("Employment Offer Letter") to you and in pursuance thereof desires to employ you on the terms and conditions set forth below.

NOW, THEREFORE, in consideration of the mutual promises, covenants and conditions set forth herein, the Parties hereto mutually agree to the below mentioned terms and conditions governing your employment with Cognizant:

1. Duties and Responsibilities

- a. You agree that at all times during your employment with Cognizant, you will faithfully, industriously, and to the best of your skill, ability, experience and talent, perform any and all of the duties required of your position. In carrying out these duties and responsibilities, you shall comply with all policies, procedures, rules and regulations, both written and oral, as are announced or implemented by the Company from time to time, and shall honour and comply with all rules and statutory requirements under applicable law as amended from time to time, in letter and spirit.
- b. Your unprofessional behavior or misconduct in violation of Cognizant's Code of Business Ethics and/or other organizational policies shall entitle the Company to take appropriate disciplinary action(s) including termination of your employment.
- c. You shall, at all times, maintain satisfactory performance and upskill yourself in accordance with the business requirements of the Company. Unsatisfactory or poor performance shall entitle Company to take appropriate disciplinary action(s) including termination of your employment.

2. Place of Employment

You will be employed at any one of Cognizant's offices as per business requirement. The Company reserves the right to transfer you on a temporary or permanent basis to the other office locations, functions or departments within the Company and/or other affiliated entities and assign such other duties as may be deemed fit in the interest of the Company. The Company also reserves the right to require you to work remotely from time to time as per business needs or government mandate.

3. No Alternate Employment, No Conflict, Etc.

During your employment with the Company, you shall not, without the Company's prior written consent, directly or indirectly employ or engage with any other person, business or entity, whether or not for any gain or profit, irrespective of whether it is during or outside your hours of work in the Company. Additionally, you are not allowed to undertake any other gainful employment, engagement, business, assume any public office or private office, honorary or remunerative position, without prior written permission of the Company. During your employment with the Company, you shall not directly or indirectly engage in any conduct in conflict with or averse to the best interests of the Company, as determined by the Company at its sole discretion. In addition, you shall not disclose, divulge or bring on to Cognizant's

any Company policy and which will be notified to you in advance.

d. Your office timings shall be monitored by the Company through appropriate systems & processes, as updated from time to time and you shall ensure compliance to the processes and policies at all times.

7. Background Check

Your employment with Cognizant is conditional and subject to satisfactory background and reference check in line with the Company's policy. An independent agency may conduct internal and external background checks, for which you provide your consent. The Company's offer of employment and/or continued employment is subject to satisfactory background verification report.

The Company shall be entitled to withdraw its employment offer if the background verification checks reveal unfavorable results at any time. Similarly, in case if your background verification report is found to be unfavorable or unsuccessful after you joining the Company, then the Company reserves the right to terminate your employment immediately.

8. Compliance with Company Policies

As a condition of employment with the Company and as part of your joining formalities, you are required to comply or execute the following Company agreement and attest your understanding and adherence to following Company policies:

- i. IP Assignment Agreement
- ii. The Code of Business Ethics
- iii. Acceptable Use Policy and Social Media Policy
- iv. Dress Code Policy

Additionally, you will also be governed by other applicable Company rules, processes, procedures and policies as may be drafted, enforced, amended and/or altered from time to time and which are not specifically mentioned in this Agreement. The applicable rules/ processes/ procedures/ policies are available on the Company's intranet and you are expected to go through the same carefully as a condition of your employment. For any clarification in relation to applicable policies, guidelines, processes, please reach out to your HR Talent Manager. It is your responsibility to keep yourself informed of any and all changes made by the Company to such policies from time to time. If at any time during your employment with the Company, you are found in violation of any applicable rules, processes, procedures or policies of the Company, the Company reserves the right to take disciplinary action against you, including termination of your employment without notice period.

9. Non-Compete and Non-Solicit Restrictions

During the term of your employment with Cognizant and until two (2) years after the termination of such employment, you will not directly or indirectly, either as an individual on your own account or as a partner, employee, consultant, advisor, agent, contractor, director, trustee, committee member, office bearer, or shareholder (or in a similar capacity or function), (a) solicit, attempt to solicit, contact or otherwise encourage any employee to leave the Company's employment, (b) solicit business from competitor(s) or client(s) of the Company or (c) be employed or engaged with any competitor(s), or (d) be employed or engaged with any client(s) of the Company with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of termination of your employment.

10. Representations and Warranties

By signing below,

- a. you warrant that your employment with the Company does not and will not violate or otherwise conflict with any agreement (oral or otherwise) to which you are or have been a party and that you possess all the requisite permits, work visas and clearances to be able to lawfully and rightfully employed in India with the Company under the terms of this Agreement;
- b. you warrant that you have satisfactorily completed all of your obligations under any employment contract or other contract or agreement with any company(ies), person(s) or entity(ies) that previously employed or contracted with you and that any previous employment contract and/or relationships have terminated and/or expired prior to the effective start date of your employment at the Company and you have all the requisite power and authority, and do not require the consent of any third party to be employed with the Company;

- Conduct, which is regarded by the Company as prejudicial to its own interests or to the interests of its client.

16. Deputation, Assignment and Transfer

The Company may second, depute or assign you to work with any of its affiliates or transfer your services to any group company worldwide. On any such secondment, deputation, assignment or transfer of your employment, the Company and/or affiliate may require you to sign the applicable Overseas Deputation / International Employment Agreement(s) of the specific country, based on the policies of the Company.

17. Survival

Clauses 5, 6, 10 and 12 and any other clauses, which by their nature are expected to survive, shall all survive the termination of your employment (for any reason) and shall continue to apply to you even after cessation of your employment with the Company.

18. Dispute Resolution and Governing law

The Parties shall make best efforts to settle by mutual conciliation any claim, dispute or controversy ("Dispute") arising out of, or in relation to, this Agreement, including any Dispute with respect to the existence or validity hereof, the interpretation hereof, or the breach hereof. This Agreement and your employment with the Company shall be governed and interpreted in accordance to the laws of India and the courts in Chennai only shall have exclusive jurisdiction over any Dispute. Notwithstanding the aforesaid, the Company shall be entitled, in addition to all other remedies, to any interim relief including but not limited to an injunction, whether interlocutory or preliminary, restraining any breach of the provisions of this Agreement.

19. General

This Agreement and your employment is personal to you and you cannot assign, subcontract or transfer your rights or obligations hereunder to any other person or entity. No delay or failure by Company to exercise any of its powers, rights or remedies under this Agreement or otherwise will operate as a waiver of such powers, rights or remedies. If any provision of this Agreement is held by any competent authority to be invalid or unenforceable, the validity of the other remaining provisions of the Agreement shall not be affected. You shall not make any announcement concerning Company, its affiliates and their employees, contractors or clients without Company's prior written consent and you shall not use or disclose the name, trademark, domain name, service mark, logo or any other intellectual property of Company and its affiliates and their employees, contractors or clients.

This Agreement, together with the agreements and policies of the Company, Employment Offer Letter (and any attachments thereto), are the exclusive and entire agreement between the Parties relating to its subject matter, and supersedes all prior and contemporaneous discussions, agreements, negotiations, representations, and proposals relating to the subject matter hereof.

You shall be required to treat the terms of this Agreement as strictly confidential. The Company reserves the sole right to change any terms or conditions provided in this Agreement based on applicable laws or business exigencies.

IN WITNESS WHEREOF, the Parties hereto have duly executed this Agreement as of the day and year first above written.

Cognizant Technology Solutions India Private Limited [Name of Employee]

Sign: _____
Name:

Sign: _____
Name:

447



31-Aug-2021

Dear Yeswanth Katrapati,
 B.Tech, Electronics & Communication Engineering
 Devineni Venkata Ramana and Dr Hima Sekhar MIC College of Technology, Krishna

CandidateID-16672151

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

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

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

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

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

Please note:

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

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

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.
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30-Aug-2021

Dear Mutharaju Sai Venkata Durga Phani Madhav,
B.Tech, Electrical & Electronics Engineering
Devineni Venkata Ramana and Dr Hima Sekhar MIC College of Technology, Krishna

Candidate ID - 17785483

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

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

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

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



1233

27-Aug-2021**Dear Mani Harshitha**

B.Tech, Information Technology

Devineni Venkata Ramana and Dr Hima Sekhar MIC College of Technology, Krishna

Candidate ID – 17785134

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

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

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

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

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1239

29-Aug-2021

Dear Polepalli Padmaja
 B.Tech, Information Technology
 Devineni Venkata Ramana and Dr Hima Sekhar MIC College of Technology, Krishna

Candidate ID – 17785435

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

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

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

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

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

Please note:

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

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

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.
3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program as detailed below:

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

1243



31-Aug-2021

Dear Raafiya Begum

B.Tech, Information Technology

Devineni Venkata Ramana and Dr Hima Sekhar MIC College of Technology, Krishna

Candidate ID – 17786133

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

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416

29-Aug-2021

Dear Keerthi Kappera,
B.Tech, Electronics & Communication Engineering
Devineni Venkata Ramana and Dr Hima Sekhar MIC College of Technology, Krishna

Candidate ID – 16871711

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

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