

PLACEMENTS

A Y: 2021-22

S.NO	COMPANY NAME	PACKAGE	STUDENT NAME	REGD. NO	BRANCH	YOP
1	ALIENS DEVELOPERS	2.76 LPA	DARAM RAKESH	18NH1A0101	CIVIL	2022
2			PULI SYAM KUMAR	18NH1A0105	CIVIL	2022
3			ADDANKI VENKATAKIRANKUMAR	19NH5A0102	CIVIL	2022
4			GORLA SAI KUMAR	19NH5A0104	CIVIL	2022
5			KARE CHAITANYA	19NH5A0110	CIVIL	2022
6			NETHALA SUSHMA	19NH5A0116	CIVIL	2022
7			PAMU GOPI BABU	19NH5A0119	CIVIL	2022
8			POLISETTI VAMSI THARUN	19NH5A0122	CIVIL	2022
9			VANABATHINA RAVINDRA	19NH5A0128	CIVIL	2022
10	ALLSEC TECHNOLOGIES	1.57 LPA	JANGA SWATHI	18NH1A0522	CSE	2022
11	ALTRUIST TECHNOLOGIES	2 LPA	KOLLAREDDY PUTLAMMA	18NH1A0526	CSE	2022
12	ALLSEC TECHNOLOGIES	1.57 LPA	KONDAPALLI SRAVYA	18NH1A0528	CSE	2022
13			KORASIKHA SATYAVATHI	18NH1A0529	CSE	2022
14			POKALA TEJASWINI SRI DIVYA	18NH1A0546	CSE	2022
15			THULLURI SWETHA SRI	18NH1A0566	CSE	2022
16			KAVYA SINGARAJU	19NH5A0509	CSE	2022
17			AYESHA SIDDIQA	18NH1A0404	ECE	2022
18			GODADATTI SANIYA HASEEN	18NH1A0413	ECE	2022
19			KONDURI VIJAYA LAKSHMI	18NH1A0420	ECE	2022
20			KUNAPUREDDY TEJASWI	18NH1A0422	ECE	2022
21			MIRZA HADEED ZAHERA	18NH1A0427	ECE	2022
22			PAMARTHI KRISHNA TULASI	18NH1A0431	ECE	2022
23			PUPPALA DEEKSHITHA	18NH1A0432	ECE	2022
24			VENNA DIVYA	18NH1A0438	ECE	2022
25			YARLAGADDA SRAVYA SRI	18NH1A0439	ECE	2022
26			PALLAPOTHU ABHISHIKTHA	18NH1A0440	ECE	2022

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27			MOTHEY KEERTHI KARUNA	19NH5A0422	ECE	2022
28			SAKALAPURAPU TEJA SRI	19NH5A0428	ECE	2022
29			SHAIK KAARISHMA	19NH5A0429	ECE	2022
30			YENDURI RAMYA SRI	18NH1A0204	EEE	2022
31			THOTA KAVYA SRI	19NH5A0220	EEE	2022
32			CHINTAGUNTA RATNA LOKESH	18NH1A0303	MECH	2022
33			DOOSA MAHESH CHANDRA	19NH5A0307	MECH	2022
34					MADDULA NAVYA	18NH1A0535
35	MADUPALLI PRASANTH	19NH5A0418			ECE	2022
36	AGANIPARTHI PURNACHANDRA RAO	19NH5A0201			EEE	2022
37	AMBATI BHAVANI	19NH5A0202			EEE	2022
38	ALTRUIST TECHNOLOGIES	2 LPA	MUMMADI MANOJ	18NH1A0315	MECH	2022
39			RAJAMANDRI SURENDRA	18NH1A0319	MECH	2022
40			RAULAPALLI JASWANTH	18NH1A0320	MECH	2022
41			GUNTU RAJU	19NH5A0311	MECH	2022
42			RAJABOYINA SUBRAMANYESWARARAO	19NH5A0123	CIVIL	2022
43			TOKALA NAVYASRI	19NH5A0126	CIVIL	2022
44	ASTORIA TECHNOLOGIES	2.4 LPA	ABDUL HASEEB	18NH1A0501	CSE	2022
45			AKURATHI RITWIK SATYA	18NH1A0503	CSE	2022
46			VELIVELA KIRANMAYI	18NH1A0506	CSE	2022
47			CHANDANA SHANMUKHA SREEVALLI	18NH1A0511	CSE	2022
48			GANNE MANVITHA	18NH1A0516	CSE	2022
49			GANTA TEJASWINI	18NH1A0517	CSE	2022
50			KETINENI SUVINYA	18NH1A0525	CSE	2022
51			KOTAPROLU THANUSHA	18NH1A0530	CSE	2022

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52			NANDIGAM SAI PHANINDRA	18NH1A0542	CSE	2022
53			UPPALA POOJITHA	18NH1A0554	CSE	2022
54			BALLA TEJASRI	19NH5A0403	ECE	2022
55			DUSI SRILEKHA	19NH5A0407	ECE	2022
56			JALADHI TRIVENI MALATHI	19NH5A0410	ECE	2022
57			LUKKA BHAVANI	19NH5A0417	ECE	2022
58			NETHURI GIRI VENKATESH	19NH5A0423	ECE	2022
59			PUSUNURI SIVA NANDINI	19NH5A0427	ECE	2022
60			UPPALURI JAYA KRISHNA	19NH5A0434	ECE	2022
61			VELAMALA PAVAN KUMAR	19NH5A0437	ECE	2022
62			P.V.PRAVEEN KUMAR	19NH5A0439	ECE	2022
63			VAKA JOHN DANIEL	18NH1A0207	EEE	2022
64			CHALLAGULLA RAGHU VAMSI	19NH5A0205	EEE	2022
65			ANAGANI THEERSHIKA	18NH1A0401	ECE	2022
66			GODADATTI AYESHA BANU	18NH1A0412	ECE	2022
67	CAPGEMINI	3.50 LPA	MAHALI KRISHNAM RAJU	18NH1A0423	ECE	2022
68			VELAGAM DEEPIKA	18NH1A0437	ECE	2022
69			MOGASALA VASANTHI	18NH1A0205	EEE	2022
70	DRAVIN	3 LPA	KATAKAMSETTI DURGA BHANU	19NH5A0313	MECH	2022
71			BOYINA JAGADEESH	20NH1E0002	MBA	2022
72			ELURI NAGA LAKSHMI	20NH1E0007	MBA	2022
73			GORIGE SAVITRI	20NH1E0011	MBA	2022
74	ETHNUS	2.04 LPA	GUNIPUDI SUPRIYA	20NH1E0016	MBA	2022
75			KAPPA PAVAN KUMAR	20NH1E0020	MBA	2022
76			NEMALAPURI VIKASH KUMAR	20NH1E0032	MBA	2022

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77			SUDHA KOMALI	20NH1E0038	MBA	2022
78			NADAKUDURU RAVI TEJA	20NH1E0046	MBA	2022
79			BANDI ASHOK KUMAR	20NH1E0047	MBA	2022
80	FACE PREP	3.13 LPA	BHAVIRI NAGA DINE	20NH1E0001	MBA	2022
81			CHINTAPALLI PAVANI	20NH1E0005	MBA	2022
82			GANUGULA AKSHAY NAGA SAMPATH	20NH1E0009	MBA	2022
83			GUNDU VEERA DURGA	20NH1E0015	MBA	2022
84			KARRA VINOD	20NH1E0021	MBA	2022
85			KUNAPUREDDY BHAVANA	20NH1E0026	MBA	2022
86			PURAMA MOUNIKA	20NH1E0036	MBA	2022
87			TCS	3.36 LPA	MUKKAMALA LIKHITA	18NH1A0539
88	HCL	4.25 LPA	RAJULAPATI BHAGYA SREE	18NH1A0551	CSE	2022
89	HNI AUTOTECH	2 LPA	PADAMATA PAVAN KUMAR	18NH1A0206	EEE	2022
90	ALIENS DEVELOPERS	2.76 LPA	CHALAMALASETTI ANUDEEP	19NH5A0204	EEE	2022
91			RIMMANAPUDI ROHIT BABU	19NH5A0217	EEE	2022
92	ALLSEC TECHNOLOGIES	2 LPA	BOPANA SUJWAL	18NH1A0302	MECH	2022
93	ALIENS DEVELOPERS	2.76 LPA	L TEJA	19NH5A0316	MECH	2022
94	HNI AUTOTECH	2 LPA	L JASWANTH	19NH5A0317	MECH	2022
95			SRIKAKULAPU NIREEKSHAN	19NH5A0333	MECH	2022
96	SUTHERLAND GLOBAL	2.50 LPA	TUMMAPUDI DILEEP	19NH5A0335	MECH	2022
97	L-CUBE INNOVATIVE SOLUTIONS	2.20 LPA	JUJJAVARAPU YASASWI	18NH1A0417	ECE	2022
98	QSPIDERS CAMPUS CONNECT	3 LPA	BOYINA VEERENDRA	18NH1A0505	CSE	2022
99			MUTHYALA SIREESHA	18NH1A0540	CSE	2022
100			NIMMAGADDA YAMINI	18NH1A0543	CSE	2022
101			VALLABHANENI CHETANA	18NH1A0561	CSE	2022

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102			T J N V D KALYAN KUMAR	18NH1A0565	CSE	2022
103			AREPALLI VIJAYA DURGA	18NH1A0402	ECE	2022
104			AYESHA BEGUM	18NH1A0403	ECE	2022
105			BORRA LALITHA	18NH1A0407	ECE	2022
106			APARNAREDDY POONURU	18NH1A0442	ECE	2022
107			MERUGUMALA LOKESHBABU	19NH5A0215	EEE	2022
108			PAVAN VENKATESH KUMAR VAKKALAGADDA	18NH1A0436	ECE	2022
109			BACHU PUJITHA	19NH5A0402	ECE	2022
110			KOLLIPARA N V V DURGA PRASAD	19NH5A0414	ECE	2022
111			BOMMASANI LAKSHMI PRASAD	19NH5A0203	EEE	2022
112			JUVVANAPUDI JASHUVA	19NH5A0210	EEE	2022
113			MARRAPU PENTAMMA	19NH5A0213	EEE	2022
114			GANTA SRI DURGA GANESH	18NH1A0305	MECH	2022
115			KATTULA ANIL KUMAR	18NH1A0310	MECH	2022
116	RAAMGROUP	2.40 LPA	NALLAGUNCHU CHAITANYA	18NH1A0317	MECH	2022
117			BATTINA BATTINA NAGEEN	19NH5A0303	MECH	2022
118			GORIPARTHI MANIKANTA	19NH5A0309	MECH	2022
119			KORASIKHA BHANU PRASAD	19NH5A0314	MECH	2022
120			RAJABOYINA KUMAR	19NH5A0327	MECH	2022
121			RAJULAPATI MAHESH	19NH5A0328	MECH	2022
122			RALI PHANENDRA	19NH5A0329	MECH	2022
123			RAMESWARAM SANDEEP	19NH5A0330	MECH	2022
124			BYREDDY MOHANA VAISHNAVI	18NH1A0508	CSE	2022
125	SUTHERLAND	2.50 LPA	KUNAPAREDDY YASWANTH	18NH1A0532	CSE	2022
126			MALLISETTI GUNADEEP	18NH1A0534	CSE	2022

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127			MIDDE VEERAVENKAT SAI KUMAR	18NH1A0538	CSE	2022
128			PONAMALA NAGA CHANDRA SHEKAR	18NH1A0547	CSE	2022
129			RAAVI JAHNAVI	18NH1A0550	CSE	2022
130			RAJULAPATI HEMASRI	18NH1A0552	CSE	2022
131			RAVELLA HEMANTH	18NH1A0553	CSE	2022
132			REDDY KAVITHA	18NH1A0555	CSE	2022
133			SIDDINENI KUMAR	18NH1A0560	CSE	2022
134			SUREDDY DHATRIPRIYA	18NH1A0564	CSE	2022
135			CHIKURTHI MYTHILI	18NH1A0408	ECE	2022
136			DAVU JHANSI LAKSHMI	18NH1A0410	ECE	2022
137			GUMPA POOJITHA	18NH1A0415	ECE	2022
138			KAILA CHANDANA	18NH1A0418	ECE	2022
139			KHANDAVALLI BALA SOMA SEKHAR	18NH1A0421	ECE	2022
140			MALLAMPATI LOOSI PRIYA	18NH1A0424	ECE	2022
141			MERUGUMALA PRIYANKA	18NH1A0426	ECE	2022
142			MUKKU PAVAN KUMAR	18NH1A0428	ECE	2022
143			DIMMITI DHANASRI	18NH1A0430	ECE	2022
144			THOTA UDAYA SREE	18NH1A0434	ECE	2022
145			ADDANKI TULASI	19NH5A0401	ECE	2022
146			BOIYNA SIVA NAGA RAJU	19NH5A0406	ECE	2022
147			LAKANAVARAPU MOHAN SAI	19NH5A0416	ECE	2022
148			PANDIRI CHANDRA SEKHAR	19NH5A0425	ECE	2022
149			YARAGANI SRIDEVI	19NH5A0438	ECE	2022
150			KATTA HARSHA VARDHINI	18NH1A0202	EEE	2022
151			DIMMITI HEMANTH	19NH5A0207	EEE	2022

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152			DIRISANA SURESH	19NH5A0208	EEE	2022
153			KANTHETI MAHESWARI	19NH5A0211	EEE	2022
154			MASIMUKKU SUDHAKAR	19NH5A0214	EEE	2022
155			MOGADA HIMA VAMSI	19NH5A0216	EEE	2022
156			DANDABATTINA SAIRAM	18NH1A0301	MECH	2022
157			GANNAMANENI DURGA SAI RAM	18NH1A0304	MECH	2022
158			KATTA JITENDRA VENKATA REDDY	18NH1A0309	MECH	2022
159			MUDDA RAJESH	18NH1A0314	MECH	2022
160			NAGIDI HIJKIYA RAJU	18NH1A0316	MECH	2022
161			VANNEMREDDY VIDYADHAR	18NH1A0321	MECH	2022
162			BADUGU NAGABABU	19NH5A0302	MECH	2022
163			JUPUDI MOHITH NAGA SAI SRINIVAS	19NH5A0312	MECH	2022
164			MATTHI RAKESH	19NH5A0318	MECH	2022
165			SYED ARIF BASHA BASHA	19NH5A0334	MECH	2022
166			SINGAVARAPU GANESH	19NH5A0338	MECH	2022
167			MADDALA MANOHAR	18NH1A0104	CIVIL	2022
168			ABDUL MUBEEN	19NH5A0101	CIVIL	2022
169			BOMMASANI SYAM	19NH5A0103	CIVIL	2022
170			KAMBHAM RAHUL	19NH5A0109	CIVIL	2022
171			KOTHURI VIJAYABABU	19NH5A0114	CIVIL	2022
172			BOINA NAGA KAMAKSHI	20NH1E0003	MBA	2022
173			CHORAGUDI RAVEENDRA	20NH1E0006	MBA	2022
174			FARZANA BEGUM	20NH1E0008	MBA	2022
175			GHANTASALA MARUTHI RAO	20NH1E0010	MBA	2022
176			GORIPARTHI JYOTHSNA	20NH1E0012	MBA	2022

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177			GULLAPALLI TEJASRI	20NH1E0014	MBA	2022
178			KATARI VENKATA SAI KRISHNA	20NH1E0022	MBA	2022
179			KODALI SIVA	20NH1E0024	MBA	2022
180			KONATAM SAI MURALI KRISHNA	20NH1E0025	MBA	2022
181			MORLA PRASANTH	20NH1E0029	MBA	2022
182			NANDURI SAI TEJA	20NH1E0031	MBA	2022
183			NUTHANGI KISHORE BABU	20NH1E0033	MBA	2022
184			PANDILLA PAVANESWARI DEVI	20NH1E0035	MBA	2022
185			V N V PRASAD BANDARU	20NH1E0039	MBA	2022
186			YAKKATI GANESH	20NH1E0042	MBA	2022
187			BILLIPALLI SAI KRISHNA REDDY	20NH1E0044	MBA	2022
188			SINGAM GOPI KRISHNA	20NH1E0045	MBA	2022
189	TCS	3.36 LPA	VALLURU LEELA RANI	18NH1A0513	CSE	2022
190	ALTRUIST TECHNOLOGIES	2 LPA	PEDDIREDDY JAYASRI	18NH1A0545	CSE	2022
191			BARLANKA SRAVANI	18NH1A0405	ECE	2022
192	TCS	3.36 LPA	KOMARAPU GANAPATHI	19NH5A0415	ECE	2022
193			ORUGANTI NITEESH KUMAR	19NH5A0424	ECE	2022
194	SUTHERLAND	2.50 LPA	GURUVELLI BHARGAVI	18NH1A0521	CSE	2022
195	WIPRO	3.50 LPA	PRIYANKA KOTHARI	18NH1A0549	CSE	2022
196	ALTRUIST TECHNOLOGIES	2 LPA	REDROUTHU JHANSI RANI	18NH1A0556	CSE	2022
197			AKURATHI HARSHITHA	18NH1A0502	CSE	2022
198			BELLANI SOWDAHMINI	18NH1A0504	CSE	2022
199	ZENTREE LABS	2.4 LPA	BUSI VIJAYA GEETIKA	18NH1A0507	CSE	2022
200			CHEELA RAMESH	18NH1A0512	CSE	2022
201			KOMMIREDDY NANDINI REDDY	18NH1A0527	CSE	2022

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202			MADAPATI HARIKA	18NH1A0533	CSE	2022
203			NAGADASI TEJESH	18NH1A0541	CSE	2022
204			BIKKI BHARGAVI	18NH1A0406	ECE	2022
205			GORIPARTI BHAVANI SHANKAR	18NH1A0414	ECE	2022


TPO


PRINCIPAL

18 NH Ad 101



Date: 5-3-2022

OFFER LETTER

Dear DARAM RAKESH

We are pleased to appoint you for the position of **Business Associate**. We extend this offer, and the opportunity it represents, with great confidence in your skills and abilities. You are expected to join our Company after completing your final exams.

Your roles and responsibilities will be discussed with you by your Reporting Manager once you are on board. Your employment with us will be governed by policies (referred in the Company Policy Handbook).

The following are the terms and conditions of our Company M/s Aliens Developers Private Limited.

Compensation and Benefits: Your Annual Cost To Company will be **INR 2,76,000/-** (Rupees Two Lakhs Seventy Six Thousand Only) Which is Inclusive of fixed component of **INR 2,16,000/-** (Rupees Two Lakhs Sixteen Thousand Only) and performance-linked uncapped incentives(variable component) of **INR 60,000/-** (Rupees Sixty Thousand Only). The compensation details are strictly confidential between the Company and yourself and it shall be maintained at all times. The details of the remuneration package are provided in the Annexure (attached).

Place of Posting: Your place of posting will be at Hyderabad. However, during employment with the Company, the Company reserves the right to post you/transfer you to any of the offices/projects/divisions/departments/units/Associates' Offices of the Company existing or to be set at any other location in India or abroad.

Probation and Confirmation: You will be on probation for a period of 6 months, which may be extended or reduced at the sole discretion of the Management. During the period of probation, the appointment is terminable either by the Company or by you by giving thirty (30) days prior to notice period and without the need to provide a reason. On completion of probation period, you will be deemed to be confirmed in the services of the Company, unless otherwise intimated.

Increment and Career Progression: Increments are not automatic but any increase in your compensation and future prospects in the Company shall entirely depend on your efficiency, hard work, regularity in attendance, sincerity, good conduct and such other relevant factors including your performance, potential for next role and Company's performance.

Recovery: In the event of separation from services of the company (separation can also include termination on performance grounds), within 12 months of joining, the Company has the right to recover the amount if paid to you in the form of notice period buy-out/relocation reimbursement/joining bonus or any other expenses incurred which are not part of the compensation structure.

Termination: On confirmation of your employment, either party- shall give 60 days' notice in writing or salary in lieu thereof to the other for termination of this employment. It is made explicitly clear that if the employee avails any leave during the notice period, the period of notice shall get proportionately extended by the days equivalent to the leave availed during the period. Payment of salary in lieu of notice on termination is at the sole discretion of the Management.

Code of Conduct

- Your designation is merely indicative of the responsibilities, which you are required to carry out. The Company shall be entitled to require you, at any time, to perform any other administrative, managerial, supervisory, or other functions and you will be bound to carry out such functions.
- You will devote full time to the work of the Company and shall not undertake any other direct/indirect business or work, honorary or remunerative, except with the written permission of the Company.
- As long as you are in the employment of the Company, you will, at all times, observe secrecy and confidentiality in

respect of any technical, trade or business data or any other information that might come to your knowledge or possession, which according to the Company, are necessarily confidential and form valuable property of the Company and not made available to the trade and furthermore, you will not disclose them without authority of the Company to anyone other than the Company's Officers authorized to receive them and even after you have ceased to be in service of the Company, you shall not disclose them to anyone.

- You shall maintain proper discipline and dignity of your office and shall deal with all matters with sobriety.
- You shall maintain and keep in your safe custody such books, registers, documents and other papers as may be issued to you or may come in your possession and shall return the same when required.
- You will forthwith inform the Company of any change in your residential address.
- You will observe work timings as applicable to your location and place of work in compliance with the policies.
- Upon leaving the Company, you will not take with you any drawing, blue print or other reproduction or data, tables, calculations, letters or any other writing copy of writing of any nature whatsoever pertaining to the business of the Company or any of its subsidiaries.

Other Terms & Conditions

- You will be entitled to leave in accordance with the Company policy.
- It is agreed that it shall be open to the Company from time to time to vary any remuneration, benefit, facility or perquisite that may be extended to you on a review of the Company's decision in this behalf.
- During the period of your employment with us, if you achieve any invention, process improvement, operational improvement or other processes/methods, likely to result in more efficient operation of any of the activities of the Company, the Company shall be entitled to use, utilize and such improvements.
- Your appointment is subject to submission of your credentials i.e. marks sheets, certificates, experience letter(s), Id/address proof etc. and background verification clearance.

We welcome you onboard and wish you all the success in your career with us. We look forward to your contributions in taking the Company ahead and an exciting work relationship.

For Aliens Developers Private Limited,



Avinash Upadhyay
Head – Human Resources

Declaration and Offer Acceptance

I hereby warrant and confirm that I am not prevented by previous employment terms and conditions, or in any other way, from entering into employment with the Company or performing any of the duties of employment referred to above. I hereby, accept the terms & conditions of the employment offered in totality.

D. Rakesh 5/3/22
Signature
Name: *Dasam Rakesh*

Note: Please return the duplicate copy of this letter duly signed in token of acceptance of the terms and conditions of employment. You will receive salary, and all other benefits forming part of your remuneration package subject to, and after, deduction of tax at source in accordance with applicable law. If you have any questions, please contact HR department.

Salary Annexure

Salary Details		
Annual Cost to Company	₹ 23,000	₹ 276,000
Part A		
Components	Monthly	Yearly
Basic Salary	₹ 6,675	₹ 80,100
HRA	₹ 4,005	₹ 48,060
Bonus	₹ 556	₹ 6,672
Washing Allowance	₹ 1,001	₹ 12,012
Attendance Allowance	₹ 4,451	₹ 53,412
Gross Salary	₹ 16,688	₹ 200,256
Employee Contribution of PF	₹ 801	₹ 9,612
Employee Contribution of ESI	₹ 118	₹ 1,416
Net Salary	₹ 15,769	₹ 189,228
Employer Contribution of PF	₹ 801	₹ 9,612
Employer Contribution of ESI	₹ 511	₹ 6,132
Total Fixed Component	₹ 18,000	₹ 216,000
Part B		
Variable Component		₹ 60,000
(Payable on performance basis)		

Date: 5-3-2022

OFFER LETTER

Dear PULI SYAM KUMAR

We are pleased to appoint you for the position of **Business Associate**. We extend this offer, and the opportunity it represents, with great confidence in your skills and abilities. You are expected to join our Company after completing your final exams.

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Place of Posting: Your place of posting will be at Hyderabad. However, during employment with the Company, the Company reserves the right to post you/transfer you to any of the offices/projects/divisions/departments/units/Associates' Offices of the Company existing or to be set at any other location in India or abroad.

Probation and Confirmation: You will be on probation for a period of 6 months, which may be extended or reduced at the sole discretion of the Management. During the period of probation, the appointment is terminable either by the Company or by you by giving thirty (30) days prior to notice period and without the need to provide a reason. On completion of probation period, you will be deemed to be confirmed in the services of the Company, unless otherwise intimated.

Increment and Career Progression: Increments are not automatic but any increase in your compensation and future prospects in the Company shall entirely depend on your efficiency, hard work, regularity in attendance, sincerity, good conduct and such other relevant factors including your performance, potential for next role and Company's performance.

Recovery: In the event of separation from services of the company (separation can also include termination on performance grounds), within 12 months of joining, the Company has the right to recover the amount if paid to you in the form of notice period buy-out/relocation reimbursement/joining bonus or any other expenses incurred which are not part of the compensation structure.

Termination: On confirmation of your employment, either party- shall give 60 days' notice in writing or salary in lieu thereof to the other for termination of this employment. It is made explicitly clear that if the employee avails any leave during the notice period, the period of notice shall get proportionately extended by the days equivalent to the leave availed during the period. Payment of salary in lieu of notice on termination is at the sole discretion of the Management.

Code of Conduct

- Your designation is merely indicative of the responsibilities, which you are required to carry out. The Company shall be entitled to require you, at any time, to perform any other administrative, managerial, supervisory, or other functions and you will be bound to carry out such functions.
- You will devote full time to the work of the Company and shall not undertake any other direct/indirect business or work, honorary or remunerative, except with the written permission of the Company.

respect of any technical, trade or business data or any other information that might come to your knowledge or possession, which according to the Company, are necessarily confidential and form valuable property of the Company and not made available to the trade and furthermore, you will not disclose them without authority of the Company to anyone other than the Company's Officers authorized to receive them and even after you have ceased to be in service of the Company, you shall not disclose them to anyone.

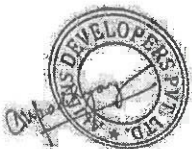
- You shall maintain proper discipline and dignity of your office and shall deal with all matters with sobriety.
- You shall maintain and keep in your safe custody such books, registers, documents and other papers as may be issued to you or may come in your possession and shall return the same when required.
- You will forthwith inform the Company of any change in your residential address.
- You will observe work timings as applicable to your location and place of work in compliance with the policies.
- Upon leaving the Company, you will not take with you any drawing, blue print or other reproduction or data, tables, calculations, letters or any other writing copy of writing of any nature whatsoever pertaining to the business of the Company or any of its subsidiaries.

Other Terms & Conditions

- You will be entitled to leave in accordance with the Company policy.
- It is agreed that it shall be open to the Company from time to time to vary any remuneration, benefit, facility or perquisite that may be extended to you on a review of the Company's decision in this behalf.
- During the period of your employment with us, if you achieve any invention, process improvement, operational improvement or other processes/methods, likely to result in more efficient operation of any of the activities of the Company, the Company shall be entitled to use, utilize and such improvements.
- Your appointment is subject to submission of your credentials i.e. marks sheets, certificates, experience letter(s), id/address proof etc. and background verification clearance.

We welcome you onboard and wish you all the success in your career with us. We look forward to your contributions in taking the Company ahead and an exciting work relationship.

For Aliens Developers Private Limited,



Avinash Upadhyay
Head – Human Resources

Declaration and Offer Acceptance

I hereby warrant and confirm that I am not prevented by previous employment terms and conditions, or in any other way, from entering into employment with the Company or performing any of the duties of employment referred to above. I hereby, accept the terms & conditions of the employment offered in totality.

Saurabh
Signature: *Saurabh*
Name: *Pooja Syam Kumar*

Note: Please return the duplicate copy of this letter duly signed in token of acceptance of the terms and conditions of employment. You will receive salary, and all other benefits forming part of your remuneration package subject to, and after, deduction of tax at source in accordance with applicable law. If you have any questions, please contact HR department.

Salary Annexure

Salary Details		
Annual Cost to Company	₹ 23,000	₹ 276,000
Part A		
Components	Monthly	Yearly
Basic Salary	₹ 6,675	₹ 80,100
HRA	₹ 4,005	₹ 48,060
Bonus	₹ 556	₹ 6,672
Washing Allowance	₹ 1,001	₹ 12,012
Attendance Allowance	₹ 4,451	₹ 53,412
Gross Salary	₹ 16,688	₹ 200,256
Employee Contribution of PF	₹ 801	₹ 9,612
Employee Contribution of ESI	₹ 118	₹ 1,416
Net Salary	₹ 15,769	₹ 189,228
Employer Contribution of PF	₹ 801	₹ 9,612
Employer Contribution of ESI	₹ 511	₹ 6,132
Total Fixed Component	₹ 18,000	₹ 216,000
Part B		
Variable Component (Payable on performance basis)		₹ 60,000

Date: 5-3-2022

OFFER LETTER

Dear ADDANKI VENKATAKIRANKUMAR

We are pleased to appoint you for the position of **Business Associate**. We extend this offer, and the opportunity it represents, with great confidence in your skills and abilities. You are expected to join our Company after completing your final exams.

Your roles and responsibilities will be discussed with you by your Reporting Manager once you are on board. Your employment with us will be governed by policies (referred in the Company Policy Handbook).

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- As long as you are in the employment of the Company, you will, at all times, observe secrecy and confidentiality in

respect of any technical, trade or business data or any other information that might come to your knowledge or possession, which according to the Company, are necessarily confidential and form valuable property of the Company and not made available to the trade and furthermore, you will not disclose them without authority of the Company to anyone other than the Company's Officers authorized to receive them and even after you have ceased to be in service of the Company, you shall not disclose them to anyone.

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- You shall maintain and keep in your safe custody such books, registers, documents and other papers as may be issued to you or may come in your possession and shall return the same when required.
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Other Terms & Conditions

- You will be entitled to leave in accordance with the Company policy.
- It is agreed that it shall be open to the Company from time to time to vary any remuneration, benefit, facility or perquisite that may be extended to you on a review of the Company's decision in this behalf.
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- Your appointment is subject to submission of your credentials i.e. marks sheets, certificates, experience letter(s), id/address proof etc. and background verification clearance.

We welcome you onboard and wish you all the success in your career with us. We look forward to your contributions in taking the Company ahead and an exciting work relationship.

For Aliens Developers Private Limited,



Avinash Upadhyay
Head - Human Resources

Declaration and Offer Acceptance

I hereby warrant and confirm that I am not prevented by previous employment terms and conditions, or in any other way, from entering into employment with the Company or performing any of the duties of employment referred to above. I hereby, accept the terms & conditions of the employment offered in totality.

A. V. K...
Signature *A3/22*

Name:

A. V. K...

Note: Please return the duplicate copy of this letter duly signed in token of acceptance of the terms and conditions of employment. You will receive salary, and all other benefits forming part of your remuneration package subject to, and after, deduction of tax at source in accordance with applicable law. If you have any questions, please contact HR department.

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Net Salary	₹ 15,769	₹ 189,228
Employer Contribution of PF	₹ 801	₹ 9,612
Employer Contribution of ESI	₹ 511	₹ 6,132
Total Fixed Component	₹ 18,000	₹ 216,000
Part B		
Variable Component		₹ 60,000
(Payable on performance basis)		

19 NH5 A0104
Civil



Date: 5-3-2022

OFFER LETTER

Dear GORLA SAI KUMAR

We are pleased to appoint you for the position of **Business Associate**. We extend this offer, and the opportunity it represents, with great confidence in your skills and abilities. You are expected to join our Company after completing your final exams.

Your roles and responsibilities will be discussed with you by your Reporting Manager once you are on board. Your employment with us will be governed by policies (referred in the Company Policy Handbook).

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Code of Conduct

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respect of any technical, trade or business data or any other information that might come to your knowledge or possession, which according to the Company, are necessarily confidential and form valuable property of the Company and not made available to the trade and furthermore, you will not disclose them without authority of the Company to anyone other than the Company's Officers authorized to receive them and even after you have ceased to be in service of the Company, you shall not disclose them to anyone.

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- Your appointment is subject to submission of your credentials i.e. marks sheets, certificates, experience letter(s), id/address proof etc. and background verification clearance.

We welcome you onboard and wish you all the success in your career with us. We look forward to your contributions in taking the Company ahead and an exciting work relationship.

For Aliens Developers Private Limited,



Avinash Upadhyay
Head – Human Resources

Declaration and Offer Acceptance

I hereby warrant and confirm that I am not prevented by previous employment terms and conditions, or in any other way, from entering into employment with the Company or performing any of the duties of employment referred to above. I hereby, accept the terms & conditions of the employment offered in totality.

G. Saikumar
Signature
Name: *G. SAI KUMAR*

Note: Please return the duplicate copy of this letter duly signed in token of acceptance of the terms and conditions of employment. You will receive salary, and all other benefits forming part of your remuneration package subject to, and after, deduction of tax at source in accordance with applicable law. If you have any questions, please contact HR department.

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Employer Contribution of PF	₹ 801	₹ 9,612
Employer Contribution of ESI	₹ 511	₹ 6,132
Total Fixed Component	₹ 18,000	₹ 216,000
Part B		
Variable Component		₹ 60,000
(Payable on performance basis)		

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civil



Date: 5-3-2022

OFFER LETTER

Dear KARE CHAITANYA

We are pleased to appoint you for the position of **Business Associate**. We extend this offer, and the opportunity it represents, with great confidence in your skills and abilities. You are expected to join our Company after completing your final exams.

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respect of any technical, trade or business data or any other information that might come to your knowledge or possession, which according to the Company, are necessarily confidential and form valuable property of the Company and not made available to the trade and furthermore, you will not disclose them without authority of the Company to anyone other than the Company's Officers authorized to receive them and even after you have ceased to be in service of the Company, you shall not disclose them to anyone.

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Other Terms & Conditions

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We welcome you onboard and wish you all the success in your career with us. We look forward to your contributions in taking the Company ahead and an exciting work relationship.

For Aliens Developers Private Limited,



Avinash Upadhyay
Head – Human Resources

Declaration and Offer Acceptance

I hereby warrant and confirm that I am not prevented by previous employment terms and conditions, or in any other way, from entering into employment with the Company or performing any of the duties of employment referred to above. I hereby, accept the terms & conditions of the employment offered in totality.

K. Chaitanya
Signature
Name: *K. Chaitanya*

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Employer Contribution of PF	₹ 801	₹ 9,612
Employer Contribution of ESI	₹ 511	₹ 6,132
Total Fixed Component	₹ 18,000	₹ 216,000
Part B		
Variable Component		₹ 60,000
(Payable on performance basis)		

19NH5A0116
Civil



Date: 5-3-2022

OFFER LETTER

Dear NETHALA SUSHMA

We are pleased to appoint you for the position of **Business Associate**. We extend this offer, and the opportunity it represents, with great confidence in your skills and abilities. You are expected to join our Company after completing your final exams.

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- During the period of your employment with us, if you achieve any invention, process improvement, operational improvement or other processes/methods, likely to result in more efficient operation of any of the activities of the Company, the Company shall be entitled to use, utilize and such improvements.
- Your appointment is subject to submission of your credentials i.e. marks sheets, certificates, experience letter(s), id/address proof etc. and background verification clearance.

We welcome you onboard and wish you all the success in your career with us. We look forward to your contributions in taking the Company ahead and an exciting work relationship.


For Aliens Developers Private Limited,



Avinash Upadhyay
Head - Human Resources

Declaration and Offer Acceptance

I hereby warrant and confirm that I am not prevented by previous employment terms and conditions, or in any other way, from entering into employment with the Company or performing any of the duties of employment referred to above. I hereby, accept the terms & conditions of the employment offered in totality.


Signature
Name: N. S. USTHA

Note: Please return the duplicate copy of this letter duly signed in token of acceptance of the terms and conditions of employment. You will receive salary, and all other benefits forming part of your remuneration package subject to, and after, deduction of tax at source in accordance with applicable law. If you have any questions, please contact HR department.

Salary Annexure

Salary Details		
Annual Cost to Company	₹ 23,000	₹ 276,000
Part A		
Components	Monthly	Yearly
Basic Salary	₹ 6,675	₹ 80,100
HRA	₹ 4,005	₹ 48,060
Bonus	₹ 556	₹ 6,672
Washing Allowance	₹ 1,001	₹ 12,012
Attendance Allowance	₹ 4,451	₹ 53,412
Gross Salary	₹ 16,688	₹ 200,256
Employee Contribution of PF	₹ 801	₹ 9,612
Employee Contribution of ESI	₹ 118	₹ 1,416
Net Salary	₹ 15,769	₹ 189,228
Employer Contribution of PF	₹ 801	₹ 9,612
Employer Contribution of ESI	₹ 511	₹ 6,132
Total Fixed Component	₹ 18,000	₹ 216,000
Part B		
Variable Component		₹ 60,000
(Payable on performance basis)		

Date: 5-3-2022

OFFER LETTER

Dear PAMU GOPI BABU

We are pleased to appoint you for the position of **Business Associate**. We extend this offer, and the opportunity it represents, with great confidence in your skills and abilities. You are expected to join our Company after completing your final exams.

Your roles and responsibilities will be discussed with you by your Reporting Manager once you are on board. Your employment with us will be governed by policies (referred in the Company Policy Handbook).

The following are the terms and conditions of our Company **M/s Aliens Developers Private Limited**.

Compensation and Benefits: Your Annual Cost To Company will be **INR 2,76,000/-** (Rupees Two Lakhs Seventy Six Thousand Only) Which is Inclusive of fixed component of **INR 2,16,000/-** (Rupees Two Lakhs Sixteen Thousand Only) and performance-linked uncapped incentives(variable component) of **INR 60,000/-** (Rupees Sixty Thousand Only). The compensation details are strictly confidential between the Company and yourself and it shall be maintained at all times. The details of the remuneration package are provided in the Annexure (attached).

Place of Posting: Your place of posting will be at Hyderabad. However, during employment with the Company, the Company reserves the right to post you/transfer you to any of the offices/projects/divisions/departments/units/Associates' Offices of the Company existing or to be set at any other location in India or abroad.

Probation and Confirmation: You will be on probation for a period of 6 months, which may be extended or reduced at the sole discretion of the Management. During the period of probation, the appointment is terminable either by the Company or by you by giving thirty (30) days prior to notice period and without the need to provide a reason. On completion of probation period, you will be deemed to be confirmed in the services of the Company, unless otherwise intimated.

Increment and Career Progression: Increments are not automatic but any increase in your compensation and future prospects in the Company shall entirely depend on your efficiency, hard work, regularity in attendance, sincerity, good conduct and such other relevant factors including your performance, potential for next role and Company's performance.

Recovery: In the event of separation from services of the company (separation can also include termination on performance grounds), within 12 months of joining, the Company has the right to recover the amount if paid to you in the form of notice period buy-out/relocation reimbursement/joining bonus or any other expenses incurred which are not part of the compensation structure.

Termination: On confirmation of your employment, either party- shall give 60 days' notice in writing or salary in lieu thereof to the other for termination of this employment. It is made explicitly clear that if the employee avails any leave during the notice period, the period of notice shall get proportionately extended by the days equivalent to the leave availed during the period. Payment of salary in lieu of notice on termination is at the sole discretion of the Management.

Code of Conduct

- Your designation is merely indicative of the responsibilities, which you are required to carry out. The Company shall be entitled to require you, at any time, to perform any other administrative, managerial, supervisory, or other functions and you will be bound to carry out such functions.
- You will devote full time to the work of the Company and shall not undertake any other direct/indirect business or work, honorary or remunerative, except with the written permission of the Company.
- As long as you are in the employment of the Company, you will, at all times, observe secrecy and confidentiality in

respect of any technical, trade or business data or any other information that might come to your knowledge or possession, which according to the Company, are necessarily confidential and form valuable property of the Company and not made available to the trade and furthermore, you will not disclose them without authority of the Company to anyone other than the Company's Officers authorized to receive them and even after you have ceased to be in service of the Company, you shall not disclose them to anyone.

- You shall maintain proper discipline and dignity of your office and shall deal with all matters with sobriety.
- You shall maintain and keep in your safe custody such books, registers, documents and other papers as may be issued to you or may come in your possession and shall return the same when required.
- You will forthwith inform the Company of any change in your residential address.
- You will observe work timings as applicable to your location and place of work in compliance with the policies.
- Upon leaving the Company, you will not take with you any drawing, blue print or other reproduction or data, tables, calculations, letters or any other writing copy of writing of any nature whatsoever pertaining to the business of the Company or any of its subsidiaries.

Other Terms & Conditions

- You will be entitled to leave in accordance with the Company policy.
- It is agreed that it shall be open to the Company from time to time to vary any remuneration, benefit, facility or perquisite that may be extended to you on a review of the Company's decision in this behalf.
- During the period of your employment with us, if you achieve any invention, process improvement, operational improvement or other processes/methods, likely to result in more efficient operation of any of the activities of the Company, the Company shall be entitled to use, utilize and such improvements.
- Your appointment is subject to submission of your credentials i.e. marks sheets, certificates, experience letter(s), id/address proof etc. and background verification clearance.

We welcome you onboard and wish you all the success in your career with us. We look forward to your contributions in taking the Company ahead and an exciting work relationship.

For Aliens Developers Private Limited,



Avinash Upadhyay
Head - Human Resources

Declaration and Offer Acceptance

I hereby warrant and confirm that I am not prevented by previous employment terms and conditions, or in any other way, from entering into employment with the Company or performing any of the duties of employment referred to above. I hereby, accept the terms & conditions of the employment offered in totality.

Signature: *P. Gopi Babu*
Name: *P. GOPI BABU*

Note: Please return the duplicate copy of this letter duly signed in token of acceptance of the terms and conditions of employment. You will receive salary, and all other benefits forming part of your remuneration package subject to, and after, deduction of tax at source in accordance with applicable law. If you have any questions, please contact HR department.

Salary Annexure

Salary Details		
Annual Cost to Company	₹ 23,000	₹ 276,000
Part A		
Components	Monthly	Yearly
Basic Salary	₹ 6,675	₹ 80,100
HRA	₹ 4,005	₹ 48,060
Bonus	₹ 556	₹ 6,672
Washing Allowance	₹ 1,001	₹ 12,012
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Employer Contribution of PF	₹ 801	₹ 9,612
Employer Contribution of ESI	₹ 511	₹ 6,132
Total Fixed Component	₹ 18,000	₹ 216,000
Part B		
Variable Component		₹ 60,000
(Payable on performance basis)		

19NH5A0122
Civil



Date: 5-3-2022

OFFER LETTER

Dear POLISETTI VAMSI THARUN

We are pleased to appoint you for the position of **Business Associate**. We extend this offer, and the opportunity it represents, with great confidence in your skills and abilities. You are expected to join our Company after completing your final exams.

Your roles and responsibilities will be discussed with you by your Reporting Manager once you are on board. Your employment with us will be governed by policies (referred in the Company Policy Handbook).

The following are the terms and conditions of our Company **M/s Aliens Developers Private Limited**.

Compensation and Benefits: Your Annual Cost To Company will be **INR 2,76,000/-** (Rupees Two Lakhs Seventy Six Thousand Only) Which is Inclusive of fixed component of **INR 2,16,000/-** (Rupees Two Lakhs Sixteen Thousand Only) and performance-linked uncapped incentives(variable component) of **INR 60,000/-** (Rupees Sixty Thousand Only). The compensation details are strictly confidential between the Company and yourself and it shall be maintained at all times. The details of the remuneration package are provided in the Annexure (attached).

Place of Posting: Your place of posting will be at Hyderabad. However, during employment with the Company, the Company reserves the right to post you/transfer you to any of the offices/projects/divisions/departments/units/Associates' Offices of the Company existing or to be set at any other location in India or abroad.

Probation and Confirmation: You will be on probation for a period of 6 months, which may be extended or reduced at the sole discretion of the Management. During the period of probation, the appointment is terminable either by the Company or by you by giving thirty (30) days prior to notice period and without the need to provide a reason. On completion of probation period, you will be deemed to be confirmed in the services of the Company, unless otherwise intimated.

Increment and Career Progression: Increments are not automatic but any increase in your compensation and future prospects in the Company shall entirely depend on your efficiency, hard work, regularity in attendance, sincerity, good conduct and such other relevant factors including your performance, potential for next role and Company's performance.

Recovery: In the event of separation from services of the company (separation can also include termination on performance grounds), within 12 months of joining, the Company has the right to recover the amount if paid to you in the form of notice period buy-out/relocation reimbursement/joining bonus or any other expenses incurred which are not part of the compensation structure.

Termination: On confirmation of your employment, either party- shall give 60 days' notice in writing or salary in lieu thereof to the other for termination of this employment. It is made explicitly clear that if the employee avails any leave during the notice period, the period of notice shall get proportionately extended by the days equivalent to the leave availed during the period. Payment of salary in lieu of notice on termination is at the sole discretion of the Management.

Code of Conduct

- Your designation is merely indicative of the responsibilities, which you are required to carry out. The Company shall be entitled to require you, at any time, to perform any other administrative, managerial, supervisory, or other functions and you will be bound to carry out such functions.
- You will devote full time to the work of the Company and shall not undertake any other direct/indirect business or work, honorary or remunerative, except with the written permission of the Company.
- As long as you are in the employment of the Company, you will, at all times, observe secrecy and confidentiality in

respect of any technical, trade or business data or any other information that might come to your knowledge or possession, which according to the Company, are necessarily confidential and form valuable property of the Company and not made available to the trade and furthermore, you will not disclose them without authority of the Company to anyone other than the Company's Officers authorized to receive them and even after you have ceased to be in service of the Company, you shall not disclose them to anyone.

- You shall maintain proper discipline and dignity of your office and shall deal with all matters with sobriety.
- You shall maintain and keep in your safe custody such books, registers, documents and other papers as may be issued to you or may come in your possession and shall return the same when required.
- You will forthwith inform the Company of any change in your residential address.
- You will observe work timings as applicable to your location and place of work in compliance with the policies.
- Upon leaving the Company, you will not take with you any drawing, blue print or other reproduction or data, tables, calculations, letters or any other writing copy of writing of any nature whatsoever pertaining to the business of the Company or any of its subsidiaries.

Other Terms & Conditions

- You will be entitled to leave in accordance with the Company policy.
- It is agreed that it shall be open to the Company from time to time to vary any remuneration, benefit, facility or perquisite that may be extended to you on a review of the Company's decision in this behalf.
- During the period of your employment with us, if you achieve any invention, process improvement, operational improvement or other processes/methods, likely to result in more efficient operation of any of the activities of the Company, the Company shall be entitled to use, utilize and such improvements.
- Your appointment is subject to submission of your credentials i.e. marks sheets, certificates, experience letter(s), id/address proof etc. and background verification clearance.

We welcome you onboard and wish you all the success in your career with us. We look forward to your contributions in taking the Company ahead and an exciting work relationship.

For Aliens Developers Private Limited,



Avinash Upadhyay
Head – Human Resources

Declaration and Offer Acceptance

I hereby warrant and confirm that I am not prevented by previous employment terms and conditions, or in any other way, from entering into employment with the Company or performing any of the duties of employment referred to above. I hereby, accept the terms & conditions of the employment offered in totality.

P. Vamsi Tharun
Signature
Name: *P. Vamsi Tharun*

Note: Please return the duplicate copy of this letter duly signed in token of acceptance of the terms and conditions of employment. You will receive salary, and all other benefits forming part of your remuneration package subject to, and after, deduction of tax at source in accordance with applicable law. If you have any questions, please contact HR department.

Salary Annexure

Salary Details		
Annual Cost to Company	₹ 23,000	₹ 276,000
Part A		
Components	Monthly	Yearly
Basic Salary	₹ 6,675	₹ 80,100
HRA	₹ 4,005	₹ 48,060
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Net Salary	₹ 15,769	₹ 189,228
Employer Contribution of PF	₹ 801	₹ 9,612
Employer Contribution of ESI	₹ 511	₹ 6,132
Total Fixed Component	₹ 18,000	₹ 216,000
Part B		
Variable Component		₹ 60,000
(Payable on performance basis)		

Date: 5-3-2022

OFFER LETTER

Dear VANABATHINA RAVINDRA

We are pleased to appoint you for the position of **Business Associate**. We extend this offer, and the opportunity it represents, with great confidence in your skills and abilities. You are expected to join our Company after completing your final exams.

Your roles and responsibilities will be discussed with you by your Reporting Manager once you are on board. Your employment with us will be governed by policies (referred in the Company Policy Handbook).

The following are the terms and conditions of our Company **M/s Aliens Developers Private Limited**.

Compensation and Benefits: Your Annual Cost To Company will be **INR 2,76,000/-** (Rupees Two Lakhs Seventy Six Thousand Only) Which is Inclusive of fixed component of **INR 2,16,000/-** (Rupees Two Lakhs Sixteen Thousand Only) and performance-linked uncapped incentives(variable component) of **INR 60,000/-** (Rupees Sixty Thousand Only). The compensation details are strictly confidential between the Company and yourself and it shall be maintained at all times. The details of the remuneration package are provided in the Annexure (attached).

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Code of Conduct

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- You will devote full time to the work of the Company and shall not undertake any other direct/indirect business or work,

respect of any technical, trade or business data or any other information that might come to your knowledge or possession, which according to the Company, are necessarily confidential and form valuable property of the Company and not made available to the trade and furthermore, you will not disclose them without authority of the Company to anyone other than the Company's Officers authorized to receive them and even after you have ceased to be in service of the Company, you shall not disclose them to anyone.

- You shall maintain proper discipline and dignity of your office and shall deal with all matters with sobriety.
- You shall maintain and keep in your safe custody such books, registers, documents and other papers as may be issued to you or may come in your possession and shall return the same when required.
- You will forthwith inform the Company of any change in your residential address.
- You will observe work timings as applicable to your location and place of work in compliance with the policies.
- Upon leaving the Company, you will not take with you any drawing, blue print or other reproduction or data, tables, calculations, letters or any other writing copy of writing of any nature whatsoever pertaining to the business of the Company or any of its subsidiaries.

Other Terms & Conditions

- You will be entitled to leave in accordance with the Company policy.
- It is agreed that it shall be open to the Company from time to time to vary any remuneration, benefit, facility or perquisite that may be extended to you on a review of the Company's decision in this behalf.
- During the period of your employment with us, if you achieve any invention, process improvement, operational improvement or other processes/methods, likely to result in more efficient operation of any of the activities of the Company, the Company shall be entitled to use, utilize and such improvements.
- Your appointment is subject to submission of your credentials i.e. marks sheets, certificates, experience letter(s), id/address proof etc. and background verification clearance.

We welcome you onboard and wish you all the success in your career with us. We look forward to your contributions in taking the Company ahead and an exciting work relationship.

For Aliens Developers Private Limited,



Avinash Upadhyay
Head – Human Resources

Declaration and Offer Acceptance

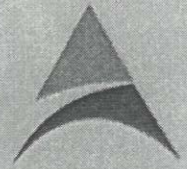
I hereby warrant and confirm that I am not prevented by previous employment terms and conditions, or in any other way, from entering into employment with the Company or performing any of the duties of employment referred to above. I hereby, accept the terms & conditions of the employment offered in totality.

V. Ravindra
Signature
Name: **V. RAVINDRA**

Note: Please return the duplicate copy of this letter duly signed in token of acceptance of the terms and conditions of employment. You will receive salary, and all other benefits forming part of your remuneration package subject to, and after, deduction of tax at source in accordance with applicable law. If you have any questions, please contact HR department.

Salary Annexure

Salary Details		
Annual Cost to Company	₹ 23,000	₹ 276,000
Part A		
Components	Monthly	Yearly
Basic Salary	₹ 6,675	₹ 80,100
HRA	₹ 4,005	₹ 48,060
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Employee Contribution of ESI	₹ 118	₹ 1,416
Net Salary	₹ 15,769	₹ 189,228
Employer Contribution of PF	₹ 801	₹ 9,612
Employer Contribution of ESI	₹ 511	₹ 6,132
Total Fixed Component	₹ 18,000	₹ 216,000
Part B		
Variable Component (Payable on performance basis)		₹ 60,000



Date: 21-04-2022

Name: JANGA SWATHI

Sub: Letter of Intent

Dear JANGA SWATHI

We are pleased to offer you the position of Customer Support Officer. You shall report for a comprehensive training program on JUNE-22 at 10.00 A.M.

Your annual CTC will be Rs. 1,57,570/-. The details of your salary break up are provided to you in the annexure.

(PI) 14,400/-

The offer is subject to:

- Your successful completion of Graduation and submitting the degree certificate and all your mark sheets at the time of joining. If in case you have arrears and unable to submit the Degree certificate, you will be fixed in a lower CTC Slab.
- A satisfactory reference from the list of referees furnished by you at the time of joining.
- A satisfactory medical opinion, if required, from a registered medical practitioner (RMP) nominated by the company.
- Submission of satisfactory proofs regarding information declared by you, i.e. your age, educational qualification, previous work experience, etc..

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

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

You are not eligible or permitted to take any leave during your probation period.

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

Best Wishes,

For Allsec Technologies Limited,

Authorized Signatory
Human Resources Department

J. Swathi
21/4/22



Provisional Offer

Date: 30-10-21

Process: Airtel-Outbound Process (A.P)

Dear K. putlamma

In connection to the interview you had with us, we are happy to give you a provisional offer for the position of Associate Trainee at Altruist Technologies, with the below mentioned conditions.

- You will need to join us on failing which this offer is void.
- Your Monthly Salary would be INR 10,500/- Per Month
- Your DOJ will be considered from Training start date
- Your training will be 15 days and Rs.200/- will be provided as your Training Stipend (15*200 =3000)
- Training stipend will be applicable only on successful completion of your training certification.
- You will have to login for 9 hours every day. (i.e., 8 Hours of work and 1 Hour Break)
- The payroll cycle will be calculated from (25th to 25th) of every month and the salary will be credited 7th of every month

NOTE: Your Provisional offer letter will be provided post selection in the final level interview at Chennai office.

Please report at 9AM on your date of joining with the below mentioned documents.

- Education Credentials –SSLC and HSC / Diploma certificate / Degree certificate (Mandatory)
- Proof of DOB – SSLC mark sheet / Voters id / Pan Card / Aadhar card (Mandatory)
- Proof of residence – Voters id / / Pan Card / Ration Card / Aadhar card (Mandatory)

We look forward to your joining with Altruist Technologies

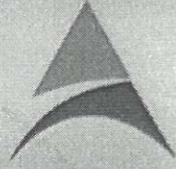
For Altruist Technologies

Authorized Signatory

I accept the offer on the terms and conditions outlined.

Date: 30-10-21

K. Putlamma
Candidate Signature:



Date: 21/04/2022
Name: K. SRAVYA

Sub: Letter of Intent

Dear K. SRAVYA

We are pleased to offer you the position of Customer Support Officer. You shall report for a comprehensive training program on JUNE(2022) at 10.00 A.M.

Your annual CTC will be Rs. 1,70,057/-. The details of your salary break up are provided to you in the annexure.

+(PI 24,000)

The offer is subject to:

- Your successful completion of Graduation and submitting the degree certificate and all your mark sheets at the time of joining. If in case you have arrears and unable to submit the Degree certificate, you will be fixed in a lower CTC Slab.
- A satisfactory reference from the list of referees furnished by you at the time of joining.
- A satisfactory medical opinion, if required, from a registered medical practitioner (RMP) nominated by the company.
- Submission of satisfactory proofs regarding information declared by you, i.e. your age, educational qualification, previous work experience, etc..

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

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

You are not eligible or permitted to take any leave during your probation period.

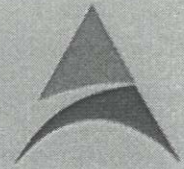
We are looking forward to you building a successful career with ALLSEC.

Best Wishes,

For Allsec Technologies Limited,

Authorized Signatory
Human Resources Department

K. Sravya
21/04/2022



Date: 21/04/2022
Name: SATYAVATHI KORASIKHA

Sub: Letter of Intent

Dear SATYAVATHI KORASIKHA

We are pleased to offer you the position of Customer Support Officer. You shall report for a comprehensive training program on JUNE (2022) at 10.00 A.M.

Your annual CTC will be Rs. 1,57,572. The details of your salary break up are provided to you in the annexure.

+ (PI) 14,400

The offer is subject to:

- Your successful completion of Graduation and submitting the degree certificate and all your mark sheets at the time of joining. If in case you have arrears and unable to submit the Degree certificate, you will be fixed in a lower CTC Slab.
- A satisfactory reference from the list of referees furnished by you at the time of joining.
- A satisfactory medical opinion, if required, from a registered medical practitioner (RMP) nominated by the company.
- Submission of satisfactory proofs regarding information declared by you, i.e. your age, educational qualification, previous work experience, etc..

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

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

You are not eligible or permitted to take any leave during your probation period.

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

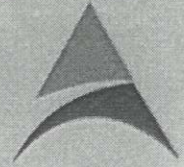
Best Wishes,

For Allsec Technologies Limited,

Authorized Signatory
Human Resources Department

K. Sathya
21/4/22

CSE



Date: 21-04-2022

Name: POKALA TEJASWINI SRI DIVYA

Sub: Letter of Intent

Dear POKALA TEJASWINI SRI DIVYA

We are pleased to offer you the position of Customer Support Officer. You shall report for a comprehensive training program on JUNE-22 at 10.00 A.M.

Your annual CTC will be ~~Rs. 1,57,500/-~~ + PF (14,400). The details of your salary break up are provided to you in the annexure.

The offer is subject to:

- Your successful completion of Graduation and submitting the degree certificate and all your mark sheets at the time of joining. If in case you have arrears and unable to submit the Degree certificate, you will be fixed in a lower CTC Slab.
- A satisfactory reference from the list of referees furnished by you at the time of joining.
- A satisfactory medical opinion, if required, from a registered medical practitioner (RMP) nominated by the company.
- Submission of satisfactory proofs regarding information declared by you, i.e. your age, educational qualification, previous work experience, etc..

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

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

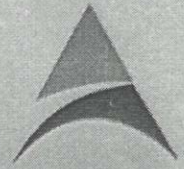
You are not eligible or permitted to take any leave during your probation period.

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

Best Wishes,

For Allsec Technologies Limited,

Authorized Signatory
Human Resources DepartmentP. Tejaswini Sri Divya
21/04/2022



Date: 21-04-2022

Name: THULLURI SWETHA SRI

Sub: Letter of Intent

Dear THULLURI SWETHA SRI

We are pleased to offer you the position of Customer Support Officer. You shall report for a comprehensive training program on JUNE-22 at 10.00 A.M.

Your annual CTC will be Rs. 1,57,522/-. The details of your salary break up are provided to you in the annexure.

+PF (14,400)

The offer is subject to:

- Your successful completion of Graduation and submitting the degree certificate and all your mark sheets at the time of joining. If in case you have arrears and unable to submit the Degree certificate, you will be fixed in a lower CTC Slab.
- A satisfactory reference from the list of referees furnished by you at the time of joining.
- A satisfactory medical opinion, if required, from a registered medical practitioner (RMP) nominated by the company.
- Submission of satisfactory proofs regarding information declared by you, i.e. your age, educational qualification, previous work experience, etc..

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

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

You are not eligible or permitted to take any leave during your probation period.

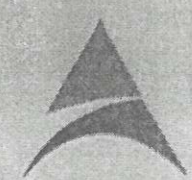
We are looking forward to you building a successful career with ALLSEC.

Best Wishes,

For Allsec Technologies Limited,

Authorized Signatory
Human Resources Department

T. Sreetha
21/4/22



Date: 21-06-2022
Name: KAVYA SINUARAJU

Sub: Letter of Intent

Dear KAVYA SINUARAJU

We are pleased to offer you the position of Customer Support Officer. You shall report for a comprehensive training program on JUNE-22 at 10.00 A.M.

Your annual CTC will be Rs. 1,70,500/-. The details of your salary break up are provided to you in the annexure.
(PI - 24,000)

The offer is subject to:

- Your successful completion of Graduation and submitting the degree certificate and all your mark sheets at the time of joining. If in case you have arrears and unable to submit the Degree certificate, you will be fixed in a lower CTC Slab.
- A satisfactory reference from the list of referees furnished by you at the time of joining.
- A satisfactory medical opinion, if required, from a registered medical practitioner (RMP) nominated by the company.
- Submission of satisfactory proofs regarding information declared by you, i.e. your age, educational qualification, previous work experience, etc..

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

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

You are not eligible or permitted to take any leave during your probation period.

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

Best Wishes,

For Allsec Technologies Limited,

Authorized Signatory
Human Resources Department

Kavya S
21/4/22



Date: 21/04/2022

Name: AYESHA SIDDIQA

Sub: Letter of Intent

Dear

We are pleased to offer you the position of Customer Support Officer. You shall report for a comprehensive training program on JUNE 2022 at 10.00 A.M.

Your annual CTC will be Rs. 4,79,000/-. The details of your salary break up are provided to you in the annexure.

+ (PF) 24,000

The offer is subject to:

- Your successful completion of Graduation and submitting the degree certificate and all your mark sheets at the time of joining. If in case you have arrears and unable to submit the Degree certificate, you will be fixed in a lower CTC Slab.
- A satisfactory reference from the list of referees furnished by you at the time of joining.
- A satisfactory medical opinion, if required, from a registered medical practitioner (RMP) nominated by the company.
- Submission of satisfactory proofs regarding information declared by you, i.e. your age, educational qualification, previous work experience, etc..

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

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

You are not eligible or permitted to take any leave during your probation period.

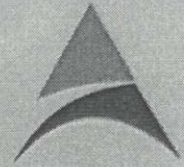
We are looking forward to you building a successful career with ALLSEC.

Best Wishes,

For Allsec Technologies Limited,

Authorized Signatory
Human Resources Department

Ayesha Siddiqua
21-04-2022



Date: 21-04-2022

Name: SANIYA HASEEN GODADATTI

Sub: Letter of Intent

Dear SANIYA HASEEN GODADATTI

We are pleased to offer you the position of Customer Support Officer. You shall report for a comprehensive training program on JUNE-21 at 10.00 A.M.

Your annual CTC will be Rs. 170,000/-. The details of your salary break up are provided to you in the annexure.

(PF 24,000)

The offer is subject to:

- Your successful completion of Graduation and submitting the degree certificate and all your mark sheets at the time of joining. If in case you have arrears and unable to submit the Degree certificate, you will be fixed in a lower CTC Slab.
- A satisfactory reference from the list of referees furnished by you at the time of joining.
- A satisfactory medical opinion, if required, from a registered medical practitioner (RMP) nominated by the company.
- Submission of satisfactory proofs regarding information declared by you, i.e. your age, educational qualification, previous work experience, etc..

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

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

You are not eligible or permitted to take any leave during your probation period.

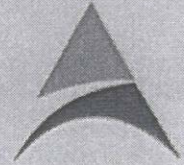
We are looking forward to you building a successful career with ALLSEC.

Best Wishes,

For Allsec Technologies Limited,

Authorized Signatory
Human Resources Department

G. Sanyal
21/04/22



Date: 21/04/2022

Name: KONDURI VIJAYA LAKSHMI

Sub: Letter of Intent

Dear KONDURI VIJAYA LAKSHMI

We are pleased to offer you the position of Customer Support Officer. You shall report for a comprehensive training program on JUNE 2022 at 10.00 A.M.

Your annual CTC will be Rs. 1,57,572/-. The details of your salary break up are provided to you in the annexure.

+ (PI) 14,400

The offer is subject to:

- Your successful completion of Graduation and submitting the degree certificate and all your mark sheets at the time of joining. If in case you have arrears and unable to submit the Degree certificate, you will be fixed in a lower CTC Slab.
- A satisfactory reference from the list of referees furnished by you at the time of joining.
- A satisfactory medical opinion, if required, from a registered medical practitioner (RMP) nominated by the company.
- Submission of satisfactory proofs regarding information declared by you, i.e. your age, educational qualification, previous work experience, etc..

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

You are not eligible or permitted to take any leave during your probation period.

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

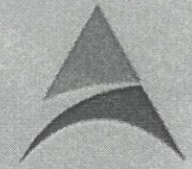
Best Wishes,

For Allsec Technologies Limited,

Authorized Signatory
Human Resources Department

Vijaya Lakshmi
21-4-22

ECC



Date: 21/04/2022
Name: KUNAPUREDDY TEJASWI

Sub: Letter of Intent

Dear KUNAPUREDDY TEJASWI

We are pleased to offer you the position of Customer Support Officer. You shall report for a comprehensive training program on JUNE 2022 at 10.00 A.M.

Your annual CTC will be Rs. 1,70,000/-. The details of your salary break up are provided to you in the annexure.

+ (PT) 24,000

The offer is subject to:

- Your successful completion of Graduation and submitting the degree certificate and all your mark sheets at the time of joining. If in case you have arrears and unable to submit the Degree certificate, you will be fixed in a lower CTC Slab.
- A satisfactory reference from the list of referees furnished by you at the time of joining.
- A satisfactory medical opinion, if required, from a registered medical practitioner (RMP) nominated by the company.
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You will be on probation for a period of 6 months and will be confirmed on rolls upon successful completion of the probation (The probation is inclusive of the training period).

You are not eligible or permitted to take any leave during your probation period.

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

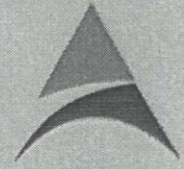
Best Wishes,

For Allsec Technologies Limited,

Authorized Signatory
Human Resources Department

Tejansu
Subbarao

Ect



Date: 21-04-2022
Name: HADEED ZAHERA MIRZA

Sub: Letter of Intent

Dear HADEED ZAHERA MIRZA

We are pleased to offer you the position of Customer Support Officer. You shall report for a comprehensive training program on JUNE - 22 at 10.00 A.M.

Your annual CTC will be Rs. 1,70,502/-. The details of your salary break up are provided to you in the annexure.
TIPIL

The offer is subject to:

- Your successful completion of Graduation and submitting the degree certificate and all your mark sheets at the time of joining. If in case you have arrears and unable to submit the Degree certificate, you will be fixed in a lower CTC Slab.
- A satisfactory reference from the list of referees furnished by you at the time of joining.
- A satisfactory medical opinion, if required, from a registered medical practitioner (RMP) nominated by the company.
- Submission of satisfactory proofs regarding information declared by you, i.e. your age, educational qualification, previous work experience, etc..

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

You are not eligible or permitted to take any leave during your probation period.

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

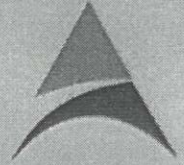
Best Wishes,

For Allsec Technologies Limited,

Authorized Signatory
Human Resources Department

Handwritten note: Hadeed 21/4/2022

ECE



Date: 21/04/2022

Name: P. KRISHNA TULASI

Sub: Letter of Intent

Dear P. KRISHNA TULASI

We are pleased to offer you the position of Customer Support Officer. You shall report for a comprehensive training program on June-2022 at 10.00 A.M.

Your annual CTC will be Rs. 1,57,572/-. The details of your salary break up are provided to you in the annexure.

+(PI) 14,400

The offer is subject to:

- Your successful completion of Graduation and submitting the degree certificate and all your mark sheets at the time of joining. If in case you have arrears and unable to submit the Degree certificate, you will be fixed in a lower CTC Slab.
- A satisfactory reference from the list of referees furnished by you at the time of joining.
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You will be under training which will vary for a period from 2 to 8 weeks depending on the performance and the project that you would be assigned. Your continuity in the organization is subject to successful clearance of training evaluation.

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

You are not eligible or permitted to take any leave during your probation period.

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

Best Wishes,

For Allsec Technologies Limited,

Authorized Signatory
Human Resources DepartmentP. Krishna Tulasi
22-04-22



Date: 21/04/2022
Name: DEEKSHITHA PUPPALA

Sub: Letter of Intent

Dear DEEKSHITHA PUPPALA

We are pleased to offer you the position of Customer Support Officer. You shall report for a comprehensive training program on JUNE (2022) at 10.00 A.M.

Your annual CTC will be Rs. 1,57,521/-. The details of your salary break up are provided to you in the annexure.

+ (PI) 14,400

The offer is subject to:

- Your successful completion of Graduation and submitting the degree certificate and all your mark sheets at the time of joining. If in case you have arrears and unable to submit the Degree certificate, you will be fixed in a lower CTC Slab.
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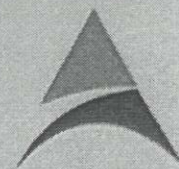
We are looking forward to you building a successful career with ALLSEC.

Best Wishes,

For Allsec Technologies Limited,

Authorized Signatory
Human Resources Department

P. Deekshitha
21/4/22



Date: 21-04-2022
Name: VIENNA DIVYA

Sub: Letter of Intent

Dear VIENNA DIVYA

We are pleased to offer you the position of Customer Support Officer. You shall report for a comprehensive training program on JUNE-22 at 10.00 A.M.

Your annual CTC will be Rs.1,57,572/-. The details of your salary break up are provided to you in the annexure.

+ P.I (14,400)

The offer is subject to:

- Your successful completion of Graduation and submitting the degree certificate and all your mark sheets at the time of joining. If in case you have arrears and unable to submit the Degree certificate, you will be fixed in a lower CTC Slab.
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You will be on probation for a period of 6 months and will be confirmed on rolls upon successful completion of the probation (The probation is inclusive of the training period).

You are not eligible or permitted to take any leave during your probation period.

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

Best Wishes,

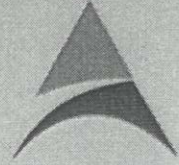
For Allsec Technologies Limited,

Authorized Signatory
Human Resources Department

18NH1A0439 .

ECE .

25



Date: 21/04/2022
Name: SRAVYA SRI.Y

Sub: Letter of Intent

Dear SRAVYA SRI.Y

We are pleased to offer you the position of Customer Support Officer. You shall report for a comprehensive training program on JUNE(2022) at 10.00 A.M.

Your annual CTC will be Rs. 57,572/-. The details of your salary break up are provided to you in the annexure.

+ (P.I) 14,400

The offer is subject to:

- Your successful completion of Graduation and submitting the degree certificate and all your mark sheets at the time of joining. If in case you have arrears and unable to submit the Degree certificate, you will be fixed in a lower CTC Slab.
- A satisfactory reference from the list of referees furnished by you at the time of joining.
- A satisfactory medical opinion, if required, from a registered medical practitioner (RMP) nominated by the company.
- Submission of satisfactory proofs regarding information declared by you, i.e. your age, educational qualification, previous work experience, etc..

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

You are not eligible or permitted to take any leave during your probation period.

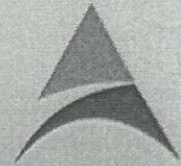
We are looking forward to you building a successful career with ALLSEC.

Best Wishes,

For Allsec Technologies Limited,

Authorized Signatory
Human Resources Department

Sravya Sri
21-4-2022



Date: 21/04/2022
Name: P. ABHISHIKTHA

Sub: Letter of Intent

Dear P. ABHISHIKTHA

We are pleased to offer you the position of Customer Support Officer. You shall report for a comprehensive training program on JUNE 2022 at 10.00 A.M.

Your annual CTC will be Rs. 1,57,572/-. The details of your salary break up are provided to you in the annexure.

7 (PI) 14,400.

The offer is subject to:

- Your successful completion of Graduation and submitting the degree certificate and all your mark sheets at the time of joining. If in case you have arrears and unable to submit the Degree certificate, you will be fixed in a lower CTC Slab.
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- A satisfactory medical opinion, if required, from a registered medical practitioner (RMP) nominated by the company.
- Submission of satisfactory proofs regarding information declared by you, i.e. your age, educational qualification, previous work experience, etc..

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

You are not eligible or permitted to take any leave during your probation period.

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

Best Wishes,

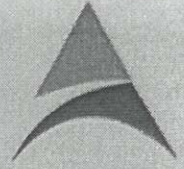
For Allsec Technologies Limited,

Authorized Signatory
Human Resources Department

P. Abhishiktha
22-04-22

ECE

27



Date: 21/04/2022
Name: M. KEERTHI KARUNA

Sub: Letter of Intent

Dear M. KEERTHI KARUNA

We are pleased to offer you the position of Customer Support Officer. You shall report for a comprehensive training program on JUNE(2022) at 10.00 A.M.

Your annual CTC will be Rs. 1,70,000/-. The details of your salary break up are provided to you in the annexure.
+ (PI 24,000)

The offer is subject to:

- Your successful completion of Graduation and submitting the degree certificate and all your mark sheets at the time of joining. If in case you have arrears and unable to submit the Degree certificate, you will be fixed in a lower CTC Slab.
- A satisfactory reference from the list of referees furnished by you at the time of joining.
- A satisfactory medical opinion, if required, from a registered medical practitioner (RMP) nominated by the company.
- Submission of satisfactory proofs regarding information declared by you, i.e. your age, educational qualification, previous work experience, etc..

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

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

You are not eligible or permitted to take any leave during your probation period.

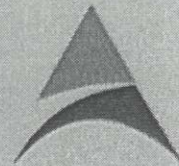
We are looking forward to you building a successful career with ALLSEC.

Best Wishes,

For Allsec Technologies Limited,

Authorized Signatory
Human Resources Department

M.K. Karuna
21/04/2022



Date: 21/04/2022
Name: TEJA SRI SAKALAPURAPU

Sub: Letter of Intent

Dear TEJA SRI SAKALAPURAPU

We are pleased to offer you the position of Customer Support Officer. You shall report for a comprehensive training program on JUNE 2022 at 10.00 A.M.

Your annual CTC will be Rs. 1,70,000/-. The details of your salary break up are provided to you in the annexure.

+ (PF) 24,000

The offer is subject to:

- Your successful completion of Graduation and submitting the degree certificate and all your mark sheets at the time of joining. If in case you have arrears and unable to submit the Degree certificate, you will be fixed in a lower CTC Slab.
- A satisfactory reference from the list of referees furnished by you at the time of joining.
- A satisfactory medical opinion, if required, from a registered medical practitioner (RMP) nominated by the company.
- Submission of satisfactory proofs regarding information declared by you, i.e. your age, educational qualification, previous work experience, etc..

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

You are not eligible or permitted to take any leave during your probation period.

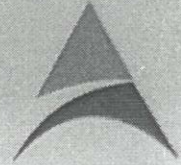
We are looking forward to you building a successful career with ALLSEC.

Best Wishes,

For Allsec Technologies Limited,

Authorized Signatory
Human Resources Department

S. Tejas
21/04/22



Date: 21/04/2022
Name: SHAIK. KAARISHMA

Sub: Letter of Intent

Dear SHAIK. KAARISHMA

We are pleased to offer you the position of Customer Support Officer. You shall report for a comprehensive training program on JUNE (2022) at 10.00 A.M.

Your annual CTC will be Rs. 1,70,000/-. The details of your salary break up are provided to you in the annexure.

+(PI 24,000)

The offer is subject to:

- Your successful completion of Graduation and submitting the degree certificate and all your mark sheets at the time of joining. If in case you have arrears and unable to submit the Degree certificate, you will be fixed in a lower CTC Slab.
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You will be on probation for a period of 6 months and will be confirmed on rolls upon successful completion of the probation (The probation is inclusive of the training period).

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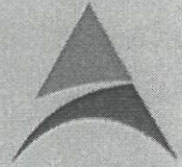
We are looking forward to you building a successful career with ALLSEC.

Best Wishes,

For Allsec Technologies Limited,

Authorized Signatory
Human Resources Department

SK Kaarishma
21/4/22



Date: 21/04/2022
Name: Y. RAMYA SRI

Sub: Letter of Intent

Dear Y. RAMYA SRI

We are pleased to offer you the position of Customer Support Officer. You shall report for a comprehensive training program on JUNE -22 at 10.00 A.M.

Your annual CTC will be Rs. 1,57,500. The details of your salary break up are provided to you in the annexure.

+ (PI) 14,400

The offer is subject to:

- Your successful completion of Graduation and submitting the degree certificate and all your mark sheets at the time of joining. If in case you have arrears and unable to submit the Degree certificate, you will be fixed in a lower CTC Slab.
- A satisfactory reference from the list of referees furnished by you at the time of joining.
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You are not eligible or permitted to take any leave during your probation period.

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

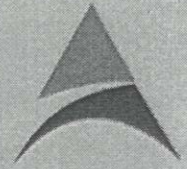
Best Wishes,

For Allsec Technologies Limited,

Authorized Signatory
Human Resources Department

EEE.

3)



Date: 21/04/2022
Name: THOTA KAVYA SRI

Sub: Letter of Intent

Dear THOTA KAVYA SRI

We are pleased to offer you the position of Customer Support Officer. You shall report for a comprehensive training program on JUNE 2022 at 10.00 A.M.

Your annual CTC will be Rs. 57,521/-. The details of your salary break up are provided to you in the annexure.

+ (PI) 14,400

The offer is subject to:

- Your successful completion of Graduation and submitting the degree certificate and all your mark sheets at the time of joining. If in case you have arrears and unable to submit the Degree certificate, you will be fixed in a lower CTC Slab.
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- A satisfactory medical opinion, if required, from a registered medical practitioner (RMP) nominated by the company.
- Submission of satisfactory proofs regarding information declared by you, i.e. your age, educational qualification, previous work experience, etc..

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

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

You are not eligible or permitted to take any leave during your probation period.

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

Best Wishes,

For Allsec Technologies Limited,

Authorized Signatory
Human Resources Department

Kavya.T
21/4/22

Mech

32



Date: 21-04-22

Name: Ratna Lokesh Chintagunta

Sub: Letter of Intent

Dear RATNA LOKESH CHINTAGUNTA

We are pleased to offer you the position of Customer Support Officer. You shall report for a comprehensive training program on June 2022 at 10.00 A.M.

Your annual CTC will be Rs. 1,57,572/-. The details of your salary break up are provided to you in the annexure.

+ Incentives (14,400)

The offer is subject to:

- Your successful completion of Graduation and submitting the degree certificate and all your mark sheets at the time of joining. If in case you have arrears and unable to submit the Degree certificate, you will be fixed in a lower CTC Slab.
- A satisfactory reference from the list of referees furnished by you at the time of joining.
- A satisfactory medical opinion, if required, from a registered medical practitioner (RMP) nominated by the company.
- Submission of satisfactory proofs regarding information declared by you, i.e. your age, educational qualification, previous work experience, etc..

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

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

You are not eligible or permitted to take any leave during your probation period.

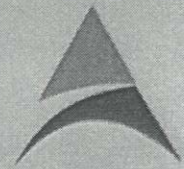
We are looking forward to you building a successful career with ALLSEC.

Best Wishes,

For Allsec Technologies Limited,

Authorized Signatory
Human Resources Department

Ch. Ratna Lokesh
21/4/22



Date: 21/04/2022
Name: DOOSA MAHESH CHANDRA

Sub: Letter of Intent

Dear DOOSA MAHESH CHANDRA

We are pleased to offer you the position of Customer Support Officer. You shall report for a comprehensive training program on JUNE (2022) 10.00 A.M.

Your annual CTC will be Rs. 1,57,572. The details of your salary break up are provided to you in the annexure.

+ (PI) 14,400

The offer is subject to:

- Your successful completion of Graduation and submitting the degree certificate and all your mark sheets at the time of joining. If in case you have arrears and unable to submit the Degree certificate, you will be fixed in a lower CTC Slab.
- A satisfactory reference from the list of referees furnished by you at the time of joining.
- A satisfactory medical opinion, if required, from a registered medical practitioner (RMP) nominated by the company.
- Submission of satisfactory proofs regarding information declared by you, i.e. your age, educational qualification, previous work experience, etc..

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

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

You are not eligible or permitted to take any leave during your probation period.

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

Best Wishes,

For Allsec Technologies Limited,

Authorized Signatory
Human Resources Department

Maresh 21/4/22



Provisional Offer

Date: 30-10-21

Process: Airtel-Retention Process (A.P)

Dear M.Navya

In connection to the interview you had with us, we are happy to give you a provisional offer for the position of Associate Trainee at Altruist Technologies, with the below mentioned conditions.

- You will need to join us on failing which this offer is void.
- Your Monthly CTC would be INR 16,800/- (Take Home Approx: 14,200/-PM)
- Your DOJ will be considered from Training start date
- Your training will be 30 days and Rs.250/- will be provided as your Training Stipend (30*250 =7500)
- Training stipend will be applicable only on successful completion of your training certification.
- You will have to login for 9 hours every day. (i.e., 8 Hours of work and 1 Hour Break)
- The payroll cycle will be calculated from (25th to 25th) of every month and the salary will be credited 7th of every month

NOTE: Your Provisional offer letter will be provided post selection in the final level interview at Chennai office.

Please report at 9AM on your date of joining with the below mentioned documents.

- Education Credentials –SSLC and HSC / Diploma certificate / Degree certificate (Mandatory)
- Proof of DOB – SSLC mark sheet / Voters id / Pan Card / Aadharcard (Mandatory)
- Proof of residence – Voters id / Pan Card / Ration Card / Aadhar card (Mandatory)

We look forward to your joining with Altruist Technologies

For Altruist Technologies

Authorized Signatory

I accept the offer on the terms and conditions outlined.

Date: 30-10-21

M.Navya
Candidate Signature:



Provisional Offer

Date: 30/10/21

Process: Airtel-Outbound Process (A.P)

Dear prasanth Madupalli

In connection to the interview you had with us, we are happy to give you a provisional offer for the position of Associate Trainee at Altruist Technologies, with the below mentioned conditions.

- You will need to join us on failing which this offer is void.
- Your Monthly Salary would be INR 10,500/- Per Month
- Your DOJ will be considered from Training start date
- Your training will be 15 days and Rs.200/- will be provided as your Training Stipend ($15*200=3000$)
- Training stipend will be applicable only on successful completion of your training certification.
- You will have to login for 9 hours every day. (i.e., 8 Hours of work and 1 Hour Break)
- The payroll cycle will be calculated from (25th to 25th) of every month and the salary will be credited 7th of every month

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- Proof of residence – Voters id // Pan Card / Ration Card / Aadhar card (Mandatory)

We look forward to your joining with Altruist Technologies

For Altruist Technologies

Authorized Signatory

I accept the offer on the terms and conditions outlined.

Date: 30-10-21,

M. Pragasath
Candidate Signature:



Provisional Offer

Date: 30-10-2021

Process: Airtel-Retention Process (A.P)

Dear Agani Parthi Purna chandra Rao.

In connection to the interview you had with us, we are happy to give you a provisional offer for the position of Associate Trainee at Altruist Technologies, with the below mentioned conditions.

- You will need to join us on failing which this offer is void.
- Your Monthly CTC would be INR 16,800/- (Take Home Approx: 14,200/-PM)
- Your DOJ will be considered from Training start date
- Your training will be 30 days and Rs.250/- will be provided as your Training Stipend ($30*250=7500$)
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- You will have to login for 9 hours every day. (i.e., 8 Hours of work and 1 Hour Break)
- The payroll cycle will be calculated from (25th to 25th) of every month and the salary will be credited 7th of every month

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- Proof of residence – Voters id / Pan Card / Ration Card / Aadhar card (Mandatory)

We look forward to your joining with Altruist Technologies

For Altruist Technologies

Authorized Signatory

I accept the offer on the terms and conditions outlined.

Date: 30-10-21.

Candidate Signature:



Provisional Offer

Date: 30-0-2021

Process: Airtel-Retention Process (A.P)

Dear Bhavani Ambati

In connection to the interview you had with us, we are happy to give you a provisional offer for the position of Associate Trainee at Altruist Technologies, with the below mentioned conditions.

- You will need to join us on failing which this offer is void.
- Your Monthly CTC would be INR 16,800/- (Take Home Approx: 14,200/-PM)
- Your DOJ will be considered from Training start date
- Your training will be 30 days and Rs.250/- will be provided as your Training Stipend (30*250 =7500)
- Training stipend will be applicable only on successful completion of your training certification.
- You will have to login for 9 hours every day. (i.e., 8 Hours of work and 1 Hour Break)
- The payroll cycle will be calculated from (25th to 25th) of every month and the salary will be credited 7th of every month

NOTE: Your Provisional offer letter will be provided post selection in the final level interview at Chennai office.

Please report at 9AM on your date of joining with the below mentioned documents.

- Education Credentials –SSLC and HSC / Diploma certificate / Degree certificate (Mandatory)
- Proof of DOB – SSLC mark sheet / Voters id / Pan Card / Aadharcard (Mandatory)
- Proof of residence – Voters id // Pan Card / Ration Card / Aadhar card (Mandatory)

We look forward to your joining with Altruist Technologies

For Altruist Technologies

Authorized Signatory

I accept the offer on the terms and conditions outlined.

Date: 30/0/21

Candidate Signature: A. Bhavani



Provisional Offer

30

Date: Mummadi Manoj

Process: Airtel-Outbound Process (A.P)

Dear M. MANOJ

In connection to the interview you had with us, we are happy to give you a provisional offer for the position of Associate Trainee at Altruist Technologies, with the below mentioned conditions.

- You will need to join us on failing which this offer is void.
- Your Monthly Salary would be INR 10,500/- Per Month
- Your DOJ will be considered from Training start date
- Your training will be 15 days and Rs.200/- will be provided as your Training Stipend (15*200 =3000)
- Training stipend will be applicable only on successful completion of your training certification.
- You will have to login for 9 hours every day. (i.e., 8 Hours of work and 1 Hour Break)
- The payroll cycle will be calculated from (25th to 25th) of every month and the salary will be credited 7th of every month

NOTE: Your Provisional offer letter will be provided post selection in the final level interview at Chennai office.

Please report at 9AM on your date of joining with the below mentioned documents.

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- Proof of DOB – SSLC mark sheet / Voters id / Pan Card / Aadharcard (Mandatory)
- Proof of residence – Voters id // Pan Card / Ration Card / Aadhar card (Mandatory)

We look forward to your joining with Altruist Technologies

For Altruist Technologies

Authorized Signatory

I accept the offer on the terms and conditions outlined.

Date: 30/10/2021

M. Manoj
Candidate Signature:



Provisional Offer

Date: 30/10/2021

Process: Airtel-Outbound Process (A.P)

Dear Rajamandri Suvendra

In connection to the interview you had with us, we are happy to give you a provisional offer for the position of Associate Trainee at Altruist Technologies, with the below mentioned conditions.

- You will need to join us on failing which this offer is void.
- Your Monthly Salary would be INR 10,500/- Per Month
- Your DOJ will be considered from Training start date
- Your training will be 15 days and Rs.200/- will be provided as your Training Stipend (15*200=3000)
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- You will have to login for 9 hours every day. (i.e., 8 Hours of work and 1 Hour Break)
- The payroll cycle will be calculated from (25th to 25th) of every month and the salary will be credited 7th of every month

NOTE: Your Provisional offer letter will be provided post selection in the final level interview at Chennai office.

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- Education Credentials –SSLC and HSC / Diploma certificate / Degree certificate (Mandatory)
- Proof of DOB – SSLC mark sheet / Voters id / Pan Card / Aadharcard (Mandatory)
- Proof of residence – Voters id // Pan Card / Ration Card / Aadhar card (Mandatory)

We look forward to your joining with Altruist Technologies

For Altruist Technologies

S. Loo

Authorized Signatory

I accept the offer on the terms and conditions outlined.

Date: 30/10/2021

R. Suvendra
Candidate Signature



Provisional Offer

Date: 30/10/21

Process: Airtel-Outbound Process (A.P)

Dear Jaswanth Ravulapalli

In connection to the interview you had with us, we are happy to give you a provisional offer for the position of Associate Trainee at Altruist Technologies, with the below mentioned conditions.

- You will need to join us on failing which this offer is void.
- Your Monthly Salary would be INR 10,500/- Per Month
- Your DOJ will be considered from Training start date
- Your training will be 15 days and Rs.200/- will be provided as your Training Stipend ($15*200=3000$)
- Training stipend will be applicable only on successful completion of your training certification.
- You will have to login for 9 hours every day. (i.e., 8 Hours of work and 1 Hour Break)
- The payroll cycle will be calculated from (25th to 25th) of every month and the salary will be credited 7th of every month

NOTE: Your Provisional offer letter will be provided post selection in the final level interview at Chennai office.

Please report at 9AM on your date of joining with the below mentioned documents.

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- Proof of DOB – SSLC mark sheet / Voters id / Pan Card / Aadharcard (Mandatory)
- Proof of residence – Voters id // Pan Card / Ration Card / Aadhar card (Mandatory)

We look forward to your joining with Altruist Technologies

For Altruist Technologies

Authorized Signatory

I accept the offer on the terms and conditions outlined.

Date: 30/10/21

Candidate Signature: Jaswanth Ravulapalli



Provisional Offer

Date: 30/10/2021

Process: Airtel-Retention Process (A.P)

Dear Guntu Raju

In connection to the interview you had with us, we are happy to give you a provisional offer for the position of Associate Trainee at Altruist Technologies, with the below mentioned conditions.

- You will need to join us on failing which this offer is void.
- Your Monthly CTC would be INR 16,800/- (Take Home Approx: 14,200/-PM)
- Your DOJ will be considered from Training start date
- Your training will be 30 days and Rs.250/- will be provided as your Training Stipend ($30*250=7500$)
- Training stipend will be applicable only on successful completion of your training certification.
- You will have to login for 9 hours every day. (i.e., 8 Hours of work and 1 Hour Break)
- The payroll cycle will be calculated from (25th to 25th) of every month and the salary will be credited 7th of every month

NOTE: Your Provisional offer letter will be provided post selection in the final level interview at Chennai office.

Please report at 9AM on your date of joining with the below mentioned documents.

- Education Credentials –SSLC and HSC / Diploma certificate / Degree certificate (Mandatory)
- Proof of DOB – SSLC mark sheet / Voters id / Pan Card / Aadhar card (Mandatory)
- Proof of residence – Voters id // Pan Card / Ration Card / Aadhar card (Mandatory)

We look forward to your joining with Altruist Technologies

For Altruist Technologies

Authorized Signatory

I accept the offer on the terms and conditions outlined.

Date: 30/10/2021

Candidate Signature: Guntu Raju



Provisional Offer

Date: 30/10/21

Process: Airtel-Outbound Process (A.P)

Dear Rajaboyina Subrahmanyeswara Rao

In connection to the interview you had with us, we are happy to give you a provisional offer for the position of Associate Trainee at Altruist Technologies, with the below mentioned conditions.

- You will need to join us on failing which this offer is void.
- Your Monthly Salary would be INR 10,500/- Per Month
- Your DOJ will be considered from Training start date
- Your training will be 15 days and Rs.200/- will be provided as your Training Stipend ($15*200=3000$)
- Training stipend will be applicable only on successful completion of your training certification.
- You will have to login for 9 hours every day. (i.e., 8 Hours of work and 1 Hour Break)
- The payroll cycle will be calculated from (25th to 25th) of every month and the salary will be credited 7th of every month

NOTE: Your Provisional offer letter will be provided post selection in the final level interview at Chennai office.

Please report at 9AM on your date of joining with the below mentioned documents.

- Education Credentials –SSLC and HSC / Diploma certificate / Degree certificate (Mandatory)
- Proof of DOB – SSLC mark sheet / Voters id / Pan Card / Aadharcard (Mandatory)
- Proof of residence – Voters id / Pan Card / Ration Card / Aadhar card (Mandatory)

We look forward to your joining with Altruist Technologies

For Altruist Technologies

Authorized Signatory

I accept the offer on the terms and conditions outlined.

Date: 30-10-21

Candidate Signature: Rajaboyina Subrahmanyeswara Rao



Provisional Offer

Date: 30-10-2021

Process: Airtel-Outbound Process (A.P)

Dear TOKALA NAVYASRI

In connection to the interview you had with us, we are happy to give you a provisional offer for the position of Associate Trainee at Altruist Technologies, with the below mentioned conditions.

- You will need to join us on failing which this offer is void.
- Your Monthly Salary would be INR 10,500/- Per Month
- Your DOJ will be considered from Training start date
- Your training will be 15 days and Rs.200/- will be provided as your Training Stipend ($15*200=3000$)
- Training stipend will be applicable only on successful completion of your training certification.
- You will have to login for 9 hours every day. (i.e., 8 Hours of work and 1 Hour Break)
- The payroll cycle will be calculated from (25th to 25th) of every month and the salary will be credited 7th of every month

NOTE: Your Provisional offer letter will be provided post selection in the final level interview at Chennai office.

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- Proof of DOB – SSLC mark sheet / Voters id / Pan Card / Aadharcard (Mandatory)
- Proof of residence – Voters id / Pan Card / Ration Card / Aadhar card (Mandatory)

We look forward to your joining with Altruist Technologies

For Altruist Technologies

Authorized Signatory

I accept the offer on the terms and conditions outlined.

Date: 30-10-2021

Candidate Signature: TOKALA NAVYASRI

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CSE



Astoria Technologies (I) Pvt Ltd
6-3-1191/1 to 6, 2A Unit, 2nd Floor,
Brij Tarang Towers, Greenlands Road,
Kundanibagh Colony, Begumpet,
Hyderabad - 500016.
T +91 888587172

44

Date: 12-1-2022

VKR VNB & AGK COLLEGE OF ENGINEERING,
GUDIVADA,
AP.

Offer Letter

Dear ABDUL HASEEB

Congratulations! Further to your application for employment with us, and the subsequent selection process, we are delighted to offer you a position **Software Trainee** with Astoria Technologies (I) Pvt Ltd.

Kindly refer below for the employment details and your roles & responsibilities of your assigned position. Letter of employment which details the scope, terms and conditions of your employment, salary breakup and other benefits will be issued to you on the day of joining.

Employment Details

Position Title	Software Trainee
Remuneration Package	2.4 lakh per Anum (Breakup given in below) <ul style="list-style-type: none"> Salary will be reviewed upon the confirmation at the end of 6 months' probation period. All other benefits are Extra
Probation Period	6 Months (4 Months - Junior Term & 2 Months - Senior Term)

Salary Breakup:

Duration		Month	Gross Pay (Monthly)	Variable Pay (Monthly)	Total Pay Rs. (Monthly)
Probation	Jr. Term	1st Month	14,000	6,000	20,000
		2nd Month	14,000	6,000	20,000
		3rd Month	14,000	6,000	20,000
		4th Month	14,000	6,000	20,000
	Sr. Term	5th Month	16,000	4,000	20,000
		6th Month	16,000	4,000	20,000
After Confirmation		7th Month onwards	20,000	-	20,000+Hike+Bonus

Note: Variable pay (Total Rs.32,000/-) will be paid in the month of your first work anniversary.



Astoria Technologies (I) Pvt Ltd
6-3-1191/1 to 6, 2A Unit, 2nd Floor,
Brij Tarang Towers, Greenlands Road,
Kundanbagh Colony, Begumpet,
Hyderabad - 500016.
T +91 888587172

Job scope:

1. Develops and modifies code based on functional and system requirements.
2. Works under the guidance of any senior team members for understanding the functional and system requirements.
3. Completes the assigned tasks in a given timeline and keep the mentor updated about the progress of the tasks.
4. Continuously updates the skills based on new, upcoming technologies.

You are required to submit the following for our records on the day of joining before signing the employment letter.

1. Five copies of your recent passport size photographs
2. Two copies of Aadhar Card
3. Two copies of PAN Card
4. Original Academic / Professional Certificates, with one set of photocopies of the documents for verification
5. Copy of bank account details (Passbook / Statement) for payments purpose

Please sign and send a copy of this employment offer to us to acknowledge your acceptance. We welcome you to Astoria family and would like to take this opportunity to wish you a successful career with us.

Thank you.

Yours sincerely,
For Astoria Technologies (I) Pvt Ltd,

Sreekanth Kasula
HR & Admin Manager

I acknowledge the receipt of this offer letter and will report to Astoria Technologies (I) Pvt Ltd for signing of employment letter on the scheduled date.

Acceptance Signature: ABDUL HASEEB

Date: 12-1-2022

18/11/2022

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Astoria Technologies (I) Pvt Ltd
6-3-1191/1 to 6, 2A Unit, 2nd Floor,
Brij Tarang Towers, Greenlands Road,
Kundanbagh Colony, Begumpet,
Hyderabad - 500016.
T +91 888587172

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Date: 12-1-2022

VKR VNB & AGK COLLEGE OF ENGINEERING,
GUDIVADA,
AP.

Offer Letter

Dear AKURATHI RITWIK SATYA

Congratulations! Further to your application for employment with us, and the subsequent selection process, we are delighted to offer you a position **Software Trainee** with Astoria Technologies (I) Pvt Ltd.

Kindly refer below for the employment details and your roles & responsibilities of your assigned position. Letter of employment which details the scope, terms and conditions of your employment, salary breakup and other benefits will be issued to you on the day of joining.

Employment Details

Position Title	Software Trainee
Remuneration Package	2.4 lakh per Anum (Breakup given in below) <ul style="list-style-type: none">Salary will be reviewed upon the confirmation at the end of 6 months' probation period.All other benefits are Extra
Probation Period	6 Months (4 Months - Junior Term & 2 Months - Senior Term)

Salary Breakup:

Duration		Month	Gross Pay (Monthly)	Variable Pay (Monthly)	Total Pay Rs. (Monthly)
Probation	Jr. Term	1st Month	14,000	6,000	20,000
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	Sr. Term	5th Month	16,000	4,000	20,000
		6th Month	16,000	4,000	20,000
After Confirmation		7th Month onwards	20,000	-	20,000+Hike+Bonus

Note: Variable pay (Total Rs.32,000/-) will be paid in the month of your first work anniversary.



Astoria Technologies (I) Pvt Ltd
6-3-1191/1 to 6, 2A Unit, 2nd Floor,
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Hyderabad - 500016.
T +91 888587172

Job scope:

1. Develops and modifies code based on functional and system requirements.
2. Works under the guidance of any senior team members for understanding the functional and system requirements.
3. Completes the assigned tasks in a given timeline and keep the mentor updated about the progress of the tasks.
4. Continuously updates the skills based on new, upcoming technologies.

You are required to submit the following for our records on the day of joining before signing the employment letter.

1. Five copies of your recent passport size photographs
2. Two copies of Aadhar Card
3. Two copies of PAN Card
4. Original Academic / Professional Certificates, with one set of photocopies of the documents for verification
5. Copy of bank account details (Passbook / Statement) for payments purpose

Please sign and send a copy of this employment offer to us to acknowledge your acceptance. We welcome you to Astoria family and would like to take this opportunity to wish you a successful career with us.

Thank you.

Yours sincerely,
For Astoria Technologies (I) Pvt Ltd,

Sreekanth Kasula
HR & Admin Manager

I acknowledge the receipt of this offer letter and will report to Astoria Technologies (I) Pvt Ltd for signing of employment letter on the scheduled date.

Acceptance Signature: AKURATHI RITWIK SATYA

Date: 12-1-2022

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CSE



Astoria Technologies (I) Pvt Ltd
6-3-1191/1 to 6, 2A Unit, 2nd Floor,
Brij Tarang Towers, Greenlands Road,
Kundanbagh Colony, Begumpet,
Hyderabad - 500016.
T +91 888587172

46

Date: 12-1-2022

VKR VNB & AGK COLLEGE OF ENGINEERING,
GUDIVADA,
AP.

Offer Letter

Dear VELIVELA KIRANMAYI

Congratulations! Further to your application for employment with us, and the subsequent selection process, we are delighted to offer you a position **Software Trainee** with Astoria Technologies (I) Pvt Ltd.

Kindly refer below for the employment details and your roles & responsibilities of your assigned position. Letter of employment which details the scope, terms and conditions of your employment, salary breakup and other benefits will be issued to you on the day of joining.

Employment Details

Position Title	Software Trainee
Remuneration Package	2.4 lakh per Annum (Breakup given in below) <ul style="list-style-type: none">Salary will be reviewed upon the confirmation at the end of 6 months' probation period.All other benefits are Extra
Probation Period	6 Months (4 Months - Junior Term & 2 Months - Senior Term)

Salary Breakup:

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	Sr. Term	5th Month	16,000	4,000	20,000
		6th Month	16,000	4,000	20,000
After Confirmation		7th Month onwards	20,000	-	20,000+Hike+Bonus

Note: Variable pay (Total Rs.32,000/-) will be paid in the month of your first work anniversary.



Astoria Technologies (I) Pvt Ltd
6-3-1191/1 to 6, 2A Unit, 2nd Floor,
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Job scope:

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5. Copy of bank account details (Passbook / Statement) for payments purpose

Please sign and send a copy of this employment offer to us to acknowledge your acceptance. We welcome you to Astoria family and would like to take this opportunity to wish you a successful career with us.

Thank you.

Yours sincerely,
For Astoria Technologies (I) Pvt Ltd,

Sreekanth Kasula
HR & Admin Manager

I acknowledge the receipt of this offer letter and will report to Astoria Technologies (I) Pvt Ltd for signing of employment letter on the scheduled date.

Acceptance Signature: *velivela kiran mayi*

Date: *12/11/2022*

18NH1A0511

CSE



Astoria Technologies (I) Pvt Ltd
6-3-1191/1 to 6, 2A Unit, 2nd Floor,
Brij Tarang Towers, Greenlands Road,
Kundanbagh Colony, Begumpet,
Hyderabad - 500016.
T +91 888587172

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Date: 12-1-2022

VKR VNB & AGK COLLEGE OF ENGINEERING,
GUDIVADA,
AP.

Offer Letter

Dear CHANDANA SHANMUKHA SREEVALLI

Congratulations! Further to your application for employment with us, and the subsequent selection process, we are delighted to offer you a position **Software Trainee** with Astoria Technologies (I) Pvt Ltd.

Kindly refer below for the employment details and your roles & responsibilities of your assigned position. Letter of employment which details the scope, terms and conditions of your employment, salary breakup and other benefits will be issued to you on the day of joining.

Employment Details

Position Title	Software Trainee
Remuneration Package	2.4 lakh per Anum (Breakup given in below) <ul style="list-style-type: none"> Salary will be reviewed upon the confirmation at the end of 6 months' probation period. All other benefits are Extra
Probation Period	6 Months (4 Months - Junior Term & 2 Months - Senior Term)

Salary Breakup:

Duration		Month	Gross Pay (Monthly)	Variable Pay (Monthly)	Total Pay Rs. (Monthly)
Probation	Jr. Term	1st Month	14,000	6,000	20,000
		2nd Month	14,000	6,000	20,000
		3rd Month	14,000	6,000	20,000
		4th Month	14,000	6,000	20,000
	Sr. Term	5th Month	16,000	4,000	20,000
		6th Month	16,000	4,000	20,000
After Confirmation		7th Month onwards	20,000	-	20,000+Hike+Bonus

Note: Variable pay (Total Rs.32,000/-) will be paid in the month of your first work anniversary.



Astoria Technologies (I) Pvt Ltd
6-3-1191/1 to 6, 2A Unit, 2nd Floor,
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Kundanbagh Colony, Begumpet,
Hyderabad - 500016.
T +91 888587172

Job scope:

1. Develops and modifies code based on functional and system requirements.
2. Works under the guidance of any senior team members for understanding the functional and system requirements.
3. Completes the assigned tasks in a given timeline and keep the mentor updated about the progress of the tasks.
4. Continuously updates the skills based on new, upcoming technologies.

You are required to submit the following for our records on the day of joining before signing the employment letter.

1. Five copies of your recent passport size photographs
2. Two copies of Aadhar Card
3. Two copies of PAN Card
4. Original Academic / Professional Certificates, with one set of photocopies of the documents for verification
5. Copy of bank account details (Passbook / Statement) for payments purpose

Please sign and send a copy of this employment offer to us to acknowledge your acceptance. We welcome you to Astoria family and would like to take this opportunity to wish you a successful career with us.

Thank you.

Yours sincerely,
For Astoria Technologies (I) Pvt Ltd,

Sreekanth Kasula
HR & Admin Manager

I acknowledge the receipt of this offer letter and will report to Astoria Technologies (I) Pvt Ltd for signing of employment letter on the scheduled date.

Acceptance Signature: CHANDANA SHANMUKHA SREEVALLI

Date: 12-1-2022



Astoria Technologies (I) Pvt Ltd
6-3-1191/1 to 6, 2A Unit, 2nd Floor,
Brij Tarah Towers, Greenlands Road,
Kundanbagh Colony, Begumpet,
Hyderabad - 500016.
T +91 888587172

Date: 12-1-2022

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VKR VNB & AGK COLLEGE OF ENGINEERING,
GUDIVADA,
AP.

Offer Letter

Dear GANNE MANVITHA

Congratulations! Further to your application for employment with us, and the subsequent selection process, we are delighted to offer you a position **Software Trainee** with Astoria Technologies (I) Pvt Ltd.

Kindly refer below for the employment details and your roles & responsibilities of your assigned position. Letter of employment which details the scope, terms and conditions of your employment, salary breakup and other benefits will be issued to you on the day of joining.

Employment Details

Position Title	Software Trainee
Remuneration Package	2.4 lakh per Anum (Breakup given in below) <ul style="list-style-type: none">Salary will be reviewed upon the confirmation at the end of 6 months' probation period.All other benefits are Extra
Probation Period	6 Months (4 Months - Junior Term & 2 Months - Senior Term)

Salary Breakup:

Duration		Month	Gross Pay (Monthly)	Variable Pay (Monthly)	Total Pay Rs. (Monthly)
Probation	Jr. Term	1st Month	14,000	6,000	20,000
		2nd Month	14,000	6,000	20,000
		3rd Month	14,000	6,000	20,000
		4th Month	14,000	6,000	20,000
	Sr. Term	5th Month	16,000	4,000	20,000
		6th Month	16,000	4,000	20,000
After Confirmation		7th Month onwards	20,000	-	20,000+Hike+Bonus

Note: Variable pay (Total Rs.32,000/-) will be paid in the month of your first work anniversary.



Astoria Technologies (I) Pvt Ltd
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Hyderabad - 500016.
T +91 888587172

Job scope:

1. Develops and modifies code based on functional and system requirements.
2. Works under the guidance of any senior team members for understanding the functional and system requirements.
3. Completes the assigned tasks in a given timeline and keep the mentor updated about the progress of the tasks.
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5. Copy of bank account details (Passbook / Statement) for payments purpose

Please sign and send a copy of this employment offer to us to acknowledge your acceptance. We welcome you to Astoria family and would like to take this opportunity to wish you a successful career with us.

Thank you.

Yours sincerely,
For Astoria Technologies (I) Pvt Ltd,

Sreekanth Kasula
HR & Admin Manager

I acknowledge the receipt of this offer letter and will report to Astoria Technologies (I) Pvt Ltd for signing of employment letter on the scheduled date.

Acceptance Signature: *G ANNE MANVITHA*

Date: *12-1-2022*

18NH1A0517

CSE



Astoria Technologies (I) Pvt Ltd
6-3-1191/1 to 6, 2A Unit, 2nd Floor,
Brij Tarang Towers, Greenlands Road,
Kundanbagh Colony, Begumpet,
Hyderabad - 500016.
T +91 888587172

49

Date: 12-1-2022

VKR VNB & AGK COLLEGE OF ENGINEERING,
GUDIVADA,
AP.

Offer Letter

Dear GANTA TEJASWINI

Congratulations! Further to your application for employment with us, and the subsequent selection process, we are delighted to offer you a position Software Trainee with Astoria Technologies (I) Pvt Ltd.

Kindly refer below for the employment details and your roles & responsibilities of your assigned position. Letter of employment which details the scope, terms and conditions of your employment, salary breakup and other benefits will be issued to you on the day of joining.

Employment Details

Position Title	Software Trainee
Remuneration Package	2.4 lakh per Anum (Breakup given in below) <ul style="list-style-type: none"> Salary will be reviewed upon the confirmation at the end of 6 months' probation period. All other benefits are Extra
Probation Period	6 Months (4 Months - Junior Term & 2 Months - Senior Term)

Salary Breakup:

Duration		Month	Gross Pay (Monthly)	Variable Pay (Monthly)	Total Pay Rs. (Monthly)
Probation	Jr. Term	1st Month	14,000	6,000	20,000
		2nd Month	14,000	6,000	20,000
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		4th Month	14,000	6,000	20,000
	Sr. Term	5th Month	16,000	4,000	20,000
		6th Month	16,000	4,000	20,000
After Confirmation		7th Month onwards	20,000	-	20,000+Hike+Bonus

Note: Variable pay (Total Rs.32,000/-) will be paid in the month of your first work anniversary.



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T +91 888587172

Job scope:

1. Develops and modifies code based on functional and system requirements.
2. Works under the guidance of any senior team members for understanding the functional and system requirements.
3. Completes the assigned tasks in a given timeline and keep the mentor updated about the progress of the tasks.
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4. Original Academic / Professional Certificates, with one set of photocopies of the documents for verification
5. Copy of bank account details (Passbook / Statement) for payments purpose

Please sign and send a copy of this employment offer to us to acknowledge your acceptance. We welcome you to Astoria family and would like to take this opportunity to wish you a successful career with us.

Thank you.

Yours sincerely,
For Astoria Technologies (I) Pvt Ltd,

Sreekanth Kasula
HR & Admin Manager

I acknowledge the receipt of this offer letter and will report to Astoria Technologies (I) Pvt Ltd for signing of employment letter on the scheduled date.

Acceptance Signature: *GIANTIA TEJASWINI*

Date: *12-1-2022*

18NH1A0525

CSE

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Astoria Technologies (I) Pvt Ltd
6-3-1191/1 to 6, 2A Unit, 2nd Floor,
Brij Tarang Towers, Greenlands Road,
Kundanbagh Colony, Begumpet,
Hyderabad - 500016.
T +91 888587172

Date: 12-1-2022

VKR VNB & AGK COLLEGE OF ENGINEERING,
GUDIVADA,
AP.

Offer Letter

Dear KETINENI SUVINYA

Congratulations! Further to your application for employment with us, and the subsequent selection process, we are delighted to offer you a position Software Trainee with Astoria Technologies (I) Pvt Ltd.

Kindly refer below for the employment details and your roles & responsibilities of your assigned position. Letter of employment which details the scope, terms and conditions of your employment, salary breakup and other benefits will be issued to you on the day of joining.

Employment Details

Position Title	Software Trainee
Remuneration Package	2.4 lakh per Anum (Breakup given in below) <ul style="list-style-type: none">Salary will be reviewed upon the confirmation at the end of 6 months' probation period.All other benefits are Extra
Probation Period	6 Months (4 Months - Junior Term & 2 Months - Senior Term)

Salary Breakup:

Duration	Month	Gross Pay (Monthly)	Variable Pay (Monthly)	Total Pay Rs. (Monthly)	
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		4th Month	14,000	6,000	20,000
	Sr. Term	5th Month	16,000	4,000	20,000
		6th Month	16,000	4,000	20,000
After Confirmation	7th Month onwards	20,000	-	20,000+Hike+Bonus	

Note: Variable pay (Total Rs.32,000/-) will be paid in the month of your first work anniversary.



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T +91 888587172

Job scope:

1. Develops and modifies code based on functional and system requirements.
2. Works under the guidance of any senior team members for understanding the functional and system requirements.
3. Completes the assigned tasks in a given timeline and keep the mentor updated about the progress of the tasks.
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5. Copy of bank account details (Passbook / Statement) for payments purpose

Please sign and send a copy of this employment offer to us to acknowledge your acceptance. We welcome you to Astoria family and would like to take this opportunity to wish you a successful career with us.

Thank you.

Yours sincerely,
For Astoria Technologies (I) Pvt Ltd,

Sreekanth Kasula
HR & Admin Manager

I acknowledge the receipt of this offer letter and will report to Astoria Technologies (I) Pvt Ltd for signing of employment letter on the scheduled date.

Acceptance Signature: K. Savinya

Date: 12-1-2022

18NH1A0530

CSE

51



Astoria Technologies (I) Pvt Ltd
6-3-1191/1 to 6, 2A Unit, 2nd Floor,
Brij Tarang Towers, Greenlands Road,
Kundanbagh Colony, Begumpet,
Hyderabad - 500016.
T +91 888587172

Date: 12-1-2022

VKR VNB & AGK COLLEGE OF ENGINEERING,
GUDIVADA,
AP.

Offer Letter

Dear KOTAPROLU THANUSHA

Congratulations! Further to your application for employment with us, and the subsequent selection process, we are delighted to offer you a position **Software Trainee** with Astoria Technologies (I) Pvt Ltd.

Kindly refer below for the employment details and your roles & responsibilities of your assigned position. Letter of employment which details the scope, terms and conditions of your employment, salary breakup and other benefits will be issued to you on the day of joining.

Employment Details

Position Title	Software Trainee
Remuneration Package	2.4 lakh per Anum (Breakup given in below) <ul style="list-style-type: none">Salary will be reviewed upon the confirmation at the end of 6 months' probation period.All other benefits are Extra
Probation Period	6 Months (4 Months - Junior Term & 2 Months - Senior Term)

Salary Breakup:

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		4th Month	14,000	6,000	20,000
	Sr. Term	5th Month	16,000	4,000	20,000
		6th Month	16,000	4,000	20,000
After Confirmation		7th Month onwards	20,000	-	20,000+Hike+Bonus

Note: Variable pay (Total Rs.32,000/-) will be paid in the month of your first work anniversary.



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6-3-1191/1 to 6, 2A Unit, 2nd Floor,
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T +91 888587172

Job scope:

1. Develops and modifies code based on functional and system requirements.
2. Works under the guidance of any senior team members for understanding the functional and system requirements.
3. Completes the assigned tasks in a given timeline and keep the mentor updated about the progress of the tasks.
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5. Copy of bank account details (Passbook / Statement) for payments purpose

Please sign and send a copy of this employment offer to us to acknowledge your acceptance. We welcome you to Astoria family and would like to take this opportunity to wish you a successful career with us.

Thank you.

Yours sincerely,

For Astoria Technologies (I) Pvt Ltd,

A handwritten signature in black ink, appearing to read "K. Srinivas" or similar, written over a horizontal line.

Sreekanth Kasula
HR & Admin Manager

I acknowledge the receipt of this offer letter and will report to Astoria Technologies (I) Pvt Ltd for signing of employment letter on the scheduled date.

Acceptance Signature: K.Thanusa

Date: 12-1-2022

18 NH/1/05/42

CSE

52



Astoria Technologies (I) Pvt Ltd
6-3-1191/1 to 6, 2A Unit, 2nd Floor,
Brij Tarang Towers, Greenlands Road,
Kundanbagh Colony, Begumpet,
Hyderabad - 500016.
T +91 888587172

Date: 12-1-2022

VKR VNB & AGK COLLEGE OF ENGINEERING,
GUDIVADA,
AP.

Offer Letter

Dear NANDIGAM SAI PHANINDRA

Congratulations! Further to your application for employment with us, and the subsequent selection process, we are delighted to offer you a position Software Trainee with Astoria Technologies (I) Pvt Ltd.

Kindly refer below for the employment details and your roles & responsibilities of your assigned position. Letter of employment which details the scope, terms and conditions of your employment, salary breakup and other benefits will be issued to you on the day of joining.

Employment Details

Position Title	Software Trainee
Remuneration Package	2.4 lakh per Anum (Breakup given in below) <ul style="list-style-type: none">Salary will be reviewed upon the confirmation at the end of 6 months' probation period.All other benefits are Extra
Probation Period	6 Months (4 Months - Junior Term & 2 Months - Senior Term)

Salary Breakup:

Duration	Month	Gross Pay (Monthly)	Variable Pay (Monthly)	Total Pay Rs. (Monthly)	
Probation	Jr. Term	1st Month	14,000	6,000	20,000
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		4th Month	14,000	6,000	20,000
	Sr. Term	5th Month	16,000	4,000	20,000
		6th Month	16,000	4,000	20,000
After Confirmation	7th Month onwards	20,000	-	20,000+Hike+Bonus	

Note: Variable pay (Total Rs.32,000/-) will be paid in the month of your first work anniversary.



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T +91 888587172

Job scope:

1. Develops and modifies code based on functional and system requirements.
2. Works under the guidance of any senior team members for understanding the functional and system requirements.
3. Completes the assigned tasks in a given timeline and keep the mentor updated about the progress of the tasks.
4. Continuously updates the skills based on new, upcoming technologies.

You are required to submit the following for our records on the day of joining before signing the employment letter.

1. Five copies of your recent passport size photographs
2. Two copies of Aadhar Card
3. Two copies of PAN Card
4. Original Academic / Professional Certificates, with one set of photocopies of the documents for verification
5. Copy of bank account details (Passbook / Statement) for payments purpose

Please sign and send a copy of this employment offer to us to acknowledge your acceptance. We welcome you to Astoria family and would like to take this opportunity to wish you a successful career with us.

Thank you.

Yours sincerely,
For Astoria Technologies (I) Pvt Ltd,

Sreekanth Kasula
HR & Admin Manager

I acknowledge the receipt of this offer letter and will report to Astoria Technologies (I) Pvt Ltd for signing of employment letter on the scheduled date.

Acceptance Signature:

NANDIGAM SAI PHANINDRA

Date: 12-1-2022

Date: 12-1-2022

VKR VNB & AGK COLLEGE OF ENGINEERING,
GUDIVADA,
AP.

Offer Letter

Dear UPPALA POOJITHA

Congratulations! Further to your application for employment with us, and the subsequent selection process, we are delighted to offer you a position Software Trainee with Astoria Technologies (I) Pvt Ltd.

Kindly refer below for the employment details and your roles & responsibilities of your assigned position. Letter of employment which details the scope, terms and conditions of your employment, salary breakup and other benefits will be issued to you on the day of joining.

Employment Details

Position Title	Software Trainee
Remuneration Package	2.4 lakh per Anum (Breakup given in below) <ul style="list-style-type: none"> Salary will be reviewed upon the confirmation at the end of 6 months' probation period. All other benefits are Extra
Probation Period	6 Months (4 Months - Junior Term & 2 Months - Senior Term)

Salary Breakup:

Duration		Month	Gross Pay (Monthly)	Variable Pay (Monthly)	Total Pay Rs. (Monthly)
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After Confirmation		7th Month onwards	20,000	-	20,000+Hike+Bonus



Astoria Technologies (I) Pvt Ltd
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T +91 888587172

Job scope:

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Thank you.

Yours sincerely,

For Astoria Technologies (I) Pvt Ltd,

Sreekanth Kasula
HR & Admin Manager

I acknowledge the receipt of this offer letter and will report to Astoria Technologies (I) Pvt Ltd for signing of employment letter on the scheduled date.

Acceptance Signature: *U. Poojitha*

Date: *12-01-2022*

19NH5A6to3

ECE



Astoria Technologies (I) Pvt Ltd
6-3-1191/1 to 6, 2A Unit, 2nd Floor,
Brij Tarang Towers, Greenlands Road,
Kundanbagh Colony, Begumpet,
Hyderabad - 500016.
T +91 888587172

Date: 12-1-2022

VKR VNB & AGK COLLEGE OF ENGINEERING,
GUDIVADA,
AP.

Offer Letter

Dear BALLA TEJASRI

Congratulations! Further to your application for employment with us, and the subsequent selection process, we are delighted to offer you a position **Software Trainee** with Astoria Technologies (I) Pvt Ltd.

Kindly refer below for the employment details and your roles & responsibilities of your assigned position. Letter of employment which details the scope, terms and conditions of your employment, salary breakup and other benefits will be issued to you on the day of joining.

Employment Details

Position Title	Software Trainee
Remuneration Package	2.4 lakh per Annum (Breakup given in below) <ul style="list-style-type: none"> Salary will be reviewed upon the confirmation at the end of 6 months' probation period. All other benefits are Extra
Probation Period	6 Months (4 Months - Junior Term & 2 Months - Senior Term)

Salary Breakup:

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Note: Variable pay (Total Rs.32,000/-) will be paid in the month of your first work anniversary.



Astoria Technologies (I) Pvt Ltd
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T +91 888587172

Job scope:

1. Develops and modifies code based on functional and system requirements.
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Please sign and send a copy of this employment offer to us to acknowledge your acceptance. We welcome you to Astoria family and would like to take this opportunity to wish you a successful career with us.

Thank you.

Yours sincerely,
For Astoria Technologies (I) Pvt Ltd,

Sreekanth Kasula
HR & Admin Manager

I acknowledge the receipt of this offer letter and will report to Astoria Technologies (I) Pvt Ltd for signing of employment letter on the scheduled date.

Acceptance Signature: *TS: Tejabee*

Date:

19NH5A0407

ECE



Astoria Technologies (I) Pvt Ltd
6-3-1191/1 to 6, 2A Unit, 2nd Floor,
Brl) Tarang Towers, Greenlands Road,
Kundanbagh Colony, Begumpet,
Hyderabad - 500016.
T +91 888587172

Date: 12-1-2022

VKR VNB & AGK COLLEGE OF ENGINEERING,
GUDIVADA,
AP.

Offer Letter

Dear DUSI SRILEKHA

Congratulations! Further to your application for employment with us, and the subsequent selection process, we are delighted to offer you a position Software Trainee with Astoria Technologies (I) Pvt Ltd.

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Employment Details

Position Title	Software Trainee
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Probation Period	6 Months (4 Months - Junior Term & 2 Months - Senior Term)

Salary Breakup:

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Hyderabad - 500016.
T +91 888587172

Job scope:

1. Develops and modifies code based on functional and system requirements.
2. Works under the guidance of any senior team members for understanding the functional and system requirements.
3. Completes the assigned tasks in a given timeline and keep the mentor updated about the progress of the tasks.
4. Continuously updates the skills based on new, upcoming technologies.

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2. Two copies of Aadhar Card
3. Two copies of PAN Card
4. Original Academic / Professional Certificates, with one set of photocopies of the documents for verification
5. Copy of bank account details (Passbook / Statement) for payments purpose

Please sign and send a copy of this employment offer to us to acknowledge your acceptance. We welcome you to Astoria family and would like to take this opportunity to wish you a successful career with us.

Thank you.

Yours sincerely,
For Astoria Technologies (I) Pvt Ltd,

Sreekanth Kasula
HR & Admin Manager

I acknowledge the receipt of this offer letter and will report to Astoria Technologies (I) Pvt Ltd for signing of employment letter on the scheduled date.

Acceptance Signature: DUSI SRILEKHA.

Date: 2022

19/11/5 A0410

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Astoria Technologies (I) Pvt Ltd
6-3-1191/1 to 6, 2A Unit, 2nd Floor,
Brij Tarang Towers, Greenlands Road,
Kundanbagh Colony, Begumpet,
Hyderabad - 500016.
T +91 888587172

Date: 12-1-2022

VKR VNB & AGK COLLEGE OF ENGINEERING,
GUDIVADA,
AP.

Offer Letter

Dear JALADHI TRIVENI MALATHI

Congratulations! Further to your application for employment with us, and the subsequent selection process, we are delighted to offer you a position **Software Trainee** with Astoria Technologies (I) Pvt Ltd.

Kindly refer below for the employment details and your roles & responsibilities of your assigned position. Letter of employment which details the scope, terms and conditions of your employment, salary breakup and other benefits will be issued to you on the day of joining.

Employment Details

Position Title	Software Trainee
Remuneration Package	2.4 lakh per Anum (Breakup given in below) <ul style="list-style-type: none"> Salary will be reviewed upon the confirmation at the end of 6 months' probation period. All other benefits are Extra
Probation Period	6 Months (4 Months - Junior Term & 2 Months - Senior Term)

Salary Breakup:

Duration		Month	Gross Pay (Monthly)	Variable Pay (Monthly)	Total Pay Rs. (Monthly)
Probation	Jr. Term	1st Month	14,000	6,000	20,000
		2nd Month	14,000	6,000	20,000
		3rd Month	14,000	6,000	20,000
		4th Month	14,000	6,000	20,000
	Sr. Term	5th Month	16,000	4,000	20,000
		6th Month	16,000	4,000	20,000
After Confirmation		7th Month onwards	20,000	-	20,000+Hike+Bohus

Note: Variable pay (Total Rs.32,000/-) will be paid in the month of your first work anniversary.



Astoria Technologies (I) Pvt Ltd
6-3-1191/1 to 6, 2A Unit, 2nd Floor,
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T +91 888587172

Job scope:

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Please sign and send a copy of this employment offer to us to acknowledge your acceptance. We welcome you to Astoria family and would like to take this opportunity to wish you a successful career with us.

Thank you.

Yours sincerely,
For Astoria Technologies (I) Pvt Ltd,

Sreekanth Kasula
HR & Admin Manager

I acknowledge the receipt of this offer letter and will report to Astoria Technologies (I) Pvt Ltd for signing of employment letter on the scheduled date.

Acceptance Signature: JALAPHI TRIVENI MALATHI

Date: 2022

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Astoria Technologies (I) Pvt Ltd
6-3-1191/1 to 6, 2A Unit, 2nd Floor,
Brij Tarang Towers, Greenlands Road,
Kundenbagh Colony, Begumpet,
Hyderabad - 500016.
T +91 888587172

Date: 12-1-2022

VKR VNB & AGK COLLEGE OF ENGINEERING,
GUDIVADA,
AP.

Offer Letter

Dear LUKKA BHAVANI

Congratulations! Further to your application for employment with us, and the subsequent selection process, we are delighted to offer you a position Software Trainee with Astoria Technologies (I) Pvt Ltd.

Kindly refer below for the employment details and your roles & responsibilities of your assigned position. Letter of employment which details the scope, terms and conditions of your employment, salary breakup and other benefits will be issued to you on the day of joining.

Employment Details

Position Title	Software Trainee
Remuneration Package	2.4 lakh per Anum (Breakup given in below) <ul style="list-style-type: none">Salary will be reviewed upon the confirmation at the end of 6 months' probation period.All other benefits are Extra
Probation Period	6 Months (4 Months - Junior Term & 2 Months - Senior Term)

Salary Breakup:

Duration		Month	Gross Pay (Monthly)	Variable Pay (Monthly)	Total Pay Rs. (Monthly)
Probation	Jr. Term	1st Month	14,000	6,000	20,000
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		3rd Month	14,000	6,000	20,000
		4th Month	14,000	6,000	20,000
	Sr. Term	5th Month	16,000	4,000	20,000
		6th Month	16,000	4,000	20,000
After Confirmation		7th Month onwards	20,000	-	20,000+Hike+Bonus

Note: Variable pay (Total Rs.32,000/-) will be paid in the month of your first work anniversary.



Astoria Technologies (I) Pvt Ltd
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Job scope:

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Thank you.

Yours sincerely,
For Astoria Technologies (I) Pvt Ltd,

Sreekanth Kasula
HR & Admin Manager

I acknowledge the receipt of this offer letter and will report to Astoria Technologies (I) Pvt Ltd for signing of employment letter on the scheduled date.

Acceptance Signature: L. Bhavani

Date: 2022

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Astoria Technologies (I) Pvt Ltd
6-3-1191/1 to 6, 2A Unit, 2nd Floor,
Brij Tarang Towers, Greenlands Road,
Kundanbagh Colony, Begumpet,
Hyderabad - 500016.
T +91 888587172

Date: 12-1-2022

VKR VNB & AGK COLLEGE OF ENGINEERING,
GUDIVADA,
AP.

Offer Letter

Dear NETHURI GIRI VENKATESH

Congratulations! Further to your application for employment with us, and the subsequent selection process, we are delighted to offer you a position **Software Trainee** with Astoria Technologies (I) Pvt Ltd.

Kindly refer below for the employment details and your roles & responsibilities of your assigned position. Letter of employment which details the scope, terms and conditions of your employment, salary breakup and other benefits will be issued to you on the day of joining.

Employment Details

Position Title	Software Trainee
Remuneration Package	2.4 lakh per Anum (Breakup given in below) <ul style="list-style-type: none"> Salary will be reviewed upon the confirmation at the end of 6 months' probation period. All other benefits are Extra
Probation Period	6 Months (4 Months - Junior Term & 2 Months - Senior Term)

Salary Breakup:

Duration		Month	Gross Pay (Monthly)	Variable Pay (Monthly)	Total Pay Rs. (Monthly)
Probation	Jr. Term	1st Month	14,000	6,000	20,000
		2nd Month	14,000	6,000	20,000
		3rd Month	14,000	6,000	20,000
		4th Month	14,000	6,000	20,000
	Sr. Term	5th Month	16,000	4,000	20,000
		6th Month	16,000	4,000	20,000
After Confirmation		7th Month onwards	20,000	-	20,000+Hike+Bonus

Note: Variable pay (Total Rs.32,000/-) will be paid in the month of your first work anniversary.



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T +91 888587172

Job scope:

1. Develops and modifies code based on functional and system requirements.
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Thank you.

Yours sincerely,
For Astoria Technologies (I) Pvt Ltd,

Sreekanth Kasula
HR & Admin Manager

I acknowledge the receipt of this offer letter and will report to Astoria Technologies (I) Pvt Ltd for signing of employment letter on the scheduled date.

Acceptance Signature:

Date: 2022



Astoria Technologies (I) Pvt Ltd
6-3-1191/1 to 6, 2A Unit, 2nd Floor,
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T +91 888587172

Date: 12-1-2022

VKR VNB & AGK COLLEGE OF ENGINEERING,
GUDIVADA,
AP.

Offer Letter

Dear PUSUNURI SIVA NANDINI

Congratulations! Further to your application for employment with us, and the subsequent selection process, we are delighted to offer you a position Software Trainee with Astoria Technologies (I) Pvt Ltd.

Kindly refer below for the employment details and your roles & responsibilities of your assigned position. Letter of employment which details the scope, terms and conditions of your employment, salary breakup and other benefits will be issued to you on the day of joining.

Employment Details

Position Title	Software Trainee
Remuneration Package	2.4 lakh per Anum (Breakup given in below) <ul style="list-style-type: none">Salary will be reviewed upon the confirmation at the end of 6 months' probation period.All other benefits are Extra
Probation Period	6 Months (4 Months - Junior Term & 2 Months - Senior Term)

Salary Breakup:

Duration		Month	Gross Pay (Monthly)	Variable Pay (Monthly)	Total Pay Rs. (Monthly)
Probation	Jr. Term	1st Month	14,000	6,000	20,000
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		3rd Month	14,000	6,000	20,000
		4th Month	14,000	6,000	20,000



Astoria Technologies (I) Pvt Ltd
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T +91 888587172

Job scope:

1. Develops and modifies code based on functional and system requirements.
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Thank you.

Yours sincerely,
For Astoria Technologies (I) Pvt Ltd,

Sreekanth Kasula
HR & Admin Manager

I acknowledge the receipt of this offer letter and will report to Astoria Technologies (I) Pvt Ltd for signing of employment letter on the scheduled date.

Acceptance Signature:

p. Siva nandini

Date: 21/10/2022

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Astoria Technologies (I) Pvt Ltd
 6-3-1191/1 to 6, 2A Unit, 2nd Floor,
 Brij Tarang Towers, Greenlands Road,
 Kundanbagh Colony, Begunpet,
 Hyderabad - 500016.
 T +91 888587172

Date: 12-1-2022

VKR VNB & AGK COLLEGE OF ENGINEERING,
 GUDIVADA,
 AP.

Offer Letter

Dear UPPALURI JAYA KRISHNA

Congratulations! Further to your application for employment with us, and the subsequent selection process, we are delighted to offer you a position **Software Trainee** with Astoria Technologies (I) Pvt Ltd.

Kindly refer below for the employment details and your roles & responsibilities of your assigned position. Letter of employment which details the scope, terms and conditions of your employment, salary breakup and other benefits will be issued to you on the day of joining.

Employment Details

Position Title	Software Trainee
Remuneration Package	2.4 lakh per Anum (Breakup given in below) <ul style="list-style-type: none"> Salary will be reviewed upon the confirmation at the end of 6 months' probation period. All other benefits are Extra
Probation Period	6 Months (4 Months - Junior Term & 2 Months - Senior Term)

Salary Breakup:

Duration		Month	Gross Pay (Monthly)	Variable Pay (Monthly)	Total Pay Rs. (Monthly)
Probation	Jr. Term	1st Month	14,000	6,000	20,000
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		3rd Month	14,000	6,000	20,000
		4th Month	14,000	6,000	20,000
	Senior Term	5th Month	16,000	4,000	20,000



Astoria Technologies (I) Pvt Ltd
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T +91 888587172

Job scope:

1. Develops and modifies code based on functional and system requirements.
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Thank you.

Yours sincerely,
For Astoria Technologies (I) Pvt Ltd,

Sreekanth Kasula
HR & Admin Manager

I acknowledge the receipt of this offer letter and will report to Astoria Technologies (I) Pvt Ltd for signing of employment letter on the scheduled date.

Acceptance Signature: UPPALURI JAYA KRISHNA

Date: 12-1-2022

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ECE



Astoria Technologies (I) Pvt Ltd
6-3-1191/1 to 6, 2A Unit, 2nd Floor,
Brij Tarang Towers, Greenlands Road,
Kundanbagh Colony, Begumpet,
Hyderabad - 500016.
T +91 888587172

Date: 12-1-2022

VKR VNB & AGK COLLEGE OF ENGINEERING,
GUDIVADA,
AP.

Offer Letter

Dear VELAMALA PAVAN KUMAR

Congratulations! Further to your application for employment with us, and the subsequent selection process, we are delighted to offer you a position Software Trainee with Astoria Technologies (I) Pvt Ltd.

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Employment Details

Position Title	Software Trainee
Remuneration Package	2.4 lakh per Anum (Breakup given in below) <ul style="list-style-type: none">Salary will be reviewed upon the confirmation at the end of 6 months' probation period.All other benefits are Extra
Probation Period	6 Months (4 Months - Junior Term & 2 Months - Senior Term)

Salary Breakup:

Duration		Month	Gross Pay (Monthly)	Variable Pay (Monthly)	Total Pay Rs. (Monthly)
Probation	Jr. Term	1st Month	14,000	6,000	20,000
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Job scope:

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Please sign and send a copy of this employment offer to us to acknowledge your acceptance. We welcome you to Astoria family and would like to take this opportunity to wish you a successful career with us.

Thank you.

Yours sincerely,
For Astoria Technologies (I) Pvt Ltd,

Sreekanth Kasula
HR & Admin Manager

I acknowledge the receipt of this offer letter and will report to Astoria Technologies (I) Pvt Ltd for signing of employment letter on the scheduled date.

Acceptance Signature: V. Pawan Kumar

Date: 12-01-2022

19 NHS A0439

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Astoria Technologies (I) Pvt Ltd
6-3-1191/1 to 6, 2A Unit, 2nd Floor,
Brij Tarang Towers, Greenlands Road,
Kundanbagh Colony, Begumpet,
Hyderabad - 500016.
T +91 888587172

Date: 12-1-2022

VKR VNB & AGK COLLEGE OF ENGINEERING,
GUDIVADA,
AP.

Offer Letter

Dear P.V.PRAVEEN KUMAR

Congratulations! Further to your application for employment with us, and the subsequent selection process, we are delighted to offer you a position **Software Trainee** with Astoria Technologies (I) Pvt Ltd.

Kindly refer below for the employment details and your roles & responsibilities of your assigned position. Letter of employment which details the scope, terms and conditions of your employment, salary breakup and other benefits will be issued to you on the day of joining.

Employment Details

Position Title	Software Trainee
Remuneration Package	2.4 lakh per Anum (Breakup given in below) <ul style="list-style-type: none"> Salary will be reviewed upon the confirmation at the end of 6 months' probation period. All other benefits are Extra
Probation Period	6 Months (4 Months - Junior Term & 2 Months - Senior Term)

Salary Breakup:

Duration		Month	Gross Pay (Monthly)	Variable Pay (Monthly)	Total Pay Rs. (Monthly)
Probation	Jr. Term	1st Month	14,000	6,000	20,000
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	Sr. Term	5th Month	16,000	4,000	20,000
		6th Month	16,000	4,000	20,000



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Job scope:

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Thank you.

Yours sincerely,
For Astoria Technologies (I) Pvt Ltd,

Sreekanth Kasula
HR & Admin Manager

I acknowledge the receipt of this offer letter and will report to Astoria Technologies (I) Pvt Ltd for signing of employment letter on the scheduled date.

Acceptance Signature: P.V. Praveen Kumar

Date: 12-1-2022

18/11/2022

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Astoria Technologies (I) Pvt Ltd
6-3-1191/1 to 6, 2A Unit, 2nd Floor,
Brij Tarang Towers, Greenlands Road,
Kundanbagh Colony, Begumpet,
Hyderabad - 500016.
T +91 888587172

Date: 12-1-2022

VKR VNB & AGK COLLEGE OF ENGINEERING,
GUDIVADA,
AP.

Offer Letter

Dear VAKA JOHN DANIEL

Congratulations! Further to your application for employment with us, and the subsequent selection process, we are delighted to offer you a position **Software Trainee** with Astoria Technologies (I) Pvt Ltd.

Kindly refer below for the employment details and your roles & responsibilities of your assigned position. Letter of employment which details the scope, terms and conditions of your employment, salary breakup and other benefits will be issued to you on the day of joining.

Employment Details

Position Title	Software Trainee
Remuneration Package	2.4 lakh per Annum (Breakup given in below) <ul style="list-style-type: none"> Salary will be reviewed upon the confirmation at the end of 6 months' probation period. All other benefits are Extra
Probation Period	6 Months (4 Months - Junior Term & 2 Months - Senior Term)

Salary Breakup:

Duration		Month	Gross Pay (Monthly)	Variable Pay (Monthly)	Total Pay Rs. (Monthly)
Probation	Jr. Term	1st Month	14,000	6,000	20,000
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		4th Month	14,000	6,000	20,000
	Sr. Term	5th Month	16,000	4,000	20,000
		6th Month	16,000	4,000	20,000
After Confirmation		7th Month onwards	20,000	-	20,000+Hike+Bonus

Note: Variable pay (Total Rs.32,000/-) will be paid in the month of your first work anniversary.



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T +91 888587172

Job scope:

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Please sign and send a copy of this employment offer to us to acknowledge your acceptance. We welcome you to Astoria family and would like to take this opportunity to wish you a successful career with us.

Thank you.

Yours sincerely,
For Astoria Technologies (I) Pvt Ltd,

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

Sreekanth Kasula
HR & Admin Manager

I acknowledge the receipt of this offer letter and will report to Astoria Technologies (I) Pvt Ltd for signing of employment letter on the scheduled date.

Acceptance Signature: *V. John Daniel*

Date:

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EEE



Astoria Technologies (I) Pvt Ltd
 6-3-1191/1 to 6, 2A Unit, 2nd Floor,
 Brij Tarang Towers, Greenlands Road,
 Kundanbagh Colony, Begumpet,
 Hyderabad - 500016.
 T +91 888587172

Date: 12-1-2022

VKR VNB & AGK COLLEGE OF ENGINEERING,
 GUDIVADA,
 AP.

Offer Letter

Dear CHALLAGULLA RAGHU VAMSI

Congratulations! Further to your application for employment with us, and the subsequent selection process, we are delighted to offer you a position **Software Trainee** with Astoria Technologies (I) Pvt Ltd.

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Employment Details

Position Title	Software Trainee
Remuneration Package	2.4 lakh per Anum (Breakup given in below) <ul style="list-style-type: none"> Salary will be reviewed upon the confirmation at the end of 6 months' probation period. All other benefits are Extra
Probation Period	6 Months (4 Months - Junior Term & 2 Months - Senior Term)

Salary Breakup:

Duration		Month	Gross Pay (Monthly)	Variable Pay (Monthly)	Total Pay Rs. (Monthly)
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	Sr. Term	5th Month	16,000	4,000	20,000
		6th Month	16,000	4,000	20,000
After Confirmation		7th Month onwards	20,000	-	20,000+Hike+Bonus

Note: Variable pay (Total Rs.32,000/-) will be paid in the month of your first work anniversary.



Astoria Technologies (I) Pvt Ltd
6-3-1191/1 to 6, 2A Unit, 2nd Floor,
Brij Tarang Towers, Greenlands Road,
Kundanbagh Colony, Beguripet,
Hyderabad - 500016.
T +91 888587172

Job scope:

1. Develops and modifies code based on functional and system requirements.
2. Works under the guidance of any senior team members for understanding the functional and system requirements.
3. Completes the assigned tasks in a given timeline and keep the mentor updated about the progress of the tasks.
4. Continuously updates the skills based on new, upcoming technologies.

You are required to submit the following for our records on the day of joining before signing the employment letter.

1. Five copies of your recent passport size photographs
2. Two copies of Aadhar Card
3. Two copies of PAN Card
4. Original Academic / Professional Certificates, with one set of photocopies of the documents for verification
5. Copy of bank account details (Passbook / Statement) for payments purpose

Please sign and send a copy of this employment offer to us to acknowledge your acceptance. We welcome you to Astoria family and would like to take this opportunity to wish you a successful career with us.

Thank you.

Yours sincerely,
For Astoria Technologies (I) Pvt Ltd,

Sreekanth Kasula
HR & Admin Manager

I acknowledge the receipt of this offer letter and will report to Astoria Technologies (I) Pvt Ltd for signing of employment letter on the scheduled date.

Acceptance Signature: CHALLAGULLA RAGHU VAMSI

Date: 12-1-2022

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VKR VNB & AGK COLLEGE OF ENGINEERING TPO <vkrt pocell@gmail.com>

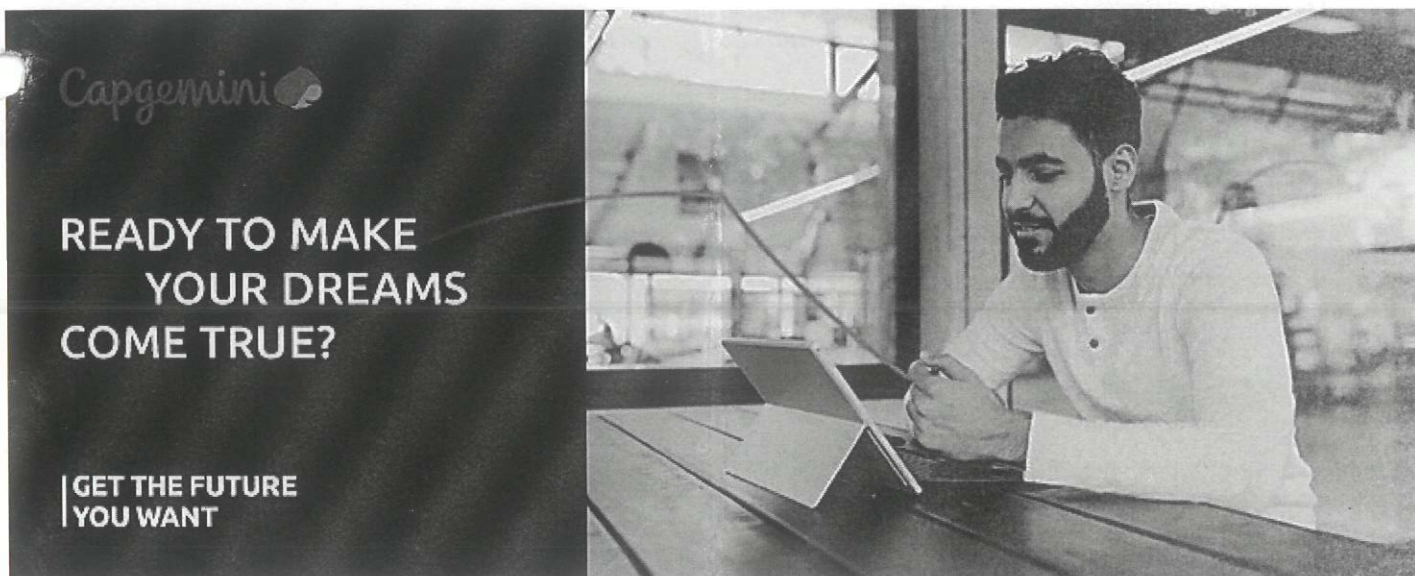
Fwd: Capgemini congratulates you on your selection and presents you our Letter Of Intent

theershika angani <theershikaangani21@gmail.com>
To: vkrt pocell@gmail.com

Thu, Jun 2, 2022 at 10:53 AM

----- Forwarded message -----

From: **Capgemini via Superset** <notifications@email.joinsuperset.com>
Date: Thu, 24 Mar, 2022, 4:29 pm
Subject: Capgemini congratulates you on your selection and presents you our Letter Of Intent
To: <theershikaangani21@gmail.com>



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We're highly- rated on Glassdoor



Capgemini Research Institute ranked #1



Our gender balance initiatives



Our global client stories

Dear Theershika Anagani,

A. Theershika 2/6/22

At Capgemini, we work with the world's leading brands to enhance and transform the way they do business. We do this with passion. And we do this by applying the human touch to business and technology. In fact, passionate people are Capgemini's ace of spades.

During our interaction with you, we found you to be equally passionate about what you do. We are pleased to announce you have successfully cleared our initial selection process and been shortlisted for a suitable position with us. This decision is purely based on your merit and performance during your interactions with us.

As the next step in taking your candidature ahead, please go to **Job Profile Tab** and complete the process of accepting the Letter of Intent.

We request you to ensure that you complete all the pre requisite information as well as update all the required documents asked during the course of this process before Mar 29, 2022 08:30 PM IST.

To ensure ease of process, please find below list of documents that would be needed to complete the process:

- Passport size photo
- SSC & HSC Certificate
- Graduation Marksheets
- Graduation Degree Certificate/Provisional Degree* (If applicable)
- Government ID Proof (Aadhar Card/ Driving License/ Passport/ Voter ID)
- Diploma Marksheets(If applicable)
- Diploma Certificate(If applicable)
- Post-graduation Marksheets* (If applicable)
- Post-graduation Certificate*(If applicable)

*Please note that if you have completed your diploma/graduation/post-graduation it is mandatory to upload all semester marksheets and degree certificate.

Note the following points while completing the process :

- Marksheets should be scanned and uploaded semester/year wise only
- Kindly ensure all documents are clearly scanned and uploaded in PDF/JPEG/JPG/PNG format only
- Maximum file size limit is 4MB
- The file nomenclature should be (FirstName LastName DocumentName)

Kindly Refer to below examples for document nomenclature:

Example 1: Rahul Singh is currently in 7th semester Engineering from ABC college. The documents Rahul would upload be as follows : Click here to see the Example

Example 2: Arnab Chakraborty is currently in 7th semester Engineering from ABC college. He has joined ABC college via Lateral entry in 2nd year having done Diploma after SSC. The documents Arnab would upload be as follows : Click here to see the Example

Example 3: Aditya Sharma is currently in 4th semester MCA from ABC college. The documents Aditya would upload be as follows : Click here to see the Example

Example 4: Tanvi Sharma has completed her Graduation from ABC college. The documents Tanvi would upload be as follows : Click here to see the Example

Do reach out to us on fresherhiring.in@capgemini.com in case of any queries.

Thank you for interviewing with Capgemini. We invite you to explore an exciting career journey with us and look forward to having you onboard soon!

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University Hiring & Relations Team

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A. Theer Shika

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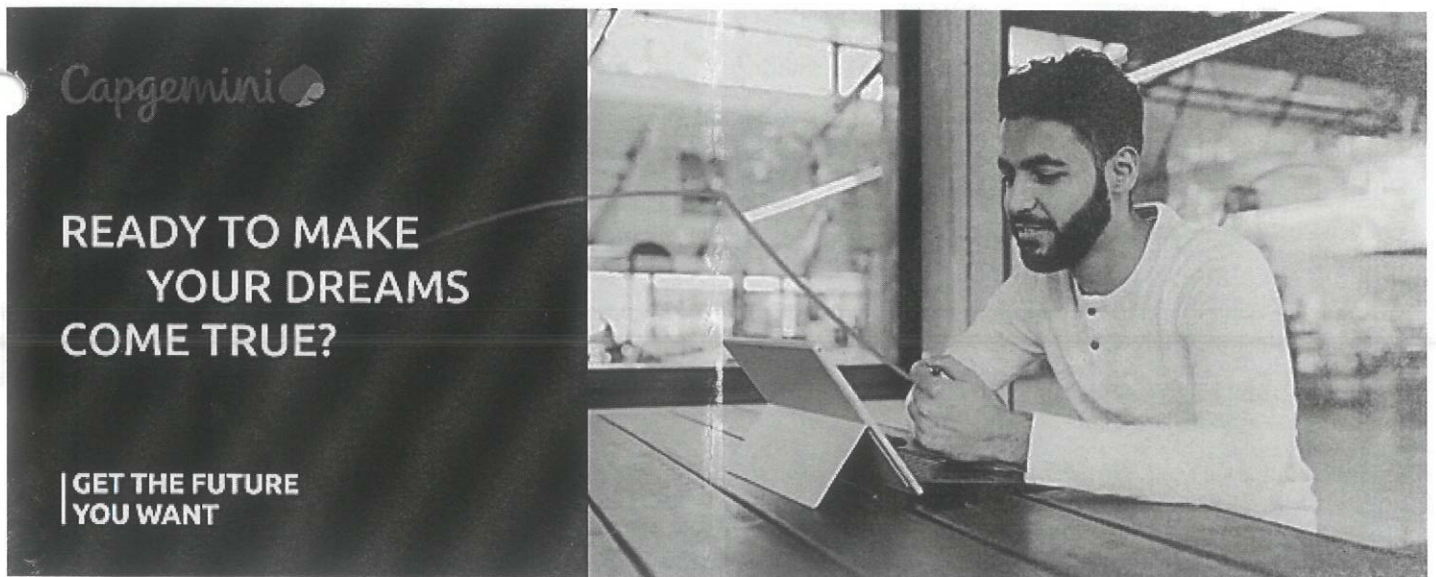
Fwd: Capgemini congratulates you on your selection and presents you our Letter Of Intent

Ayesha banu <ayeshabanu654@gmail.com>
To: vkrt pocell@gmail.com

Thu, Jun 2, 2022 at 10:55 AM

----- Forwarded message -----

From: Capgemini via Superset <notifications@email.joinsuperset.com>
Date: Thu, 24 Mar, 2022, 2:46 pm
Subject: Capgemini congratulates you on your selection and presents you our Letter Of Intent
To: <ayeshabanu654@gmail.com>



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Our gender balance initiatives



Our global client stories

Dear GODADATTI AYESHA BANU,

*P. Ayesha Banu
24/3/22*

At Capgemini, we work with the world's leading brands to enhance and transform the way they do business. We do this with passion. And we do this by applying the human touch to business and technology. In fact, passionate people are Capgemini's ace of spades.

During our interaction with you, we found you to be equally passionate about what you do. We are pleased to announce you have successfully cleared our initial selection process and been shortlisted for a suitable position with us. This decision is purely based on your merit and performance during your interactions with us.

As the next step in taking your candidature ahead, please go to **Job Profile Tab** and complete the process of accepting the Letter of Intent.

We request you to ensure that you complete all the pre requisite information as well as update all the required documents asked during the course of this process before Mar 29, 2022 11:59 PM IST.

To ensure ease of process, please find below list of documents that would be needed to complete the process:

- Passport size photo
- SSC & HSC Certificate
- Graduation Marksheets
- Graduation Degree Certificate/Provisional Degree* (If applicable)
- Government ID Proof (Aadhar Card/ Driving License/ Passport/ Voter ID)
- Diploma Marksheets(If applicable)
- Diploma Certificate(If applicable)
- Post-graduation Marksheets* (If applicable)
- Post-graduation Certificate*(If applicable)

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Example 3: Aditya Sharma is currently in 4th semester MCA from ABC college. The documents Aditya would upload be as follows : [Click here to see the Example](#)

Example 4: Tanvi Sharma has completed her Graduation from ABC college. The documents Tanvi would upload be as follows : [Click here to see the Example](#)

Do reach out to us on fresherhiring.in@capgemini.com in case of any queries.

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Gr. Ayesha Shrivastava

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VKR VNB & AGK COLLEGE OF ENGINEERING TPO <vkrt pocell@gmail.com>

Fwd: Capgemini congratulates you on your selection and presents you our Letter Of Intent

Krishnamraju Mahali423 <mahalikrishnamraju423@gmail.com>
To: vkrt pocell@gmail.com

Thu, Jun 30, 2022 at 12:16 PM

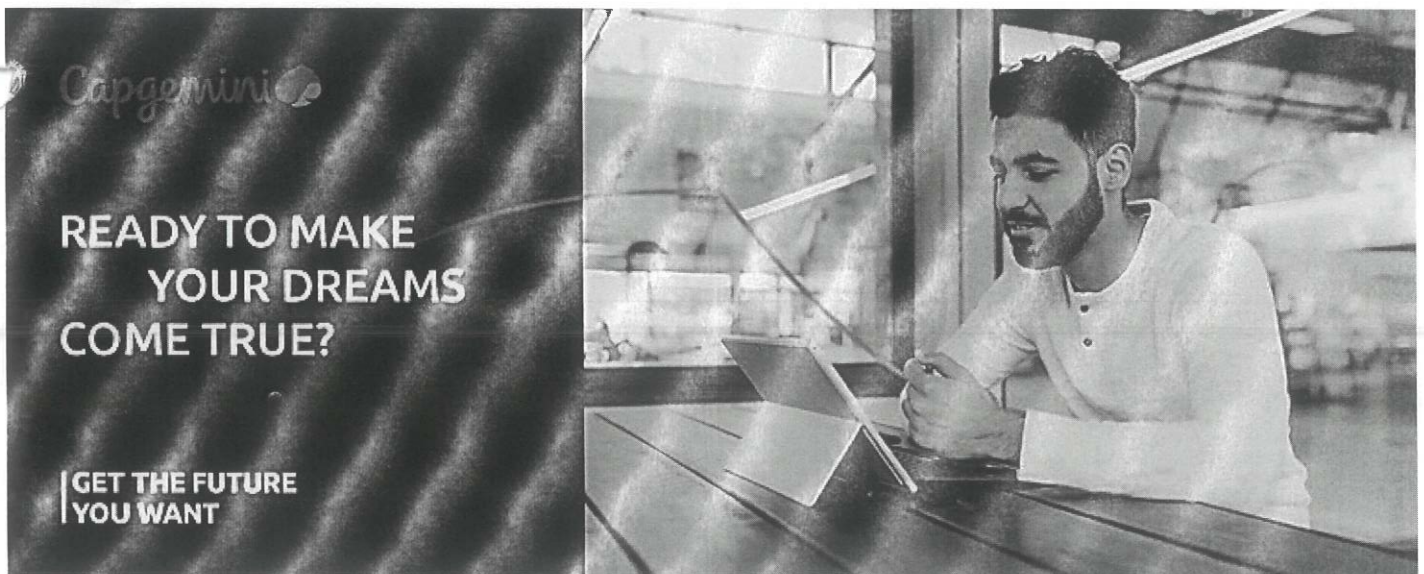
----- Forwarded message -----

From: Capgemini via Superset <notifications@email.joinsuperset.com>

Date: Mon, May 2, 2022, 6:35 PM

Subject: Capgemini congratulates you on your selection and presents you our Letter Of Intent

To: <mahalikrishnamraju423@gmail.com>



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Glassdoor



Capgemini Research
Institute ranked #1



Our gender balance
initiatives



Our global client
stories

Dear Mahali Krishnam Raju,

At Capgemini, we work with the world's leading brands to enhance and transform the way they do business. We do this with passion. And we do this by applying the human touch to business and technology. In fact, passionate people are Capgemini's ace of spades.

During our interaction with you, we found you to be equally passionate about what you do. We are pleased to announce you have successfully cleared our initial selection process and been shortlisted for a suitable position with us. This decision is purely based on your merit and performance during your interactions with us.

As the next step in taking your candidature ahead, please go to **Job Profile Tab** and complete the process of accepting the Letter of Intent.

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To ensure ease of process, please find below list of documents that would be needed to complete the process:

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- SSC & HSC Certificate
- Graduation Marksheets
- Graduation Degree Certificate/Provisional Degree* (If applicable)
- Government ID Proof (Aadhar Card/ Driving License/ Passport/ Voter ID)
- Diploma Marksheets(If applicable)
- Diploma Certificate(If applicable)
- Post-graduation Marksheets* (If applicable)
- Post-graduation Certificate*(If applicable)

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Do reach out to us on fresherhiring.in@capgemini.com in case of any queries.

Thank you for interviewing with Capgemini. We invite you to explore an exciting career journey with us and look forward to having you onboard soon!

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Mahali Krishnam Raju

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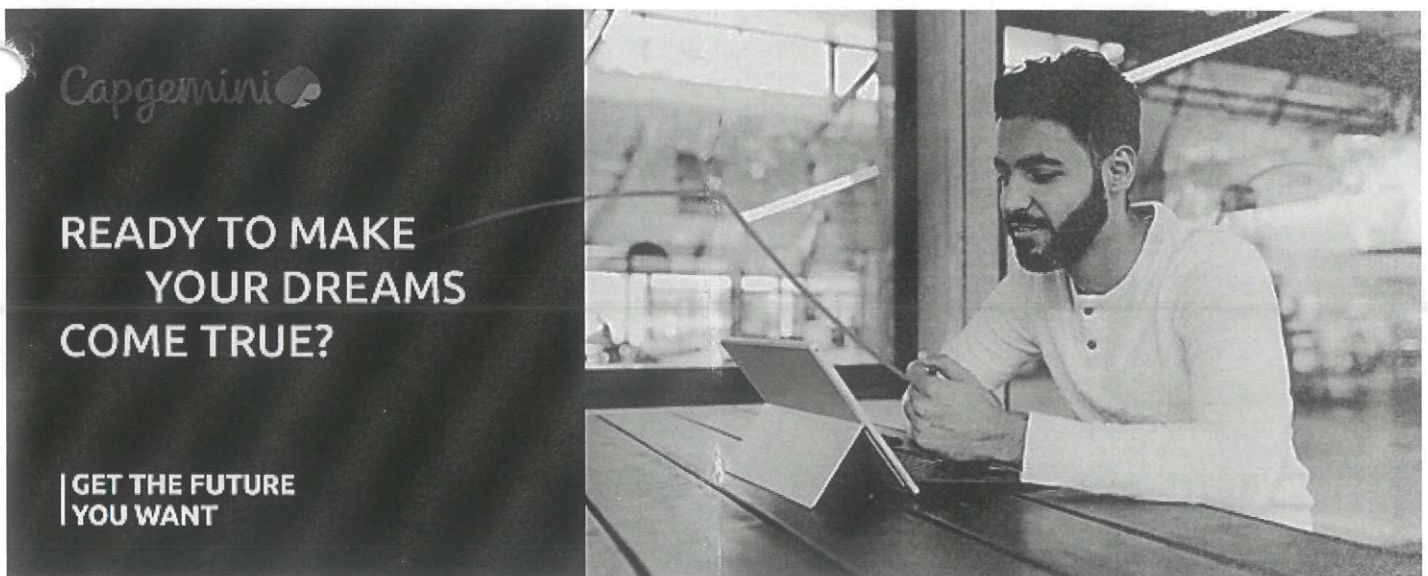
Fwd: Capgemini congratulates you on your selection and presents you our Letter Of Intent

Velagam Deepika <velagamdeepika7@gmail.com>
To: "vkrt pocell@gmail.com" <vkrt pocell@gmail.com>

Thu, Jun 2, 2022 at 10:54 AM

----- Forwarded message -----

From: **Capgemini via Superset** <notifications@email.joinsuperset.com>
Date: Thu, Mar 24, 2022, 2:46 PM
Subject: Capgemini congratulates you on your selection and presents you our Letter Of Intent
To: <velagamdeepika7@gmail.com>



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Capgemini Research Institute ranked #1



Our gender balance initiatives



Our global client stories

Dear Deepika Velagam,

At Capgemini, we work with the world's leading brands to enhance and transform the way they do business. We do this with passion. And we do this by applying the human touch to business and technology. In fact, passionate people are Capgemini's ace of spades.

During our interaction with you, we found you to be equally passionate about what you do. We are pleased to announce you have successfully cleared our initial selection process and been shortlisted for a suitable position with us. This decision is purely based on your merit and performance during your interactions with us.

As the next step in taking your candidature ahead, please go to **Job Profile Tab** and complete the process of accepting the Letter of Intent.



Capgemini Technology Services India Limited
(Formerly known as IGATE Global Solutions Limited)
IT 1, IT 2, Airoli MIDC, Thane - Belapur Road,
Navi Mumbai 400708, Maharashtra, India.
Tel: +91 22 7144 4283 | Fax: +91 22 7141 2121
www.capgemini.com/in-en

Superset ID: 1410853

Letter of Intent ("LOI")

Dear Vasanthi Mogasala,

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 the assignments and assessments. The progress made by you in this learning journey would not only help you in getting on-boarded on priority but also help you to be trained for advanced skills relevant to your career at Capgemini. We also encourage you to learn beyond the prescribed course curriculum and acquire industry recognized certifications to accelerate your career in this competitive industry.

Upon joining Capgemini,

1. You are expected to enter into an employment agreement with Capgemini which shall contain details including the scope, terms and conditions of your employment and the contractual obligation with Capgemini.
2. You will be on probation for a period of six months from your date of joining and subject to satisfactory performance your employment will be confirmed (vide written confirmation) at the end of six months.
3. During your probation you may be required to undergo classroom trainings for such duration as deemed necessary by Capgemini and your performance will be evaluated periodically during such training period

Capgemini reserves the right to decide the continuance of your further training and your employment depending on your performance in its opinion.

The terms of this Letter of Intent shall remain confidential and are not to be disclosed to any third party.

You may note that this letter should neither be construed as an offer of employment from Capgemini nor should it in any manner confirm our intent to make you an offer of employment. We may, at any time, at our discretion, revoke this Letter of Intent.

We would request you to go through the above terms, and let us know if they are acceptable to you, within seven days of the issuance of this letter.

We look forward to hearing from you. Should you have any query, please do not hesitate to contact fresherhiring.in@capgemini.com, please ensure below format of email subject -

- For queries on Letter of Intent (LOI), write to use with e-mail subject as: **Query on LOI - Superset ID 1410853**
- For queries about on-boarding process, please note the on-boarding communication will be sent once your document validation and verification process is completed. For further queries, write to use with e-mail subject as: **Query on On-Boarding - Superset ID 1410853**
- In case of any other query, write to use with e-mail subject as: **Other Queries- Superset ID 1410853**

Thanking you,

Yours Sincerely,

For & On Behalf of Capgemini

Tejinder Sethi

Head - Fresher Hiring

This is a system generated document and does not need a signature

ANNEXURE 1

Vasanthi Mogasala
Analyst and A4

Your all-inclusive annual target compensation (on a cost to company basis) will be **INR 4,00,000/- (Rupees Four Lakh only)**. On completion of 1 year of service from your date of joining, you will receive fixed one-time incentive of **INR 25,000/- (Rupees Twenty Five Thousand only)**. Based on your Date of Joining, your compensation shall be paid monthly. The company shall deduct tax at source at the time of making payment.

For & On Behalf of Capgemini

Tejinder Sethi
Head - Fresher Hiring

This is a system generated document and does not need a signature

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

vasanthi mogasala.



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Dravin Engineering Private Limited
(Formerly Deepsea Technologies (India) Pvt Ltd),
#503 & #504, Oasis Center, 6-3-1112,
Begumpet HYDERABAD, 500 016,
TELANGANA, INDIA
www.deepsea-tech.com;
+91 40 4346 1525

To: Durga Bhanu Katakamsetti ,
Mobile: +91 95813 83249,
E Mail: macharlaavinath27@gmail.com

Date: 24-June-2022

Ref: DTIPL\22\HR-007

Dear Mr. Durga Bhanu Katakamsetti ,

Sub: Offer of Employment

We are pleased to make you an offer of employment as "Graduate Designer Trainee (GDT)" at Dravin Engineering Private Limited. Your appointment with us will be subject to your successful completion of Graduation and your Medical Fitness at the time of reporting to our office.

On the date of joining, please bring the following documents in original as well as photocopies.

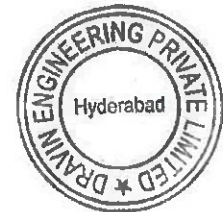
1. Proof of Date of Birth (Aadhar)
2. Certificates and Mark sheets of Class X, XII, Graduation (all semesters), Post-Graduation (all semesters) as applicable
3. Passport size photographs (2 off), Stamp size Photos (2 off)
4. Passport
5. Internship / Training certificates
6. Medical fitness certificate and related test reports

In case you have any doubt, you may contact the undersigned for clarifications.

Welcome to **Dravin** family.

For Dravin Engineering Private Limited

Suhas Gadgoli
General Manager - Engineering





Offer Letter – Durga Bhanu Katakamsetti ; Ref: DTIPL\22\HR-007

1. Designation/Role:

With reference to your application and subsequent interviews you had with us, we have pleasure in offering you a full-time employment as “**Graduate Designer Trainee (GDT)**” in our Organization.

Your services are however liable to be available to this company or associate companies / reorganized units depending on the requirements from time to time. Any change in position from one business entity to another will not be deemed as a break in service. Your designation is merely indicative of the responsibilities, which you are currently required to carry out. The company may require you, at any time, to perform any other administrative, managerial, supervisory or other functions and you will be bound to carry out such functions / responsibilities. They will constitute a part of your job.

We expect you to work with high standard of initiative, efficiency and economy.

2. Remuneration:

Your yearly remuneration package is as follows:

Total CTC (Cost to Company): INR 3,00,000 (Three Lakh Rupees) per annum

Gross Fixed Salary: INR 2,65,200 (Two Lakh Sixty Five Thousand Two Hundred Rupees) per annum

Indicative breakup of your salary is as shown in next page

Total CTC will have all other deductions including Employer’s part of PF, Health, Gratuity and other insurance premiums as applicable from time to time.

Annual Benefits (part of CTC):

Following are the annual benefits provided to the associate. These are **included** in your CTC.

1. Leave Travel Allowance of 25,000 per annum on completion of one year of service. This will be allocated from Special Allowance.
2. Medical insurance for Self, Spouse and 2 kids. The insurance will be for INR 200,000/- family floater policy. Insurance premium is taken from Total CTC.

Please note that all matters pertaining to salary are confidential and should not be discussed with any other employee of this organization.

	Salary per Month	Salary per Year	Notes
Earnings			
Basic	9,000.00	1,08,000.00	
HRA	3,600.00	43,200.00	
Conveyance	3,000.00	36,000.00	
Special Allowance	6,500.00	78,000.00	
Monthly Gross	22,100.00	2,65,200.00	

	Salary per Month	Salary per Year	Notes
Deductions			
PF Contribution	1,800.00	21,600.00	
Professional Tax	200.00	2,400.00	
Income Tax	0.00	0.00	Considering Current Salary
Net Salary	20,100.00	2,41,200.00	

Other Components of CTC			
Employer's part PF	1,800	21,600	@ 5% of Basic per month; Max 1800
Health Insurance Premium	667	8,000	Approximate Value
Gratuity @ 5%	450	5,400	This is payable only if employee works with Organization for min 5 years

Total of Other Components	2,917	35,000	
Total CTC (INR)	25,017	3,00,200	

3. Reporting:

You will report to 'Lead Designer'.

4. Location:

You will be based at Hyderabad. Your place of work in Hyderabad will be primarily at our office in Begumpet. However, depending upon the business plans of the company/group, you may be relocated as and when needed. Your work schedule will be 5 days a week from 8.30AM to 5.30 PM or 9AM to 6PM. In future, based on requirement you may also be asked to work in shifts (6 AM – 3 PM OR 2PM – 11PM)

5. Annual Review:

Your salary will be reviewed annually based on your performance and the company's performance. Minimum six months of service in Company is required to be considered for annual appraisal

6. Restriction on other business or employment and confidentiality:

Please refer Annexure A for the terms

7. Medical Fitness:

The company shall be entitled to send you for a medical examination at any time during your employment to assess your medical fitness for your job.

8. Intellectual Property Rights:

All intellectual property rights including copyrights, patents, trademarks, industrial designs, any invention, software, product created or developed during the period of employment will stand vested in the company. You will assign without any compensation, to the company, all rights, titles and interest in the invention or improvement that you may make solely or jointly, in future during your employment relating to the products/services marketed, developed and you will perform all acts, execute such documents to secure to the company patent or other intellectual property rights protection and any or all rights relating to invention or improvements.

9. Probation:

You will be on Probation for a period of 6 months. During this period, Company will be at liberty to terminate this appointment at one months' notice if your performance is not up to the mark. Based on your performance, your role will be confirmed after probation period.

10. Notice Period:

After confirmation, either party may thereafter terminate this contract by giving to the other, 2 months' notice in writing. In case company decides to terminate this contract for any reason, company can shorten this period by paying the associate his/her basic pay for the number of days being cut short, if contract termination is not for disciplinary action.

If Employee decides to terminate the contract before a period of 3 years from the date of joining, then he /she shall be liable to pay compensation to COMPANY per Clause 11 below and Annexure B.

11. Employment Contract:

As informed to you during selection process, you will have to execute a Bond with COMPANY to serve for a minimum period of 3 years. If you do not agree to execute this Bond, this Job Offer stands cancelled automatically. The Bond amount will be INR 75,000.

12. Consequences of Incorrect Information:

This offer of employment is made based and relying upon the data, information furnished by you in your resume or other documents furnished by you including educational qualifications/marks sheets, experience certificates / employment proofs and last drawn salary proofs. If at any time it is found that any information furnished by you is false or inaccurate or incorrect, the company shall have the right to terminate your services at that ground alone without notice or compensation or salary in lieu of notice. Furnishing false/inaccurate/incorrect information will be construed to be a breach of trust and good faith and could lead to disciplinary action in the discretion of the management.

13. Leave Policy:

In respect of each year of employment, you shall be entitled to take 21 days as Privilege leave on full pay. It may be noted that the leaves are prorated for each month and get credited to your leave account after completion of each month of your service in the Organization.

Female candidates can avail maternity leave benefit. 12 Weeks of paid leave is provided as a maternity benefit and the associate is free to choose the period with respect to the planned

delivery date of the child. Associate must discuss with immediate supervisor and obtain approval at least 4 weeks before commencing the leave.

14. Service Rules:

You will be governed by and shall confirm to the service rules of the company as prescribed from time to time.

15. Joining Date:

You will join us on or before **01st Aug 2022** unless there is a written confirmation from us providing a later date of joining.

16. Acceptance:

Your formal acceptance of the terms and conditions should be confirmed by countersigning and returning the enclosed copy of this letter.

We hope that our offer is in line with the discussions. We have pleasure in welcoming you and trust you will have happy and mutually beneficial years of service with Dravin Engineering Private Limited.

Yours Truly,

For Dravin Engineering Private Limited



Suhas Gadgoli
General Manager - Engineering

Offer Acceptance

I accept the offer of appointment on the above said terms and conditions and I will join the office on After Final Exams 2022.

(Mr. Durga Bhanu Katakamsetti)

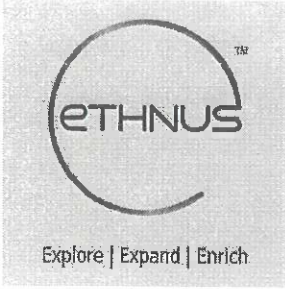
Note: Please bring hardcopy of this letter on your date of joining with your signatures at appropriate places.

~~Mr.~~ Durga Bhanu Katakamsetti.

20NH1E0002

MBA

**PRIVATE &
CONFIDENTIAL**



ETHNUS CONSULTANCY SERVICES PRIVATE LIMITED

No.151/17/1, SST Chambers, Second Floor, 36th Cross Road, Jayanagar 5th Block, Bengaluru
560041, India. | reachus@ethnus.com | www.ethnus.com

CIN: U80212KA2010PTC054851

24/01/2022

Dear **BOYINA JAGADEESH**

Subject: Offer of Employment with Ethnus.

Congratulations!

We are pleased to inform you that, you have been selected for the post of **CAREER DEVELOPMENT COACH - IT** in the **Training Delivery** department at Ethnus Consultancy Services Private Limited.

At the outset, we wish to release this offer subject to the below terms and conditions;

- Your Total Cost to the Company (CTC) offered will be ₹2,04,000.00 per annum (Rupees Two Lakh Four Thousand Only) of which ₹2,04,000.00 per annum is fixed CTC and ₹0.00 per annum is the variable CTC, subject to statutory deductions.
- Upon successfully completing your probationary period, you shall be eligible for a fixed CTC of ₹2,40,000.00 per annum (Rupees Two Lakh Forty Thousand Only), subject to a performance review by your reporting manager, subject to statutory deductions.
- You will be entitled to a one-time bonus of ₹12,000.00 (Rupees Twelve Thousand Only) upon successfully completing one year tenure from the Date of Joining.
- The break-up of the CTC is given in Annexure-01

A detailed letter of employment will be given to you, at the time of onboarding.

The confirmation of your employment with Ethnus is subject to your antecedents being verified as correct and your performance during the probation period of 4 months.

The below-mentioned documents need to be mandatorily shared on 05/06/2023

- PAN Card - Scanned Copy
- Aadhaar Card - Scanned Copy
- Cancelled Cheque Leaf or Bank Statement - Scanned Copy

Kindly keep ready the below tools at the time of joining and onboarding:

- Laptop
- Smartphone
- Good internet connectivity (If onboarding remotely)

We look forward to your joining Ethnus. We hope this association will be long-lasting and mutually beneficial. Best

Wishes

Talent Acquisition Team

Ethnus Consultancy Services Private Limited

Bengaluru

**ANNEXURE -
01**

Annual CTC (INR)	₹2,04,000.00	
Component Category	Per Annum	Per Month
Basic salary	₹81,600.00	₹6,800.00
House Rent Allowance (HRA)	₹40,800.00	₹3,400.00
Conveyance allowance	₹19,200.00	₹1,600.00
Medical allowance	₹15,000.00	₹1,250.00
Special allowance	₹37,231.92	₹3,103.00
Employer's Contribution to PF	₹10,168.08	₹847.00
Fixed CTC	₹2,04,000.00	₹17,000.00
Variable Components		
Performance Incentive (Payable Quarterly)	₹0.00	₹0.00

Note:

- Net take home will be subject to statutory deductions and other deductions as per company policy.
- Any other statutory contributions and deductions not mentioned above will be made as and when applicable as per the applicable laws. E.g.: Tax Deduction at Source (TDS), Professional Tax (PT).

BOYINA JAGADEESH

20NH160007
MBA

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Explore | Expand | Enrich

ETHNUS CONSULTANCY SERVICES PRIVATE LIMITED

No.151/17/1, SST Chambers, Second Floor, 36th Cross Road, Jayanagar 5th Block, Bengaluru
560041, India. | reachus@ethnus.com | www.ethnus.com

CIN: U80212KA2010PTC054851

24/01/2022

Dear ELURI NAGA LAKSHMI

Subject: Offer of Employment with Ethnus.

Congratulations!

We are pleased to inform you that, you have been selected for the post of **CAREER DEVELOPMENT COACH - IT** in the **Training Delivery** department at Ethnus Consultancy Services Private Limited.

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- You will be entitled to a one-time bonus of ₹12,000.00 (Rupees Twelve Thousand Only) upon successfully completing one year tenure from the Date of Joining.
- The break-up of the CTC is given in Annexure-01

A detailed letter of employment will be given to you, at the time of onboarding.

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Wishes


Talent Acquisition Team

Ethnus Consultancy Services Private Limited

Bengaluru

**ANNEXURE -
01**

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Variable Components		
Performance Incentive (Payable Quarterly)	₹0.00	₹0.00

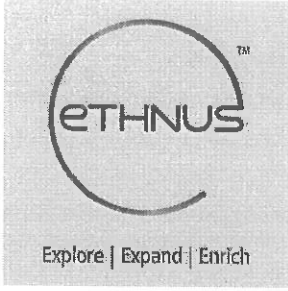
Note:

- Net take home will be subject to statutory deductions and other deductions as per company policy.
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ELURI Naga Lakshmi

20NH1E0011
MBA

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560041. India. | reachus@ethnus.com | www.ethnus.com

CIN: U80212KA2010PTC054851

24/01/2022

Dear GORIGE SAVITRI

Subject: Offer of Employment with Ethnus.

Congratulations!

We are pleased to inform you that, you have been selected for the post of **CAREER DEVELOPMENT COACH - IT** in the **Training Delivery** department at Ethnus Consultancy Services Private Limited.

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- The break-up of the CTC is given in Annexure-01

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Wishes


Talent Acquisition Team

Ethnus Consultancy Services Private Limited

Bengaluru

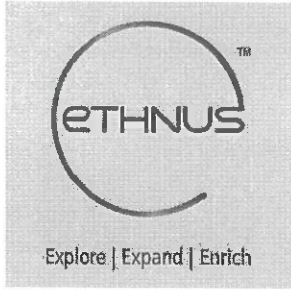
**ANNEXURE -
01**

Annual CTC (INR)	₹2,04,000.00	
Component Category	Per Annum	Per Month
Basic salary	₹81,600.00	₹6,800.00
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Employer's Contribution to PF	₹10,168.08	₹847.00
Fixed CTC	₹2,04,000.00	₹17,000.00
Variable Components		
Performance Incentive (Payable Quarterly)	₹0.00	₹0.00

Note:

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Ar. Saurthi



20NH1E0016
MBA

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ETHNUS CONSULTANCY SERVICES PRIVATE LIMITED

No.151/17/1, SST Chambers, Second Floor, 36th Cross Road, Jayanagar 5th Block, Bengaluru
560041. India. | reachus@ethnus.com | www.ethnus.com

CIN: U80212KA2010PTC054851

24/01/2022

Dear GUNIPUDI SUPRIYA

Subject: Offer of Employment with Ethnus.

Congratulations!

We are pleased to inform you that, you have been selected for the post of **CAREER DEVELOPMENT COACH - IT** in the **Training Delivery** department at Ethnus Consultancy Services Private Limited.

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- The break-up of the CTC is given in Annexure-01

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- Good internet connectivity (If onboarding remotely)

We look forward to your joining Ethnus. We hope this association will be long-lasting and mutually beneficial. Best

Wishes

Talent Acquisition Team

Ethnus Consultancy Services Private Limited

Bengaluru

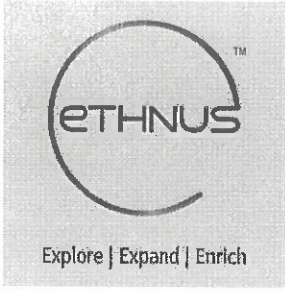
**ANNEXURE -
01**

Annual CTC (INR)	₹2,04,000.00	
Component Category	Per Annum	Per Month
Basic salary	₹81,600.00	₹6,800.00
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Employer's Contribution to PF	₹10,168.08	₹847.00
Fixed CTC	₹2,04,000.00	₹17,000.00
Variable Components		
Performance Incentive (Payable Quarterly)	₹0.00	₹0.00

Note:

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*G. Supriya
24/1/2022*

**ETHNUS CONSULTANCY SERVICES PRIVATE LIMITED**No.151/17/1, SST Chambers, Second Floor, 36th Cross Road, Jayanagar 5th Block, Bengaluru
560041, India. | reachus@ethnus.com | www.ethnus.com

CIN: U80212KA2010PTC054851

24/01/2022

Dear KAPPA PAVAN KUMAR

Subject: Offer of Employment with Ethnus.

Congratulations!

We are pleased to inform you that, you have been selected for the post of **CAREER DEVELOPMENT COACH - IT** in the **Training Delivery** department at Ethnus Consultancy Services Private Limited.

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- You will be entitled to a one-time bonus of ₹12,000.00 (Rupees Twelve Thousand Only) upon successfully completing one year tenure from the Date of Joining.
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- Good internet connectivity (If onboarding remotely)

We look forward to your joining Ethnus. We hope this association will be long-lasting and mutually beneficial. Best

Wishes

Talent Acquisition Team

Ethnus Consultancy Services Private Limited

Bengaluru

**ANNEXURE -
01**

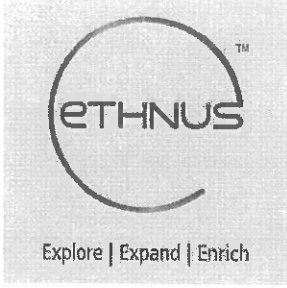
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Variable Components		
Performance Incentive (Payable Quarterly)	₹0.00	₹0.00

Note:

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K. PAVAN KUMAR .

24/01/2022



ETHNUS CONSULTANCY SERVICES PRIVATE LIMITED

No.151/17/1, SST Chambers, Second Floor, 36th Cross Road, Jayanagar 5th Block, Bengaluru
560041. India. | reachus@ethnus.com | www.ethnus.com

CIN: U80212KA2010PTC054851

24/01/2022

Dear NEMALAPURI VIKASH KUMAR

Subject: Offer of Employment with Ethnus.

Congratulations!

We are pleased to inform you that, you have been selected for the post of **CAREER DEVELOPMENT COACH** in the **Training Delivery** department at Ethnus Consultancy Services Private Limited.

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We look forward to your joining Ethnus. We hope this association will be long-lasting and mutually beneficial. Best

Wishes

Talent Acquisition Team

Ethnus Consultancy Services Private Limited

Bengaluru

**ANNEXURE -
01**

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Variable Components		
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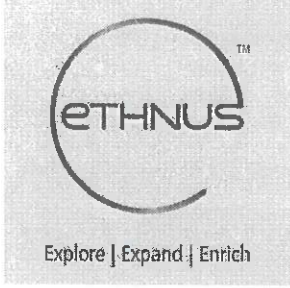
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NEMALAPURI VIKASH KUMAR

24-1-2022

20NH1E0038
MBA

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ETHNUS CONSULTANCY SERVICES PRIVATE LIMITED

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560041. India. | reachus@ethnus.com | www.ethnus.com

CIN: U80212KA2010PTC054851

24/01/2022

Dear SUDHA KOMALI

Subject: Offer of Employment with Ethnus.

Congratulations!

We are pleased to inform you that, you have been selected for the post of **CAREER DEVELOPMENT COACH** in the Training Delivery department at Ethnus Consultancy Services Private Limited.

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Wishes

Talent Acquisition Team

Ethnus Consultancy Services Private Limited

Bengaluru

**ANNEXURE -
01**

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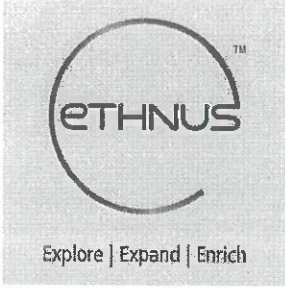
SUDHA KOMALI

24/01/2022

20111E0046

MBA

**PRIVATE &
CONFIDENTIAL**



ETHNUS CONSULTANCY SERVICES PRIVATE LIMITED

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560041. India. | reachus@ethnus.com | www.ethnus.com

CIN: U80212KA2010PTC054851

78

24/01/2022

Dear NADAKUDURU RAVI TEJA

Subject: Offer of Employment with Ethnus.

Congratulations!

We are pleased to inform you that, you have been selected for the post of **CAREER DEVELOPMENT COACH** in the Training Delivery department at Ethnus Consultancy Services Private Limited.

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Wishes

Talent Acquisition Team

Ethnus Consultancy Services Private Limited

Bengaluru

**ANNEXURE -
01**

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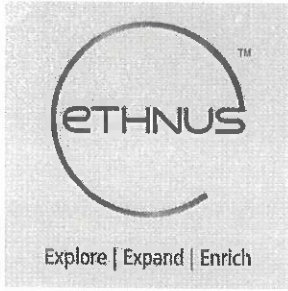
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MADAKUDURU RAVI TEJA

24-1-2022

20 NHIE0047
MBA

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CONFIDENTIAL**



ETHNUS CONSULTANCY SERVICES PRIVATE LIMITED

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560041. India. | reachus@ethnus.com | www.ethnus.com

CIN: U80212KA2010PTC054851

24/01/2022

Dear **BANDI ASHOK KUMAR**

Subject: Offer of Employment with Ethnus.

Congratulations!

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At the outset, we wish to release this offer subject to the below terms and conditions;

- Your Total Cost to the Company (CTC) offered will be ₹2,04,000.00 per annum (Rupees Two Lakh Four Thousand Only) of which ₹2,04,000.00 per annum is fixed CTC and ₹0.00 per annum is the variable CTC, subject to statutory deductions.
- Upon successfully completing your probationary period, you shall be eligible for a fixed CTC of ₹2,40,000.00 per annum (Rupees Two Lakh Forty Thousand Only), subject to a performance review by your reporting manager, subject to statutory deductions.
- You will be entitled to a one-time bonus of ₹12,000.00 (Rupees Twelve Thousand Only) upon successfully completing one year tenure from the Date of Joining.
- The break-up of the CTC is given in Annexure-01

A detailed letter of employment will be given to you, at the time of onboarding.

The confirmation of your employment with Ethnus is subject to your antecedents being verified as correct and your performance during the probation period of 4 months.

The below-mentioned documents need to be mandatorily shared on 05/06/2023

- PAN Card - Scanned Copy
- Aadhaar Card - Scanned Copy
- Cancelled Cheque Leaf or Bank Statement - Scanned Copy

Kindly keep ready the below tools at the time of joining and onboarding:

- Laptop
- Smartphone
- Good internet connectivity (If onboarding remotely)

We look forward to your joining Ethnus. We hope this association will be long-lasting and mutually beneficial. Best

Wishes

Talent Acquisition Team

Ethnus Consultancy Services Private Limited

Bengaluru

**ANNEXURE -
01**

Annual CTC (INR)	₹2,04,000.00	
Component Category	Per Annum	Per Month
Basic salary	₹81,600.00	₹6,800.00
House Rent Allowance (HRA)	₹40,800.00	₹3,400.00
Conveyance allowance	₹19,200.00	₹1,600.00
Medical allowance	₹15,000.00	₹1,250.00
Special allowance	₹37,231.92	₹3,103.00
Employer's Contribution to PF	₹10,168.08	₹847.00
Fixed CTC	₹2,04,000.00	₹17,000.00
Variable Components		
Performance Incentive (Payable Quarterly)	₹0.00	₹0.00

Note:

- Net take home will be subject to statutory deductions and other deductions as per company policy.
- Any other statutory contributions and deductions not mentioned above will be made as and when applicable as per the applicable laws. E.g.: Tax Deduction at Source (TDS), Professional Tax (PT).

BANDI ASHOK KUMAR
24/01/2022



DATE: 10-2-2022

Dear BHAVIRI NAGA DINE

Further to our interactions with you, we are pleased to offer you a position at **FACE Prep** (a unit of Focus 4D Career Education Private Limited known as FACE) as **Associate Trainer** in our **Skill Development Division**.

1. You will be governed by Terms & Conditions of employment and company policies of FACE Prep.
2. You will report to **Mr. Prasad C (Training Manager)** or anyone whom he may depute.
3. Your base location will be **Hyderabad**.
4. You will join us for an **Initial Learning Training Program (ILTP)** from your date of joining until your academic commitments are completed successfully. During this period you will be paid a stipend of **Rs.8,000/ (fixed) plus Rs.2,000 (performance linked pay)**- in addition, you will be provided with work from home allowance of **Rs. 1,500/-** and rent allowance of **Rs. 4,000/-**
5. On successful completion of your academic commitments, your three month probation will begin. The probation period may be shortened based on your performance in the ILTP phase.
6. On successful completion of your probation, your CTC will be revised to **Rs. 3,13,219/-** In addition all expenses incurred for official purposes such as travel, food, accommodation etc will be reimbursed as per the company policy. The breakup of the same is provided in Annexure I.
7. Your notice period during ILTP & probation period is 15 days. Upon successful completion of probation, a notice period of 90 days will be effective by either party. Should the management feel that your performance during your employment is not satisfactory; the same may be terminated with immediate effect.
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4	Conveyance Allowance	19,200
5	Provident Fund (Employer Contribution)	21,600
6	Special Allowance	55,085
	Total Fixed Pay	2,52,012
7	Gratuity	4,846
	Total Retirement Benefits	4,846
8	Medical Insurance Premium	1,783
9	Accidental Insurance Premium	590
	Total Other Benefits	2,373
10	Performance Linked Pay	35,988
11	Other Allowances	18,000
	Total Variable Pay	53,988
	Total Cost to Company	3,13,219

Note:

1. *Performance Linked Pay (PLP) (Monthly / Quarterly)

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2. Indicative Value and Actual Payout Value

-The PLP or ARB mentioned in your Compensation Structure is an Indicative Value and refers to the maximum eligible PLP or ARB that you are entitled for.

-The Actual Payout Value depends on various factors including your individual performance, your team/unit performance and the overall company performance.

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- All associates will be covered under the company group accidental insurance policies for Life Cover (Rs.10,00,000)
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2. Employees will be eligible for gratuity as per the Gratuity Act 1972 which mandates that an employee has to serve minimum of 5 years to be eligible for the same.

Thank you
Yours sincerely

For Focus 4 – D Career Education Pvt Ltd.



Arumugam N Vadivelu
HR Business Partner

B. NAGA DINE

20NH E0005
MBA



5

DATE: 10-2-2022

Dear CHINTAPALLI PAVANI

Further to our interactions with you, we are pleased to offer you a position at **FACE Prep** (a unit of Focus 4D Career Education Private Limited known as FACE) as **Associate Trainer** in our **Skill Development Division**.

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Thank you
Yours sincerely

For Focus 4 – D Career Education Pvt Ltd.

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Arumugam N Vadivelu
HR Business Partner

C. Parvathi

DATE: 10-2-2022

Dear GANUGULA AKSHAY NAGA SAMPATH

Further to our interactions with you, we are pleased to offer you a position at **FACE Prep** (a unit of Focus 4D Career Education Private Limited known as FACE) as **Associate Trainer** in our **Skill Development Division**.

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Thank you
Yours sincerely

For Focus 4 – D Career Education Pvt Ltd.

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Arumugam N Vadivelu
HR Business Partner

G. Akshay Naga sampath
10/2/22



DATE: 10-2-2022

Dear GUNDU VEERA DURGA

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Yours sincerely

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Arumugam N Vadivelu
HR Business Partner

G. Veda Subha

10-2-2022

DATE: 10-2-2022

Dear KARRA VINOD

Further to our interactions with you, we are pleased to offer you a position at **FACE Prep** (a unit of Focus 4D Career Education Private Limited known as FACE) as **Associate Trainer in our Skill Development Division**.

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For Focus 4 – D Career Education Pvt Ltd.

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Arumugam N Vadivelu

HR Business Partner

Karrra. Vinod
10/2/22

DATE: 10-2-2022

Dear KUNAPUREDDY BHAVANA

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Arumugam N Vadivelu
HR Business Partner

K. Bhavana

10/2/2022

DATE: 10-2-2022

Dear PURAMA MOUNIKA

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2. You will report to **Mr. Prasad C (Training Manager)** or anyone whom he may depute.
3. Your base location will be **Hyderabad**.
4. You will join us for an **Initial Learning Training Program (ILTP)** from your date of joining until your academic commitments are completed successfully. During this period you will be paid a stipend of **Rs.8,000/ (fixed) plus Rs.2,000 (performance linked pay)**- In addition, you will be provided with work from home allowance of **Rs. 1,500/-** and rent allowance of **Rs. 4,000/-**
5. On successful completion of your academic commitments, your three month probation will begin. The probation period may be shortened based on your performance in the ILTP phase.
6. On successful completion of your probation, your CTC will be revised to **Rs. 3,13,219/-** In addition all expenses incurred for official purposes such as travel, food, accommodation etc will be reimbursed as per the company policy. The breakup of the same is provided in Annexure I.
7. Your notice period during ILTP & probation period is 15 days. Upon successful completion of probation, a notice period of 90 days will be effective by either party. Should the management feel that your performance during your employment is not satisfactory; the same may be terminated with immediate effect.
8. Your work timings will be a pre-agreed time slot of 8.5 hours in duration per day. In case if you are required to work on a holiday due to business requirements, you will be entitled for a compensatory off.
9. You will not be eligible for any earned leaves during your probation period and upon successful completion of your probation you will be eligible for 2.5 days earned leave (EL) per month as per the EL policy. You will also be eligible for 14 holidays as per the policy which will be prorated as per your date of joining.
10. You will have to use your own laptop and the internet connection.
11. This letter is a communication of an employment offer and is not a letter of appointment. Your letter of appointment will be issued after your joining. You are required to submit signed copy of this letter on date of joining. Non-submission of the same will be treated as non-acceptance of this offer.

Annexure I: Annual Compensation Break up		
	Position & Department	Associate Trainer
#	Compensation Head	Annual (in INR)
1	Basic Pay	1,00,805
2	House Rent Allowance	40,322
3	Medical Allowance	15,000
4	Conveyance Allowance	19,200
5	Provident Fund (Employer Contribution)	21,600
6	Special Allowance	55,085
	Total Fixed Pay	2,52,012
7	Gratuity	4,846
	Total Retirement Benefits	4,846
8	Medical Insurance Premium	1,783
9	Accidental Insurance Premium	590
	Total Other Benefits	2,373
10	Performance Linked Pay	35,988
11	Other Allowances	18,000
	Total Variable Pay	53,988
	Total Cost to Company	3,13,219

Note:

1. *Performance Linked Pay (PLP) (Monthly / Quarterly)

- Performance Linked Pay will be paid out Monthly / Quarterly.

- Any Associate who has worked till the last working day of the period in consideration will receive this payout irrespective of the resignation date or last working date.

- For Sales Associates who have a target-based PLP (Monthly / Quarterly), the same will be paid out based on target achievement as on the Last Working Date of the Associate (The Payout will happen irrespective of the resignation date or last working date).

2. Indicative Value and Actual Payout Value

-The PLP or ARB mentioned in your Compensation Structure is an Indicative Value and refers to the maximum eligible PLP or ARB that you are entitled for.

-The Actual Payout Value depends on various factors including your individual performance, your team/unit performance and the overall company performance.

1. Insurance Details

- All associates will be covered under the company group accidental insurance policies for Life Cover (Rs.10,00,000)
- Full time associates will be eligible Medical Cover (Rs.1,00,000 per annum).
- The premium details are mentioned above

2. Employees will be eligible for gratuity as per the Gratuity Act 1972 which mandates that an employee has to serve minimum of 5 years to be eligible for the same.

Thank you
Yours sincerely

For Focus 4 – D Career Education Pvt Ltd.

A handwritten signature in black ink, appearing to read 'Arumugam N Vadivelu', written over a greyed-out printed signature.

Arumugam N Vadivelu
HR Business Partner

P. MOONKA

10-2-2022

MUKKAMALA LIKHITA

18 NH1A0529

CSE.

87



Ref: TCSL/DT20218067036/1645968/Hyderabad

Date: 03 January 2023

MS. LIKHITA MUKKAMALA
2-53 Thummalapalli,
Near Post Office, Vijayawada,
Andhra Pradesh-521321.

Sub: Joining Letter

Ms. Likhita Mukkamala,

We would like to take this opportunity to extend you a very warm welcome to TATA Consultancy Services Limited (TCSL) family.

We are pleased to inform you that your joining date at TCSL will be **23rd January 2023**, your joining location is **Mumbai** and work location is **Mumbai**. This has been provided considering your preference and business requirements.

TCS Onboarding Team will reach out to you over email in the next few days to guide you further on the onboarding process and steps to be taken to prepare yourself for onboarding.

Congratulations on completing the first phase of your learning through TCS Xplore Program. We appreciate your passion towards learning which has helped you to perform well. You are now set to experience learning through our coveted TCS Xperience Program.



We look forward to you joining us on an enriching career with TCSL. Together, let us take this organization to greater heights!

Gear up to experience the future!!

Warm regards,

Janardhan S
Global Head - Talent Development
TCS Human Resources



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

M. Lakshmi

RAJULAPATI BHAGYA SREE

18NH1A0551

CSE.

88



HCL || Final Confirmation|| 2022

1 message

Preeti Sharma <preeti.sh@hcl.com>

Thu, 24 Feb, 2022 at 4:03 pm

To: rajulapatibhagi318@gmail.com <rajulapatibhagi318@gmail.com>

Cc: Ashish Bhalla <ashish.bhalla@hcl.com>, Garima Chawla <garima.chawla@hcl.com>

Classification: **Public**

Dear BHAGYA SREE,

Thank you for participating in test and interviews on that mentioned schedule.

We are glad to confirm that you have been selected for the opportunity with HCL.

Our onboarding team will reach out to you once we start onboarding.

Important Points:

1. CTC offered : INR 3.65 LPA
2. Selected Candidates should be willing to work on any assignment assigned by HCL Technologies including 24*7 operations and Shifts, willing to learn.
3. Selected Candidates should be Willing to work in any location within India or abroad as assigned by HCL Technologies.
4. Service Agreement for 24 Months (as applicable). In case they leave before completing 24 months, they are liable to pay 1.25 lakh to the organization.
5. Probation Period will be of 12 Months.

Please Note:

Their Joining with HCL is subject to BGV Clearance, Re-hire Policy (incase applicable) and Eligibility criteria as follows :

1. Minimum 75% throughout in academics (10th, 12th/Diploma & Graduation) & no Backlogs.
2. B.E/B. Tech Graduation passing Year 2022 & Specialization in Circuit Branch only.

Please acknowledge the email with consent that these students are blocked for HCL and should not be appearing for other organizations. All should join HCL.

Thanks & regards,

Preeti Sharma

RAJULAPATI BHAGYA SREE

18NH1A0551

CSE



Mindtree Offer Letter

1 message

<Campus@mindtree.com>
To: RAJULAPATIBHAGI318@gmail.com

Fri, 11 Mar, 2022 at 6:40 am

Dear Bhagya Sree Rajulapati,

Mindtree strives to be a leader in using digital technologies in everything we do, and this helps us in building a sustainable business. In this regard, please find attached your offer letter. This takes us to the next level of digital evolution in making a paperless office by implementing digital signature. As a next step, you should be digitally accepting this offer letter for your candidature with Mindtree to be processed further and completing your on-boarding activity.

Wishing you all the very best! Welcome to possible!

Please click here to view and sign the offer letter.

Note: This letter is valid for a period of five days from the date mentioned in this offer.

Regards,
Mindtree Talent Acquisition

<http://www.mindtree.com/email/disclaimer.html>

R. Bhagya Sree



HNI Autotech Pvt Ltd

18NH1A0206.
CEE

89

HNI/HR/05/22

Dt:03/05/2022

To

Mr. Pavan Kumar Padamata,

Dear Mr.Pavan Kumar Padamata,

This is with Reference to your application and the subsequent interview you had with us. We are pleased to make you an employment offer as Apprentice at Sengadu Plant.

Your Gross Stipend will be Rs. 14,661/- (Rupees fourteen thousand six hundred sixty one only), and other facilities as applicable.

While coming to join us, Please bring the following documents with you

- 1.Original certificates and testimonials with their photocopies.
2. Five copies of your latest Passport size and 2 copies small stamp size colored Photograph.
- 3.Photo Identity proof – Original with Photo copy
- 4.Aadhar Card – Original with photocopy
- 5.Vaccination Certificate – Two dose completed

The formal letter of appointment will be issued to you on Joining

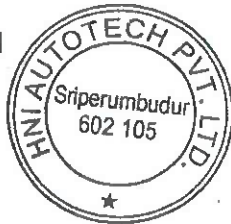
Please sign the duplicate of this letter as the token of your acceptance of the offer, indicating your date of joining.

As discussed and agreed with you, offer as per this letter will not be valid if you fail to join our organisation on or before **20/07/2021** on the below mention address

HNI Autotech Private Limited
No:213, Arakonam – Perambakkam Highway
Sengadu Village ,
Sriperumbudur – 602 105.
Tamil Nadu

Yours faith fully,
For HNI Autotech Private Limited

Authorised Signatory



I accept this offer and I would be joining latest by _____

P. Pavan Kumar

90

Date: 5-3-2022

OFFER LETTER

Dear CHALAMALASETTI ANUDEEP

We are pleased to appoint you for the position of **Business Associate**. We extend this offer, and the opportunity it represents, with great confidence in your skills and abilities. You are expected to join our Company after completing your final exams.

Your roles and responsibilities will be discussed with you by your Reporting Manager once you are on board. Your employment with us will be governed by policies (referred in the Company Policy Handbook).

The following are the terms and conditions of our Company **M/s Aliens Developers Private Limited**.

Compensation and Benefits: Your Annual Cost To Company will be **INR 2,76,000/-** (Rupees Two Lakhs Seventy Six Thousand Only) Which is Inclusive of fixed component of **INR 2,16,000/-** (Rupees Two Lakhs Sixteen Thousand Only) and performance-linked uncapped incentives(variable component) of **INR 60,000/-** (Rupees Sixty Thousand Only). The compensation details are strictly confidential between the Company and yourself and it shall be maintained at all times. The details of the remuneration package are provided in the Annexure (attached).

Place of Posting: Your place of posting will be at Hyderabad. However, during employment with the Company, the Company reserves the right to post you/transfer you to any of the offices/projects/divisions/departments/units/Associates' Offices of the Company existing or to be set at any other location in India or abroad.

Probation and Confirmation: You will be on probation for a period of 6 months, which may be extended or reduced at the sole discretion of the Management. During the period of probation, the appointment is terminable either by the Company or by you by giving thirty (30) days prior to notice period and without the need to provide a reason. On completion of probation period, you will be deemed to be confirmed in the services of the Company, unless otherwise intimated.

Increment and Career Progression: Increments are not automatic but any increase in your compensation and future prospects in the Company shall entirely depend on your efficiency, hard work, regularity in attendance, sincerity, good conduct and such other relevant factors including your performance, potential for next role and Company's performance.

Recovery: In the event of separation from services of the company (separation can also include termination on performance grounds), within 12 months of joining, the Company has the right to recover the amount if paid to you in the form of notice period buy-out/relocation reimbursement/joining bonus or any other expenses incurred which are not part of the compensation structure.

Termination: On confirmation of your employment, either party- shall give 60 days' notice in writing or salary in lieu thereof to the other for termination of this employment. It is made explicitly clear that if the employee avails any leave during the notice period, the period of notice shall get proportionately extended by the days equivalent to the leave availed during the period. Payment of salary in lieu of notice on termination is at the sole discretion of the Management.

Code of Conduct

- Your designation is merely indicative of the responsibilities, which you are required to carry out. The Company shall be entitled to require you, at any time, to perform any other administrative, managerial, supervisory, or other functions and you will be bound to carry out such functions.
- You will devote full time to the work of the Company and shall not undertake any other direct/indirect business or work, honorary or remunerative, except with the written permission of the Company.
- As long as you are in the employment of the Company, you will, at all times, observe secrecy and confidentiality in

respect of any technical, trade or business data or any other information that might come to your knowledge or possession, which according to the Company, are necessarily confidential and form valuable property of the Company and not made available to the trade and furthermore, you will not disclose them without authority of the Company to anyone other than the Company's Officers authorized to receive them and even after you have ceased to be in service of the Company, you shall not disclose them to anyone.

- You shall maintain proper discipline and dignity of your office and shall deal with all matters with sobriety.
- You shall maintain and keep in your safe custody such books, registers, documents and other papers as may be issued to you or may come in your possession and shall return the same when required.
- You will forthwith inform the Company of any change in your residential address.
- You will observe work timings as applicable to your location and place of work in compliance with the policies.
- Upon leaving the Company, you will not take with you any drawing, blue print or other reproduction or data, tables, calculations, letters or any other writing copy of writing of any nature whatsoever pertaining to the business of the Company or any of its subsidiaries.

Other Terms & Conditions

- You will be entitled to leave in accordance with the Company policy.
- It is agreed that it shall be open to the Company from time to time to vary any remuneration, benefit, facility or perquisite that may be extended to you on a review of the Company's decision in this behalf.
- During the period of your employment with us, if you achieve any invention, process improvement, operational improvement or other processes/methods, likely to result in more efficient operation of any of the activities of the Company, the Company shall be entitled to use, utilize and such improvements.
- Your appointment is subject to submission of your credentials i.e. marks sheets, certificates, experience letter(s), id/address proof etc. and background verification clearance.

We welcome you onboard and wish you all the success in your career with us. We look forward to your contributions in taking the Company ahead and an exciting work relationship.

For Aliens Developers Private Limited,



Avinash Upadhyay
Head – Human Resources

Declaration and Offer Acceptance

I hereby warrant and confirm that I am not prevented by previous employment terms and conditions, or in any other way, from entering into employment with the Company or performing any of the duties of employment referred to above. I hereby, accept the terms & conditions of the employment offered in totality.

Signature *Ch. Anudeep*
Name: *Ch. Anudeep*

Note: Please return the duplicate copy of this letter duly signed in token of acceptance of the terms and conditions of employment. You will receive salary, and all other benefits forming part of your remuneration package subject to, and after, deduction of tax at source in accordance with applicable law. If you have any questions, please contact HR department.

Salary Annexure

Salary Details		
Annual Cost to Company	₹ 23,000	₹ 276,000
Part A		
Components	Monthly	Yearly
Basic Salary	₹ 6,675	₹ 80,100
HRA	₹ 4,005	₹ 48,060
Bonus	₹ 556	₹ 6,672
Washing Allowance	₹ 1,001	₹ 12,012
Attendance Allowance	₹ 4,451	₹ 53,412
Gross Salary	₹ 16,688	₹ 200,256
Employee Contribution of PF	₹ 801	₹ 9,612
Employee Contribution of ESI	₹ 118	₹ 1,416
Net Salary	₹ 15,769	₹ 189,228
Employer Contribution of PF	₹ 801	₹ 9,612
Employer Contribution of ESI	₹ 511	₹ 6,132
Total Fixed Component	₹ 18,000	₹ 216,000
Part B		
Variable Component		₹ 60,000
(Payable on performance basis)		

Accepted.

Signature *Ch. Anudeep*
 Name: *Ch. Anudeep*
 Date: *5-3-2022*

End of Annexure.

Date: 5-3-2022

OFFER LETTER

Dear RIMMANAPUDI ROHIT BABU

We are pleased to appoint you for the position of **Business Associate**. We extend this offer, and the opportunity it represents, with great confidence in your skills and abilities. You are expected to join our Company after completing your final exams.

Your roles and responsibilities will be discussed with you by your Reporting Manager once you are on board. Your employment with us will be governed by policies (referred in the Company Policy Handbook).

The following are the terms and conditions of our Company **M/s Aliens Developers Private Limited**.

Compensation and Benefits: Your Annual Cost To Company will be **INR 2,76,000/-** (Rupees Two Lakhs Seventy Six Thousand Only) Which is Inclusive of fixed component of **INR 2,16,000/-** (Rupees Two Lakhs Sixteen Thousand Only) and performance-linked uncapped incentives(variable component) of **INR 60,000/-** (Rupees Sixty Thousand Only). The compensation details are strictly confidential between the Company and yourself and it shall be maintained at all times. The details of the remuneration package are provided in the Annexure (attached).

Place of Posting: Your place of posting will be at Hyderabad. However, during employment with the Company, the Company reserves the right to post you/transfer you to any of the offices/projects/divisions/departments/units/Associates' Offices of the Company existing or to be set at any other location in India or abroad.

Probation and Confirmation: You will be on probation for a period of 6 months, which may be extended or reduced at the sole discretion of the Management. During the period of probation, the appointment is terminable either by the Company or by you by giving thirty (30) days prior to notice period and without the need to provide a reason. On completion of probation period, you will be deemed to be confirmed in the services of the Company, unless otherwise intimated.

Increment and Career Progression: Increments are not automatic but any increase in your compensation and future prospects in the Company shall entirely depend on your efficiency, hard work, regularity in attendance, sincerity, good conduct and such other relevant factors including your performance, potential for next role and Company's performance.

Recovery: In the event of separation from services of the company (separation can also include termination on performance grounds), within 12 months of joining, the Company has the right to recover the amount if paid to you in the form of notice period buy-out/relocation reimbursement/joining bonus or any other expenses incurred which are not part of the compensation structure.

Termination: On confirmation of your employment, either party- shall give 60 days' notice in writing or salary in lieu thereof to the other for termination of this employment. It is made explicitly clear that if the employee avails any leave during the notice period, the period of notice shall get proportionately extended by the days equivalent to the leave availed during the period. Payment of salary in lieu of notice on termination is at the sole discretion of the Management.

Code of Conduct

- Your designation is merely indicative of the responsibilities, which you are required to carry out. The Company shall be entitled to require you, at any time, to perform any other administrative, managerial, supervisory, or other functions and you will be bound to carry out such functions.
- You will devote full time to the work of the Company and shall not undertake any other direct/indirect business or work, honorary or remunerative, except with the written permission of the Company.
- As long as you are in the employment of the Company, you will, at all times, observe secrecy and confidentiality in

respect of any technical, trade or business data or any other information that might come to your knowledge or possession, which according to the Company, are necessarily confidential and form valuable property of the Company and not made available to the trade and furthermore, you will not disclose them without authority of the Company to anyone other than the Company's Officers authorized to receive them and even after you have ceased to be in service of the Company, you shall not disclose them to anyone.

- You shall maintain proper discipline and dignity of your office and shall deal with all matters with sobriety.
- You shall maintain and keep in your safe custody such books, registers, documents and other papers as may be issued to you or may come in your possession and shall return the same when required.
- You will forthwith inform the Company of any change in your residential address.
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Other Terms & Conditions

- You will be entitled to leave in accordance with the Company policy.
- It is agreed that it shall be open to the Company from time to time to vary any remuneration, benefit, facility or perquisite that may be extended to you on a review of the Company's decision in this behalf.
- During the period of your employment with us, if you achieve any invention, process improvement, operational improvement or other processes/methods, likely to result in more efficient operation of any of the activities of the Company, the Company shall be entitled to use, utilize and such improvements.
- Your appointment is subject to submission of your credentials i.e. marks sheets, certificates, experience letter(s), id/address proof etc. and background verification clearance.

We welcome you onboard and wish you all the success in your career with us. We look forward to your contributions in taking the Company ahead and an exciting work relationship.

For Aliens Developers Private Limited,



Avinash Upadhyay
Head – Human Resources

Declaration and Offer Acceptance

I hereby warrant and confirm that I am not prevented by previous employment terms and conditions, or in any other way, from entering into employment with the Company or performing any of the duties of employment referred to above. I hereby, accept the terms & conditions of the employment offered in totality.

Signature *R. Rohit babu*
Name: *AIMMANAPUDI ROHIT BABU*

Note: Please return the duplicate copy of this letter duly signed in token of acceptance of the terms and conditions of employment. You will receive salary, and all other benefits forming part of your remuneration package subject to, and after, deduction of tax at source in accordance with applicable law. If you have any questions, please contact HR department.

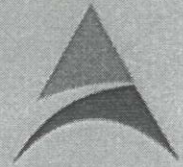
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Salary Details		
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Gross Salary	₹ 16,688	₹ 200,256
Employee Contribution of PF	₹ 801	₹ 9,612
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Total Fixed Component	₹ 18,000	₹ 216,000
Part B		
Variable Component		₹ 60,000
(Payable on performance basis)		

Accepted.

Signature *R. Rohit babu*
 Name: *RIMMANAPUDI ROHIT BABU*
 Date: *5-3-2022*

End of Annexure.



Date: 21/04/2022

Name: SUJWAL BOPPANA

Sub: Letter of Intent

Dear

We are pleased to offer you the position of Customer Support Officer. You shall report for a comprehensive training program on JUNE-22 at 10.00 A.M.

Your annual CTC will be Rs. 1,57,574. The details of your salary break up are provided to you in the annexure.

+ (PI) 14,000

The offer is subject to:

- Your successful completion of Graduation and submitting the degree certificate and all your mark sheets at the time of joining. If in case you have arrears and unable to submit the Degree certificate, you will be fixed in a lower CTC Slab.
- A satisfactory reference from the list of referees furnished by you at the time of joining.
- A satisfactory medical opinion, if required, from a registered medical practitioner (RMP) nominated by the company.
- Submission of satisfactory proofs regarding information declared by you, i.e. your age, educational qualification, previous work experience, etc..

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

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

You are not eligible or permitted to take any leave during your probation period.

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

Best Wishes,

For Allsec Technologies Limited,

Authorized Signatory
Human Resources Department

B. SuJwal

93

Date: 5-3-2022

OFFER LETTER

Dear L TEJA

We are pleased to appoint you for the position of **Business Associate**. We extend this offer, and the opportunity it represents, with great confidence in your skills and abilities. You are expected to join our Company after completing your final exams.

Your roles and responsibilities will be discussed with you by your Reporting Manager once you are on board. Your employment with us will be governed by policies (referred in the Company Policy Handbook).

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Code of Conduct

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- You will devote full time to the work of the Company and shall not undertake any other direct/indirect business or work, honorary or remunerative, except with the written permission of the Company.
- As long as you are in the employment of the Company, you will, at all times, observe secrecy and confidentiality in

respect of any technical, trade or business data or any other information that might come to your knowledge or possession, which according to the Company, are necessarily confidential and form valuable property of the Company and not made available to the trade and furthermore, you will not disclose them without authority of the Company to anyone other than the Company's Officers authorized to receive them and even after you have ceased to be in service of the Company, you shall not disclose them to anyone.

- You shall maintain proper discipline and dignity of your office and shall deal with all matters with sobriety.
- You shall maintain and keep in your safe custody such books, registers, documents and other papers as may be issued to you or may come in your possession and shall return the same when required.
- You will forthwith inform the Company of any change in your residential address.
- You will observe work timings as applicable to your location and place of work in compliance with the policies.
- Upon leaving the Company, you will not take with you any drawing, blue print or other reproduction or data, tables, calculations, letters or any other writing copy of writing of any nature whatsoever pertaining to the business of the Company or any of its subsidiaries.

Other Terms & Conditions

- You will be entitled to leave in accordance with the Company policy.
- It is agreed that it shall be open to the Company from time to time to vary any remuneration, benefit, facility or perquisite that may be extended to you on a review of the Company's decision in this behalf.
- During the period of your employment with us, if you achieve any invention, process improvement, operational improvement or other processes/methods, likely to result in more efficient operation of any of the activities of the Company, the Company shall be entitled to use, utilize and such improvements.
- Your appointment is subject to submission of your credentials i.e. marks sheets, certificates, experience letter(s), id/address proof etc. and background verification clearance.

We welcome you onboard and wish you all the success in your career with us. We look forward to your contributions in taking the Company ahead and an exciting work relationship.

For Aliens Developers Private Limited,



Avinash Upadhyay
Head – Human Resources

Declaration and Offer Acceptance

I hereby warrant and confirm that I am not prevented by previous employment terms and conditions, or in any other way, from entering into employment with the Company or performing any of the duties of employment referred to above. I hereby, accept the terms & conditions of the employment offered in totality.

Signature *L. Teja*
Name: *L. Teja*

Note: Please return the duplicate copy of this letter duly signed in token of acceptance of the terms and conditions of employment. You will receive salary, and all other benefits forming part of your remuneration package subject to, and after, deduction of tax at source in accordance with applicable law. If you have any questions, please contact HR department.

Salary Annexure

Salary Details		
Annual Cost to Company	₹ 23,000	₹ 276,000
Part A		
Components	Monthly	Yearly
Basic Salary	₹ 6,675	₹ 80,100
HRA	₹ 4,005	₹ 48,060
Bonus	₹ 556	₹ 6,672
Washing Allowance	₹ 1,001	₹ 12,012
Attendance Allowance	₹ 4,451	₹ 53,412
Gross Salary	₹ 16,688	₹ 200,256
Employee Contribution of PF	₹ 801	₹ 9,612
Employee Contribution of ESI	₹ 118	₹ 1,416
Net Salary	₹ 15,769	₹ 189,228
Employer Contribution of PF	₹ 801	₹ 9,612
Employer Contribution of ESI	₹ 511	₹ 6,132
Total Fixed Component	₹ 18,000	₹ 216,000
Part B		
Variable Component		₹ 60,000
(Payable on performance basis)		

Accepted.

Signature *L. Teja*
 Name: *L. Teja*
 Date: *5-3-2022*

End of Annexure.



HNI Autotech Pvt Ltd

19NHS/A0317
Mech

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HNI/HR/05/22

Dt:03/05/2022

To

Mr. Loya Jaswanth,
S/o. Mr. L. Vasu,

Dear Mr. Loya Jaswanth,

This is with Reference to your application and the subsequent interview you had with us. We are pleased to make you an employment offer as Apprentice at Sengadu Plant.

Your Gross Stipend will be Rs. 14,661/- (Rupees fourteen thousand six hundred sixty one only), and other facilities as applicable.

While coming to join us, Please bring the following documents with you

1. Original certificates and testimonials with their photocopies.
2. Five copies of your latest Passport size and 2 copies small stamp size colored Photograph.
3. Photo Identity proof – Original with Photo copy
4. Aadhar Card – Original with photocopy
5. Vaccination Certificate – Two dose completed

The formal letter of appointment will be issued to you on Joining

Please sign the duplicate of this letter as the token of your acceptance of the offer, indicating your date of joining.

As discussed and agreed with you, offer as per this letter will not be valid if you fail to join our organisation on or before **20/07/2021** on the below mention address

HNI Autotech Private Limited
No:213, Arakonam – Perambakkam Highway
Sengadu Village ,
Sriperumbudur – 602 105.
Tamil Nadu

Yours faith fully,
For HNI Autotech Private Limited

Authorised Signatory



I accept this offer and I would be joining latest by _____

L. Jaswanth
3/5/2022



HNI/HR/05/22

Dt:03/05/2022

To
Mr. Nireekshan Paul S,
S/o.Mr.N.Srikakulapu,
No:73- B3,Valivarthipadu Village,
Gudivada Mandal,
Krishna District,Andhra Pradesh.
Pin:521327.

Dear Mr.Nireekshan Paul S,

This is with Reference to your application and the subsequent interview you had with us. We are pleased to make you an employment offer as Apprentice at Sengadu Plant.

Your Gross Stipend will be Rs. 14,661/- (Rupees fourteen thousand six hundred sixty one only), and other facilities as applicable.

While coming to join us, Please bring the following documents with you

- 1.Original certificates and testimonials with their photocopies.
2. Five copies of your latest Passport size and 2 copies small stamp size colored Photograph.
- 3.Photo Identity proof – Original with Photo copy
- 4.Aadhar Card – Original with photocopy
- 5.Vaccination Certificate – Two dose completed

The formal letter of appointment will be issued to you on Joining

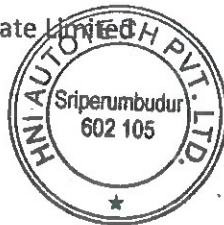
Please sign the duplicate of this letter as the token of your acceptance of the offer, indicating your date of Joining.

As discussed and agreed with you, offer as per this letter will not be valid if you fail to join our organisation on or before 20/07/2021. on the below mention address

HNI Autotech Private Limited
No:213, Arakonam – Perambakkam Highway
Sengadu Village ,
Sriperumbudur – 602 105.
Tamil Nadu

Yours faith fully,

For HNI Autotech Private Limited



Authorised Signatory

I accept this offer and I would be joining latest by _____

Nireekshan Paul S,
03/05/2022



SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: VKR VNB & AGK COLLEGE OF ENGINEERING
Date: 26-2-2022

Dear TUMMAPUDI DILEEP

Congratulations!!!

With reference to the Interview, you had with us, we are pleased to inform you that you have been shortlisted as an "Associate". Your employment with us will be established on clearing further rounds of interviews which would be conducted online/remotely or at our Perungalathur facility (No.16, GST Road, Gateway office Parks A-1 Block, Ground Floor, Perungalathur, Chennai 600063). The offer letter will be shared to your registered email ID upon successful completion of your further interviews.

We at Sutherland are privileged to have you with us and we look forward to launching your career on a successful note. The compensation package offered to freshers' is up to 2.50 LPA - Package differs based on the Client, individual's skill set, and various other selection parameters.

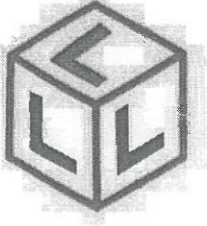
You will have to furnish the following documents during the hiring/onboarding process

- 1 Passport size photographs
- 10th, 12th, and UG/PG education certificates - (whichever is completed)
- E-Aadhar card-mandatory for address proof.
- Pan Card- Mandatory to open a bank account.
- In addition, you can also submit a Ration card, Driving license/Passport, PAN Card, Voter ID for address proof.
- Medical Fitness Certificate- saying you are fit enough to work night shifts
- Offer letter / Relieving letter / Last 3 consecutive months' pay slips (Applicable only for experienced candidates)

Yours sincerely,
Talent Acquisition
Sutherland

This is a digitally generated soft copy hence a signature is not required
Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

T Dileep
26/2/2022



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L-CUBE INNOVATIVE SOLUTIONS PVT. LTD.

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

May 16, 2022

OFFER LETTER

(Strictly confidential)

Yasaswi Jujavarapu,
1-97, Pedasangallu,
Movva Mandal,
Krishna Dst - 521 138.

Dear Yasaswi Jujavarapu,

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

You will be on probation for a period of three months and your remuneration would be **INR 18,000/-** (Rupees Eighteen thousand) Gross per Month. Your employment will be confirmed based on your performance by the end of probation period.

You will be required to execute a Service Agreement as undertaking to serve the Management for a period of two years from the date of joining.

The following supporting documents should be submitted in person to the HR Department.

- 1) Xerox copy of 10th, Intermediate / Diploma & last semester mark sheet.
- 2) 4 passport size & 2 stamp size photograph
- 3) Xerox copy of ID & Address proof (Aadhar and PAN card)

Must carry the original documents of above for verification.

Yours Sincerely,

Rajalakshmi Kanakaraj

Director : Rajalakshmi Kanakaraj

J. Yasaswi

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Qspiders CampusConnect

A Unit of Test Yantra Software Solutions India Pvt Ltd

Qspiders Campus

OFFER LETTER

Dated: 27/04/2022

Dear, *Veerendra Boyina*

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 Software Testing/Software Development & 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.

[Signature]
Thank & Regards

Qspiders Campus Connect Team.



USN NO

Veerendra

27/04/2022

95136 847382 76191 63087

Info@campus.qspiders.com

01, Hayavadana Rao Rd, Basappa Layout, Gavipuram Extention,
Kampanawada Nagar, Bengaluru, Karnataka 560019

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CSE

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Qspiders Campus

Qspiders CampusConnect

A Unit of Test Yantra Software Solutions India Pvt Ltd

OFFER LETTER

Dated: 27/04/2022

Dear, Muthyala Sireesha

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:

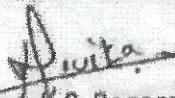
- We do not charge for the complete training which takes 3 months
- We do not charge you for any interviews and placement activity conducted at our end.
- The training includes Software Testing/Software Development & General Aptitude.
- No other programs are included in this training module.

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.


Thank & Regards

Qspiders CampusConnect Team.



USN NO

M. Sireesha

27-4-22

☎ 9513684738/7619163087

✉ info@campus.qspiders.com

📍 01, Basappa Layout, Gavipuram Extn, Gavipuram Extention,
Kempgowda Nagar, Bengaluru, Karnataka 560019



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Qspiders Campus

OFFER LETTER

Dated: 27/04/2022

Dear, *Nimmagadda Yamini*

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 Software Testing/Software Development & General Aptitude.
- No other programs are included in this training module.

RULES:

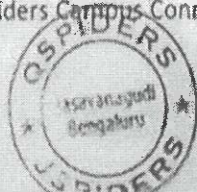
Following rules to be followed for placement activities:

- 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.

Ashika
Thank & Regards

QSpiders Campus Connect Team.



USN NO:

N. Yamini

27/04/2022

95136 84738 / 76191 63087

Info@campus.qspiders.com

01, Mayavadana Rao Rd, Basappa Layout, Gavipuram Extension,
Kempegowda Nagar, Bengaluru, Karnataka 560019

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OFFER LETTER

Dated: 27/04/2022

Dear, *Chethana Vallabhaneni*

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 Software Testing/Software Development & 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.

[Signature]
Thank & Regards

Qspiders Campus Connect Team.



USN NO

V. chethana
27/4/2022

☎ 95136 84738/96191 63087

✉ info@campus.qspiders.com

📍 01, Hayavadana Rao Rd, Basappa Layout, Gavipuram Extension,
Kempegowda Nagar, Bengaluru, Karnataka 560019

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OFFER LETTER

Dated: 27/04/2022

Dear, *Tavra Kalyan*

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 Software Testing/Software Development & General Aptitude.
- No other programs are included in this training module.

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- 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.

Hevika
Thank & Regards

Qspiders Campus Connect Team.



USN NO

T. Kalyan

27/04/2022

95136 84738 / 96191 63087

Info@campus.qspiders.com

01, Havavadana Rao Rd, Basappa Layout, Gavipuram Extension,

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Qspiders Campus

OFFER LETTER

Dated: 27/04/2022

Dear, *Arepalle Vijaya Durga*

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 Software Testing/Software Development & General Aptitude.
- No other programs are included in this training module.

RULES:

Following rules to be followed for placement activities:

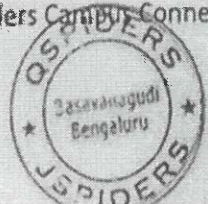
- You should have 90% attendance in class room / practical session
- Should be ready to relocate to different cities for job / interviews (Bangalore, Chennai, Hyderabad, Pune and Delhi)
- Complete the given assignments in time.
- Give everyday presentation
- Bring this offer letter on the first day with 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.

Dewika

Thank & Regards

Qspiders Campus Connect Team.



USN NO

A. Vijay Durga

27/04/2022

95136 84738 / 76191 63087

Info@campus.qspiders.com

01, Hayavadana Rao Rd, Basappa Layout, Gavipuram-Extention, Kempegowda Nagar, Bengaluru, Karnataka 560019

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Qspiders Campus

OFFER LETTER

Dated: 27/04/2022

Dear, *Ayesha Begum*

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 Software Testing/Software Development & General Aptitude.
- No other programs are included in this training module.

RULES:

Following rules to be followed for placement activities:

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- 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.

Divika

Thank & Regards

Qspiders Campus Connect Team.



USN NO.....

Ayesha Begum
27/04/2022

📞 95136 84738 / 76191 63087

✉ info@campus.qspiders.com

📍 01, Hayavadana Rao Rd, Basappa Layout, Gayipuram Extention, Kempegowda Nagar, Bengaluru, Karnataka 560019

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ECE.

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A Unit of Test Yantra Software Solutions India Pvt Ltd

Qspiders Campus

OFFER LETTER

Dated: 27/04/2022

Dear, *Lalitha Borra*

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 Software Testing/Software Development & 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.

A. W. R.
Thank & Regards

Qspiders Campus Connect Team.



USN NO

B. Lalitha
27-4-22

95136 84738 / 76191 63087

Info@campus.qspiders.com

01, Havavadana Rao Rd, Basappa Layout, Gajipuram Extention,

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A Unit of Test Yantra Software Solutions India Pvt Ltd

Qspiders Campus

OFFER LETTER

Dated: 27/04/2022

Dear, *Aparna Reddy Poonuwa*

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 Software Testing/Software Development & General Aptitude.
- No other programs are included in this training module.

RULES:

Following rules to be followed for placement activities:

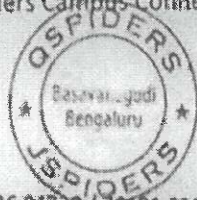
- You should have 90% attendance in class room / practical session
- Should be ready to relocate to different cities for job / interviews (Bangalore, Chennai, Hyderabad, Pune and Delhi)
- Complete the given assignments in time.
- Give everyday presentation
- Bring this offer letter on the first day with 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.

Aparna

Thank & Regards

QSpiders Campus Connect Team.



USN NO

Aparna Reddy Poonuwa
27/04/2022

95136 84738 / 76191 63087

info@campus.qspiders.com

01, Hayavadana Rao Rd, Basappa Layout, Gavipuram Extention,
Kempgowda Nagar, Bengaluru, Karnataka 560019

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A Unit of Test Yantra Software Solutions India Pvt Ltd



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OFFER LETTER

Dated: 27/04/2022

Dear, *Merugumala lokeshbabu*

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 Software Testing/Software Development & 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.

M. Lokesh Babu
Thank & Regards

Qspiders CampusConnect Team.



USN NO:

M. lokesh babu
27/04/2022

95136 84738 / 76191 63087

info@campus.qspiders.com

01, Hayavadana Rao Rd, Basappa Layout, Gayipuram Extention,
Kempgowda Nagar, Bengaluru, Karnataka 560019

Date: 25-1-2022

Letter of Offer of Employment

Dear PAVAN VENKATESH KUMAR VAKKALAGADDA

It has been a pleasure interacting with you throughout the interview process, and as an outcome of the same, we are delighted to offer you the position of **Technical Trainee** at **Raam Group**.

We are committed to provide you with every opportunity to learn grow and stretch to the highest level of your ability and potential. As part of this family, we expect you to build relations, be accountable for your performance and committed to deliver outstanding quality and results that exceed expectations.

We are confident that you will find this new opportunity both challenging and rewarding. The following points outline the terms and conditions we are proposing.

Designation	: Technical Trainee
Annual CTC	: 2.40 LPA
Probation Period	: 6 months
Training Period	: 1 Year
Location	: Hyderabad

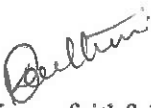
Raam Group uses a 180 days probation time frame for new employees. This time frame lets you assess your readiness for the position as well as allows us to determine your ability to do the job. You will be provided documentation, training and performance feedback during that time frame.

At the end of the probationary period, if we have confirmed that you are able to meet all job requirements, you will be eligible to receive all normal and customary benefits offered to regular [full time] employees.

Kindly intimate your acceptance via email.

**The offer will be withdrawn if the candidate doesn't join within a week of receiving the offer letter. **

We welcome you and wish you all the best for a long and fruitful career with us.


Yours faithfully,

Raam Group

RAAM GROUP

Terms & Conditions

1. You will be officially joining us as **Technical Trainee**.
2. Salary increments would be as per industry standards
3. Leaves are applicable after serving the probation period.
4. Candidate should be open for relocation.
5. The job requires you to be present physically at the workplace.
6. A detailed appointment letter will be handed over to you at the time of your joining after complying with the joining formalities as per the rules of the organization.
7. This offer is valid subject to your medical fitness, and background verification checks.
8. If performance, conduct, general behavior and/or attitude are not found satisfactory, your services would be liable to be terminated, without any notice or compensation.
9. A sign on this offer signifies that you are aware of all the information required about the offer.

I accept the offer made above:

Paran Venkatesh Kuman Vakkala Gadda
(Signature of the candidate)

(Date) *25-1-2022*



Salary Structure:

Monthly Salary Breakup			
Annual CTC	240000	Monthly CTC	20000
Basic	8,807	Provident Fund	1691
HRA	3,523	Professional tax	150
Washing Allowance	500	ESI	129
LTA	734	TDS	As Applicable
Special Allowance	4,050		
Total Gross	17,613		
Net Salary	15,643		
Employer PF	1,831	Total Deductions	1970
Employer ESI	556		
Monthly CTC	20,000		

Date: 25-1-2022

Letter of Offer of Employment

Dear BACHU PUJITHA

It has been a pleasure interacting with you throughout the interview process, and as an outcome of the same, we are delighted to offer you the position of **Technical Trainee** at **Raam Group**.

We are committed to provide you with every opportunity to learn grow and stretch to the highest level of your ability and potential. As part of this family, we expect you to build relations, be accountable for your performance and committed to deliver outstanding quality and results that exceed expectations.

We are confident that you will find this new opportunity both challenging and rewarding. The following points outline the terms and conditions we are proposing.

Designation	: Technical Trainee
Annual CTC	: 2.40 LPA
Probation Period	: 6 months
Training Period	: 1Year
Location	: Hyderabad

Raam Group uses a 180 days probation time frame for new employees. This time frame lets you assess your readiness for the position as well as allows us to determine your ability to do the job. You will be provided documentation, training and performance feedback during that time frame.

At the end of the probationary period, if we have confirmed that you are able to meet all job requirements, you will be eligible to receive all normal and customary benefits offered to regular [full time] employees.

Kindly intimate your acceptance via email.

**The offer will be withdrawn if the candidate doesn't join within a week of receiving the offer letter. **

We welcome you and wish you all the best for a long and fruitful career with us.


Yours faithfully,

Raam Group

Terms & Conditions

1. You will be officially joining us as **Technical Trainee**.
2. Salary increments would be as per industry standards
3. Leaves are applicable after serving the probation period.
4. Candidate should be open for relocation.
5. The job requires you to be present physically at the workplace.
6. A detailed appointment letter will be handed over to you at the time of your joining after complying with the joining formalities as per the rules of the organization.
7. This offer is valid subject to your medical fitness, and background verification checks.
8. If performance, conduct, general behavior and/or attitude are not found satisfactory, your services would be liable to be terminated, without any notice or compensation.
9. A sign on this offer signifies that you are aware of all the information required about the offer.

I accept the offer made above:

B. Pujitha

(Signature of the candidate)

25-1-2022
(Date)



Salary Structure:

Monthly Salary Breakup			
Annual CTC	240000	Monthly CTC	20000
Basic	8,807	Provident Fund	1691
HRA	3,523	Professional tax	150
Washing Allowance	500	ESI	129
LTA	734	TDS	As Applicable
Special Allowance	4,050		
Total Gross	17,613		
Net Salary	15,643		
Employer PF	1,831	Total Deductions	1970
Employer ESI	556		
Monthly CTC	20,000		

Date: 25-1-2022

Letter of Offer of Employment

Dear KOLLIPARA N V V DURGA PRASAD

It has been a pleasure interacting with you throughout the interview process, and as an outcome of the same, we are delighted to offer you the position of **Technical Trainee at Raam Group**.

We are committed to provide you with every opportunity to learn grow and stretch to the highest level of your ability and potential. As part of this family, we expect you to build relations, be accountable for your performance and committed to deliver outstanding quality and results that exceed expectations.

We are confident that you will find this new opportunity both challenging and rewarding. The following points outline the terms and conditions we are proposing.

Designation	: Technical Trainee
Annual CTC	: 2.40 LPA
Probation Period	: 6 months
Training Period	: 1Year
Location	: Hyderabad

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At the end of the probationary period, if we have confirmed that you are able to meet all job requirements, you will be eligible to receive all normal and customary benefits offered to regular [full time] employees.

Kindly intimate your acceptance via email.

**The offer will be withdrawn if the candidate doesn't join within a week of receiving the offer letter. **

We welcome you and wish you all the best for a long and fruitful career with us.


Yours faithfully,

Raam Group

Terms & Conditions

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2. Salary increments would be as per industry standards
3. Leaves are applicable after serving the probation period.
4. Candidate should be open for relocation.
5. The job requires you to be present physically at the workplace.
6. A detailed appointment letter will be handed over to you at the time of your joining after complying with the joining formalities as per the rules of the organization.
7. This offer is valid subject to your medical fitness, and background verification checks.
8. If performance, conduct, general behavior and/or attitude are not found satisfactory, your services would be liable to be terminated, without any notice or compensation.
9. A sign on this offer signifies that you are aware of all the information required about the offer.

I accept the offer made above:

K. N. V. V. Dwija Prasad
(Signature of the candidate)

25/1/2022
(Date)



Salary Structure:

Monthly Salary Breakup			
Annual CTC	240000	Monthly CTC	20000
Basic	8,807	Provident Fund	1691
HRA	3,523	Professional tax	150
Washing Allowance	500	ESI	129
LTA	734	TDS	As Applicable
Special Allowance	4,050		
Total Gross	17,613		
Net Salary	15,643		
Employer PF	1,831	Total Deductions	1970
Employer ESI	556		
Monthly CTC	20,000		

Date: 25-1-2022

Letter of Offer of Employment

Dear **BOMMASANI LAKSHMI PRASAD**

It has been a pleasure interacting with you throughout the interview process, and as an outcome of the same, we are delighted to offer you the position of **Technical Trainee** at **Raam Group**.

We are committed to provide you with every opportunity to learn grow and stretch to the highest level of your ability and potential. As part of this family, we expect you to build relations, be accountable for your performance and committed to deliver outstanding quality and results that exceed expectations.

We are confident that you will find this new opportunity both challenging and rewarding. The following points outline the terms and conditions we are proposing.

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Probation Period	: 6 months
Training Period	: 1 Year
Location	: Hyderabad


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At the end of the probationary period, if we have confirmed that you are able to meet all job requirements, you will be eligible to receive all normal and customary benefits offered to regular [full time] employees.

Kindly intimate your acceptance via email.

**The offer will be withdrawn if the candidate doesn't join within a week of receiving the offer letter. **

We welcome you and wish you all the best for a long and fruitful career with us.


Yours faithfully,

Raam Group

RAAM GROUP

Terms & Conditions

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8. If performance, conduct, general behavior and/or attitude are not found satisfactory, your services would be liable to be terminated, without any notice or compensation.
9. A sign on this offer signifies that you are aware of all the information required about the offer.

I accept the offer made above:

B. lakshmi Prasad
(Signature of the candidate)

25-1-2022
(Date)



Salary Structure:

Monthly Salary Breakup			
Annual CTC	240000	Monthly CTC	20000
Basic	8,807	Provident Fund	1691
HRA	3,523	Professional tax	150
Washing Allowance	500	ESI	129
LTA	734	TDS	As Applicable
Special Allowance	4,050		
Total Gross	17,613		
Net Salary	15,643		
Employer PF	1,831	Total Deductions	1970
Employer ESI	556		
Monthly CTC	20,000		

Date: 25-1-2022

Letter of Offer of EmploymentDear **JUVVANAPUDI JASHUVA**

It has been a pleasure interacting with you throughout the interview process, and as an outcome of the same, we are delighted to offer you the position of **Technical Trainee at Raam Group**.

We are committed to provide you with every opportunity to learn grow and stretch to the highest level of your ability and potential. As part of this family, we expect you to build relations, be accountable for your performance and committed to deliver outstanding quality and results that exceed expectations.

We are confident that you will find this new opportunity both challenging and rewarding. The following points outline the terms and conditions we are proposing.

Designation	: Technical Trainee
Annual CTC	: 2.40 LPA
Probation Period	: 6 months
Training Period	: 1Year
Location	: Hyderabad

Raam Group uses a 180 days probation time frame for new employees. This time frame lets you assess your readiness for the position as well as allows us to determine your ability to do the job. You will be provided documentation, training and performance feedback during that time frame.

At the end of the probationary period, if we have confirmed that you are able to meet all job requirements, you will be eligible to receive all normal and customary benefits offered to regular [full time] employees.

Kindly intimate your acceptance via email.

**The offer will be withdrawn if the candidate doesn't join within a week of receiving the offer letter. **

We welcome you and wish you all the best for a long and fruitful career with us.


Yours faithfully,

Raam Group

RAAM GROUP

Terms & Conditions

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3. Leaves are applicable after serving the probation period.
4. Candidate should be open for relocation.
5. The job requires you to be present physically at the workplace.
6. A detailed appointment letter will be handed over to you at the time of your joining after complying with the joining formalities as per the rules of the organization.
7. This offer is valid subject to your medical fitness, and background verification checks.
8. If performance, conduct, general behavior and/or attitude are not found satisfactory, your services would be liable to be terminated, without any notice or compensation.
9. A sign on this offer signifies that you are aware of all the information required about the offer.

I accept the offer made above:

J. Jashwa
(Signature of the candidate)

25/1/2022
(Date)



Salary Structure:

Monthly Salary Breakup			
Annual CTC	240000	Monthly CTC	20000
Basic	8,807	Provident Fund	1691
HRA	3,523	Professional tax	150
Washing Allowance	500	ESI	129
LTA	734	TDS	As Applicable
Special Allowance	4,050		
Total Gross	17,613		
Net Salary	15,643		
Employer PF	1,831	Total Deductions	1970
Employer ESI	556		
Monthly CTC	20,000		

Date: 25-1-2022

Letter of Offer of Employment

Dear **MARRAPU PENTAMMA**

It has been a pleasure interacting with you throughout the interview process, and as an outcome of the same, we are delighted to offer you the position of **Technical Trainee at Raam Group**.

We are committed to provide you with every opportunity to learn grow and stretch to the highest level of your ability and potential. As part of this family, we expect you to build relations, be accountable for your performance and committed to deliver outstanding quality and results that exceed expectations.

We are confident that you will find this new opportunity both challenging and rewarding. The following points outline the terms and conditions we are proposing.

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Annual CTC	: 2.40 LPA
Probation Period	: 6 months
Training Period	: 1 Year
Location	: Hyderabad

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At the end of the probationary period, if we have confirmed that you are able to meet all job requirements, you will be eligible to receive all normal and customary benefits offered to regular [full time] employees.

Kindly intimate your acceptance via email.

**The offer will be withdrawn if the candidate doesn't join within a week of receiving the offer letter. **

We welcome you and wish you all the best for a long and fruitful career with us.


Yours faithfully,

Raam Group

Terms & Conditions

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8. If performance, conduct, general behavior and/or attitude are not found satisfactory, your services would be liable to be terminated, without any notice or compensation.
9. A sign on this offer signifies that you are aware of all the information required about the offer.

I accept the offer made above:

M. Pentamma
(Signature of the candidate)

25/1/2022
(Date)



Salary Structure:

Monthly Salary Breakup			
Annual CTC	240000	Monthly CTC	20000
Basic	8,807	Provident Fund	1691
HRA	3,523	Professional tax	150
Washing Allowance	500	ESI	129
LTA	734	TDS	As Applicable
Special Allowance	4,050		
Total Gross	17,613		
Net Salary	15,643		
Employer PF	1,831	Total Deductions	1970
Employer ESI	556		
Monthly CTC	20,000		

Date: 25-1-2022

Letter of Offer of Employment

Dear GANTA SRI DURGA GANESH

It has been a pleasure interacting with you throughout the interview process, and as an outcome of the same, we are delighted to offer you the position of **Technical Trainee** at **Raam Group**.

We are committed to provide you with every opportunity to learn grow and stretch to the highest level of your ability and potential. As part of this family, we expect you to build relations, be accountable for your performance and committed to deliver outstanding quality and results that exceed expectations.

We are confident that you will find this new opportunity both challenging and rewarding. The following points outline the terms and conditions we are proposing.

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Probation Period	: 6 months
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At the end of the probationary period, if we have confirmed that you are able to meet all job requirements, you will be eligible to receive all normal and customary benefits offered to regular [full time] employees.

Kindly intimate your acceptance via email.

**The offer will be withdrawn if the candidate doesn't join within a week of receiving the offer letter. **

We welcome you and wish you all the best for a long and fruitful career with us.


Yours faithfully,

Raam Group

Terms & Conditions

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8. If performance, conduct, general behavior and/or attitude are not found satisfactory, your services would be liable to be terminated, without any notice or compensation.
9. A sign on this offer signifies that you are aware of all the information required about the offer.

I accept the offer made above:

G.S.D. Ganesh
(Signature of the candidate)

25/1/2022
(Date)



Salary Structure:

Monthly Salary Breakup			
Annual CTC	240000	Monthly CTC	20000
Basic	8,807	Provident Fund	1691
HRA	3,523	Professional tax	150
Washing Allowance	500	ESI	129
LTA	734	TDS	As Applicable
Special Allowance	4,050		
Total Gross	17,613		
Net Salary	15,643		
Employer PF	1,831	Total Deductions	1970
Employer ESI	556		
Monthly CTC	20,000		

Date: 25-1-2022

Letter of Offer of Employment

Dear KATTULA ANIL KUMAR

It has been a pleasure interacting with you throughout the interview process, and as an outcome of the same, we are delighted to offer you the position of **Technical Trainee** at **Raam Group**.

We are committed to provide you with every opportunity to learn grow and stretch to the highest level of your ability and potential. As part of this family, we expect you to build relations, be accountable for your performance and committed to deliver outstanding quality and results that exceed expectations.

We are confident that you will find this new opportunity both challenging and rewarding. The following points outline the terms and conditions we are proposing.

Designation	: Technical Trainee
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Probation Period	: 6 months
Training Period	: 1Year
Location	: Hyderabad

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At the end of the probationary period, if we have confirmed that you are able to meet all job requirements, you will be eligible to receive all normal and customary benefits offered to regular [full time] employees.

Kindly intimate your acceptance via email.

**The offer will be withdrawn if the candidate doesn't join within a week of receiving the offer letter. **

We welcome you and wish you all the best for a long and fruitful career with us.


Yours faithfully,

Raam Group

Terms & Conditions

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8. If performance, conduct, general behavior and/or attitude are not found satisfactory, your services would be liable to be terminated, without any notice or compensation.
9. A sign on this offer signifies that you are aware of all the information required about the offer.

I accept the offer made above:

K. Anil Kumar
(Signature of the candidate)

25/1/2022
(Date)



Salary Structure:

Monthly Salary Breakup			
Annual CTC	240000	Monthly CTC	20000
Basic	8,807	Provident Fund	1691
HRA	3,523	Professional tax	150
Washing Allowance	500	ESI	129
LTA	734	TDS	As Applicable
Special Allowance	4,050		
Total Gross	17,613		
Net Salary	15,643		
Employer PF	1,831	Total Deductions	1970
Employer ESI	556		
Monthly CTC	20,000		

Date: 25-1-2022

Letter of Offer of Employment

Dear NALLAGUNCHU CHAITANYA

It has been a pleasure interacting with you throughout the interview process, and as an outcome of the same, we are delighted to offer you the position of **Technical Trainee at Raam Group**.

We are committed to provide you with every opportunity to learn grow and stretch to the highest level of your ability and potential. As part of this family, we expect you to build relations, be accountable for your performance and committed to deliver outstanding quality and results that exceed expectations.

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Probation Period	: 6 months
Training Period	: 1Year
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At the end of the probationary period, if we have confirmed that you are able to meet all job requirements, you will be eligible to receive all normal and customary benefits offered to regular [full time] employees.

Kindly intimate your acceptance via email.

**The offer will be withdrawn if the candidate doesn't join within a week of receiving the offer letter. **

We welcome you and wish you all the best for a long and fruitful career with us.



Yours faithfully,

Raam Group

Terms & Conditions

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8. If performance, conduct, general behavior and/or attitude are not found satisfactory, your services would be liable to be terminated, without any notice or compensation.
9. A sign on this offer signifies that you are aware of all the information required about the offer.

I accept the offer made above:

N. Chaitanya
(Signature of the candidate)

25-1-2022
(Date)

**RAAM
GROUP****Salary Structure:**

Monthly Salary Breakup			
Annual CTC	240000	Monthly CTC	20000
Basic	8,807	Provident Fund	1691
HRA	3,523	Professional tax	150
Washing Allowance	500	ESI	129
LTA	734	TDS	As Applicable
Special Allowance	4,050		
Total Gross	17,613		
Net Salary	15,643		
Employer PF	1,831	Total Deductions	1970
Employer ESI	556		
Monthly CTC	20,000		

Date: 25-1-2022

Letter of Offer of Employment

Dear **BATTINA BATTINA NAGEEN**

It has been a pleasure interacting with you throughout the interview process, and as an outcome of the same, we are delighted to offer you the position of **Technical Trainee** at **Raam Group**.

We are committed to provide you with every opportunity to learn grow and stretch to the highest level of your ability and potential. As part of this family, we expect you to build relations, be accountable for your performance and committed to deliver outstanding quality and results that exceed expectations.

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Probation Period	: 6 months
Training Period	: 1 Year
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Kindly intimate your acceptance via email.

**The offer will be withdrawn if the candidate doesn't join within a week of receiving the offer letter. **

We welcome you and wish you all the best for a long and fruitful career with us.


Yours faithfully,

Raam Group

RAAM GROUP

Terms & Conditions

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9. A sign on this offer signifies that you are aware of all the information required about the offer.

I accept the offer made above:

B. Nageen
(Signature of the candidate)

25/1/2022
(Date)



Salary Structure:

Monthly Salary Breakup			
Annual CTC	240000	Monthly CTC	20000
Basic	8,807	Provident Fund	1691
HRA	3,523	Professional tax	150
Washing Allowance	500	ESI	129
LTA	734	TDS	As Applicable
Special Allowance	4,050		
Total Gross	17,613		
Net Salary	15,643		
Employer PF	1,831	Total Deductions	1970
Employer ESI	556		
Monthly CTC	20,000		

Date: 25-1-2022

Letter of Offer of Employment

Dear GORIPARTHI MANIKANTA

It has been a pleasure interacting with you throughout the interview process, and as an outcome of the same, we are delighted to offer you the position of **Technical Trainee** at **Raam Group**.

We are committed to provide you with every opportunity to learn grow and stretch to the highest level of your ability and potential. As part of this family, we expect you to build relations, be accountable for your performance and committed to deliver outstanding quality and results that exceed expectations.

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Kindly intimate your acceptance via email.

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Yours faithfully,

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9. A sign on this offer signifies that you are aware of all the information required about the offer.

I accept the offer made above:

G. Manikanta
(Signature of the candidate)

25-1-2022
(Date)



Salary Structure:

Monthly Salary Breakup			
Annual CTC	240000	Monthly CTC	20000
Basic	8,807	Provident Fund	1691
HRA	3,523	Professional tax	150
Washing Allowance	500	ESI	129
LTA	734	TDS	As Applicable
Special Allowance	4,050		
Total Gross	17,613		
Net Salary	15,643		
Employer PF	1,831	Total Deductions	1970
Employer ESI	556		
Monthly CTC	20,000		

Date: 25-1-2022

Letter of Offer of Employment

Dear KORASIKHA BHANU PRASAD

It has been a pleasure interacting with you throughout the interview process, and as an outcome of the same, we are delighted to offer you the position of **Technical Trainee** at **Raam Group**.

We are committed to provide you with every opportunity to learn grow and stretch to the highest level of your ability and potential. As part of this family, we expect you to build relations, be accountable for your performance and committed to deliver outstanding quality and results that exceed expectations.

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Kindly intimate your acceptance via email.

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We welcome you and wish you all the best for a long and fruitful career with us.



Yours faithfully,

Raam Group

Terms & Conditions

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9. A sign on this offer signifies that you are aware of all the information required about the offer.

I accept the offer made above:


(Signature of the candidate)

25/1/2022
(Date)



Salary Structure:

Monthly Salary Breakup			
Annual CTC	240000	Monthly CTC	20000
Basic	8,807	Provident Fund	1691
HRA	3,523	Professional tax	150
Washing Allowance	500	ESI	129
LTA	734	TDS	As Applicable
Special Allowance	4,050		
Total Gross	17,613		
Net Salary	15,643		
Employer PF	1,831	Total Deductions	1970
Employer ESI	556		
Monthly CTC	20,000		

Date: 25-1-2022

Letter of Offer of Employment

Dear RAJABOYINA KUMAR

It has been a pleasure interacting with you throughout the interview process, and as an outcome of the same, we are delighted to offer you the position of **Technical Trainee** at **Raam Group**.

We are committed to provide you with every opportunity to learn grow and stretch to the highest level of your ability and potential. As part of this family, we expect you to build relations, be accountable for your performance and committed to deliver outstanding quality and results that exceed expectations.

We are confident that you will find this new opportunity both challenging and rewarding. The following points outline the terms and conditions we are proposing.

Designation	: Technical Trainee
Annual CTC	: 2.40 LPA
Probation Period	: 6 months
Training Period	: 1Year
Location	: Hyderabad

Raam Group uses a 180 days probation time frame for new employees. This time frame lets you assess your readiness for the position as well as allows us to determine your ability to do the job. You will be provided documentation, training and performance feedback during that time frame.

At the end of the probationary period, if we have confirmed that you are able to meet all job requirements, you will be eligible to receive all normal and customary benefits offered to regular [full time] employees.

Kindly intimate your acceptance via email.

**The offer will be withdrawn if the candidate doesn't join within a week of receiving the offer letter. **

We welcome you and wish you all the best for a long and fruitful career with us.



Yours faithfully,


Raam Group

RAAM GROUP

Terms & Conditions

1. You will be officially joining us as **Technical Trainee**.
2. Salary increments would be as per industry standards
3. Leaves are applicable after serving the probation period.
4. Candidate should be open for relocation.
5. The job requires you to be present physically at the workplace.
6. A detailed appointment letter will be handed over to you at the time of your joining after complying with the joining formalities as per the rules of the organization.
7. This offer is valid subject to your medical fitness, and background verification checks.
8. If performance, conduct, general behavior and/or attitude are not found satisfactory, your services would be liable to be terminated, without any notice or compensation.
9. A sign on this offer signifies that you are aware of all the information required about the offer.

I accept the offer made above:


(Signature of the candidate)

25/1/2022
(Date)



Salary Structure:

Monthly Salary Breakup			
Annual CTC	240000	Monthly CTC	20000
Basic	8,807	Provident Fund	1691
HRA	3,523	Professional tax	150
Washing Allowance	500	ESI	129
LTA	734	TDS	As Applicable
Special Allowance	4,050		
Total Gross	17,613		
Net Salary	15,643		
Employer PF	1,831	Total Deductions	1970
Employer ESI	556		
Monthly CTC	20,000		

Date: 25-1-2022

Letter of Offer of Employment

Dear RAJULAPATI MAHESH

It has been a pleasure interacting with you throughout the interview process, and as an outcome of the same, we are delighted to offer you the position of **Technical Trainee** at **Raam Group**.

We are committed to provide you with every opportunity to learn grow and stretch to the highest level of your ability and potential. As part of this family, we expect you to build relations, be accountable for your performance and committed to deliver outstanding quality and results that exceed expectations.

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Yours faithfully,

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8. If performance, conduct, general behavior and/or attitude are not found satisfactory, your services would be liable to be terminated, without any notice or compensation.
9. A sign on this offer signifies that you are aware of all the information required about the offer.

I accept the offer made above:


(Signature of the candidate)

25/1/2022
(Date)



Salary Structure:

Monthly Salary Breakup			
Annual CTC	240000	Monthly CTC	20000
Basic	8,807	Provident Fund	1691
HRA	3,523	Professional tax	150
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Total Gross	17,613		
Net Salary	15,643		
Employer PF	1,831	Total Deductions	1970
Employer ESI	556		
Monthly CTC	20,000		

Date: 25-1-2022

Letter of Offer of Employment

Dear RALI PHANENDRA

It has been a pleasure interacting with you throughout the interview process, and as an outcome of the same, we are delighted to offer you the position of **Technical Trainee** at **Raam Group**.

We are committed to provide you with every opportunity to learn grow and stretch to the highest level of your ability and potential. As part of this family, we expect you to build relations, be accountable for your performance and committed to deliver outstanding quality and results that exceed expectations.

We are confident that you will find this new opportunity both challenging and rewarding. The following points outline the terms and conditions we are proposing.

Designation	: Technical Trainee
Annual CTC	: 2.40 LPA
Probation Period	: 6 months
Training Period	: 1Year
Location	: Hyderabad

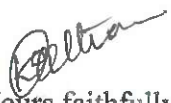
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At the end of the probationary period, if we have confirmed that you are able to meet all job requirements, you will be eligible to receive all normal and customary benefits offered to regular [full time] employees.

Kindly intimate your acceptance via email.

**The offer will be withdrawn if the candidate doesn't join within a week of receiving the offer letter. **

We welcome you and wish you all the best for a long and fruitful career with us.


Yours faithfully,

Raam Group

RAAM GROUP

Terms & Conditions

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3. Leaves are applicable after serving the probation period.
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5. The job requires you to be present physically at the workplace.
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7. This offer is valid subject to your medical fitness, and background verification checks.
8. If performance, conduct, general behavior and/or attitude are not found satisfactory, your services would be liable to be terminated, without any notice or compensation.
9. A sign on this offer signifies that you are aware of all the information required about the offer.

I accept the offer made above:

R. Phaneendra
(Signature of the candidate)

25-1-2022
(Date)



Salary Structure:

Monthly Salary Breakup			
Annual CTC	240000	Monthly CTC	20000
Basic	8,807	Provident Fund	1691
HRA	3,523	Professional tax	150
Washing Allowance	500	ESI	129
LTA	734	TDS	As Applicable
Special Allowance	4,050		
Total Gross	17,613		
Net Salary	15,643		
Employer PF	1,831	Total Deductions	1970
Employer ESI	556		
Monthly CTC	20,000		

Date: 25-1-2022

Letter of Offer of Employment

Dear RAMESWARAM SANDEEP

It has been a pleasure interacting with you throughout the interview process, and as an outcome of the same, we are delighted to offer you the position of **Technical Trainee** at **Raam Group**.

We are committed to provide you with every opportunity to learn grow and stretch to the highest level of your ability and potential. As part of this family, we expect you to build relations, be accountable for your performance and committed to deliver outstanding quality and results that exceed expectations.

We are confident that you will find this new opportunity both challenging and rewarding. The following points outline the terms and conditions we are proposing.

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Training Period	: 1 Year
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Kindly intimate your acceptance via email.

The offer will be withdrawn if the candidate doesn't join within a week of receiving the offer letter.

We welcome you and wish you all the best for a long and fruitful career with us.


Yours faithfully,

Raam Group

RAAM GROUP

Terms & Conditions

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3. Leaves are applicable after serving the probation period.
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7. This offer is valid subject to your medical fitness, and background verification checks.
8. If performance, conduct, general behavior and/or attitude are not found satisfactory, your services would be liable to be terminated, without any notice or compensation.
9. A sign on this offer signifies that you are aware of all the information required about the offer.

I accept the offer made above:

A. Sandeep
(Signature of the candidate)

25-1-2011
(Date)

**RAAM
GROUP****Salary Structure:**

Monthly Salary Breakup			
Annual CTC	240000	Monthly CTC	20000
Basic	8,807	Provident Fund	1691
HRA	3,523	Professional tax	150
Washing Allowance	500	ESI	129
LTA	734	TDS	As Applicable
Special Allowance	4,050		
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Employer PF	1,831	Total Deductions	1970
Employer ESI	556		
Monthly CTC	20,000		



18NH/A0508

CSE

124

PROVISIONAL OFFER LETTER

College Name: VKR VNB & AGK COLLEGE OF ENGINEERING

Date: 26-2-2022

Dear BYREDDY MOHANA VAISHNAVI

Congratulations!!!

With reference to the Interview, you had with us, we are pleased to inform you that you have been shortlisted as an "Associate". Your employment with us will be established on clearing further rounds of interviews which would be conducted online/remotely or at our Perungalathur facility (No.16, GST Road, Gateway office Parks A-1 Block, Ground Floor, Perungalathur, Chennai 600063). The offer letter will be shared to your registered email ID upon successful completion of your further interviews.

We at Sutherland are privileged to have you with us and we look forward to launching your career on a successful note. The compensation package offered to freshers' is up to 2.50 LPA - Package differs based on the Client, individual's skill set, and various other selection parameters.

You will have to furnish the following documents during the hiring/onboarding process

- 1 Passport size photographs
- 10th, 12th, and UG/PG education certificates - (whichever is completed)
- E-Aadhar card-mandatory for address proof.
- Pan Card- Mandatory to open a bank account.
- In addition, you can also submit a Ration card, Driving license/Passport, PAN Card, Voter ID for address proof.
- Medical Fitness Certificate- saying you are fit enough to work night shifts
- Offer letter / Relieving letter / Last 3 consecutive months' pay slips (Applicable only for experienced candidates)

Yours sincerely,
Talent Acquisition
Sutherland

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Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

B. Mohana Vaishnavi
26/2/2022



18NH1A0532

CSE

125

PROVISIONAL OFFER LETTER

College Name: VKR VNB & AGK COLLEGE OF ENGINEERING

Date: 26-2-2022

Dear KUNAPAREDDY YASWANTH

Congratulations!!!

With reference to the Interview, you had with us, we are pleased to inform you that you have been shortlisted as an "Associate". Your employment with us will be established on clearing further rounds of interviews which would be conducted online/remotely or at our Perungalathur facility (No.16, GST Road, Gateway office Parks A-1 Block, Ground Floor, Perungalathur, Chennai 600063). The offer letter will be shared to your registered email ID upon successful completion of your further interviews.

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Yours sincerely,
Talent Acquisition
Sutherland

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Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

K. Yaswanth

26-2-2022

12NH1A0534

CSE

126



SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: VKR VNB & AGK COLLEGE OF ENGINEERING

Date: 26-2-2022

Dear MALLISETTI GUNADEEP

Congratulations!!!

With reference to the Interview, you had with us, we are pleased to inform you that you have been shortlisted as an "Associate". Your employment with us will be established on clearing further rounds of interviews which would be conducted online/remotely or at our Perungalathur facility (No.16, GST Road, Gateway office Parks A-1 Block, Ground Floor, Perungalathur, Chennai 600063). The offer letter will be shared to your registered email ID upon successful completion of your further interviews.

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Yours sincerely,
Talent Acquisition
Sutherland

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Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

M. Gunadeep

26/2/2022

18NH140538
CJE
127



SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: VKR VNB & AGK COLLEGE OF ENGINEERING

Date: 26-2-2022

Dear MIDDE VEERAVENKAT SAI KUMAR

Congratulations!!!

With reference to the Interview, you had with us, we are pleased to inform you that you have been shortlisted as an "Associate". Your employment with us will be established on clearing further rounds of interviews which would be conducted online/remotely or at our Perungalathur facility (No.16, GST Road, Gateway office Parks A-1 Block, Ground Floor, Perungalathur, Chennai 600063). The offer letter will be shared to your registered email ID upon successful completion of your further interviews.

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Yours sincerely,
Talent Acquisition
Sutherland

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Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

M. VEERAVENKAT
26-2-2022

128



SUTHERLAND®

PROVISIONAL OFFER LETTER

College Name: VKR VNB & AGK COLLEGE OF ENGINEERING
Date: 26-2-2022

Dear PONAMALA NAGA CHANDRA SHEKAR

Congratulations!!!

With reference to the Interview, you had with us, we are pleased to inform you that you have been shortlisted as an "Associate". Your employment with us will be established on clearing further rounds of interviews which would be conducted online/remotely or at our Perungalathur facility (No.16, GST Road, Gateway office Parks A-1 Block, Ground Floor, Perungalathur, Chennai 600063). The offer letter will be shared to your registered email ID upon successful completion of your further interviews.

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Talent Acquisition
Sutherland

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Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

P.N.C. SHEKAR.
26-2-2022



18NH/A0550
CSE
129

PROVISIONAL OFFER LETTER

College Name: VKR VNB & AGK COLLEGE OF ENGINEERING

Date: 26-2-2022

Dear RAAVI JAHNAVI

Congratulations!!!

With reference to the Interview, you had with us, we are pleased to inform you that you have been shortlisted as an "Associate". Your employment with us will be established on clearing further rounds of interviews which would be conducted online/remotely or at our Perungalathur facility (No.16, GST Road, Gateway office Parks A-1 Block, Ground Floor, Perungalathur, Chennai 600063). The offer letter will be shared to your registered email ID upon successful completion of your further interviews.

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(Applicable only for experienced candidates)

Yours sincerely,
Talent Acquisition
Sutherland

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RAAVI JAHNAVI
26-2-2022



18NH1A0552

CSE

13D

PROVISIONAL OFFER LETTER

College Name: VKR VNB & AGK COLLEGE OF ENGINEERING

Date: 26-2-2022

Dear RAJULAPATI HEMASRI

Congratulations!!!

With reference to the Interview, you had with us, we are pleased to inform you that you have been shortlisted as an "Associate". Your employment with us will be established on clearing further rounds of interviews which would be conducted online/remotely or at our Perungalathur facility (No.16, GST Road, Gateway office Parks A-1 Block, Ground Floor, Perungalathur, Chennai-600063). The offer letter will be shared to your registered email ID upon successful completion of your further interviews.

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- Offer letter / Relieving letter / Last 3 consecutive months' pay slips (Applicable only for experienced candidates)

Yours sincerely,
Talent Acquisition
Sutherland

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Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

R. Hema Sri
26-2-2022

131



SUTHERLAND®

PROVISIONAL OFFER LETTER

College Name: VKR VNB & AGK COLLEGE OF ENGINEERING

Date: 26-2-2022

Dear RAVELLA HEMANTH

Congratulations!!!

With reference to the Interview, you had with us, we are pleased to inform you that you have been shortlisted as an "Associate". Your employment with us will be established on clearing further rounds of interviews which would be conducted online/remotely or at our Perungalathur facility (No.16, GST Road, Gateway office Parks A-1 Block, Ground Floor, Perungalathur, Chennai 600063). The offer letter will be shared to your registered email ID upon successful completion of your further interviews.

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Yours sincerely,
Talent Acquisition
Sutherland

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Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

R. Hemanth
26/2/2022



18NH1A0555

CSE

132

PROVISIONAL OFFER LETTER

College Name: VKR VNB & AGK COLLEGE OF ENGINEERING

Date: 26-2-2022

Dear REDDY KAVITHA

Congratulations!!!

With reference to the Interview, you had with us, we are pleased to inform you that you have been shortlisted as an "Associate". Your employment with us will be established on clearing further rounds of interviews which would be conducted online/remotely or at our Perungalathur facility (No.16, GST Road, Gateway office Parks A-1 Block, Ground Floor, Perungalathur, Chennai 600063). The offer letter will be shared to your registered email ID upon successful completion of your further interviews.

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Yours sincerely,
Talent Acquisition
Sutherland

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Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

Reddy Kavitha



18NH1A0560

CSE

133

PROVISIONAL OFFER LETTER

College Name: VKR VNB & AGK COLLEGE OF ENGINEERING

Date: 26-2-2022

Dear SIDDINENI KUMAR

Congratulations!!!

With reference to the Interview, you had with us, we are pleased to inform you that you have been shortlisted as an "Associate". Your employment with us will be established on clearing further rounds of interviews which would be conducted online/remotely or at our Perungalathur facility (No.16, GST Road, Gateway office Parks A-1 Block, Ground Floor, Perungalathur, Chennai 600063). The offer letter will be shared to your registered email ID upon successful completion of your further interviews.

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- Offer letter / Relieving letter / Last 3 consecutive months' pay slips
(Applicable only for experienced candidates)

Yours sincerely,
Talent Acquisition
Sutherland

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Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

S. Kumar

26-2-2022



18NH1A0564

CSE

134

PROVISIONAL OFFER LETTER

College Name: VKR VNB & AGK COLLEGE OF ENGINEERING

Date: 26-2-2022

Dear SUREDDY DHATRIPRIYA

Congratulations!!!

With reference to the Interview, you had with us, we are pleased to inform you that you have been shortlisted as an "Associate". Your employment with us will be established on clearing further rounds of interviews which would be conducted online/remotely or at our Perungalathur facility (No.16, GST Road, Gateway office Parks A-1 Block, Ground Floor, Perungalathur, Chennai 600063). The offer letter will be shared to your registered email ID upon successful completion of your further interviews.

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- Medical Fitness Certificate- saying you are fit enough to work night shifts
- Offer letter / Relieving letter / Last 3 consecutive months' pay slips (Applicable only for experienced candidates)

Yours sincerely,
Talent Acquisition
Sutherland

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S. DhatriPriya



18 NH/A0 408
ECE
135

PROVISIONAL OFFER LETTER

College Name: VKR VNB & AGK COLLEGE OF ENGINEERING

Date: 26-2-2022

Dear CHIKURTHI MYTHILI

Congratulations!!!

With reference to the Interview, you had with us, we are pleased to inform you that you have been shortlisted as an "Associate". Your employment with us will be established on clearing further rounds of interviews which would be conducted online/remotely or at our Perungalathur facility (No.16, GST Road, Gateway office Parks A-1 Block, Ground Floor, Perungalathur, Chennai 600063). The offer letter will be shared to your registered email ID upon successful completion of your further interviews.

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Nadu, PIN 600063

C. Mythili

26-2-2022



18NH1A2410
ECE
136

PROVISIONAL OFFER LETTER

College Name: VKR VNB & AGK COLLEGE OF ENGINEERING

Date: 26-2-2022

Dear DAVU JHANSI LAKSHMI

Congratulations!!!

With reference to the Interview, you had with us, we are pleased to inform you that you have been shortlisted as an "Associate". Your employment with us will be established on clearing further rounds of interviews which would be conducted online/remotely or at our Perungalathur facility (No.16, GST Road, Gateway office Parks A-1 Block, Ground Floor, Perungalathur, Chennai 600063). The offer letter will be shared to your registered email ID upon successful completion of your further interviews.

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Sutherland

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D. Shanti lakshmi
26-2-2022.



18NH1A0415
ECE
137

PROVISIONAL OFFER LETTER

College Name: VKR VNB & AGK COLLEGE OF ENGINEERING

Date: 26-2-2022

Dear GUMPA POOJITHA

Congratulations!!!

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Sutherland

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G. Poojitha
26/2/2022

138



SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: VKR VNB & AGK COLLEGE OF ENGINEERING

Date: 26-2-2022

Dear KAILA CHANDANA

Congratulations!!!

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Sutherland

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K. Chandana
26/2/22



18NH1A0421

ECE

139

PROVISIONAL OFFER LETTER

College Name: VKR VNB & AGK COLLEGE OF ENGINEERING

Date: 26-2-2022

Dear KHANDAVALLI BALA SOMA SEKHAR

Congratulations!!!

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K. Bala Soma Sekhar

26-2-2022

18NH1A0424
ECE
140



SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: VKR VNB & AGK COLLEGE OF ENGINEERING

Date: 26-2-2022

Dear MALLAMPATI LOOSI PRIYA

Congratulations!!!

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Sutherland

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M. LOOSI PRIYA

26-2-2022



18NH1A0426

ECE

141

PROVISIONAL OFFER LETTER

College Name: VKR VNB & AGK COLLEGE OF ENGINEERING

Date: 26-2-2022

Dear MERUGUMALA PRIYANKA

Congratulations!!!

With reference to the Interview, you had with us, we are pleased to inform you that you have been shortlisted as an "Associate". Your employment with us will be established on clearing further rounds of interviews which would be conducted online/remotely or at our Perungalathur facility (No.16, GST Road, Gateway office Parks A-1 Block, Ground Floor, Perungalathur, Chennai 600063). The offer letter will be shared to your registered email ID upon successful completion of your further interviews.

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M. Priyanka
26-02-2022



18NH1A0499
ECE
142

PROVISIONAL OFFER LETTER

College Name: VKR VNB & AGK COLLEGE OF ENGINEERING

Date: 26-2-2022

Dear MUKKU PAVAN KUMAR

Congratulations!!!

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Nadu, PIN 600063

M. Pavan Kumar
26-02-2022



18 NH1 A0430
ECE
143

PROVISIONAL OFFER LETTER

College Name: VKR VNB & AGK COLLEGE OF ENGINEERING

Date: 26-2-2022

Dear DIMMITI DHANASRI

Congratulations!!!

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Nadu, PIN 600063

D. DhanaSri
26-02-2022



18NH1A0434

ECE

144

PROVISIONAL OFFER LETTER

College Name: VKR VNB & AGK COLLEGE OF ENGINEERING

Date: 26-2-2022

Dear THOTA UDAYA SREE

Congratulations!!!

With reference to the Interview, you had with us, we are pleased to inform you that you have been shortlisted as an "Associate". Your employment with us will be established on clearing further rounds of interviews which would be conducted online/remotely or at our Perungalathur facility (No.16, GST Road, Gateway office Parks A-1 Block, Ground Floor, Perungalathur, Chennai 600063). The offer letter will be shared to your registered email ID upon successful completion of your further interviews.

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T. Udaya Sree
26-2-2022

19NH5A0401

ECE

145



SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: VKR VNB & AGK COLLEGE OF ENGINEERING
Date: 26-2-2022

Dear ADDANKI TULASI

Congratulations!!!

With reference to the Interview, you had with us, we are pleased to inform you that you have been shortlisted as an "Associate". Your employment with us will be established on clearing further rounds of interviews which would be conducted online/remotely or at our Perungalathur facility (No.16, GST Road, Gateway office Parks A-1 Block, Ground Floor, Perungalathur, Chennai 600063). The offer letter will be shared to your registered email ID upon successful completion of your further interviews.

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A. TulasI
26-02-2022



SUTHERLAND®

PROVISIONAL OFFER LETTER

College Name: VKR VNB & AGK COLLEGE OF ENGINEERING

Date: 26-2-2022

Dear BOIYNA SIVA NAGA RAJU

Congratulations!!!

With reference to the Interview, you had with us, we are pleased to inform you that you have been shortlisted as an "Associate". Your employment with us will be established on clearing further rounds of interviews which would be conducted online/remotely or at our Perungalathur facility (No.16, GST Road, Gateway office Parks A-1 Block, Ground Floor, Perungalathur, Chennai 600063). The offer letter will be shared to your registered email ID upon successful completion of your further interviews.

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B. Siva naga raju
26-02-2022

**SUTHERLAND****PROVISIONAL OFFER LETTER**

College Name: VKR VNB & AGK COLLEGE OF ENGINEERING

Date: 26-2-2022

Dear LAKANAVARAPU MOHAN SAI

Congratulations!!!

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Nadu, PIN 600063

L. Mohan Sai

26-2-2022

19NH5A0425
ECE

148



SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: VKR VNB & AGK COLLEGE OF ENGINEERING
Date: 26-2-2022

Dear PANDIRI CHANDRA SEKHAR

Congratulations!!!

With reference to the Interview, you had with us, we are pleased to inform you that you have been shortlisted as an "Associate". Your employment with us will be established on clearing further rounds of interviews which would be conducted online/remotely or at our Perungalathur facility (No.16, GST Road, Gateway office Parks A-1 Block, Ground Floor, Perungalathur, Chennai 600063). The offer letter will be shared to your registered email ID upon successful completion of your further interviews.

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P. Shekhar
20/2/2022

19NH5A0438
ECE
149



SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: VKR VNB & AGK COLLEGE OF ENGINEERING
Date: 26-2-2022

Dear YARAGANI SRIDEVI

Congratulations!!!

With reference to the Interview, you had with us, we are pleased to inform you that you have been shortlisted as an "Associate". Your employment with us will be established on clearing further rounds of interviews which would be conducted online/remotely or at our Perungalathur facility (No.16, GST Road, Gateway office Parks A-1 Block, Ground Floor, Perungalathur, Chennai 600063). The offer letter will be shared to your registered email ID upon successful completion of your further interviews.

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Y. Sridevi

26/2/2022



19NH5A0209
EEE

151

PROVISIONAL OFFER LETTER

College Name: VKR VNB & AGK COLLEGE OF ENGINEERING

Date: 26-2-2022

Dear KATTA HARSHA VARDHINI

Congratulations!!!

With reference to the Interview, you had with us, we are pleased to inform you that you have been shortlisted as an "Associate". Your employment with us will be established on clearing further rounds of interviews which would be conducted online/remotely or at our Perungalathur facility (No.16, GST Road, Gateway office Parks A-1 Block, Ground Floor, Perungalathur, Chennai 600063). The offer letter will be shared to your registered email ID upon successful completion of your further interviews.

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K. Vardhini

26-2-2022



19 NHS A0207
EEE

151

PROVISIONAL OFFER LETTER

College Name: VKR VNB & AGK COLLEGE OF ENGINEERING

Date: 26-2-2022

Dear DIMMITI HEMANTH

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- Medical Fitness Certificate- saying you are fit enough to work night shifts
- Offer letter / Relieving letter / Last 3 consecutive months' pay slips (Applicable only for experienced candidates)

Yours sincerely,
Talent Acquisition
Sutherland

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D. Hemantk

26-2-2022

19NHFA0209

152

EEE



SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: VKR VNB & AGK COLLEGE OF ENGINEERING

Date: 26-2-2022

Dear DIRISANA SURESH

Congratulations!!!

With reference to the Interview, you had with us, we are pleased to inform you that you have been shortlisted as an "Associate". Your employment with us will be established on clearing further rounds of interviews which would be conducted online/remotely or at our Perungalathur facility (No.16, GST Road, Gateway office Parks A-1 Block, Ground Floor, Perungalathur, Chennai 600063). The offer letter will be shared to your registered email ID upon successful completion of your further interviews.

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D. Suresh

26-2-2022



SUTHERLAND

19NH5A0211

EEE

153

PROVISIONAL OFFER LETTER

College Name: VKR VNB & AGK COLLEGE OF ENGINEERING

Date: 26-2-2022

Dear KANTHETI MAHESWARI

Congratulations!!!

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K. Maheswari
26/2/2022



19NH5A0214
EEE

157

PROVISIONAL OFFER LETTER

College Name: VKR VNB & AGK COLLEGE OF ENGINEERING

Date: 26-2-2022

Dear MASIMUKKU SUDHAKAR

Congratulations!!!

With reference to the Interview, you had with us, we are pleased to inform you that you have been shortlisted as an "Associate". Your employment with us will be established on clearing further rounds of interviews which would be conducted online/remotely or at our Perungalathur facility (No.16, GST Road, Gateway office Parks A-1 Block, Ground Floor, Perungalathur, Chennai 600063). The offer letter will be shared to your registered email ID upon successful completion of your further interviews.

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M. Sudhakar

26-2-2022



SUTHERLAND

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EEE

155

PROVISIONAL OFFER LETTER

College Name: VKR VNB & AGK COLLEGE OF ENGINEERING

Date: 26-2-2022

Dear MOGADA HIMA VAMSI

Congratulations!!!

With reference to the Interview, you had with us, we are pleased to inform you that you have been shortlisted as an "Associate". Your employment with us will be established on clearing further rounds of interviews which would be conducted online/remotely or at our Perungalathur facility (No.16, GST Road, Gateway office Parks A-1 Block, Ground Floor, Perungalathur, Chennai 600063). The offer letter will be shared to your registered email ID upon successful completion of your further interviews.

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Sutherland

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M. Vamsi,

26-2-2022

**SUTHERLAND*****PROVISIONAL OFFER LETTER****College Name: VKR VNB & AGK COLLEGE OF ENGINEERING****Date: 26-2-2022****Dear DANDABATTINA SAIRAM****Congratulations!!!**

With reference to the Interview, you had with us, we are pleased to inform you that you have been shortlisted as an "Associate". Your employment with us will be established on clearing further rounds of interviews which would be conducted online/remotely or at our Perungalathur facility (No.16, GST Road, Gateway office Parks A-1 Block, Ground Floor, Perungalathur, Chennai 600063). The offer letter will be shared to your registered email ID upon successful completion of your further interviews.

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Yours sincerely,
Talent Acquisition
Sutherland

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D. Sairam
26/2/2022

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SUTHERLAND™

PROVISIONAL OFFER LETTER

College Name: VKR VNB & AGK COLLEGE OF ENGINEERING

Date: 26-2-2022

Dear GANNAMANENI DURGA SAI RAM

Congratulations!!!

With reference to the Interview, you had with us, we are pleased to inform you that you have been shortlisted as an "Associate". Your employment with us will be established on clearing further rounds of interviews which would be conducted online/remotely or at our Perungalathur facility (No.16, GST Road, Gateway office Parks A-1 Block, Ground Floor, Perungalathur, Chennai 600063). The offer letter will be shared to your registered email ID upon successful completion of your further interviews.

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Yours sincerely,
Talent Acquisition
Sutherland

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G. Sai Ram

26-2-2022

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SUTHERLAND*

PROVISIONAL OFFER LETTER

College Name: VKR VNB & AGK COLLEGE OF ENGINEERING

Date: 26-2-2022

Dear KATTA JITENDRA VENKATA REDDY

Congratulations!!!

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K. Reddy

26/2/2022

**SUTHERLAND****PROVISIONAL OFFER LETTER**

College Name: VKR VNB & AGK COLLEGE OF ENGINEERING

Date: 26-2-2022

Dear MUDDA RAJESH

Congratulations!!!

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M. Rajesh

26/2/2022

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SUTHERLAND®

PROVISIONAL OFFER LETTER

College Name: VKR VNB & AGK COLLEGE OF ENGINEERING

Date: 26-2-2022

Dear NAGIDI HIJKIYA RAJU

Congratulations!!!

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N. Raju

26-2-2022

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SUTHERLAND®

PROVISIONAL OFFER LETTER

College Name: VKR VNB & AGK COLLEGE OF ENGINEERING

Date: 26-2-2022

Dear VANNEMREDDY VIDYADHAR

Congratulations!!!

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V. Vidyadhar

26 - 2 - 2022



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162

PROVISIONAL OFFER LETTER

College Name: VKR VNB & AGK COLLEGE OF ENGINEERING

Date: 26-2-2022

Dear BADUGU NAGABABU

Congratulations!!!

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B. Nagababu

26-2-22



19 NH 5 A0312

Mech

63

PROVISIONAL OFFER LETTER

College Name: VKR VNB & AGK COLLEGE OF ENGINEERING

Date: 26-2-2022

Dear JUPUDI MOHITH NAGA SAI SRINIVAS

Congratulations!!!

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J. Mohit

26-2-2022



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64

PROVISIONAL OFFER LETTER

College Name: VKR VNB & AGK COLLEGE OF ENGINEERING

Date: 26-2-2022

Dear MATTHI RAKESH

Congratulations!!!

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M. Rakesh
26/2/2022

**SUTHERLAND****PROVISIONAL OFFER LETTER**

College Name: VKR VNB & AGK COLLEGE OF ENGINEERING

Date: 26-2-2022

Dear SYED ARIF BASHA BASHA

Congratulations!!!

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Syed Arif Basha
20/2/2022

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166



SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: VKR VNB & AGK COLLEGE OF ENGINEERING

Date: 26-2-2022

Dear SINGAVARAPU GANESH

Congratulations!!!

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S. Ganesh

26-2-2022

**SUTHERLAND****PROVISIONAL OFFER LETTER**

College Name: VKR VNB & AGK COLLEGE OF ENGINEERING

Date: 26-2-2022

Dear MADDALA MANOHAR

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M. Manohar
26-2-2022



SUTHERLAND™

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891

PROVISIONAL OFFER LETTER

College Name: VKR VNB & AGK COLLEGE OF ENGINEERING

Date: 26-2-2022

Dear ABDUL MUBEEN

Congratulations!!!

With reference to the Interview, you had with us, we are pleased to inform you that you have been shortlisted as an "Associate". Your employment with us will be established on clearing further rounds of interviews which would be conducted online/remotely or at our Perungalathur facility (No.16, GST Road, Gateway office Parks A-1 Block, Ground Floor, Perungalathur, Chennai 600063). The offer letter will be shared to your registered email ID upon successful completion of your further interviews.

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- Medical Fitness Certificate- saying you are fit enough to work night shifts
- Offer letter / Relieving letter / Last 3 consecutive months' pay slips (Applicable only for experienced candidates)

Yours sincerely,
Talent Acquisition
Sutherland

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Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

ABDUL MUBEEN

26-2-22

19NH5A0103

Civil

1691



SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: VKR VNB & AGK COLLEGE OF ENGINEERING

Date: 26-2-2022

Dear BOMMASANI SYAM

Congratulations!!!

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V. Syam
26-2-2022



19 NH 5 A1 D9
Civil

17

PROVISIONAL OFFER LETTER

College Name: VKR VNB & AGK COLLEGE OF ENGINEERING

Date: 26-2-2022

Dear KAMBHAM RAHUL

Congratulations!!!

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K. Rahul

26-2-2022



SUTHERLAND

19NH5A0114
civil

PROVISIONAL OFFER LETTER

College Name: VKR VNB & AGK COLLEGE OF ENGINEERING

Date: 26-2-2022

Dear KOTHURI VIJAYABABU

Congratulations!!!

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K. Vijay Babu

26-2-2022

20NHIE 0003

MBA

172



SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: VKR VNB & AGK COLLEGE OF ENGINEERING
Date: 26-2-2022

Dear BOINA NAGA KAMAKSHI

Congratulations!!!

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B. Naga Kamakshi
26-2-22

20NH1E0006

MBA

173



SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: VKR VNB & AGK COLLEGE OF ENGINEERING
Date: 26-2-2022

Dear CHORAGUDI RAVEENDRA

Congratulations!!!

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Sutherland

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C. Raveendra

26 - 2 - 2022

20 NH1E0008

MBA

17M



SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: VKR VNB & AGK COLLEGE OF ENGINEERING
Date: 26-2-2022

Dear FARZANA BEGUM

Congratulations!!!

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F. Begum

26 - 2 - 2022

20N41E0010

MBA

175



SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: VKR VNB & AGK COLLEGE OF ENGINEERING
Date: 26-2-2022

Dear GHANTASALA MARUTHI RAO

Congratulations!!!

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Sutherland

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G. Maruthi Rao

26-2-22

20 NH Food 2

MBA

176



SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: VKR VNB & AGK COLLEGE OF ENGINEERING
Date: 26-2-2022

Dear GORIPARTHI JYOTHSNA

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Gr. Jyothsna

26-2-2022.

20NH1E0014

MBA



SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: VKR VNB & AGK COLLEGE OF ENGINEERING

Date: 26-2-2022

Dear GULLAPALLI TEJASRI

Congratulations!!!

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G. Tejasri

26-2-2022

**SUTHERLAND****PROVISIONAL OFFER LETTER**

College Name: VKR VNB & AGK COLLEGE OF ENGINEERING
Date: 26-2-2022

Dear KATARI VENKATA SAI KRISHNA

Congratulations!!!

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K. Venkata Sai Krishna

26-2-2022



20NH1E0024
MBA

179

PROVISIONAL OFFER LETTER

College Name: VKR VNB & AGK COLLEGE OF ENGINEERING

Date: 26-2-2022

Dear KODALI SIVA

Congratulations!!!

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K. Siva

26-2-2022



SUTHERLAND

20NH1 E0025

MBA

180

PROVISIONAL OFFER LETTER

College Name: VKR VNB & AGK COLLEGE OF ENGINEERING

Date: 26-2-2022

Dear KONATAM SAI MURALI KRISHNA

Congratulations!!!

With reference to the Interview, you had with us, we are pleased to inform you that you have been shortlisted as an "Associate". Your employment with us will be established on clearing further rounds of interviews which would be conducted online/remotely or at our Perungalathur facility (No.16, GST Road, Gateway office Parks A-1 Block, Ground Floor, Perungalathur, Chennai 600063). The offer letter will be shared to your registered email ID upon successful completion of your further interviews.

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K. Sai Murali Krishna

26-2-2022

**SUTHERLAND****PROVISIONAL OFFER LETTER**

College Name: VKR VNB & AGK COLLEGE OF ENGINEERING
Date: 26-2-2022

Dear MORLA PRASANTH

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M. Prasanth
26-2-2022



20NH1E0031

MBA

186V

PROVISIONAL OFFER LETTER

College Name: VKR VNB & AGK COLLEGE OF ENGINEERING

Date: 26-2-2022

Dear NANDURI SAI TEJA

Congratulations!!!

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N. Sai Teja

26-2-2022



SUTHERLAND

20NH1E0033

MBA

183

PROVISIONAL OFFER LETTER

College Name: VKR VNB & AGK COLLEGE OF ENGINEERING

Date: 26-2-2022

Dear NUTHANGI KISHORE BABU

Congratulations!!!

With reference to the Interview, you had with us, we are pleased to inform you that you have been shortlisted as an "Associate". Your employment with us will be established on clearing further rounds of interviews which would be conducted online/remotely or at our Perungalathur facility (No.16, GST Road, Gateway office Parks A-1 Block, Ground Floor, Perungalathur, Chennai 600063). The offer letter will be shared to your registered email ID upon successful completion of your further interviews.

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N. Kishore babu

26-2-2022

**SUTHERLAND****PROVISIONAL OFFER LETTER**

College Name: VKR VNB & AGK COLLEGE OF ENGINEERING
Date: 26-2-2022

Dear PANDILLA PAVANESWARI DEVI

Congratulations!!!

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Sutherland

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Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

P. PAVANESWARI DEVI

26-2-2022

**SUTHERLAND****PROVISIONAL OFFER LETTER**

College Name: VKR VNB & AGK COLLEGE OF ENGINEERING
Date: 26-2-2022

Dear V N V PRASAD BANDARU

Congratulations!!!

With reference to the Interview, you had with us, we are pleased to inform you that you have been shortlisted as an "Associate". Your employment with us will be established on clearing further rounds of interviews which would be conducted online/remotely or at our Perungalathur facility (No.16, GST Road, Gateway office Parks A-1 Block, Ground Floor, Perungalathur, Chennai 600063). The offer letter will be shared to your registered email ID upon successful completion of your further interviews.

We at Sutherland are privileged to have you with us and we look forward to launching your career on a successful note. The compensation package offered to freshers' is up to 2.50 LPA - Package differs based on the Client, individual's skill set, and various other selection parameters.

You will have to furnish the following documents during the hiring/onboarding process

- 1 Passport size photographs
- 10th, 12th, and UG/PG education certificates - (whichever is completed)
- E-Aadhar card-mandatory for address proof.
- Pan Card- Mandatory to open a bank account.
- In addition, you can also submit a Ration card, Driving license/Passport, PAN Card, Voter ID for address proof.
- Medical Fitness Certificate- saying you are fit enough to work night shifts
- Offer letter / Relieving letter / Last 3 consecutive months' pay slips (Applicable only for experienced candidates)

Yours sincerely,
Talent Acquisition
Sutherland

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VNV Prasad Bandaru
26-2-2022



SUTHERLAND

20 NH1E0042

MBA

186

PROVISIONAL OFFER LETTER

College Name: VKR VNB & AGK COLLEGE OF ENGINEERING

Date: 26-2-2022

Dear YAKKATI GANESH

Congratulations!!!

With reference to the Interview, you had with us, we are pleased to inform you that you have been shortlisted as an "Associate". Your employment with us will be established on clearing further rounds of interviews which would be conducted online/remotely or at our Perungalathur facility (No.16, GST Road, Gateway office Parks A-1 Block, Ground Floor, Perungalathur, Chennai 600063). The offer letter will be shared to your registered email ID upon successful completion of your further interviews.

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- Pan Card- Mandatory to open a bank account.
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- Medical Fitness Certificate- saying you are fit enough to work night shifts
- Offer letter / Relieving letter / Last 3 consecutive months' pay slips
(Applicable only for experienced candidates)

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Talent Acquisition
Sutherland

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Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

Y. Ganesh

26-2-2022



SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: VKR VNB & AGK COLLEGE OF ENGINEERING
Date: 26-2-2022

Dear BILLIPALLI SAI KRISHNA REDDY

Congratulations!!!

With reference to the Interview, you had with us, we are pleased to inform you that you have been shortlisted as an "Associate". Your employment with us will be established on clearing further rounds of interviews which would be conducted online/remotely or at our Perungalathur facility (No.16, GST Road, Gateway office Parks A-1 Block, Ground Floor, Perungalathur, Chennai 600063). The offer letter will be shared to your registered email ID upon successful completion of your further interviews.

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You will have to furnish the following documents during the hiring/onboarding process

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- 10th, 12th, and UG/PG education certificates - (whichever is completed)
- E-Aadhar card-mandatory for address proof.
- Pan Card- Mandatory to open a bank account.
- In addition, you can also submit a Ration card, Driving license/Passport, PAN Card, Voter ID for address proof.
- Medical Fitness Certificate- saying you are fit enough to work night shifts
- Offer letter / Relieving letter / Last 3 consecutive months' pay slips
(Applicable only for experienced candidates)

Yours sincerely,
Talent Acquisition
Sutherland

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Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

B.S.K.R
26-2-2022



SUTHERLAND

20NH1E0045

MBA

188

PROVISIONAL OFFER LETTER

College Name: VKR VNB & AGK COLLEGE OF ENGINEERING

Date: 26-2-2022

Dear SINGAM GOPI KRISHNA

Congratulations!!!

With reference to the Interview, you had with us, we are pleased to inform you that you have been shortlisted as an "Associate". Your employment with us will be established on clearing further rounds of interviews which would be conducted online/remotely or at our Perungalathur facility (No.16, GST Road, Gateway office Parks A-1 Block, Ground Floor, Perungalathur, Chennai 600063). The offer letter will be shared to your registered email ID upon successful completion of your further interviews.

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- Medical Fitness Certificate- saying you are fit enough to work night shifts
- Offer letter / Relieving letter / Last 3 consecutive months' pay slips (Applicable only for experienced candidates)

Yours sincerely,
Talent Acquisition
Sutherland

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S. Gopikrishna
26-2-2022

VALLURU LEELA RANI

18NH1A0513

CSE

189



Offer: Computer Consultancy
Ref: TCSL/DT20218085078/Hyderabad
Date: 12/11/2021

Ms. Leela Rani Valluru
1-118 Ramalayam Street,
Near Pond,
Opuvanipalem-521256,
Andhra Pradesh.
Tel# -

Dear Leela Rani Valluru,

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.

BOUQUET OF BENEFITS (BoB)

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

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

1. House Rent Allowance (HRA)

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

2. Leave Travel Allowance

You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

3. Food Card

You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias. As per the Pre-Defined structure you will be eligible for a Food Card with an amount of ₹500/- being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.



PERFORMANCE PAY

Monthly Performance Pay

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

Quarterly Variable Allowance

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

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

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

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

CITY ALLOWANCE

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

XPLORE/ LEARNING INCENTIVES

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

OTHER BENEFITS

Health Insurance Scheme

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

HIS offers the following benefits:



1. Basic Cover

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

ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

2. Higher Hospitalisation

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

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

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

Maternity Leave

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

Tata Sons and Consultancy Services Employees' Welfare Trust (TWT)

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

Loans

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

Professional Memberships

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



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.



3. Training Period

You will be required to undergo class room and on the job training in the first twelve months (including the TCS Xperience Programme as set out herein below), during which period you will be appraised for satisfactory performance during/after which TCSL would normally confirm you.

This confirmation will be communicated to you in writing. If your performance is found unsatisfactory during the training period, the company may afford you opportunities to assist you and enable you to improve your performance. If your performance is still found unsatisfactory, TCSL may terminate your traineeship forthwith.

However, TCSL may even otherwise at its sole discretion terminate the traineeship any time if your performance is not found satisfactory. The terms and conditions of the training will be governed by TCSL's training policy. TCSL reserves the right to modify or amend the training policy.

If you remain unauthorizedly absent for a consecutive period of 3 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of TCS Xperience trainees without any further intimation/separate communication to you.

4. Working Hours

Your working hours are governed by applicable law. You may be required to work in shifts and/or over time depending upon the business exigencies as permitted by law.

5. Mobility

TCSL reserves the right to transfer you at any of its offices, work sites, or associated or affiliated companies in India or outside India, on the terms and conditions as applicable to you at the time of transfer.

6. Compensation Structure / Salary components

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

7. Increments and Promotions

Your performance and contribution to TCSL will be an important consideration for salary increments and promotions. Salary increments and promotions will be based on TCSL's Compensation and Promotion policy.

8. Alternative Occupation / Employment

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



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. Work in SBWS mode

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

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

12. Overseas International Assignment 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.

13. Terms and Conditions

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

14. TATA Code of Conduct

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

15. Notice Period

Upon your confirmation, this contract of employment is terminable by you by giving 90 days notice in writing to TCSL. It is clearly understood, agreed and made abundantly clear that you shall have to necessarily work during the period of notice of 90 days given by you under this clause. However, upon your serving the notice under this clause, TCSL may relieve you any time during the period of notice at its sole discretion.

Upon your confirmation, this contract of employment may be terminated by TCSL by giving you 90 days notice or payment in lieu thereof.

It is understood, agreed and made abundantly clear herein that you shall have to necessarily work during the notice period given by TCSL under this clause, unless you are otherwise relieved by TCSL by giving you payment in lieu of notice.

Your failure to comply with this clause will entail monetary payment of damages to TCSL as may be determined by it at its own discretion having regard to the responsibilities shouldered by you while being in the employment of TCSL.

16. Retirement

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

17. Pre-employment Medical Certificate

You are required to submit a Medical Certificate of Fitness (in the format prescribed by



TCSL) which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS to the Induction Coordinator.

18. Employment of Non Indian Citizens

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

19. Background Check

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

20. Submission of Documents

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

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

- Permanent Account Number (PAN) Card - You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary
- 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

*PAN Card (Permanent Account Number)

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

*Passport

*NSR E-Card

21. TCS Xperience Program

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

The said training forms a critical part of your employment with TCSL and is an ongoing process. TCSL continues to make investment on training and continuing education of its professionals. This will be of immense value to you as a professional and a large part of the ownership and commitment has to come from you.

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training. If you are requested to join TCSL inspite of you not completing the Xplore proctored assessment, you will be provided Xplore training on premise and the above said evaluation process will stand good. The evaluation criteria which will be very transparent will be used as a basis for allocating people to projects/roles. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.

22. Letter of Appointment

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

23. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from



time to time. The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

24. Compliance to all clauses

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

25. 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.



Withdrawal of Offer

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

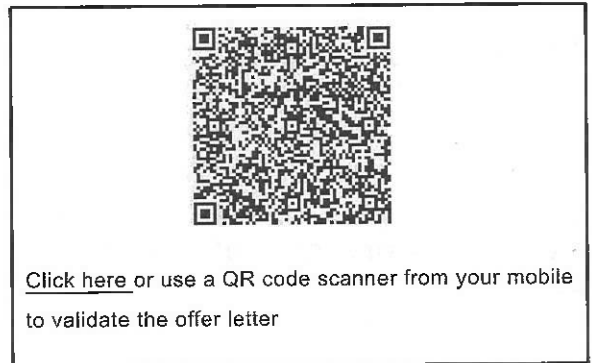
Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

Girish V. Nandimath
Global Head Talent Acquisition & AIP



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



GROSS SALARY SHEET

Annexure 1

Name	Leela Rani Valluru
Designation	Assistant System Engineer-Trainee
Institute Name	Others

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
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
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



Annexure 2

<p>Ahmedabad TCS XP HR Lead Tata Consultancy Services, Garima Park,IT/ITES SEZ,Plot # 41, Gandhinagar - 382007</p>	<p>Bangalore TCS XP HR Lead Tata Consultancy Services, Gate 1, No 42, Think campus, Electronic City phase II, Bangalore - 560100,Karnataka</p>
<p>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</p>	<p>Chennai TCS XP HR Lead Tata Consultancy Services, 415/21-24, Kumaran Nagar, Old Mahabalipuram Rd, TNHB, Sholinganallur, Chennai, Tamil Nadu 600119</p>
<p>DELHI – Gurgaon TCS XP HR Lead Tata Consultancy Services, Block C, Kings Canyon, ASF Insignia, Gurgaon - Faridabad Road, Gawal Pahari, Gurgaon - 122003, Haryana</p>	<p>DELHI – Noida TCS XP HR Lead Tata Consultancy Services, Plot No. A-44 & A-45,Ground, 1st to 5th Floor & 10th floor, Glaxy Business Park, Block - C & D, Sector - 62, Noida - 201 309,UP</p>
<p>Guwahati TCS XP HR Lead Tata Consultancy Services, 5th Floor, NEDFi House,G.S. Road, Dispur,Guwahati - 781006,Assam</p>	<p>Hyderabad TCS XP HR Lead Tata Consultancy Services, Q City, Nanakramguda, Hyderabad</p>
<p>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</p>	<p>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</p>
<p>KOCHI TCS XP HR Lead Tata Consultancy Services, TCS centre, Infopark Road Infopark Campus, Infopark , Kakkanad, Kerala 682042</p>	<p>MUMBAI TCS XP HR Lead Tata Consultancy Services, Yantra Park, Pokharan Road Number 2, TCS Approach Rd, Thane, West, Thane, Maharashtra 400606</p>
<p>NAGPUR TCS XP HR Lead Tata Consultancy Services Limited, Mihan-Sez, Nagpur, Telhara, Maharashtra 441108,</p>	<p>PUNE TCS XP HR Lead Tata Consultancy Services, Plot No. 2 & 3, MIDC-SEZ, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, Pune - 411057,Maharashtra</p>
<p>Trivandrum TCS XP HR Lead Tata Consultancy Services, Peepul Park, Technopark Campus ,Kariyavattom P.O. Trivandrum - 695581, India</p>	



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.



2. Associate's Obligations

Associate agrees to treat the Confidential Information as strictly confidential and a trade secret of TCS. Associate agrees not to use, or cause to be used, or disclose or divulge or part with either directly or indirectly the Confidential Information for the benefit of or to any third parties except for or on behalf of or as directed or authorized by TCS or to a person having a valid contract with or need under TCS, any Confidential Information. Upon termination of employment, the Associate agrees to surrender to TCS all Confidential Information that he or she may then possess or have under his or her control.

3. Intellectual Property Rights

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



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. Working in SBWS Framework:

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

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

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

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



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

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

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

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

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

8. Restriction on Associate's Rights

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.

9. No License

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



10. Equitable Rights

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

11. General

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

(b) In the event of any dispute or disagreement over the interpretation of any of the terms herein contained or may claim or liability of any party including that of surety, the same shall be referred to a person to be nominated by TCS, whose decision shall be final and binding upon the parties hereto. Subject to the above, the arbitration shall be governed by the Arbitration and Conciliation Act, 1999 or any modifications or re-enactment thereof. Associate confirms that the fact that the arbitrator shall be a nominee of TCS shall not be a ground for objecting to such arbitration or challenging the decision of the arbitrator. The venue of arbitration shall be Mumbai. Subject to the above arbitration clause, the Parties agreed to the binding jurisdiction of the Courts at Mumbai under the laws of India.

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

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



(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.



Provisional Offer

Date: 30-10-21

Process: Airtel-Outbound Process (A.P)

Dear P. JayaSri

In connection to the interview you had with us, we are happy to give you a provisional offer for the position of Associate Trainee at Altruist Technologies, with the below mentioned conditions.

- You will need to join us on failing which this offer is void.
- Your Monthly Salary would be INR 10,500/- Per Month
- Your DOJ will be considered from Training start date
- Your training will be 15 days and Rs.200/- will be provided as your Training Stipend ($15*200=3000$)
- Training stipend will be applicable only on successful completion of your training certification.
- You will have to login for 9 hours every day. (i.e., 8 Hours of work and 1 Hour Break)
- The payroll cycle will be calculated from (25th to 25th) of every month and the salary will be credited 7th of every month

NOTE: Your Provisional offer letter will be provided post selection in the final level interview at Chennai office.

Please report at 9AM on your date of joining with the below mentioned documents.

- Education Credentials –SSLC and HSC / Diploma certificate / Degree certificate (Mandatory)
- Proof of DOB – SSLC mark sheet / Voters id / Pan Card / Aadhar card (Mandatory)
- Proof of residence – Voters id / Pan Card / Ration Card / Aadhar card (Mandatory)

We look forward to your joining with Altruist Technologies

For Altruist Technologies

Authorized Signatory

I accept the offer on the terms and conditions outlined.

Date:

Candidate Signature:

P. JayaSri

30-10-21



SRAVANI BARLANKA,

ECE

2022

18 NH 1A 0405

19)

Offer: Computer Consultancy
Ref: TCSL/DT20218241855/Hyderabad
Date: 14/11/2021

Ms. Sravani Barlanka
D.No: 2-23,
Near Panchayat Office,
Undrapudi-521157,
Andhra Pradesh.
Tel# 91-8790849469

Dear Sravani Barlanka,

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/DT20218241855

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

SRAVANI BARLANKA

14-11-2021



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

COMPENSATION AND BENEFITS

BASIC SALARY

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

BOUQUET OF BENEFITS (BoB)

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

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

1. House Rent Allowance (HRA)

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

2. Leave Travel Allowance

You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

3. Food Card

You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias. As per the Pre-Defined structure you will be eligible for a Food Card with an amount of ₹500/- being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.



PERFORMANCE PAY

Monthly Performance Pay

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

Quarterly Variable Allowance

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

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

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

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

CITY ALLOWANCE

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

XPLORE/ LEARNING INCENTIVES

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

OTHER BENEFITS

Health Insurance Scheme

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

HIS offers the following benefits:



1. Basic Cover

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

ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

2. Higher Hospitalisation

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

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

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

Maternity Leave

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

Tata Sons and Consultancy Services Employees' Welfare Trust (TWT)

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

Loans

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

Professional Memberships

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



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

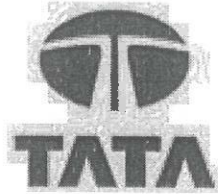
Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above (or equivalent CGPA as per the conversion formula prescribed by the Board / University) in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if 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.



3. Training Period

You will be required to undergo class room and on the job training in the first twelve months (including the TCS Xperience Programme as set out herein below), during which period you will be appraised for satisfactory performance during/after which TCSL would normally confirm you.

This confirmation will be communicated to you in writing. If your performance is found unsatisfactory during the training period, the company may afford you opportunities to assist you and enable you to improve your performance. If your performance is still found unsatisfactory, TCSL may terminate your traineeship forthwith.

However, TCSL may even otherwise at its sole discretion terminate the traineeship any time if your performance is not found satisfactory. The terms and conditions of the training will be governed by TCSL's training policy. TCSL reserves the right to modify or amend the training policy.

If you remain unauthorizedly absent for a consecutive period of 3 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of TCS Xperience trainees without any further intimation/separate communication to you.

4. Working Hours

Your working hours are governed by applicable law. You may be required to work in shifts and/or over time depending upon the business exigencies as permitted by law.

5. Mobility

TCSL reserves the right to transfer you at any of its offices, work sites, or associated or affiliated companies in India or outside India, on the terms and conditions as applicable to you at the time of transfer.

6. Compensation Structure / Salary components

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

7. Increments and Promotions

Your performance and contribution to TCSL will be an important consideration for salary increments and promotions. Salary increments and promotions will be based on TCSL's Compensation and Promotion policy.

8. Alternative Occupation / Employment

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



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. Work in SBWS mode

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

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

12. Overseas International Assignment 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.

13. Terms and Conditions

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

14. TATA Code of Conduct

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

15. Notice Period

Upon your confirmation, this contract of employment is terminable by you by giving 90 days notice in writing to TCSL. It is clearly understood, agreed and made abundantly clear that you shall have to necessarily work during the period of notice of 90 days given by you under this clause. However, upon your serving the notice under this clause, TCSL may relieve you any time during the period of notice at its sole discretion.

Upon your confirmation, this contract of employment may be terminated by TCSL by giving you 90 days notice or payment in lieu thereof.

It is understood, agreed and made abundantly clear herein that you shall have to necessarily work during the notice period given by TCSL under this clause, unless you are otherwise relieved by TCSL by giving you payment in lieu of notice.

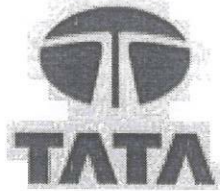
Your failure to comply with this clause will entail monetary payment of damages to TCS as may be determined by it at its own discretion having regard to the responsibilities shouldered by you while being in the employment of TCS.

16. Retirement

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

17. Pre-employment Medical Certificate

You are required to submit a Medical Certificate of Fitness (in the format prescribed by



TCSL) which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS to the Induction Coordinator.

18. Employment of Non Indian Citizens

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

19. Background Check

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

20. Submission of Documents

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

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

- Permanent Account Number (PAN) Card - You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary
- 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

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

21. TCS Xperience Program

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

The said training forms a critical part of your employment with TCSL and is an ongoing process. TCSL continues to make investment on training and continuing education of its professionals. This will be of immense value to you as a professional and a large part of the ownership and commitment has to come from you.

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training. If you are requested to join TCSL inspite of you not completing the Xplore proctored assessment, you will be provided Xplore training on premise and the above said evaluation process will stand good. The evaluation criteria which will be very transparent will be used as a basis for allocating people to projects/roles. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.

22. Letter of Appointment

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

23. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from



time to time. The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

24. Compliance to all clauses

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

25. 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.



Withdrawal of Offer

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

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

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

Girish V. Nandimath
Global Head Talent Acquisition & AIP



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



GROSS SALARY SHEET

Annexure 1

Name	Sravani Barlanka
Designation	Assistant System Engineer-Trainee
Institute Name	V.K.R., V.N.B. A.G.K. College Of Engineering

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
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.

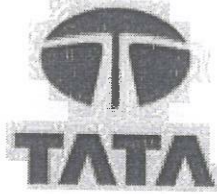
**** Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. Table 2: TCSL defined structure for BoB (All Components in INR)

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



Annexure 2

<p>Ahmedabad TCS XP HR Lead Tata Consultancy Services, Garima Park,IT/ITES SEZ,Plot # 41, Gandhinagar - 382007</p>	<p>Bangalore TCS XP HR Lead Tata Consultancy Services, Gate 1, No 42, Think campus, Electronic City phase II, Bangalore - 560100,Karnataka</p>
<p>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</p>	<p>Chennai TCS XP HR Lead Tata Consultancy Services, 415/21-24, Kumaran Nagar, Old Mahabalipuram Rd, TNHB, Sholinganallur, Chennai, Tamil Nadu 600119</p>
<p>DELHI – Gurgaon TCS XP HR Lead Tata Consultancy Services, Block C, Kings Canyon, ASF Insignia, Gurgaon - Faridabad Road, Gawal Pahari, Gurgaon - 122003, Haryana</p>	<p>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</p>
<p>Guwahati TCS XP HR Lead Tata Consultancy Services, 5th Floor, NEDFi House,G.S. Road, Dispur,Guwahati - 781006,Assam</p>	<p>Hyderabad TCS XP HR Lead Tata Consultancy Services, Q City, Nanakramguda, Hyderabad</p>
<p>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</p>	<p>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</p>
<p>KOCHI TCS XP HR Lead Tata Consultancy Services, TCS centre, Infopark Road Infopark Campus, Infopark , Kakkanad, Kerala 682042</p>	<p>MUMBAI TCS XP HR Lead Tata Consultancy Services, Yantra Park, Pokharan Road Number 2, TCS Approach Rd, Thane, West, Thane, Maharashtra 400606</p>
<p>NAGPUR TCS XP HR Lead Tata Consultancy Services Limited, Mihan-Sez, Nagpur, Telhara, Maharashtra 441108,</p>	<p>PUNE TCS XP HR Lead Tata Consultancy Services, Plot No. 2 & 3, MIDC-SEZ, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, Pune - 411057,Maharashtra</p>
<p>Trivandrum TCS XP HR Lead Tata Consultancy Services, Peepul Park, Technopark Campus ,Kariyavattom P.O. Trivandrum - 695581, India</p>	



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.



2. Associate's Obligations

Associate agrees to treat the Confidential Information as strictly confidential and a trade secret of TCS. Associate agrees not to use, or cause to be used, or disclose or divulge or part with either directly or indirectly the Confidential Information for the benefit of or to any third parties except for or on behalf of or as directed or authorized by TCS or to a person having a valid contract with or need under TCS, any Confidential Information. Upon termination of employment, the Associate agrees to surrender to TCS all Confidential Information that he or she may then possess or have under his or her control.

3. Intellectual Property Rights

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



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. Working in SBWS Framework:

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

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

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

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



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

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

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

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

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

8. Restriction on Associate's Rights

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.

9. No License

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



10. Equitable Rights

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

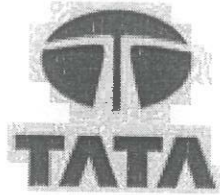
11. General

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

(b) In the event of any dispute or disagreement over the interpretation of any of the terms herein contained or may claim or liability of any party including that of surety, the same shall be referred to a person to be nominated by TCS, whose decision shall be final and binding upon the parties hereto. Subject to the above, the arbitration shall be governed by the Arbitration and Conciliation Act, 1999 or any modifications or re-enactment thereof. Associate confirms that the fact that the arbitrator shall be a nominee of TCS shall not be a ground for objecting to such arbitration or challenging the decision of the arbitrator. The venue of arbitration shall be Mumbai. Subject to the above arbitration clause, the Parties agreed to the binding jurisdiction of the Courts at Mumbai under the laws of India.

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

(d) This Confidentiality clause along with other documents executed by Associate or referenced in any such documents constitutes the entire understanding between the parties and supersedes all prior agreements and understandings pertaining to the subject matter thereof. No delay or 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.

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Offer: Computer Consultancy
Ref: TCSL/DT20218231276/Hyderabad
Date: 14/11/2021

Mr. Ganapathi Komarapu
1-25Oc Colony,
Near The Water Tank,
Machilipatnam-521325,
Andhra Pradesh.
Tel# -

Dear Ganapathi Komarapu,

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/DT20218231276

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

K. Ganapathi

14/11/2021



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

COMPENSATION AND BENEFITS

BASIC SALARY

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

BOUQUET OF BENEFITS (BoB)

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

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

1. House Rent Allowance (HRA)

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

2. Leave Travel Allowance

You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

3. Food Card

You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias. As per the Pre-Defined structure you will be eligible for a Food Card with an amount of ₹500/- being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.



PERFORMANCE PAY

Monthly Performance Pay

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

Quarterly Variable Allowance

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

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

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

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

CITY ALLOWANCE

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

XPLORE/ LEARNING INCENTIVES

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

OTHER BENEFITS

Health Insurance Scheme

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

HIS offers the following benefits:



1. Basic Cover

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

ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

2. Higher Hospitalisation

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

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

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

Maternity Leave

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

Tata Sons and Consultancy Services Employees' Welfare Trust (TWT)

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

Loans

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

Professional Memberships

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



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.



3. Training Period

You will be required to undergo class room and on the job training in the first twelve months (including the TCS Xperience Programme as set out herein below), during which period you will be appraised for satisfactory performance during/after which TCSL would normally confirm you.

This confirmation will be communicated to you in writing. If your performance is found unsatisfactory during the training period, the company may afford you opportunities to assist you and enable you to improve your performance. If your performance is still found unsatisfactory, TCSL may terminate your traineeship forthwith.

However, TCSL may even otherwise at its sole discretion terminate the traineeship any time if your performance is not found satisfactory. The terms and conditions of the training will be governed by TCSL's training policy. TCSL reserves the right to modify or amend the training policy.

If you remain unauthorizedly absent for a consecutive period of 3 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of TCS Xperience trainees without any further intimation/separate communication to you.

4. Working Hours

Your working hours are governed by applicable law. You may be required to work in shifts and/or over time depending upon the business exigencies as permitted by law.

5. Mobility

TCSL reserves the right to transfer you at any of its offices, work sites, or associated or affiliated companies in India or outside India, on the terms and conditions as applicable to you at the time of transfer.

6. Compensation Structure / Salary components

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

7. Increments and Promotions

Your performance and contribution to TCSL will be an important consideration for salary increments and promotions. Salary increments and promotions will be based on TCSL's Compensation and Promotion policy.

8. Alternative Occupation / Employment

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



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. Work in SBWS mode

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

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

12. Overseas International Assignment 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.

13. Terms and Conditions

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

14. TATA Code of Conduct

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

15. Notice Period

Upon your confirmation, this contract of employment is terminable by you by giving 90 days notice in writing to TCSL. It is clearly understood, agreed and made abundantly clear that you shall have to necessarily work during the period of notice of 90 days given by you under this clause. However, upon your serving the notice under this clause, TCSL may relieve you any time during the period of notice at its sole discretion.

Upon your confirmation, this contract of employment may be terminated by TCSL by giving you 90 days notice or payment in lieu thereof.

It is understood, agreed and made abundantly clear herein that you shall have to necessarily work during the notice period given by TCSL under this clause, unless you are otherwise relieved by TCSL by giving you payment in lieu of notice.

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

16. Retirement

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

17. Pre-employment Medical Certificate

You are required to submit a Medical Certificate of Fitness (in the format prescribed by



TCSL) which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS to the Induction Coordinator.

18. Employment of Non Indian Citizens

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

19. Background Check

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

20. Submission of Documents

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

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

- Permanent Account Number (PAN) Card - You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary
- 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

*PAN Card (Permanent Account Number)

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

*Passport

*NSR E-Card

21. TCS Xperience Program

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

The said training forms a critical part of your employment with TCSL and is an ongoing process. TCSL continues to make investment on training and continuing education of its professionals. This will be of immense value to you as a professional and a large part of the ownership and commitment has to come from you.

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training. If you are requested to join TCSL inspite of you not completing the Xplore proctored assessment, you will be provided Xplore training on premise and the above said evaluation process will stand good. The evaluation criteria which will be very transparent will be used as a basis for allocating people to projects/roles. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.

22. Letter of Appointment

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

23. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from

TCS Confidential

10

TCSL/DT20218231276

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



time to time. The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

24. Compliance to all clauses

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

25. 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.



Withdrawal of Offer

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

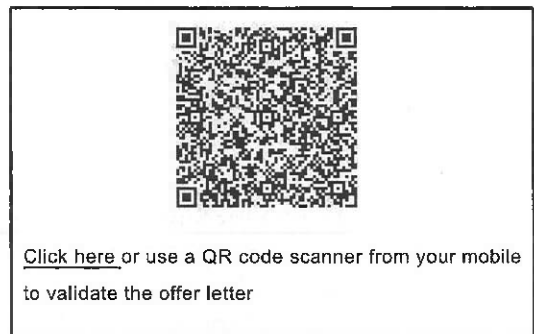
Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

Girish V. Nandimath
Global Head Talent Acquisition & AIP



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



GROSS SALARY SHEET

Annexure 1

Name	Ganapathi Komarapu
Designation	Assistant System Engineer-Trainee
Institute Name	V.K.R., V.N.B. A.G.K. College Of Engineering

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
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



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, Gawal Pahari, Gurgaon - 122003, Haryana	DELHI – Noida TCS XP HR Lead Tata Consultancy Services, Plot No. A-44 & A-45,Ground, 1st to 5th Floor & 10th floor, 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, Kakkanad, Kerala 682042	MUMBAI TCS XP HR Lead Tata Consultancy Services, Yantra Park, Pokharan Road Number 2, TCS Approach Rd, Thane, West, Thane, Maharashtra 400606
NAGPUR TCS XP HR Lead Tata Consultancy Services Limited, Mihan-Sez, Nagpur, Telhara, Maharashtra 441108,	PUNE TCS XP HR Lead Tata Consultancy Services, Plot No. 2 & 3, MIDC-SEZ, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, Pune - 411057,Maharashtra
Trivandrum TCS XP HR Lead Tata Consultancy Services, Peepul Park, Technopark Campus ,Kariyavattom P.O. Trivandrum - 695581, india	



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.



2. Associate's Obligations

Associate agrees to treat the Confidential Information as strictly confidential and a trade secret of TCS. Associate agrees not to use, or cause to be used, or disclose or divulge or part with either directly or indirectly the Confidential Information for the benefit of or to any third parties except for or on behalf of or as directed or authorized by TCS or to a person having a valid contract with or need under TCS, any Confidential Information. Upon termination of employment, the Associate agrees to surrender to TCS all Confidential Information that he or she may then possess or have under his or her control.

3. Intellectual Property Rights

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



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. Working in SBWS Framework:

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

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

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

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



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

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

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

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

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

8. Restriction on Associate's Rights

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.

9. No License

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



10. Equitable Rights

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

11. General

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

(b) In the event of any dispute or disagreement over the interpretation of any of the terms herein contained or may claim or liability of any party including that of surety, the same shall be referred to a person to be nominated by TCS, whose decision shall be final and binding upon the parties hereto. Subject to the above, the arbitration shall be governed by the Arbitration and Conciliation Act, 1999 or any modifications or re-enactment thereof. Associate confirms that the fact that the arbitrator shall be a nominee of TCS shall not be a ground for objecting to such arbitration or challenging the decision of the arbitrator. The venue of arbitration shall be Mumbai. Subject to the above arbitration clause, the Parties agreed to the binding jurisdiction of the Courts at Mumbai under the laws of India.

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

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



(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.

Tech Mahindra

Tech Mahindra Limited
Infocity, Hitech City Layout,
Madhapur, Hyderabad 500081, India.

Tel: +01 40 3003 0303
Fax: +01 40 2311 7011

Registered Office:
Gateway Building, Apollo Bunder
Mumbai 400 001, India.
www.techmahindra.com
CIN L04200MH1000PLC041370

2069788 / ELTP-CAMPUS / 2022

27-May-2022

Subject: Letter of Intent

Dear Anil,

This refers to the campus interview that you had attended.

We are pleased to inform that you have been shortlisted for a position of Associate Software Engineer at Band U and Sub Band U1 in our Organization provided:

- o You being medically fit, having completed your qualifying academic course with a minimum grade of First Class or equivalent grade as specified at the time of your selection, meeting the set eligibility criteria, including minimum of First Class/60% or equivalent grade in all other courses completed by you prior to your qualifying academic course
- o You complete the set of learning courses and earn course completion certificate for each course mentioned in Annexure - A and

On successful completion of the above, the Company may, at its sole discretion, offer you an employment opportunity with the following conditions:

- o You will be under probation for a period of 6 (Six) months from the date of joining.
- o 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 - B for breakup of your intended Annual Salary package.
- o Post probation, 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 - C for breakup of your intended Annual Salary package.
- o In addition, you will also be entitled for a one-time settlement Allowance not exceeding INR 15,000, (Indian Rupees Fifteen Thousand Only) if eligible, as per Tech Mahindra policy.
- o 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.
- o You are required to mandatorily possess a valid Passport and Income Tax PAN Card at the time of joining the Company.



K. Anil Kumar

27-5-2022

Tech Mahindra

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

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

This Letter of Intent shall cease to be valid on 25-Nov-2022 or issue of Offer of Appointment, whichever is earlier.

We look forward to you having a rewarding career with us.

Yours sincerely,
For Tech Mahindra Limited,



Krishna Ramaswamy

Head - Resource Management Group

K. Anil Kumar

Annexure A

Learning and Certification

Selects to learn the below Udemy courses in self-learning mode and earn the course completion certificate for each course

To start learning courses use tmfh.udemy.com link.

Detailed learning instructions will be communicated separately.

Category	Udemy Course Name	Course Duration (In Hrs)
Programming Foundations	Programming 101	4
Data Structures & Algorithms	Data Structures A-Z : Data Structures + Algorithms Bootcamp	7.5
Web Programming	Complete Web Design Course: HTML, CSS, Javascript and JQuery	20.5
Linux Fundamentals	Learn Linux in 5 Days and Level Up Your Career	6.5
Shell Scripting	Bash Shell Scripting: Crash Course For Beginners	5.5
SQL	SQL for Beginners: Learn SQL using MySQL and Database Design	8
Python basics	The Python Bible Everything You Need to Program in Python	9
Cloud Computing	A Practical Introduction to Cloud Computing	2.5
Agile & Scrum	Agile Fundamentals: Including Scrum and Kanban - 2021	4.5
Software Testing	Certified Tester ISTQB Foundation Level (CTFL) - Updated 2021	6.5
Communication	The Art of Communications ? Become a Master Communicator	3.25
Email Writing	Write Better Emails: Tactics for Smarter Team Communication	1.36
Business Etiquettes	Business Etiquette 101: Social Skills for Success	4.7

K. Anil Kumar

Tech Mahindra

Tech Mahindra Limited
Infocity, Hitech City Layout,
Madhapur, Hyderabad 500081, India.

Tel: +91 40 3063 6363
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Registered Office:
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www.techmahindra.com
CIN L64200MH1986PLC041370

Annexure B

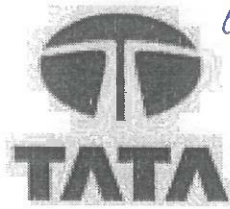
Total Cost to Company (TCC) (Per Annum)	260000
Components of Total Cost to Company	INR. (Per Annum)
Basic (@40% of Total Fixed Pay)	89393
HRA (@70% of Basic Pay)	62575
Bonus/Statutory Bonus	48000
Employer's contribution to Provident Fund (@12% of Basic Pay)	10727
Flexible Components of TFP ^	12767
Total Fixed Pay (Per Annum)	223482
Total Variable Pay (TVP) (Per Annum) (*)	24831
Total....(A)	248313
Additional Benefits....(B)	11687
Gratuity	4300
Insurance Premiums (towards GTLI, GMIP and GPAI)	7387
Total Cost to Company (Per Annum) ----(A) + (B)	260000
^ 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 (GTLI) Coverage: You would be eligible to be covered under the Group Term Life Insurance Cover, providing Life Insurance Coverage to the associates by paying a lump sum benefit of 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.	

K. Anil Kumar

Annexure C

Total Cost to Company (TCC) (Per Annum)	325000
Components of Total Cost to Company	INR. (Per Annum)
Basic (@40% of Total Fixed Pay)	112394
HRA (@70% of Basic Pay)	78676
Bonus/Statutory Bonus	48000
Employer's contribution to Provident Fund (@12% of Basic Pay)	13487
Flexible Components of TFP ^	28428
Total Fixed Pay (Per Annum)	280985
Total Variable Pay (TVP) (Per Annum) (*)	31221
Total.....(A)	312206
Additional Benefits....(B)	12794
Gratuity	5407
Insurance Premiums (towards GTLI, GMIP and GPAI)	7387
Total Cost to Company (Per Annum) ——(A) + (B)	325000
^ 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 INR, 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 (GTLI) Coverage: You would be eligible to be covered under the Group Term Life Insurance Cover, providing Life Insurance Coverage to the associates by paying a lump sum benefit of INR 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 INR 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 INR 2 lakhs.	
c) Group Personal Accident Insurance (GPAI) coverage: You would be enrolled under the Company's GPAI scheme with a cover of upto INR 5 lakhs payable in case of permanent disablement arising out of any unfortunate event of an accident.	

K. Anil Kumar



ORUGANTI, NITEESH KUMAR

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Offer: Computer Consultancy
Ref: TCSL/DT20218155426/Hyderabad
Date: 14/11/2021

Mr. Niteesh Kumar Oruganti
2/33Dronadula Vari Veedhi,
Kothibomma Center,
Gudivada-521301,
Andhra Pradesh.
Tel# -

Dear Niteesh Kumar Oruganti,

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.

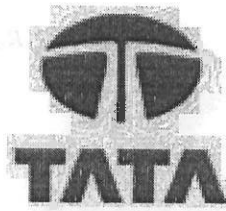
After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory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

TCS Confidential
TCSL/DT20218155426

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

O. Niteesh Kumar
14/11/2021



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

COMPENSATION AND BENEFITS

BASIC SALARY

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

BOUQUET OF BENEFITS (BoB)

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

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

1. House Rent Allowance (HRA)

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

2. Leave Travel Allowance

You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

3. Food Card

You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias. As per the Pre-Defined structure you will be eligible for a Food Card with an amount of ₹500/- being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.



PERFORMANCE PAY

Monthly Performance Pay

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

Quarterly Variable Allowance

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

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

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

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

CITY ALLOWANCE

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

XPLORE/ LEARNING INCENTIVES

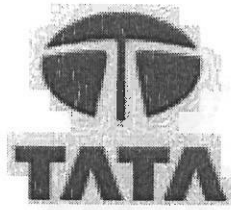
You will be eligible for Readiness Incentive AND/ OR Competency Incentive, basis your performance in TCS Xplore Program. The incentives gives you an additional earning potential of upto Rs.60,000 over and above your CTC during the first year.

OTHER BENEFITS

Health Insurance Scheme

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

HIS offers the following benefits:



1. Basic Cover

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

ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

2. Higher Hospitalisation

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

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

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

Maternity Leave

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

Tata Sons and Consultancy Services Employees' Welfare Trust (TWT)

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

Loans

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

Professional Memberships

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



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

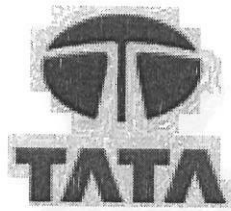
Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above (or equivalent CGPA as per the conversion formula prescribed by the Board / University) in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if 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.



3. Training Period

You will be required to undergo class room and on the job training in the first twelve months (including the TCS Xperience Programme as set out herein below), during which period you will be appraised for satisfactory performance during/after which TCSL would normally confirm you.

This confirmation will be communicated to you in writing. If your performance is found unsatisfactory during the training period, the company may afford you opportunities to assist you and enable you to improve your performance. If your performance is still found unsatisfactory, TCSL may terminate your traineeship forthwith.

However, TCSL may even otherwise at its sole discretion terminate the traineeship any time if your performance is not found satisfactory. The terms and conditions of the training will be governed by TCSL's training policy. TCSL reserves the right to modify or amend the training policy.

If you remain unauthorizedly absent for a consecutive period of 3 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of TCS Xperience trainees without any further intimation/separate communication to you.

4. Working Hours

Your working hours are governed by applicable law. You may be required to work in shifts and/or over time depending upon the business exigencies as permitted by law.

5. Mobility

TCSL reserves the right to transfer you at any of its offices, work sites, or associated or affiliated companies in India or outside India, on the terms and conditions as applicable to you at the time of transfer.

6. Compensation Structure / Salary components

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

7. Increments and Promotions

Your performance and contribution to TCSL will be an important consideration for salary increments and promotions. Salary increments and promotions will be based on TCSL's Compensation and Promotion policy.

8. Alternative Occupation / Employment

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



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.

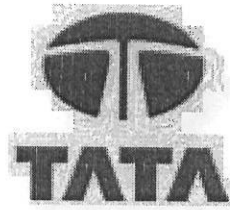
11. Work in SBWS mode

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

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

12. Overseas International Assignment 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.

13. Terms and Conditions

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

14. TATA Code of Conduct

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

15. Notice Period

Upon your confirmation, this contract of employment is terminable by you by giving 90 days notice in writing to TCSL. It is clearly understood, agreed and made abundantly clear that you shall have to necessarily work during the period of notice of 90 days given by you under this clause. However, upon your serving the notice under this clause, TCSL may relieve you any time during the period of notice at its sole discretion.

Upon your confirmation, this contract of employment may be terminated by TCSL by giving you 90 days notice or payment in lieu thereof.

It is understood, agreed and made abundantly clear herein that you shall have to necessarily work during the notice period given by TCSL under this clause, unless you are otherwise relieved by TCSL by giving you payment in lieu of notice.

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

16. Retirement

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

17. Pre-employment Medical Certificate

You are required to submit a Medical Certificate of Fitness (in the format prescribed by



TCSL) which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS to the Induction Coordinator.

18. Employment of Non Indian Citizens

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

19. Background Check

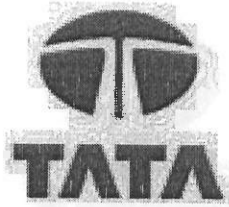
Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining. If the background check reveals unfavourable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

20. Submission of Documents

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

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

- Permanent Account Number (PAN) Card - You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary
- 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

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

21. TCS Xperience Program

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

The said training forms a critical part of your employment with TCSL and is an ongoing process. TCSL continues to make investment on training and continuing education of its professionals. This will be of immense value to you as a professional and a large part of the ownership and commitment has to come from you.

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training. If you are requested to join TCSL inspite of you not completing the Xplore proctored assessment, you will be provided Xplore training on premise and the above said evaluation process will stand good. The evaluation criteria which will be very transparent will be used as a basis for allocating people to projects/roles. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.

22. Letter of Appointment

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

23. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from

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TCSL/DT20218155426

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TATA CONSULTANCY SERVICES

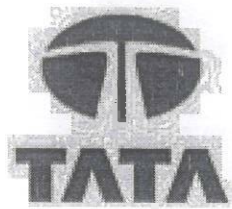
Tata Consultancy Services Limited

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, Nariman Point, Mumbai 400 021

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



time to time. The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

24. Compliance to all clauses

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

25. 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.

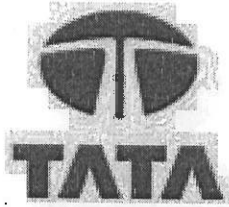
(b) It will be processed for various organizational purposes such as recruitment, onboarding, background check, project assignment, performance management, job rotation, career development including at leadership level, diversity and inclusion initiatives, global mobility, wellness program, statutory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



Withdrawal of Offer

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

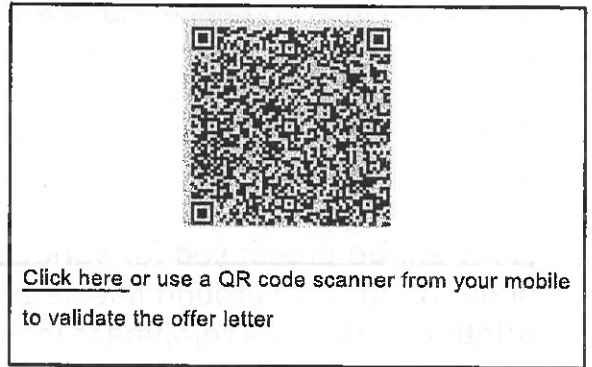
Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

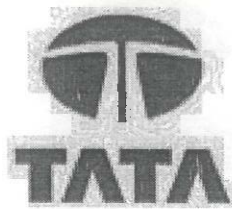
Yours Sincerely,

For TATA Consultancy Services Limited

Girish V. Nandimath
Global Head Talent Acquisition & AIP



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



GROSS SALARY SHEET

Annexure 1

Name	Niteesh Kumar Oruganti
Designation	Assistant System Engineer-Trainee
Institute Name	Others

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
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
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.

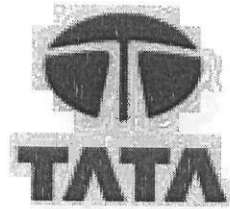
* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore Program.

**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



Annexure 2

<p>Ahmedabad TCS XP HR Lead Tata Consultancy Services, Garima Park, IT/ITES SEZ, Plot # 41, Gandhinagar - 382007</p>	<p>Bangalore TCS XP HR Lead Tata Consultancy Services, Gate 1, No 42, Think campus, Electronic City phase II, Bangalore - 560100, Karnataka</p>
<p>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</p>	<p>Chennai TCS XP HR Lead Tata Consultancy Services, 415/21-24, Kumaran Nagar, Old Mahabalipuram Rd, TNHB, Sholinganallur, Chennai, Tamil Nadu 600119</p>
<p>DELHI - Gurgaon TCS XP HR Lead Tata Consultancy Services, Block C, Kings Canyon, ASF Insignia, Gurgaon - Faridabad Road, Gawal Pahari, Gurgaon - 122003, Haryana</p>	<p>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</p>
<p>Guwahati TCS XP HR Lead Tata Consultancy Services, 5th Floor, NEDFI House, G.S. Road, Dispur, Guwahati - 781006, Assam</p>	<p>Hyderabad TCS XP HR Lead Tata Consultancy Services, Q City, Nanakramguda, Hyderabad</p>
<p>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</p>	<p>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</p>
<p>KOCHI TCS XP HR Lead Tata Consultancy Services, TCS centre, Infopark Road Infopark Campus, Infopark, Kakkanad, Kerala 682042</p>	<p>MUMBAI TCS XP HR Lead Tata Consultancy Services, Yantra Park, Pokharan Road Number 2, TCS Approach Rd, Thane, West, Thane, Maharashtra 400606</p>
<p>NAGPUR TCS XP HR Lead Tata Consultancy Services Limited, Mihan-Sez, Nagpur, Telhara, Maharashtra 441108,</p>	<p>PUNE TCS XP HR Lead Tata Consultancy Services, Plot No. 2 & 3, MIDC-SEZ, Rajiy Gandhi Infotech Park, Hinjewadi Phase III, Pune - 411057, Maharashtra</p>
<p>Trivandrum TCS XP HR Lead Tata Consultancy Services, Peepul Park, Technopark Campus, Kariyavattom P.O. Trivandrum - 695581, India</p>	



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:

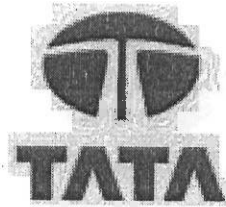
(a) Any and all information processing programs, software, properties, items, information, data, material or any nature whatsoever or any parts thereof, additions thereto and materials related thereto, produced or created at any time by TCS or the Associate in the course of or in connection with or arising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

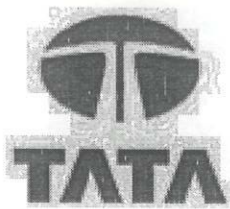


2. Associate's Obligations

Associate agrees to treat the Confidential Information as strictly confidential and a trade secret of TCS. Associate agrees not to use, or cause to be used, or disclose or divulge or part with either directly or indirectly the Confidential Information for the benefit of or to any third parties except for or on behalf of or as directed or authorized by TCS or to a person having a valid contract with or need under TCS, any Confidential Information. Upon termination of employment, the Associate agrees to surrender to TCS all Confidential Information that he or she may then possess or have under his or her control.

3. Intellectual Property Rights

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



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. Working in SBWS Framework:

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

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

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

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



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

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

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

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

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

8. Restriction on Associate's Rights

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.

9. No License

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



10. Equitable Rights

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

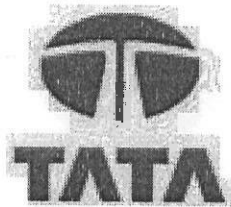
11. General

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

(b) In the event of any dispute or disagreement over the interpretation of any of the terms herein contained or may claim or liability of any party including that of surety, the same shall be referred to a person to be nominated by TCS, whose decision shall be final and binding upon the parties hereto. Subject to the above, the arbitration shall be governed by the Arbitration and Conciliation Act, 1999 or any modifications or re-enactment thereof. Associate confirms that the fact that the arbitrator shall be a nominee of TCS shall not be a ground for objecting to such arbitration or challenging the decision of the arbitrator. The venue of arbitration shall be Mumbai. Subject to the above arbitration clause, the Parties agreed to the binding jurisdiction of the Courts at Mumbai under the laws of India.

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

(d) This Confidentiality clause along with other documents executed by Associate or referenced in any such documents constitutes the entire understanding between the parties and supersedes all prior agreements and understandings pertaining to the subject matter thereof. No delay or 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.

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SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: VKR VNB & AGK COLLEGE OF ENGINEERING
Date: 26-2-2022

Dear GURUVELLI BHARGAVI

Congratulations!!!

With reference to the Interview, you had with us, we are pleased to inform you that you have been shortlisted as an "Associate". Your employment with us will be established on clearing further rounds of interviews which would be conducted online/remotely or at our Perungalathur facility (No.16, GST Road, Gateway office Parks A-1 Block, Ground Floor, Perungalathur, Chennai 600063). The offer letter will be shared to your registered email ID upon successful completion of your further interviews.

We at Sutherland are privileged to have you with us and we look forward to launching your career on a successful note. The compensation package offered to freshers' is up to 2.50 LPA - Package differs based on the Client, individual's skill set, and various other selection parameters.

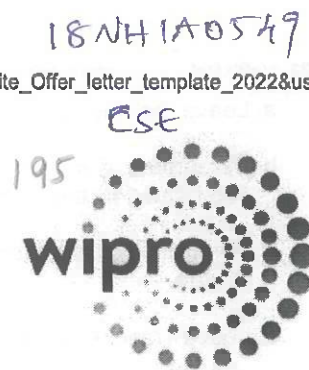
You will have to furnish the following documents during the hiring/onboarding process

- 1 Passport size photographs
- 10th, 12th, and UG/PG education certificates - (whichever is completed)
- E-Aadhar card-mandatory for address proof.
- Pan Card- Mandatory to open a bank account.
- In addition, you can also submit a Ration card, Driving license/Passport, PAN Card, Voter ID for address proof.
- Medical Fitness Certificate- saying you are fit enough to work night shifts
- Offer letter / Relieving letter / Last 3 consecutive months' pay slips (Applicable only for experienced candidates)

Yours sincerely,
Talent Acquisition
Sutherland

This is a digitally generated soft copy hence a signature is not required
Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

Gn. Bhargavi



APPOINTMENT LETTER

January 22, 2022

Dear Priyanka Kothari,

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 VI. 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:

K. Priyanka
22-1-2022

- a. Leave, holidays and working hours as applicable to your stream and location of posting.
- b. Perquisites, if any, as applicable to your band and stream and / or based on functional requirements as determined by the Company.
- c. Participation in the Company's Provident Fund Scheme (PF) as per the policies applicable to your band and stream.
- d. Leave Travel Assistance (LTA) as per the Company's policy.
- e. Wipro Medical Assistance Scheme (MAS) provided you are not covered under the purview of the ESI Act.
- f. Employee Benefits Program sponsored and administered by the Company for management employees, comprising of pension plan or gratuity plan, survivor benefit plan and industrial injury benefits.
- g. Please refer to the detailed policies in the Company's intranet portal i.e. mywipro.wipro.com

4. Responsibilities:

- a. In view of your position and office, you would be expected to perform all responsibilities effectively, diligently and to the best of your ability and ensure results. There may be times when you will be expected to work extra hours to achieve the above when the job so requires. At all times, you are required not to engage in activities that have or will have an adverse impact on the reputation / image and business of the Company, whether directly or indirectly.
- b. You may be required to undertake travel for business purposes for which you will be eligible for reimbursement of travel expenses as per the Company policy applicable to you.
- c. We are committed to ensure 'Integrity' in all aspects of the Company's functioning. You are expected to comply with all the applicable policies of the Company including the Code of Business Conduct and Ethics ('Policies') as they form an integral part of the terms of your employment with Wipro. Consequently, you are required to understand the scope and intent behind these policies and to comply with the same. These Policies are updated / modified on a periodic basis and new policies may be introduced and notified to employees from time to time and you will be required to comply with the same.
- d. Consistent with (c) above, any matter or situation or incident that may arise that could potentially result, or has resulted, in any violation of the Policies or the terms of your employment, shall immediately be brought to the notice of your Business Unit Head and appropriate disciplinary action will be initiated.

5. Conflict of Interest:

- a. You are required to engage yourself exclusively in the work assigned by Wipro and you shall not take up any independent or individual assignments (whether part time or full time, in an advisory capacity or otherwise) directly or indirectly without the express written consent of your Business Unit Head.
- b. You shall ensure that you shall not, directly or indirectly, engage in any activity or have any interest in, or perform any services for any person who is involved in activities, which are or shall be in conflict with the interests of Wipro.
- c. The Conflict of Interest Policy also refers to the need on your part, during your employment and for a period of one year from the cessation of your employment with the Company (irrespective of the circumstances of, or the reasons for, the cessation) not to solicit, induce or encourage:
 - i. Any employee of the Company to terminate their employment with the Company or to accept employment with any competitor, supplier or any customer with whom you have a connection pursuant to your employment with the Company.
 - ii. Any customer or vendor of the Company to move his existing business with the Company to a third party or to terminate his business relationship with the Company.
 - iii. Any existing employee to become associated with, or perform services of any type for any third party.
- d. In case of any conflict or doubt, please discuss the matter with your Business Unit Head, to understand the Company's position on this and resolve the conflict.

6. Confidentiality:

- a. In consideration of the opportunities, training and access to new techniques and know-how that will be made available to you, you will be required to comply with the Confidentiality Policy of the Company. Therefore, please maintain all Confidential Information as defined from time to time in the Confidentiality Policy of the Company, as secret and confidential and do not use or disclose any such Confidential Information except as

may be required under obligation of law or as may be required by the Company and in the course of your employment. This covenant shall endure during your employment and beyond the cessation of your employment with the Company (irrespective of the circumstances of, or the reasons for, the cessation).

- b. In your work for Wipro, you will be expected not to use or disclose any confidential information, including trade secrets, of any former employer or other person with whom you have an obligation of confidentiality and by signing below you affirm that you have no conflicting obligations or non-compete agreements that would prevent you from working without limitation for the Company.

7. Assignment of Intellectual Property

In connection with your employment and during the term of your employment, upon conception or creation, you shall disclose and assign to Wipro as its exclusive property, all inventions, ideas, concepts, discoveries, techniques, and improvements (including, without limitation, legal documents, training materials, computer software and associated materials) developed or conceived by you solely or jointly with others (whether or not during business hours), and shall comply with the Policies of Wipro in relation to Intellectual Property.

8. Non-Compete

In the course of your employment with the Company you will be providing services to customers or clients of the Company during which process you will be handling sensitive information including but not limited to key customers of the Company, competitor information, customer sensitive information ('Confidential Information'). You acknowledge and recognize that Confidential Information available to you, if leaked, would cause irreparable harm to the Company and its protection is of utmost importance to the Company. You confirm that for a period of six (6) months after separation of your employment from the Company (irrespective of the circumstances of or the reason for the separation), you will not accept any offer of employment from a customer or client with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of separation.

9. General:

This offer of appointment is subject to the precondition that you have not provided us with any false declaration and/or documentation or willfully suppressed any material information. If at any point of time, it is brought to our notice that you have submitted fabricated documentation or made false representation or willfully suppressed material information, you shall be liable to be removed from service with immediate effect and the Company reserves its right to initiate appropriate action as per applicable policy and /or enforce remedies available to us under law.

Please note that you are required to inform us if there are any agreements, oral or written, which you have entered into and which may relate to or affect your commitments under this employment contract.

- a. You acknowledge that you have understood the terms of this employment contract and that you are aware that the specific performance of the terms of this employment contract may be enforced legally, if required. In this connection, if any of the provisions of this letter of appointment are declared or found to be void or unenforceable due to any reason whatsoever, the remaining provisions of this letter shall continue in full force and effect.
- b. These employment terms supersede and replace any existing agreement or understanding, if any, between the Company and you on the same subject matter.
- c. You warrant that you are not prevented by any court or by any other administrative or judicial authority or order from providing the services required under this employment contract. In the event that you are not a citizen of the country of posting, you should have a valid work permit to work in the country of posting.
- d. Your appointment shall be treated as withdrawn in case:
- i. You have not scored minimum aggregate marks of 60% in your 10th Standard or equivalent education.
 - ii. You have not scored minimum aggregate marks of 60% in your 12th Standard or equivalent education.
 - iii. For Graduates: You have not scored minimum aggregate marks of 60% in your graduation.
 - iv. For Post Graduates: You have not scored minimum aggregate marks of 60% in your graduation and 60% in post-graduation.
 - v. You have any pending backlogs/ arrears on the date of appointment.

Please note that at any stage, whether during your online test and/or interview process or upon joining the Company, if it is brought to our notice that you have indulged in malpractices or used illegal means to clear your online assessment, the Company shall withdraw or revoke the offer with immediate effect and we reserve our rights to take suitable action against you as we may deem fit.

10. Training Agreement:

As part of your smooth transition from campus to corporate, the Company shall be providing you extensive training through learning interventions from the time of your selection to on-boarding. You shall be provided an opportunity to learn in Pre-Joining programs, Self-directed learning modules, MOOCs, in-classroom learning, on-the-job training, Top Gear modules, and / or customer specific tools and technology learning. Through this extensive training the Company makes significant investment for your project readiness and successful journey in the projects. In consideration of the Company reposing confidence in you and providing you with the opportunity to undergo the training as detailed above and in consideration of the company bearing all the costs in connection with the training besides paying you normal salary and benefits, you solemnly agree to complete the training and continue your employment with the company for a period of at least 12 months commencing from the date of your joining. In case you choose to leave the Company before the expiration of the said period or if your services are terminated before the expiration of the said period, for any reason whatsoever, you shall be liable to pay to the Company liquidated damages of up to Rs. 75,000/- (Rupees Seventy Five Thousand only) in the manner defined in the training agreement, signed by you with the Company.

11. Notice Period & Termination:

Your employment with the Company shall be terminable, without reasons, by either party giving one-month notice during probationary period and three months' notice on confirmation. The Company reserves the right to pay or recover salary in lieu of notice period. Further, the Company may at its discretion relieve you from such date as it may deem fit even prior to the expiry of the notice period. However, if the Company desires you to continue the employment during the notice period you shall do so. Notice period and termination of employment contract shall be governed by the applicable internal policies of the Company as updated from time to time.

On acceptance of separation notice, you will immediately hand over to the Company before you are relieved, all correspondence, specifications, formulae, books, documents, cost data, market data, literature, drawings, effects and comply with all the relieving formalities required by the Company. Further, you shall not make or retain any copies of these items.

12. Pre Joining Program (PJP):

During the time period between your offer and onboarding, the Company will provide you an online, self-directed learning opportunity through a Pre Joining Program(PJP). You will be given a specific technology track to learn and we urge you to utilize this opportunity to gain hands-on experience so as to enable you to obtain a suitable project.

Please confirm that the above terms and conditions are acceptable to you and that you accept the appointment by submitting a signed copy of this letter of appointment with your original signature on the date of joining.

Yours sincerely,
For Wipro Limited,



Aparna Shailen
General Manager - Human Resources

I have read, understood and agree to accept the employment on the terms and conditions herein.

I shall be reporting for duty on

ANNEXURE I**DECLARATION ON CONFLICT OF INTEREST**

Wipro Limited has adopted a conflict of interest policy in respect of its employees. This policy is intended to avoid conflict between the personal interest of an employee and the interest of the company in dealings with suppliers, customers and all other organizations or individuals doing or seeking to do business with the company.

Noted below are a few examples of conflict of interest:

- a. For an employee or any dependent member of his family to have an interest in any organization, which has business dealings with the company where there is an opportunity for preferential treatment to be given or

received, except where such an interest comprises of securities in widely held corporations which are quoted and sold in the open market or the interest is not material.

- b. For an employee or any dependent member of his family to buy, sell or lease any kind of property, facilities or equipment from or to the company or any affiliate or to any company, firm or individual who is or is seeking to become a contractor, supplier or customer, except with the knowledge and consent of top management.
- c. For an employee to serve as an officer, director or in any other management capacity or as a consultant of another company or organization doing or seeking to do business with the company or an affiliate except with the knowledge and consent of top management.
- d. For an employee to use or release to a third party any data on decisions, plans, competitive bids or any other information concerning the company, which might be prejudicial to the interest of the company.
- e. For an employee or any dependent member of his family to accept commission, a share in profits or other payments, loans (other than with established banking or financial institutions), services excessive entertainment and travel or gifts of more than nominal value from any individual or organization doing or seeking to do business with the company.

I have read the above mentioned 'Conflict of Interest' policy and I declare that there is no 'Conflict of Interest' in my employment. If in future any conflict arises, I will immediately inform my supervisor and notify the top management.

Compliance to Company's Code of Conduct to Regulate, Monitor and Report Trading (Code) by Insiders

Insider Trading is prohibited by both Law as well as by Wipro Limited's (hereinafter to as the "Company") internal policy. Insider trading generally involves the act of subscribing/buying/ selling or dealing in the Company's Securities, while in possession of any Unpublished Price Sensitive Information (hereinafter referred to as "UPSI") about the Company. It also involves disclosing or procuring any UPSI about the Company to/from others who could subscribe or buy or sell or deal in the Company's Securities.

As an employee of the Company you are considered as an Insider and accordingly advised as below:

1. Trading when in possession of UPSI: Employees are strictly prohibited from trading in the Securities of the Company when in possession of UPSI concerning the Company. Trading in securities of the Company is also prohibited for certain designated employees when the trading window is closed. For details please contact: policyclearinghouse@wipro.com.
2. Communication or procurement of Unpublished Price Sensitive Information (UPSI): Employee shall seek, communicate, provide or allow access to "UPSI of the Company to others only for legitimate purposes, performance of duties and discharge of legal obligations and strictly on a need to know basis. Employees are strictly prohibited from the following:
 - a. Counseling or disclosing or communicating UPSI to any other person including spouse and/or relatives, except on a need to know basis.
 - b. Counseling as well as expressing opinions or making any recommendations to any person on the Securities of the Company when in possession of any UPSI.
 - c. Unauthorized disclosure or communication of UPSI.
 - d. Procuring any UPSI from others
3. Individual and Personal Responsibility: As per the Code, Company can take appropriate actions like wage freeze, suspension, termination of employment on employees involved in Insider Trading. Insider trading also attracts severe civil and criminal penalties not only on the Insider but also on the Company in certain circumstances. The penalties levied on the employee will not be borne by the Company and the employee individually is responsible.
4. Disclosure requirements: Every employee of the Company and their Immediate Relatives shall disclose to the Company the number of securities acquired or disposed of within two trading days of the transaction if the value of the securities traded, whether in one transaction or a series of transactions over any calendar quarter, aggregates to a traded value in excess of ten lakh rupees. For more details on procedures and guidelines, employees are requested to refer the Company's Code of Conduct to Regulate, Monitor and Report Trading by Insiders. Or write to policyclearinghouse@wipro.com.

ANNEXURE II

PERSONAL INFORMATION AS REQUIRED UNDER INFORMATION TECHNOLOGY ACT, 2000

I Priyanka Kothari, confirm that I am voluntarily sharing my Personal Information including documents with Wipro Limited ('Wipro') for the following purposes:

- validating my Curriculum Vitae and retaining records on the same for any future reference/verification;
- processing my job application including background verification checks;
- employment-related actions including record keeping, processing compensation and benefits and any action required in the context of my employment with Wipro.

In this context, I also agree to the retention of such Personal Information including documents by Wipro for any future reference/verification and authorize Wipro to transfer the same to a third party.

I understand that 'Personal Information' means any information including documents, relating to me that is available with Wipro and is capable of identifying me."

ANNEXURE III

SALARY OFFER SHEET

Name: Priyanka Kothari

Position: Project Engineer

Career Group: TRB - II

You shall receive salary as detailed below.

COMPONENT	AMOUNT (INR)
Basic	11,670
HRA	5,835
Bonus	2,334
Wipro Benefits Plan (WBP)	4,849
Total Fixed Cash	24,688
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
Total Fixed Compensation	27,108
Other Compensation Benefits	
Health benefit (Medical)	600
Variable Pay	
Target Variable Pay	1,459
Target Cost to Company per month	29,167
Total Cost to Company per annum	3,50,004

*Notional sum indicating contribution of 5.31 % of your basic towards provision of Gratuity. Employees will be eligible for payment of gratuity as per the Wipro Policy for the same.

Apart from the standard salary components, **Project Engineers** are also entitled to the following unique **Company Benefits** to help you manage during exigency.

- Onetime Interest free loan of Rs. 20,000/- towards housing deposits or towards purchase of a two wheeler
- 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
- Medical assistance of Rs.15,000 per annum for employees who are not covered under the ESI scheme.
- Medical Insurance Coverage up to Rs 2lac per annum.

ANNEXURE - IV

Bonus Details

In addition to the above-mentioned salary, you will be eligible for a special bonus in the first three years. This bonus is performance based and will be merged (added) to your salary after 12 months from the date of payout. The bonus will be paid as per the details below and will be subject to applicable payroll taxes and withholdings:

Year	Bonus
End of 6 months	25000
End of 18 months	25000 - 75000
End of Year 2	50,000 - 1,00,000
End of Year 3	2,00,000- 2,50,000

Please note the terms and conditions:

I. The special bonus is subject to:

- a. you being "active" in the services of the company through to retention date as applicable
- b. your employment has not been terminated for poor performance or for cause prior to retention date
- c. you have not resigned voluntarily or abandoned your job as of the retention date

II. Please note that this is subject to you meeting satisfactory performance levels. If the performance criteria is not fulfilled, you will not be eligible to receive the bonus. The same is understood and accepted by you.

III. The gross bonus amount paid will be recovered in case you leave the organization before 24 months of bonus payout. This will be applicable to all 4 tranches of bonus payouts

IV. In the event of your deputation to a location outside your base location, at the time of bonus processing, you will be eligible to receive the bonus amount in applicable local currency in accordance with applicable exchange rate, as per company policy

V. The management team reserves the right to make changes to the program at any time during the year. In the event of an exceptional circumstance the management team's decision on the payout would be final and binding.

VI. You shall keep the contents of this letter confidential

ANNEXURE – V

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 – VI**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 2022-23.

SOME ADDITIONAL INFORMATION ON THE SALARY OFFER

Basic, Additional Allowance and Bonus

This are fixed monthly components of your salary and are taxable. They do not vary every month, and are fixed for a particular period.

House Rental Allowance:

HRA is given to the extent of 50% of your Basic. HRA exemption is applicable as per IT rules on submission of rent receipts.

Wipro Benefit Plan (WBP):

Wipro Benefits Plan (WBP) is basket of various allowances/ expenses considered for Income Tax exemption. Under WBP, you will be granted Leave Travel Allowance and Education Allowance. Benefits regarding the use of Telephone/Mobile phone, Non-transferable Meal card can also be availed under the Plan. The actual expenses incurred towards these components are eligible for exemption as per the prescribed Income Tax rules applicable. Thus, you will be subjected to tax for the portion of the allowances that is not exempt. The Income Tax exemption for benefits availed are subject to submission of proofs or other conditions as may be prescribed in this policy. Wipro will grant a Group Allowance, which will be computed after reducing the aggregate cost of allowances/benefits availed under WBP and related recovery of Perquisite Tax and associated charges. Following are your WBP Entitlements:

1. Leave Travel Allowance:

New employees are eligible for LTA provided leave is taken as per the rules of Wipro. For details on Income Tax exemption please refer to [myWipro](#) on joining. The maximum LTA that can be considered for IT exemption is Rs 50,000.

2. Telephone/Mobile Phone Allowances:

The amounts paid by you towards telephone rentals (both landline and mobile) rentals are also towards broadband/ modem hub/ routers/ GPRS etc. for internet usage plans are eligible for IT exception up to Rs. 19,800 per annum under WBP as per prescribed limit in the policy. No expenses in respect of rentals or other charges for pre-paid connections will be eligible under this head.

3. Non-transferable Meal card:

An amount of Rs. 1100 / 2,750 per month towards purchase of Non-Transferable Meal card is eligible for IT exemption under WBP.

4. Education Allowance:

An amount of Rs.100 (additional 300 in case of child in hostel) per child per month up to a maximum of 2 children is eligible for IT exemption under WBP.

5. New Pension System:

You can contribute between 5% up to 10% of your Basic towards NPS and declare it under WBP. This will be over and above Sec 80C investments.

Retirement Benefits:

It consists of:

- a. **Provident fund**- Where basic is higher than INR 15,000- 12% of your Basic towards Provident Fund. In cases where basic is lower than INR 15,000- Minimum of 12% of (Basic + WBP + Additional (Where applicable) or INR 1800 pm
- b. Notional sum indicating contribution of 5.31 % of your basic towards provision for gratuity.

Employees will be eligible for payment of gratuity as per the Wipro policy on the same.

Travel, Accommodation, Food & Other Miscellaneous Expenses

Travel

- a. You would be entitled for Rs. 1500 from the date of appointment as a lump sum amount that will be credited with your first month salary. You may utilize this amount towards Travel and you would not need to submit bills towards usage of this amount.
- b. There is no provision for reimbursement/allowance towards any expenses incurred in lieu of attending training or classes at different locations in the same city.

Accommodation, Food & other Miscellaneous Expenses

- a. You would be entitled for Rs.1000 per day for 8 days (total amount of Rs.8,000) from the date of joining. You may utilize this amount towards accommodation, food & other miscellaneous expenses. This would be paid as a lump sum amount that will be credited with your first month salary and you would not need to submit bills towards usage of this amount.
- b. If your posting location (the location where you would be based out of after training) is different from the training location (location where you undergo initial training), you would be entitled for the following:
 - i. Settlement and Miscellaneous Expenses: Rs.1200 per day for 7 days (total amount of Rs. 8,400) from the date of reporting to the posting location. You may utilize this amount towards boarding, lodging, conveyance & other miscellaneous expenses.
- c. Any location change after reporting to posting location will be treated as relocation/transfer and will be covered under the Transfer policy for Team Rainbow. For details you can refer the policy at myWipro-> My Policies -> India->My Travel!>Transfer Policy-Team Rainbow.
- d. Campus joiners would not be eligible for accommodation at the Wipro guest houses.

Please note in the event that the employee leaves the organization within 6 months from the date of joining, all payments processed under Joining & Relocation Entitlements shall be recovered from the employee at the time of exit.

SUMMARY SOCIAL SECURITY & OTHER BENEFITS*

Medical

1. **Medical Assistance Program (MAS)**:** This is a medical scheme covering you, your spouse and your children to the extent of Rs.15000 per annum. **This scheme is not applicable for employees covered under the Employee State Insurance Act (ESI).** This limit will be prorated based on your joining and exiting months in a financial year. The amount mentioned as Medical allowance in your salary stack is a notional figure and it indicates average outflow per month and per employee towards MAS. Medical is a reimbursable amount, i.e., it will be paid at actuals on making a claim.
2. **Mediclaim:** You are eligible for a floater coverage of Rs 2,00,000 per annum for family (self, spouse & children) towards hospitalization. There will be a deduction from your monthly payroll depending on your marital/family status towards the base sum insured premium, 10% of the claim amount has to be borne by you.

If you wish to enhance the coverage, Top up cover options are also available for a highly negotiated premium. More details on the policy are available on My Policies Section in myWipro which is accessible on joining.

Base Medical insurance is to be availed by the employee as default. It is accounted for in deductions as a nominal monthly charge. Top-Up cover is voluntary and charged as applicable during renewal timelines.

3. **Annual Health check:** Company paid Annual health check-up program is available for employees above 40 years of age.

Gratuity Benefit:** Up to Rs. 20,00,000

This provides you a lump sum benefit up to a maximum of INR 20 LPA to be calculated and payable as per applicable laws.

Survivor Benefit Pension Program:**

The Survivor Benefit Plan's objective is to provide a monthly income to the surviving spouse and children of an employee, in the unfortunate event of death while in service. The pension payable is based on last drawn basic salary at the time of death, number of years till retirement, number and age of surviving members.

E.g. If an employee is in Grade B3 with basic of Rs. 15,000 per month and the remaining period before retirement at time of his death is 20 years and he has a surviving spouse and two eligible children, the supplementary Pension payable per month would be as follows: Basic * No of years to Retirement * Grade Factor * % based on number and age of surviving members.

I.e. $15,000 \times 20 \times 2.7\% \times 80\% = \text{Rs. } 6,480$ per month as supplementary pension payable. *Grade Factor is a band specific predefined pension Accrual rate.

Loans:

Interest Free Loan: An interest free loan of Rs. 20,000 as per policy is available to facilitate your settling down. The amount is primarily intended to cover housing deposit/assistance towards purchase of two wheeler. This is recovered in 10 equal installments.

Contingency Loan: An Interest free contingency loan of Rs. 50,000 or two months monthly gross whichever is lower as per policy can be availed in case of contingency. This would be recovered in 20 equal installments. Any loan taken above Rs. 20,000 will be liable to tax on the notional interest cost as per CBDT rules.

** These benefits are subject to the terms and conditions of the company policy and cannot be converted to fixed cash.

1. Your Life and Accident Cover :

- a. **Group Personal Accident Insurance (GPAI) Program:** Rs. 12,00,000 Through GPAI you are covered by way of round-the-clock risk coverage against any accidents occurring while at work or outside of work resulting in partial or total disablement or casualty. Employees can also get an extra coverage for a nominal and highly negotiated premium.
- b. **Group Term Life Insurance:** Rs. 14, 00,000 in the unfortunate event of death on account of either accidents or natural causes, your surviving family members would be eligible for an insurance cover under this policy. This sum insured is inclusive of cover as per EDLI (Employee Deposit Linked Insurance). Employees can also get an extra coverage for a nominal and highly negotiated premium.

Please note: More details on the above mentioned policies are available on My Policies Section in My Wipro accessible on joining. Access through My Wipro -> My Policies -> India > My Financials -> Group Life Insurance/ Personal Accident

The policies mentioned here are policies of the Company as on date, this is subject to change in future as per policies of the Company from time to time.

2. Voluntary Superannuation Policy (VSS)

Wipro Voluntary Superannuation Plan offers an easy and convenient way to help you lead a happy and tension free life by planning your retirement. Starting contribution to pension plan at an early age gives you enough time to contribute towards building your retirement corpus and leverage the compounding interest earned by the corpus year on year. You simply have to choose the scheme that suits your investment horizon and risk tolerance.

A voluntary defined contribution Plan wherein you will have an option to enroll and choose your Pension Service Provider (PSP) within 30 days from the date of joining the company.

We currently have tie-ups with two leading PSPs to manage the superannuation funds. LIC & ICICI offer a superannuation scheme which offers interest on accumulated balance every year. ICICI Prudential also has an Unit Linked Superannuation scheme which offers you a market linked return, range of fund options to suit your risk appetite

& transparent fund management.

The enrollment option can be exercised only once in the service with the organization and cannot be reversed once made. VSS enrollment window period will, also, be available once every financial year. The Company, on behalf of the member employee, shall contribute 15% of basic salary, towards the scheme selected by the member. In case 15% of basic exceeds Rs.1,50,000 per annum, member employee will have an option to restrict the contribution to Rs.1,50,000 per annum to avoid perquisite tax (perquisite tax is applicable on contributions exceeding Rs.1,50,000 every year).

Annual pension contribution amount is re-adjusted from fixed cash component and will reflect under 'Pension' component in the salary stack of the enrolled member. The accumulated contribution amount and the interest earned (or the corpus) can be utilized to avail the retirement benefits.

For further clarity, please refer the Policy on My Wipro -> My Information Sources > India -> My Financials-> Deferred Benefits-> Voluntary Superannuation Scheme. After reviewing the related documents if you wish to enroll into VSS, please log onto My Wipro-> My data->My Financials-> Pension, and exercise the option within 30 days of joining the Company. In case you miss enrolling into VSS in this window period, you can do the same in the window period that is available for all employees once every financial year.

Accept Decline

Signature Priyanka Kothari 22/1/2022 10:19 PM

(checking the checkbox above is equivalent to a handwritten signature)

Registered Office:

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

23155765



Provisional Offer

Date: 30-10-21

Process: Airtel-Retention Process (A.P)

Dear R. Jhansi

In connection to the interview you had with us, we are happy to give you a provisional offer for the position of Associate Trainee at Altruist Technologies, with the below mentioned conditions.

- You will need to join us on failing which this offer is void.
- Your Monthly CTC would be INR 16,800/- (Take Home Approx: 14,200/-PM)
- Your DOJ will be considered from Training start date
- Your training will be 30 days and Rs.250/- will be provided as your Training Stipend ($30*250=7500$)
- Training stipend will be applicable only on successful completion of your training certification.
- You will have to login for 9 hours every day. (i.e., 8 Hours of work and 1 Hour Break)
- The payroll cycle will be calculated from (25th to 25th) of every month and the salary will be credited 7th of every month

NOTE: Your Provisional offer letter will be provided post selection in the final level interview at Chennai office.

Please report at 9AM on your date of joining with the below mentioned documents.

- Education Credentials –SSLC and HSC / Diploma certificate / Degree certificate (Mandatory)
- Proof of DOB – SSLC mark sheet / Voters id / Pan Card / Aadhar card (Mandatory)
- Proof of residence – Voters id // Pan Card / Ration Card / Aadhar card (Mandatory)

We look forward to your joining with Altruist Technologies

For Altruist Technologies

Authorized Signatory

I accept the offer on the terms and conditions outlined.

Date: 30-10-2021

Candidate Signature:



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ZENTREE LABS PRIVATE LIMITED

WeWork Prestige Central, 36 Infantry Road, Bangalore, Karnataka - 560001

Date: 5-2-2022

Dear AKURATHI HARSHITHA

Zentree Labs Private Limited is pleased to extend an **offer of employment** to you. This decision to offer with our company has been made in reliance with the information provided by you to the Company on calls, emails, meetings and/or face to face discussions. We are looking forward to you joining us to work on cutting edge technologies for a bright career.

The terms and conditions of the employment are mentioned below. Please sign and return this document **within one week**. Do e-mail us at hr@zentreelabs.com if you have any questions or concerns.

Terms and Conditions:

1. The internship training period will be of 6 months with 3 months of online training and 3 months at our office location.
 - First 3 months of online training will be provided to the intern in conjunction with his/her studies in the college.
 - Last 3 months of training will start after finishing final year exams upon physically coming to our company at our office location (1st , 2nd floor, Plot No.44, Jayabheri Enclave II, Gachibowli, Hyderabad, Telangana, 500032). You will be provided with hands-on intensive training for the last 3 months in our office with a monthly stipend of Rs. 10,000/-.
2. Monthly Reviews shall be conducted during your internship to know whether the performance is satisfactory and consistent, Zentree Labs Private Limited reserves the absolute right to terminate the internship with immediate effect if your performance is found to be less than satisfactory.



ZENTREE LABS

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Zentree Labs is a global product engineering company providing leading-edge solutions to enable our customers innovate in emerging technologies.

About Us:

- Proven Leadership from leading companies such as Qualcomm, Blaize, Dell, Intel, IBM, Motorola
- Development centers
 - Pittsburgh, PA, USA
 - Bangalore, KA, India
 - Hyderabad, TS, India
- Dedicated innovation team building tools and platforms to accelerate development
- Innovation in our DNA
 - 18+ patents
 - 50+ Publications in IEEE journals
 - Focus on execution and quality
- Working with 20+ companies where several are Fortune 500
- Hire top talent and provide excellent benefits and HR practices

Our Technologies:

- Embedded systems, Wireless, Protocols, BT/WiFi, RF, IoT
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- Android, Web app, mobility
- Automotive – System Integration, Test, Telematics, Infotainment
- SoC, PD, RTL->GDS2, DV, DFT, Post Si
- Cyber-security, Cloud, Big Data

3. After successful training period of 6 months and after the completion of your studies and graduating your course, you will be employed as a Trainee Engineer at our company with annual CTC of Rs. 2.4 LPA to Rs. 3.6 LPA based on the evaluation of your performance as an intern.

4. At the time of joining as a Trainee Engineer in the organisation, the employee will have to sign an agreement where he/she voluntarily agrees to remain committed with the organisation for a period of Two years. In case he/she wants to leave the company before that, he/she has to pay to the company an amount equal to his/her monthly salary multiply by the number of months remaining in completion of Two years.

Sincerely,



Hemanshu Vernenker

CEO, Zentree Labs Private Limited



5-2-2022



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198

ZENTREE LABS PRIVATE LIMITED

WeWork Prestige Central, 36 Infantry Road, Bangalore, Karnataka - 560001

Date: 5-2-2022

Dear BELLANI SOWDAHMINI

Zentree Labs Private Limited is pleased to extend an **offer of employment** to you. This decision to offer with our company has been made in reliance with the information provided by you to the Company on calls, emails, meetings and/or face to face discussions. We are looking forward to you joining us to work on cutting edge technologies for a bright career.

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Sincerely,



Hemanshu Vernenker

CEO, Zentree Labs Private Limited

B. Sowdahmini

5/2/2024



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ZENTREE LABS PRIVATE LIMITED

WeWork Prestige Central, 36 Infantry Road, Bangalore, Karnataka - 560001

Date: 5-2-2022

Dear BUSI VIJAYA GEETIKA

Zentree Labs Private Limited is pleased to extend an **offer of employment** to you. This decision to offer with our company has been made in reliance with the information provided by you to the Company on calls, emails, meetings and/or face to face discussions. We are looking forward to you joining us to work on cutting edge technologies for a bright career.

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3. After successful training period of 6 months and after the completion of your studies and graduating your course, you will be employed as a Trainee Engineer at our company with annual CTC of Rs. 2.4 LPA to Rs. 3.6 LPA based on the evaluation of your performance as an intern.

4. At the time of joining as a Trainee Engineer in the organisation, the employee will have to sign an agreement where he/she voluntarily agrees to remain committed with the organisation for a period of Two years. In case he/she wants to leave the company before that, he/she has to pay to the company an amount equal to his/her monthly salary multiply by the number of months remaining in completion of Two years.

Sincerely,



Hemanshu Vernenker

CEO, Zentree Labs Private Limited

B. Greetika
5/2/2022



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ZENTREE LABS PRIVATE LIMITED

WeWork Prestige Central, 36 Infantry Road, Bangalore, Karnataka - 560001

Date: 5-2-2022

Dear CHEELA RAMESH

Zentree Labs Private Limited is pleased to extend an **offer of employment** to you. This decision to offer with our company has been made in reliance with the information provided by you to the Company on calls, emails, meetings and/or face to face discussions. We are looking forward to you joining us to work on cutting edge technologies for a bright career.

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Terms and Conditions:

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 - First 3 months of online training will be provided to the intern in conjunction with his/her studies in the college.
 - Last 3 months of training will start after finishing final year exams upon physically coming to our company at our office location (**1st , 2nd floor, Plot No.44, Jayabheri Enclave II, Gachibowli, Hyderabad, Telangana, 500032**). You will be provided with hands-on intensive training for the last 3 months in our office with a monthly stipend of Rs. 10,000/-.
2. Monthly Reviews shall be conducted during your internship to know whether the performance is satisfactory and consistent, Zentree Labs Private Limited reserves the absolute right to terminate the internship



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- SoC, PD, RTL->GDS2, DV, DFT, Post Si
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3. After successful training period of 6 months and after the completion of your studies and graduating your course, you will be employed as a Trainee Engineer at our company with annual CTC of Rs. 2.4 LPA to Rs. 3.6 LPA based on the evaluation of your performance as an intern.

4. At the time of joining as a Trainee Engineer in the organisation, the employee will have to sign an agreement where he/she voluntarily agrees to remain committed with the organisation for a period of Two years. In case he/she wants to leave the company before that, he/she has to pay to the company an amount equal to his/her monthly salary multiply by the number of months remaining in completion of Two years.

Sincerely,



Hemanshu Vernenker

CEO, Zentree Labs Private Limited

C. Ramejh
5/2/2022



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CJE

201

ZENTREE LABS PRIVATE LIMITED

WeWork Prestige Central, 36 Infantry Road, Bangalore, Karnataka - 560001

Date: 5-2-2022

Dear KOMMIREDDY NANDINI REDDY

Zentree Labs Private Limited is pleased to extend an **offer of employment** to you. This decision to offer with our company has been made in reliance with the information provided by you to the Company on calls, emails, meetings and/or face to face discussions. We are looking forward to you joining us to work on cutting edge technologies for a bright career.

The terms and conditions of the employment are mentioned below. Please sign and return this document **within one week**. Do e-mail us at hr@zentreelabs.com if you have any questions or concerns.

Terms and Conditions:

1. The internship training period will be of 6 months with 3 months of online training and 3 months at our office location.
 - First 3 months of online training will be provided to the intern in conjunction with his/her studies in the college.
 - Last 3 months of training will start after finishing final year exams upon physically coming to our company at our office location (1st , 2nd floor, Plot No.44, Jayabheri Enclave II, Gachibowli, Hyderabad, Telangana, 500032). You will be provided with hands-on intensive training for the last 3 months in our office with a monthly stipend of Rs. 10,000/-.
2. Monthly Reviews shall be conducted during your internship to know whether the performance is satisfactory and consistent, Zentree Labs



ZENTREE LABS

ZENTREE LABS PRIVATE LIMITED

WeWork Prestige Central, 36 Infantry Road, Bangalore, Karnataka - 560001

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About Us:

- Proven Leadership from leading companies such as Qualcomm, Blaize, Dell, Intel, IBM, Motorola
- Development centers
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Sincerely,



Hemanshu Vernenker

CEO, Zentree Labs Private Limited

K. Nandini

J-2-2012



18NH/A0533

CSE

202

ZENTREE LABS PRIVATE LIMITED

WeWork Prestige Central, 36 Infantry Road, Bangalore, Karnataka - 560001

Date: 5-2-2022

Dear MADAPATI HARIKA

Zentree Labs Private Limited is pleased to extend an **offer of employment** to you. This decision to offer with our company has been made in reliance with the information provided by you to the Company on calls, emails, meetings and/or face to face discussions. We are looking forward to you joining us to work on cutting edge technologies for a bright career.

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Sincerely,



Hemanshu Vernenker

CEO, Zentree Labs Private Limited

M. Harika

J-2-2022



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CSE

203

ZENTREE LABS PRIVATE LIMITED

WeWork Prestige Central, 36 Infantry Road, Bangalore, Karnataka - 560001

Date: 5-2-2022

Dear NAGADASI TEJESH

Zentree Labs Private Limited is pleased to extend an **offer of employment** to you. This decision to offer with our company has been made in reliance with the information provided by you to the Company on calls, emails, meetings and/or face to face discussions. We are looking forward to you joining us to work on cutting edge technologies for a bright career.

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Sincerely,



Hemanshu Vernenker

CEO, Zentree Labs Private Limited

N. Tejesh

5-2-2022



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ECE

204

ZENTREE LABS PRIVATE LIMITED

WeWork Prestige Central, 36 Infantry Road, Bangalore, Karnataka - 560001

Date: 5-2-2022

Dear BIKKI BHARGAVI

Zentree Labs Private Limited is pleased to extend an **offer of employment** to you. This decision to offer with our company has been made in reliance with the information provided by you to the Company on calls, emails, meetings and/or face to face discussions. We are looking forward to you joining us to work on cutting edge technologies for a bright career.

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Sincerely,



Hemanshu Vernenker

CEO, Zentree Labs Private Limited

B. Bhargavi

5/2/2022



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ECE
205

ZENTREE LABS PRIVATE LIMITED

WeWork Prestige Central, 36 Infantry Road, Bangalore, Karnataka - 560001

Date: 5-2-2022

Dear GORIPARTI BHAVANI SHANKAR

Zentree Labs Private Limited is pleased to extend an **offer of employment** to you. This decision to offer with our company has been made in reliance with the information provided by you to the Company on calls, emails, meetings and/or face to face discussions. We are looking forward to you joining us to work on cutting edge technologies for a bright career.

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Sincerely,



Hemanshu Vernenker

CEO, Zentree Labs Private Limited

G. Shankar

5/2/2022



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**Students
Progression to
Higher
Education
A.Y : 2021 - 22**



V.K.R, V.N.B & A.G.K COLLEGE OF ENGINEERING

(Approved by AICTE, New Delhi & Affiliated to JNTUK, KAKINADA)

An ISO 9001:2015 Certified Institute

Gudivada, Krishna District, Andhra Pradesh – 521301

List of students progression to Higher Education A.Y : 2021 - 22

S.NO	Name of Student Enrolled into Higher Education	Program Graduated From	Name of Institution Joined	Name of Program Admitted To
1	SAI KIRAN POTLURI	B.Tech (ME)	KL UNIVERSITY	M.Tech (Thermal Engineering)
2	ANGADALA BHARGAV	B.Tech (ME)	KL UNIVERSITY	M.Tech (Thermal Engineering)



