

PLACEMENTS

A Y: 2020 - 21

S.NO	COMPANY NAME	PACKAGE	STUDENT NAME	REGD. NO	BRANCH	YOP
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1	ACCENTURE	3.83 LPA	KRISHNA VIKAS	18NH5A0328	MECH	2021
2	ACCENTURE	3.83 LPA	AHMAD	17NH1A0301	MECH	2021
3			KUMAR SAI SATEESH	17NH1A0306	MECH	2021
4			PRAVARSHI	17NH1A0310	MECH	2021
5			KUMAR YUVA	17NH1A0314	MECH	2021
6			NANDAKUMAR ESWARA	17NH1A0321	MECH	2021
7			BHASKAR PAVAN	17NH1A0325	MECH	2021
8			KRISHNA LAL	17NH1A0332	MECH	2021
9			HARISH	17NH1A0334	MECH	2021
10			KIRAN PAUL	18NH5A0301	MECH	2021
11			ALIENS DEVELOPERS	2.76 LPA	DURGA RAO DURGA RAO	18NH5A0307
12	GHANTA GOPI NADH	17NH1A0103			CIVIL	2021
13	KALIPINDI PANDURANGAPRANAY	17NH1A0106			CIVIL	2021
14	PENUMALA ROSHANADH	17NH1A0111			CIVIL	2021
15	DARAPUREDDY UMA PRIYANKA	18NH5A0101			CIVIL	2021
16	MALI BHARAT	18NH5A0104			CIVIL	2021
17	NARAGAM PHANI BHUSHAN RAO	18NH5A0108			CIVIL	2021
18	SAMMETA NAGA PHANEENDRA	18NH5A0111			CIVIL	2021
19	YALAMURI KOTESWARI	18NH5A0114			CIVIL	2021
20	CHALLA VENKATA KANAKA DURGA BHAVANI	19NH1E0005			MBA	2021
21	DONDAPATI VIJAY	19NH1E0008	MBA	2021		
22	ALIENS DEVELOPERS	2.76 LPA	KODURU SUSHMA	19NH1E0015	MBA	2021
23			KONDAPALLI VEDA SRI	19NH1E0021	MBA	2021

S.NO	COMPANY NAME	PACKAGE	STUDENT NAME	REGD. NO	BRANCH	YOP
24			MATTA BALA TRIVENI	19NH1E0025	MBA	2021
25			NAKKA RAMYA SRI	19NH1E0027	MBA	2021
26			NATTA HEPHZIBAH	19NH1E0028	MBA	2021
27			PASUPULETI DIVYA SREE	19NH1E0031	MBA	2021
28			RAVILISETTI SREE VARSHA	19NH1E0036	MBA	2021
29			SAYINA NAGA PHANEEDNRA BABU	19NH1E0038	MBA	2021
30			TALARI MANIKANTA DILEEP	19NH1E0042	MBA	2021
31			YAKKATI ACHYUTH PAVAN KUMAR	19NH1E0046	MBA	2021
32			YAKKATI SIVA NAGA RAJU	19NH1E0047	MBA	2021
33			YARLAGADDA POOJITHA	17NH1A0569	CSE	2021
34	ALLSEC TECHNOLOGIES	2 LPA	JALLURI YAMINI SIVA LEELA	18NH5A0506	CSE	2021
35			P DURGADEVI	17NH1A0453	ECE	2021
36			CHEEKATI KRISHNA KEERTHI	17NH1A0202	EEE	2021
37	FACE PREP	3.06 LPA	CHUNDURU MOUNIKA	17NH1A0203	EEE	2021
38			KESIREDDY HEMALATHA	17NH1A0206	EEE	2021
39			NARAGANI SATYA BHARGAV	18NH5A0208	EEE	2021
40	ALLSEC TECHNOLOGIES	2 LPA	PURUSHOTHAM NAGA. M	17NH1A0318	MECH	2021
41			KUMAR ASHOK. N	18NH5A0316	MECH	2021
42			JANGAM SARATH	19NH1E0012	MBA	2021
43			ABDUL SHAMEELA BEGUM	17NH1A0502	CSE	2021
44	ASTORIA TECHNOLOGIES	2.2 LPA	ALLU BHAVANA SRI LAKSHMI	17NH1A0504	CSE	2021
45			BHIMAVARAPU CHARISHMA	17NH1A0510	CSE	2021
46			CHEELA UMA	17NH1A0517	CSE	2021

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47	ASTORIA TECHNOLOGIES	2.2 LPA	DOKKAMALA RAJA SANDEEP KUMAR	17NH1A0520	CSE	2021
48			GADIREDDY LAHARI	17NH1A0523	CSE	2021
49			KANNAMREDDY LAKSHMI PRASANNA	17NH1A0529	CSE	2021
50			KUNAPAREDDY VENKATA RAMYA SRI	17NH1A0536	CSE	2021
51			MANTENA MANASA	17NH1A0540	CSE	2021
52			RAJULAPATI SRAVANI	17NH1A0550	CSE	2021
53	CAPGEMINI	3.80 LPA	ANUMAKONDA TEJASWI	17NH1A0506	CSE	2021
54	ETHNUS	2 LPA	KANUMURI HEMA SAI	17NH1A0530	CSE	2021
55			NALLAJERU NAVYA	17NH1A0544	CSE	2021
56			CHILLIMUNTHA MOUNIKA	18NH5A0503	CSE	2021
57			A LAKSHMI SARIKA	17NH1A0404	ECE	2021
58			CH KALYANI	17NH1A0412	ECE	2021
59			D BITTU	17NH1A0419	ECE	2021
60			M LOKCHANDU	17NH1A0442	ECE	2021
61			M BHAGYAVATHI	17NH1A0443	ECE	2021
62			M JYOTHI SUMANA	17NH1A0444	ECE	2021
63			PAIDI YAMINI	17NH1A0449	ECE	2021
64			P SRAVANI	17NH1A0454	ECE	2021
65			KUPPALA PAVAN KUMAR	18NH5A0416	ECE	2021
66			MARRE DURGA BHAVANI	18NH5A0417	ECE	2021
67			B GUNA SATHYA	19NH1E0002	MBA	2021
68			BONDALAPATI MOUNIKA SAI	19NH1E0004	MBA	2021
69			CHALLAPALLI PHANI SANKAR	19NH1E0006	MBA	2021

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70			DARAPUREDDY PHANI BABU	19NH1E0007	MBA	2021
71			GURUGUBELLI KALYANI	19NH1E0010	MBA	2021
72	ETHNUS	2 LPA	KATURI DEEPTHI	19NH1E0014	MBA	2021
73			KOSURU CHUDAMANI SRINIVAS	19NH1E0022	MBA	2021
74			KOSURU JAGADEESH BABU	19NH1E0023	MBA	2021
75			MATHI JAGAN	19NH1E0024	MBA	2021
76			PAREPALLI NAGA SIVA VAMSI KRISHNA	19NH1E0030	MBA	2021
77			YALAVARTHI SUJANA	19NH1E0048	MBA	2021
78					BANDARU HEMADURGA	17NH1A0509
79			CHALADI RESHMASRI	17NH1A0514	CSE	2021
80	FACE PREP	3 LPA	KUNAPAREDDY BALA BHARGAVI	17NH1A0534	CSE	2021
81			AGULLA KAVYA	17NH1A0402	ECE	2021
82			A TRIVEDITA JAYASRI	17NH1A0403	ECE	2021
83			A ANAND PAUL	17NH1A0406	ECE	2021
84			BORRA MANJU	17NH1A0411	ECE	2021
85			CHILAKALAPUDI SAI MOUNIKA	17NH1A0416	ECE	2021
86			D SURYA SAI PATRI	17NH1A0418	ECE	2021
87			G JAYA LAKSHMI DURGA BHAVANI	17NH1A0421	ECE	2021
88			POTHURAJU DIVYA SRI	17NH1A0456	ECE	2021
89			MALLAMPALLI NARESH BABU	17NH1A0208	EEE	2021
90			YARAGANI SUBRAHMANYAM	17NH1A0214	EEE	2021
91			KAGITHA AMALA SRINU	18NH5A0206	EEE	2021
92			SIDDHANI VASUVINAY	18NH5A0210	EEE	2021

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93			YUDHAM PHANI CHINNA	18NH5A0213	EEE	2021
94			ANNAMANENI SRAVANI	19NH1E0001	MBA	2021
95			BOLLU JANSI LAKSHMI	19NH1E0003	MBA	2021
96			G HARI KRISHNA	19NH1E0009	MBA	2021
97	FACE PREP	3 LPA	JAJAM AJARATH BABU	19NH1E0011	MBA	2021
98			KADIYAM JYOTHI	19NH1E0013	MBA	2021
99			NISCHALA DAGANI	19NH1E0029	MBA	2021
100			RIMANAPUDI VENKATA TEJA	19NH1E0037	MBA	2021
101			VADDADI CHANIKYA SUBRAMANYAM	19NH1E0044	MBA	2021
102			VADDI NAGA VENKATA GOVARDHAN	19NH1E0045	MBA	2021
103			YANNAVARAPU LOKESH	19NH1E0049	MBA	2021
104	GESTAMP	2 LPA	DINTAKURTHI PREM KUMAR	17NH1A0204	EEE	2021
105			BABU VINNI	17NH1A0304	MECH	2021
106			RAM BABU K	17NH1A0312	MECH	2021
107			KRISHNA RAMA M	17NH1A0317	MECH	2021
108			SOMESWARAO . P	17NH1A0322	MECH	2021
109			SAI PURNA .R	17NH1A0324	MECH	2021
110			SHAREEF.S.K	17NH1A0327	MECH	2021
111			GOPI T	17NH1A0329	MECH	2021
112			KUMAR LAKSHMANA .V	17NH1A0330	MECH	2021
113			BHARGAV SATYA N	18NH5A0302	MECH	2021
114			BABU MANOHAR B	18NH5A0304	MECH	2021
115			TEJA ISSAC B	18NH5A0305	MECH	2021

S.NO	COMPANY NAME	PACKAGE	STUDENT NAME	REGD. NO	BRANCH	YOP
116			KIRAN SAI P	18NH5A0306	MECH	2021
117			DEVENDRA K	18NH5A0308	MECH	2021
118			RAHEEM K	18NH5A0309	MECH	2021
119			VAHEED K	18NH5A0310	MECH	2021
120			DURGA KUMAR K.V.N	18NH5A0311	MECH	2021
121			KRISHNA VIJAYA N	18NH5A0317	MECH	2021
122			KUMAR HEMANTH P	18NH5A0318	MECH	2021
123			PRASAD DURGA P	18NH5A0319	MECH	2021
124	GESTAMP	2 LPA	SANDEEP S	18NH5A0323	MECH	2021
125			ANAND KUMAR M	18NH5A0324	MECH	2021
126			DESI HARISH T	17NH1A0519	CSE	2021
127	HEALTHPLIX TECHNOLOGIES	6 LPA	KUNAPAREDDY JASWANTH	17NH1A0535	CSE	2021
128			TADISETTY NAGA DIVYA	17NH1A0558	CSE	2021
129	RK INFO SYSTEMS	1.8 LPA	BALA SOWJANYA SURAPANENI	17NH1A0408	ECE	2021
130			J BHUVANA SATEESH	17NH1A0427	ECE	2021
131			SUMAYYA FERDOUSE	17NH1A0462	ECE	2021
132			S SHARMILA	17NH1A0463	ECE	2021
133	HEALTHPLIX TECHNOLOGIES	6 LPA	DONDAPATI NAGA RAMYA	18NH5A0408	ECE	2021
134			POSINA GOPI	18NH5A0423	ECE	2021
135			VALLABHANENI DEEPTHI SRI	18NH5A0429	ECE	2021
136	COGNIZANT	4.5 LPA	PAGADALA PRIYANKA	17NH1A0211	EEE	2021
137			SAI MANIKANTA MOHANA. CH	17NH1A0303	MECH	2021
138	HEALTHPLIX TECHNOLOGIES	6 LPA	PAMARTHI NARAYANA	18NH5A0320	MECH	2021

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139			TANGUTURI PRASANTH	19NH1E0043	MBA	2021
140	MPHASIS	3.25 LPA	CHALAMALASETTY KEERTHI	17NH1A0515	CSE	2021
141	NTT DATA	3 LPA	CHILAKALAPUDI SAI MADHURI	17NH1A0415	ECE	2021
142	RK INFO SYSTEMS	2 LPA	KAKARLA RAMA KRISHNA	17NH1A0528	CSE	2021
143			KOLLURI RAJITHA	17NH1A0533	CSE	2021
144			GHANTASALA GNANA NISHITHA	17NH1A0539	CSE	2021
145			PARISI DORATHI NAGA SRI DIVYA	17NH1A0546	CSE	2021
146			SAI DINESH MANAM	17NH1A0551	CSE	2021
147			SEETHALA AKHIL RATHNAM	17NH1A0553	CSE	2021
148			SRRAMANENI SRIJA	17NH1A0557	CSE	2021
149	RK INFO SYSTEMS	2 LPA	TOLETI SREELEKHA	17NH1A0559	CSE	2021
150			AJJAMPUDI HIMABINDU	18NH5A0501	CSE	2021
151			GEDALA NAGA VENKATA SURESH	18NH5A0505	CSE	2021
152			MEKA BHAGYA SAI LAKSHMI PRASANNA DURGA	18NH5A0508	CSE	2021
153			M SOWJANYA	17NH1A0438	ECE	2021
154	SPIDER TECH LAB	3.5 LPA	ABDUL JUBEDA	17NH1A0501	CSE	2021
155			AGNIHOTHRAM TIRUNRUSIMHA RANGA GOPAL	17NH1A0503	CSE	2021
156			BODDU BHAVITHA	17NH1A0512	CSE	2021
157			DANDAMUDI SARVANI	17NH1A0518	CSE	2021
158			DORADLA NAGA CHAITHANYA	17NH1A0522	CSE	2021
159			KAKARALA PAVANI	17NH1A0527	CSE	2021
160			KAVITI DURGA ARCHANA	17NH1A0532	CSE	2021

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161			NITTA DEVI PRIYANKA	17NH1A0545	CSE	2021
162			SANA MANJULA NAIDU	17NH1A0552	CSE	2021
163	SUTHERLAND	2.50 LPA	ANUMANTHAPALLI PADMA SRI SAI SRAVANTHI	17NH1A0507	CSE	2021
164			ATLURI MAHESWARI	17NH1A0508	CSE	2021
165			BOBBA KAVYA	17NH1A0511	CSE	2021
166			BOGGARAPU VNS SIVA KUMARI	17NH1A0513	CSE	2021
167			CHEDELLA RAJARAJESWARI	17NH1A0516	CSE	2021
168			DOKKU KUMARA SWAMY	17NH1A0521	CSE	2021
169			GUDAPATI ANIRUDH	17NH1A0524	CSE	2021
170			KATTA TEJASWI	17NH1A0531	CSE	2021
171			ATMAKURI NAGA MOUNIKA	17NH1A0538	CSE	2021
172			SUTHERLAND	2.50 LPA	POLAREDDY VAMSI MOHAN REDDY	17NH1A0547
173	SISTLA SRIHARIKA	17NH1A0554			CSE	2021
174	VEERANKI SALINI	17NH1A0564			CSE	2021
175	VEMURI SWATHI	17NH1A0565			CSE	2021
176	YALAMARTHI LAYA	17NH1A0568			CSE	2021
177	ALLADA SATYANARAYANA	18NH5A0502			CSE	2021
178	EESARLA BHAVANI	18NH5A0504			CSE	2021
179	JONNALAGADDA VENKATA RATNAM	18NH5A0507			CSE	2021
180	ABDUL ROUF	17NH1A0401			ECE	2021
181	VEERANKI SRIJA	17NH1A0407			ECE	2021
182	B VENKATA RAMKUMAR	17NH1A0410			ECE	2021
183	CHEEKATI LAKSHMI PRASANNA	17NH1A0414	ECE	2021		

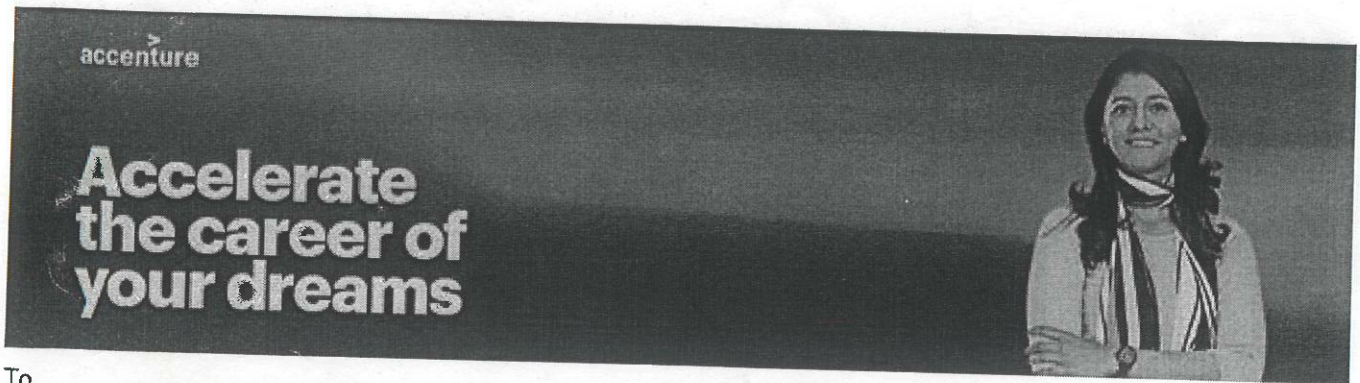
S.NO	COMPANY NAME	PACKAGE	STUDENT NAME	REGD. NO	BRANCH	YOP
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184			CH NAVEEN BABU	17NH1A0417	ECE	2021
185			D LAKSHMI TULASI	17NH1A0420	ECE	2021
186			G LOKANATH VENKATA SAI	17NH1A0423	ECE	2021
187			J RAGHU VAMSI	17NH1A0426	ECE	2021
188			J LAKSHMI BHAVANI	17NH1A0428	ECE	2021
189			K NAGA RAMYA	17NH1A0431	ECE	2021
190			K MOHANA SAI KRISHNA	17NH1A0432	ECE	2021
191			LOHIT SUNKARA	17NH1A0437	ECE	2021
192			M THANMAYI	17NH1A0440	ECE	2021
193			M GAYATHRI	17NH1A0446	ECE	2021
194			P I AISWARYA	17NH1A0451	ECE	2021
195			S DURGA BHAVANI	17NH1A0461	ECE	2021
196			VASA PRATIMA	17NH1A0469	ECE	2021
197			DARAM KAVYA	18NH5A0406	ECE	2021
198			JAKKULA RAMPRASAD	18NH5A0410	ECE	2021
199			PINNAMANENI CHAITANYA	18NH5A0422	ECE	2021
200			PUTTI JAGAPATHI BABU	18NH5A0424	ECE	2021
201			SONTI VIJAYA BHANU	18NH5A0428	ECE	2021
202			MEDIBOYEENA HARITHA	18NH5A0432	ECE	2021
203			BELLAMKONDA GEETA MADHURI	17NH1A0201	EEE	2021
204			KUMBHA MOHAN RAJESH	17NH1A0207	EEE	2021
205			MUPPIDI TUNITH VENKATA NAGA SAI	17NH1A0210	EEE	2021
206			RAJULAPATI CHINNI	17NH1A0213	EEE	2021
	SUTHERLAND	2.50 LPA				

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207			MEDANKI RAJESH BABU	18NH5A0207	EEE	2021
208			PICHUKALA VENKATA SAI	18NH5A0209	EEE	2021
209			KUMAR PRAVEEN	17NH1A0305	MECH	2021
210			RAJESH	17NH1A0313	MECH	2021
211			KUMAR	17NH1A0316	MECH	2021
212			RAJA VENKATA	17NH1A0323	MECH	2021
213			BOMMAREDDY PRAMOD REDDY	17NH1A0102	CIVIL	2021
214			KOLLA SWETHA	18NH5A0102	CIVIL	2021
215			PAIDI NARESH	18NH5A0109	CIVIL	2021
216			PENUMALA REVATHI	18NH5A0110	CIVIL	2021
217			SRI SUDHA PANDI	17NH1A0556	CSE	2021
218	TCS	3.36 LPA	BANDARU SAI PRIYA	17NH1A0409	ECE	2021
219			L HARSHITHA	17NH1A0436	ECE	2021
220			GUDAPATI RAJESWARI	17NH1A0525	CSE	2021
221			MADDALA LOHITHA	17NH1A0537	CSE	2021
222			MONDRU SURENDRA	17NH1A0543	CSE	2021
223			A S S SUBRAMANYESWARA RAO	17NH1A0405	ECE	2021
224	UNOCAREER SERVICES	2.40 LPA	CHANDANA DIVYA	17NH1A0413	ECE	2021
225			YALAMARTHI NAGA HEMA KUMARI	17NH1A0422	ECE	2021
226			K LAKSHMI SUPRIYA	17NH1A0429	ECE	2021
227			M MOUNIKA	17NH1A0439	ECE	2021
228			MOVVA PRIYANKA	17NH1A0445	ECE	2021
229	WIPRO	3.50 LPA	CHUKKA ANUPAMA	18NH5A0405	ECE	2021


TPO


PRINCIPAL



To,

Name : Vikas Krishna Yerrapothu

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

Dear Vikas Krishna Yerrapothu,

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

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

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

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

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

assessment in the first attempt along with completion of the online program module, a potential new joiner will be eligible for a learning Incentive of INR 10,000.

- In case a potential new joiner fails in the first attempt they will not be eligible for any learning incentive.
- To clear assessments for the program, potential new joiners are required to score minimum 60% marks in each assessment test for the program. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 65% marks to clear the assessment for the program.
- Before each reattempt, reasonable guidance and appropriate refresher training sessions will be provided to new joiners to help them appear in the reassessment.

The potential new joiner's employment with Accenture is subject to successful completion of the assessment of the program, as mentioned above.

After a new joiner has cleared the Pre-Joiner Program; they will need to undergo further Accenture stream specific trainings. For clearing these trainings also, Accenture provides three attempts with success criteria similar to one for the pre-joiner program as mentioned above. If potential new joiners are unable to complete the Accenture specific training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits - INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter.

"This is an electronically generated document does not require signatures"

Accenture Solutions Private Limited

Letter of Authorization

(For use of Personal Information and Sensitive Personal Data or Information)

To whom it may concern

I understand that my employment with Accenture Solutions Private Limited, having its registered office at Plant 3, Godrej & Boyce Complex, LBS Marg, Vikhroli (West), Mumbai Maharashtra 400079 (hereinafter referred to as 'Accenture', which expression shall unless repugnant to the context or meaning thereof mean and include its successors, nominees assigns and administrators), is governed by Accenture Employment Policies as applicable, and that this employment is subject to satisfactory background checks [including educational qualifications, past employment records, work experience, work authorization (if applicable) identity check, police clearance check, criminal records check, court record checks etc.] and professional reference checks.

I hereby certify all of the statements made on the Accenture's Employee Application Form are true and complete, and I understand that any omission or misrepresentation of any fact may result in revocation of the offer of employment or refusal of employment or immediate dismissal.

"I hereby declare and affirm that:

- ▶ I am not an undischarged insolvent and that I have never applied to any court of law to be adjudicated as an insolvent.
- ▶ No criminal charges have ever been framed against me by any court of law.
- ▶ I have not been convicted by any court for any offence involving moral turpitude.
- ▶ I have not been involved or been party to any financial or economic crimes in any manner whatsoever.
- ▶ I have never been involved or been party to any terrorist activities.

I agree and understand that, if at any time hereinafter, any or all of the above statements are found to be false / untrue, Accenture shall, without prejudice to its other rights, shall have the right to forthwith revoke the offer of employment or terminate my services and also initiate appropriate legal proceedings against me. I further agree and understand in the event of such revocation or termination, I shall not be entitled to any compensation or benefits whatsoever.

I hereby authorize Accenture Solutions Private Limited and its representative to collect, store, process, transfer and share my personal information and sensitive personal information like bank accounts, PAN, biometric information, medical record, e-mail addresses etc.) provided in my resume and application of employment, and to conduct enquiries as may be necessary, at the company's discretion.

I authorize Accenture and its representative to initiate the necessary enquiries/checks with immediate effect; barring my current employment. Verification of my current employment can be initiated on or after the date of joining. I also authorize Accenture and its representative to initiate reference checks with the references provided by me with immediate effect.

Further, I also acknowledge and provide my consent to Accenture to transfer and share (within India or outside of India) such information with:

- a. Affiliates of Accenture for administrative purposes and/or audit;
- b. Clients/prospects in relation to any staff augmentation assignments.

I hereby declare that the execution of this authorization has been done of my own free will and consent and without any undue force or coercion in any manner whatsoever.

I am aware that Accenture has adopted security practices and procedure to ensure that the information collected in secure and they are available on Accenture's website and in public domain.

I authorize all persons who may have information relevant to this enquiry to disclose it to Accenture or its representative. I hereby release all persons from liability on account of such disclosure.

Signature

: V. Krishna

Full Name in Capitals

: VIKASKRISHNAVE RR APOTHU

Date

: 2021

Note instruction: You can either download, manually sign, scan and upload the document or choose to download, e-sign and upload.

Date: 25-2-2021

OFFER LETTER

Dear AHMAD

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 *Ahmad*
Name: AHMAD

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: 25-2-2021

OFFER LETTER

Dear KUMAR SAI SATEESH

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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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

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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 **KUMAR SAI SATEESH**
Name: **KUMAR SAI SATEESH**

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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Washing Allowance	₹ 1,001	₹ 12,012
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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: 25-2-2021

OFFER LETTER

Dear PRAVARSHI

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

Name:

PRAVARSHI
PRAVARSHI

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		
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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: 25-2-2021

OFFER LETTER

Dear KUMAR YUVA

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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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.

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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.
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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

- 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.

Signature *Kumar Yuva*
Name: *Kumar Yuva*

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		
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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)		

Date: 25-2-2021

OFFER LETTER

Dear NANDAKUMAR ESWARA

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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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 *N. Eswarra*
Name: *NANPAKUMAR ESWARRA*

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: 25-2-2021

OFFER LETTER

Dear BHASKAR PAVAN

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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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

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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

- 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.

Signature *BHASKAR PAVAN*
Name: *BHASKAR PAVAN*

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)		

Date: 25-2-2021

OFFER LETTER

Dear KRISHNA LAL

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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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

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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 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 *KRISHNA LAL*
Name: *KRISHNA LAL*

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Salary Annexure

Salary Details		
Annual Cost to Company	₹ 23,000	₹ 276,000
Part A		
Components	Monthly	Yearly
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Bonus	₹ 556	₹ 6,672
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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 (Payable on performance basis)		₹ 60,000

Date: 25-2-2021

OFFER LETTER

Dear HARISH

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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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.

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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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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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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 **HARISH**
Name: **HARISH**

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		
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Basic Salary	₹ 6,675	₹ 80,100
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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)		

Date: 25-2-2021

OFFER LETTER

Dear KIRAN PAUL

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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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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For Aliens Developers Private Limited,



Avinash Upadhyay
Head – Human Resources

Declaration and Offer Acceptance

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Signature *KIRAN PAUL*
Name: *KIRAN PAUL*

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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: 25-2-2021

OFFER LETTER

Dear DURGA RAO

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 *DURGA RAO*
Name: *DURGA RAO*

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
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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)		

OFFER LETTER

Dear GHANTA GOPI NADH

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

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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 *G. Gopi Nadh*
Name: *GHANTA GOPI NADH*

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

13

Date: 25-2-2021

OFFER LETTER

Dear KALIPINDI PANDURANGAPRANAY

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 *K. Paudwanga Prunay*
Name: *Kalipindi Paudwanga Prunay*

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
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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: 25-2-2021

OFFER LETTER

Dear PENUMALA ROSHANADH

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.

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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

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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.

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- 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. Roshanadh*
Name: *P. Roshanadh*

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
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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 (Payable on performance basis)		₹ 60,000



Date: 25-2-2021

OFFER LETTER

Dear DARAPUREDDY UMA PRIYANKA

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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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.

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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.

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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 *DARAPUREDDY UMA PRIYANKA*
Name: *D. Uma priyanka*

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: 25-2-2021

OFFER LETTER

Dear MALI BHARAT

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 *M. Bharat*
Name: *M. Bharat*

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
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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: 25-2-2021

OFFER LETTER

Dear NARAGAM PHANI BHUSHAN RAO

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

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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 *M. Blyshau Rao*
Name: *Managam phau Blyshau Rao*

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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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: 25-2-2021

OFFER LETTER

Dear SAMMETA NAGA PHANEENDRA

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.
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- 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 *S.N. Phaneendra*
Name: *Sammata Naga Phaneendra*

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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Washing Allowance	₹ 1,001	₹ 12,012
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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: 25-2-2021

OFFER LETTER

Dear YALAMURI KOTESWARI

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.

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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.

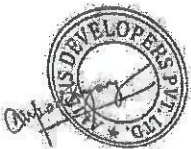
- You shall maintain proper discipline and dignity of your office and shall deal with all matters with sobriety.
- You shall maintain and keep in your safe custody such books, registers, documents and other papers as may be issued to you or may come in your possession and shall return the same when required.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

- You will be entitled to leave in accordance with the Company policy.
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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.

Signature *YALAMURU KOTESWARU*
Name: *YALAMURU KOTESWARU*

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
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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: 25-2-2021

OFFER LETTER

Dear CHALLA VENKATA KANAKA DURGA BHAVANI

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**.

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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.

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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 *C. V. K. Durga Bharani*
Name: *Challa Venkata Kanaka Durga Bharani*

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: 25-2-2021

OFFER LETTER

Dear DONDAPATI VIJAY

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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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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For Aliens Developers Private Limited,



Avinash Upadhyay
Head - Human Resources

Declaration and Offer Acceptance

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Signature *D. Vijay*
Name: *Dondapati .vijay*

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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)		

Date: 25-2-2021

OFFER LETTER

Dear KODURU 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.

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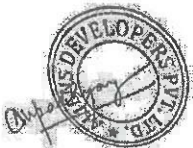
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We welcome you onboard and wish you all the success in your career with us. We look forward to your contributions in taking the Company ahead and an exciting work relationship.

For Aliens Developers Private Limited,



Avinash Upadhyay
Head - Human Resources

Declaration and Offer Acceptance

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Signature *K. Sushma*
Name: KODURU SUSHMA

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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: 25-2-2021

OFFER LETTER

Dear KONDAPALLI VEDA SRI

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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Avinash Upadhyay
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Signature *KONDAPALLI VEDA SRJ*
Name: *KONDAPALLI VEDA SRJ*

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Total Fixed Component	₹ 18,000	₹ 216,000
Part B		
Variable Component		₹ 60,000
(Payable on performance basis)		

Date: 25-2-2021

OFFER LETTER

Dear MATTA BALA TRIVENI

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 *M Bala Turvevi*
Name: *Matta Bala Turvevi*

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: 25-2-2021

OFFER LETTER

Dear NAKKA RAMYA SRI

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: *N. Ramya Sri*
Name: *N. Ramya Sri*

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
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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: 25-2-2021

OFFER LETTER

Dear NATTA HEPHIZIBAH

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

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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.

- 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

Name:

N. Heprabah
N. Heprabah

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
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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: 25-2-2021

OFFER LETTER

Dear PASUPULETI DIVYA SREE

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. Divya Sree*
Name: *PASUPULETI DIVYA SREE*

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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Gross Salary	₹ 16,688	₹ 200,256
Employee Contribution of PF	₹ 801	₹ 9,612
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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 (Payable on performance basis)		₹ 60,000



Date: 25-2-2021

OFFER LETTER

Dear RAVILSETTI SREE VARSHA

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.

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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.

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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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Other Terms & Conditions

- You will be entitled to leave in accordance with the Company policy.
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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.

Signature *R. Sree Varsha*
Name: *R. Sree Varsha*

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		
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Basic Salary	₹ 6,675	₹ 80,100
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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 (Payable on performance basis)		₹ 60,000

Date: 25-2-2021

OFFER LETTER

Dear SAYINA NAGA PHANEEDNRA 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.

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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 *S. N. Phaneendra Babu*
Name: *Sayina naga Phaneendra 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
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: 25-2-2021

OFFER LETTER

Dear TALARI MANIKANTA DILEEP

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

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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 will forthwith inform the Company of any change in your residential address.
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- 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 **TALARI MANIKANTA DILEEP**
Name: **TALARI MANIKANTA DILEEP**

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		
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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)		



Date: 25-2-2021

OFFER LETTER

Dear YAKKATI ACHYUTH PAVAN 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).

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

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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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- 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 *Y.A. Pavan Kumar*
Name: **YAKRATI ACHYATH PAVAN 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)		

Date: 25-2-2021

OFFER LETTER

Dear YAKKATI SIVA NAGA RAJU

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**.

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- 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.

Signature *Y. Siva naga rajv*
Name: *YAKKATI SIVA NAGARAJU*

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
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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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STRICTLY PERSONAL

Sub: Letter of Intent

Dear Poojitha,

We are pleased to offer you the position of Customer Care Executive in our organization. You shall report for a comprehensive training program on July.

The offer is subject to the company receiving the following documents:

A satisfactory note from the list of references furnished by you at the time of interview.

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, Experience, etc.

If currently employed, copy of the relieving letter from your present employer.

You will initially undergo a comprehensive **Foundation Level Training and Product Training**. It is mandatory that you clear both the training for you to continue in the rolls of the company. In case if you fail in any of the above training, this offer made to you will be withdrawn and your services will be terminated from the company without any obligation from either side.

Your monthly CTC will be 133200/-. The break-up of your Salary is attached in Annexure.

We are looking forward to you building a successful career with Allsec Technologies Ltd.

Signing or execution of this document including all annexures thereto by electronic means or scanned means shall be deemed equivalent in all respects to the signing by manual means. Likewise, delivery of such documents as an attachment to an email shall be deemed equivalent in all respects to the delivery of an original document

Best Wishes,
For Allsec Technologies Limited,



Authorized Signatory
Human Resources Department

Poojitha

STRICTLY PERSONAL

Sub: Letter of Intent

Dear Jalluri YaminiSivaleela,

We are pleased to offer you the position of **Customer Care Executive** in our organization. You shall report for a comprehensive training program on July.

The offer is subject to the company receiving the following documents:

A satisfactory note from the list of references furnished by you at the time of interview.

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, Experience, etc.

If currently employed, copy of the relieving letter from your present employer.

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We are looking forward to you building a successful career with Allsec Technologies Ltd.

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Best Wishes,
For Allsec Technologies Limited,



Authorized Signatory
Human Resources Department

Jalluri YaminiSivaleela

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STRICTLY PERSONAL

Sub: Letter of Intent

Dear P.Durga devi

We are pleased to offer you the position of **Customer Care Executive** in our organization. You shall report for a comprehensive training program on ___July_____.

The offer is subject to the company receiving the following documents:

A satisfactory note from the list of references furnished by you at the time of interview.

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, Experience, etc.

If currently employed, copy of the relieving letter from your present employer.

You will initially undergo a comprehensive **Foundation Level Training and Product Training**. It is mandatory that you clear both the training for you to continue in the rolls of the company. In case if you fail in any of the above training, this offer made to you will be withdrawn and your services will be terminated from the company without any obligation from either side.

Your monthly CTC will be 144504/-. The break-up of your Salary is attached in Annexure.

We are looking forward to you building a successful career with Allsec Technologies Ltd.

Signing or execution of this document including all annexures thereto by electronic means or scanned means shall be deemed equivalent in all respects to the signing by manual means. Likewise, delivery of such documents as an attachment to an email shall be deemed equivalent in all respects to the delivery of an original document

Best Wishes,
For Allsec Technologies Limited,



Authorized Signatory
Human Resources Department

P. Durga devi

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STRICTLY PERSONAL

36

Sub: Letter of Intent

Dear Cheekati Krishna keerthi

We are pleased to offer you the position of **Customer Care Executive** in our organization. You shall report for a comprehensive training program on July .

The offer is subject to the company receiving the following documents:

A satisfactory note from the list of references furnished by you at the time of interview.

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, Experience, etc.

If currently employed, copy of the relieving letter from your present employer.

You will initially undergo a comprehensive **Foundation Level Training and Product Training**. It is mandatory that you clear both the training for you to continue in the rolls of the company. In case if you fail in any of the above training, this offer made to you will be withdrawn and your services will be terminated from the company without any obligation from either side.

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Best Wishes,
For Allsec Technologies Limited,



Authorized Signatory
Human Resources Department

ch. krishna keerthi



A Unit of Focus 4D career Education Pvt. Ltd

August 3, 2021

Ms Mounika Chunduru

mounikachunduru418@gmail.com

Candidate Id:CN20210890

Dear Mounika Chunduru

Further to our interactions with you, we are pleased to offer you the position of **Placement Mentor** at FACE Prep (referred to as FACE – Focus Academy for Career Enhancement).

Your supervisory arrangements will be communicated upon joining. During the course of your employment with us, you may be transferred to any of the company's locations based on organizational needs. In addition to the duties that were outlined during your interviews, you shall perform such other duties as are customarily associated with such a position and as the authorized representatives of the management may from time to time require. You shall devote your full business efforts and time to FACE and agree to perform your duties faithfully and to the best of your ability.

The period from your joining date to your course completion will be treated as an Internship. During this period you will be paid a stipend of **Rs.10000/-** out of which **Rs.8000/-** will be fixed and **Rs.2000/-** will be performance based pay. In addition you will be provided with other allowance upto **Rs.1500/-**. Your performance during this internship period will be considered in deciding the confirmation of employment, post successful completion of your course.

Upon confirmation of employment, you will be inducted as an **Placement Expert** with an Annual CTC of **Rs.3,06,000/-**. The break-up of the same is provided in Annexure I. In addition, all expenses incurred for official purposes such as business travel will be reimbursed as per company policy.

Your appointment will include a commitment of service for a period of **2 years** starting from the date of confirmation of employment. This letter is a communication of an employment offer and is not a letter of appointment. I hope that you will accept this offer by signing this letter in the space below (in all pages) and returning it to me as soon as possible, but no later than 5 days from the date of offer.

We look forward to your arrival at our company and are confident that you will play a key role in our company's expansion.

Annexure I: Annual Compensation Structure			
Name	M.Mounika Chunduru	Position & Department	Placement Expert
#	Components of Total Fixed Pay		Per Annum (in INR)
1	Basic Pay		2,52,012/-
2	Other Allowance		18,000/-
3	Total Fixed Pay per annum		2,70,012/-
4	Annual Performance Linked Pay (Maximum)		35,988/-
	Total Cost to Company		3,06,000/-

Notes: *Associates will be covered under the company group insurance policies for Life Cover (Rs.10,00,000). The premium for the same will be borne by the company.

Thank you

Yours sincerely

For Focus 4 – D Career Education Pvt Ltd.


Arumugam N Vadivelu

Senior Manager – HR Ops & Strategy

ACCEPTANCE OF OFFER

I hereby confirm that I accept the above offer with all its terms and conditions of employment.



Name & Signature of the candidate with date of acceptance

17NH1A0206

EEE.

38

STRICTLY PERSONAL

Sub: Letter of Intent

Dear Kesireddy Hemalatha

We are pleased to offer you the position of **Customer Care Executive** in our organization. You shall report for a comprehensive training program on July .

The offer is subject to the company receiving the following documents:

A satisfactory note from the list of references furnished by you at the time of interview.

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, Experience, etc.

If currently employed, copy of the relieving letter from your present employer.

You will initially undergo a comprehensive **Foundation Level Training and Product Training**. It is mandatory that you clear both the training for you to continue in the rolls of the company. In case if you fail in any of the above training, this offer made to you will be withdrawn and your services will be terminated from the company without any obligation from either side.

Your monthly CTC will be 144504/-. The break-up of your Salary is attached in Annexure.

We are looking forward to you building a successful career with Allsec Technologies Ltd.

Signing or execution of this document including all annexures thereto by electronic means or scanned means shall be deemed equivalent in all respects to the signing by manual means. Likewise, delivery of such documents as an attachment to an email shall be deemed equivalent in all respects to the delivery of an original document

Best Wishes,
For Allsec Technologies Limited,



Authorized Signatory
Human Resources Department

K. Hemalatha

STRICTLY PERSONAL

Sub: Letter of Intent

Dear Naragani Satyabhargav

We are pleased to offer you the position of **Customer Care Executive** in our organization. You shall report for a comprehensive training program on July.

The offer is subject to the company receiving the following documents:

A satisfactory note from the list of references furnished by you at the time of interview.

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, Experience, etc.

If currently employed, copy of the relieving letter from your present employer.

You will initially undergo a comprehensive **Foundation Level Training and Product Training**. It is mandatory that you clear both the training for you to continue in the rolls of the company. In case if you fail in any of the above training, this offer made to you will be withdrawn and your services will be terminated from the company without any obligation from either side.

Your monthly CTC will be 144504/-. The break-up of your Salary is attached in Annexure.

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Signing or execution of this document including all annexures thereto by electronic means or scanned means shall be deemed equivalent in all respects to the signing by manual means. Likewise, delivery of such documents as an attachment to an email shall be deemed equivalent in all respects to the delivery of an original document

Best Wishes,
For Allsec Technologies Limited,



Authorized Signatory
Human Resources Department

N. Satyabhargav

17NH1A0318
MECH

40

STRICTLY PERSONAL

Sub: Letter of Intent

Dear Mamillapalli nagapurushotham,

We are pleased to offer you the position of **Customer Care Executive** in our organization. You shall report for a comprehensive training program on July.

The offer is subject to the company receiving the following documents:

A satisfactory note from the list of references furnished by you at the time of interview.

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, Experience, etc.

If currently employed, copy of the relieving letter from your present employer.

You will initially undergo a comprehensive **Foundation Level Training and Product Training**. It is mandatory that you clear both the training for you to continue in the rolls of the company. In case if you fail in any of the above training, this offer made to you will be withdrawn and your services will be terminated from the company without any obligation from either side.

Your monthly CTC will be 133200/-. The break-up of your Salary is attached in Annexure.

We are looking forward to you building a successful career with Allsec Technologies Ltd.

Signing or execution of this document including all annexures thereto by electronic means or scanned means shall be deemed equivalent in all respects to the signing by manual means. Likewise, delivery of such documents as an attachment to an email shall be deemed equivalent in all respects to the delivery of an original document

Best Wishes,
For Allsec Technologies Limited,



Authorized Signatory
Human Resources Department

M. naga purushotham.

18NH5A0316.

MECH

41

STRICTLY PERSONAL

Sub: Letter of Intent

Dear Nagadesi Ashok kumar,

We are pleased to offer you the position of **Customer Care Executive** in our organization. You shall report for a comprehensive training program on July.

The offer is subject to the company receiving the following documents:

A satisfactory note from the list of references furnished by you at the time of interview.

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, Experience, etc.

If currently employed, copy of the relieving letter from your present employer.

You will initially undergo a comprehensive **Foundation Level Training and Product Training**. It is mandatory that you clear both the training for you to continue in the rolls of the company. In case if you fail in any of the above training, this offer made to you will be withdrawn and your services will be terminated from the company without any obligation from either side.

Your monthly CTC will be 133200/-. The break-up of your Salary is attached in Annexure.

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Best Wishes,
For Allsec Technologies Limited,



Authorized Signatory
Human Resources Department

N. Ashok Kumar

19NHZE0012
MBA
42

STRICTLY PERSONAL

Sub: Letter of Intent

Dear J.Sarath

We are pleased to offer you the position of **Customer Care Executive** in our organization. You shall report for a comprehensive training program on ___ July ____.

The offer is subject to the company receiving the following documents:

A satisfactory note from the list of references furnished by you at the time of interview.

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, Experience, etc.

If currently employed, copy of the relieving letter from your present employer.

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Your monthly CTC will be 144504/-. The break-up of your Salary is attached in Annexure.

We are looking forward to you building a successful career with Allsec Technologies Ltd.

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Best Wishes,
For Allsec Technologies Limited,



Authorized Signatory
Human Resources Department

J. Sarath



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: 22-1-2021

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

Offer Letter

Dear ABDUL SHAMEELA BEGUM

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	2.2 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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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: *A. Shameela Begum*

Date: *22-01-2021*

Date: 22-1-2021

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

Offer Letter

Dear ALLU BHAVANA SRI LAKSHMI

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	2.2 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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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.

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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: *A. Bhavana Sri Lakshmi*

Date: *29-01-2021*



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: 22-1-2021

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

Offer Letter

Dear **BHIMAVARAPU CHARISHMA**

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	2.2 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.
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.

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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: *B. Charishma*

Date: *22-01-2021*



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

Date: 22-1-2021

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

Offer Letter

Dear CHEELA UMA

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	2.2 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)
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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.

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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: *E. Uma*

Date: *22-01-2021*



Astoria Technologies (I) Pvt Ltd
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Kundanbagh Colony, Begumpet,
Hyderabad - 500016.
T +91 888587172

Date: 22-1-2021

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

Offer Letter

Dear **DOKKAMALA RAJA SANDEEP 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	2.2 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.



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T +91 888587172

Job scope:

1. Develops and modifies code based on functional and system requirements.
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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: D. RAJA SANDEEP KUMAR.

Date: 22-1-2021.



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

Date: 22-1-2021

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

Offer Letter

Dear **GADIREDDY LAHARI**

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	2.2 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)

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	Sr. Term	5th Month	16,000	4,000	20,000
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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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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:

Date: 22/1/2021



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: 22-1-2021

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

Offer Letter

Dear KANNAMREDDY LAKSHMI PRASANNA

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	2.2 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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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: 

Date: 22-1-2021



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

Date: 22-1-2021

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

Offer Letter

Dear KUNAPAREDDY VENKATA RAMYA SRI

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	2.2 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.

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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: *K. Venkata Ramya Sri*

Date: *22-01-2021*



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

Date: 22-1-2021

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

Offer Letter

Dear MANTENA MANASA

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	2.2 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

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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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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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: M. MANASA

Date: 22-1-2021



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: 22-1-2021

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

Offer Letter

Dear RAJULAPATI SRAVANI

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	2.2 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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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: *Rajulapati Sravanji*

Date: *22-1-2021*



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

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CSE

53

Superset ID: 670997

Letter of Intent ("LOI")

Dear Tejaswi Anumakonda,

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

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

Tejaswi Anumakonda
Analyst and A4

You will be under probation for six (6) months from your date of joining Capgemini. During this period, your all-inclusive annual target compensation (on a cost to company basis) will be **INR 3,00,000/- (Rupees Three Lakh only)**. Subsequent to your successful completion of training and probation, your all-inclusive annual target compensation (on a cost to company basis) will be revised to **INR 3,80,000/- (Rupees Three Lakh and Eighty Thousand only)**. Your compensation shall be paid on a monthly basis, in arrears. The Company shall deduct tax at source at the time of making payment.

For & On Behalf of Capgemini

Tejinder Sethi
Head - Fresher Hiring

Regd Office: Pune Hinjewadi Regd. Office No. 14, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, MIDC SEZ, Village Man, Taluka Mulshi, Pune - 411057, Maharashtra, India. Tel: +91 20 6699 1000 | Fax: +91 20 6699 5050 | CIN: U85110PN1993PLC145950 Page 3 of 3

Tejaswi Anumakonda



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

30/01/2021

Dear KANUMURI HEMA SAI

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.

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 ₹2,00,000.00 per annum (Rupees Two Lakh Only) of which 2,00,000.00 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 ₹2,20,000.00 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**

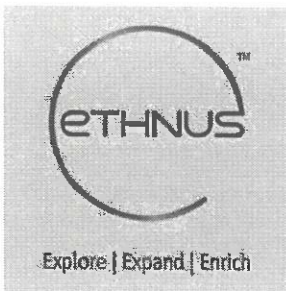
Annual CTC (INR)	₹2,00,000.00	
Component Category	Per Annum	Per Month
Basic salary	₹81,600.00	₹6,800.00
House Rent Allowance (HRA)	₹40,800.00	₹3,400.00
Conveyance allowance	₹15,200.00	₹1,267.00
Medical allowance	₹15,000.00	₹1,250.00
Special allowance	₹37,231.92	₹3,103.00
Employer's Contribution to PF	₹10,168.08	₹847.00
Fixed CTC	₹2,00,000.00	₹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).

K. Hema SAG

30/01/2021

**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

30/01/2021

Dear NALLAJERU NAVYA

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.

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 ₹2,00,000.00 per annum (Rupees Two Lakh Only) of which 2,00,000.00 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 ₹2,20,000.00 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
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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**

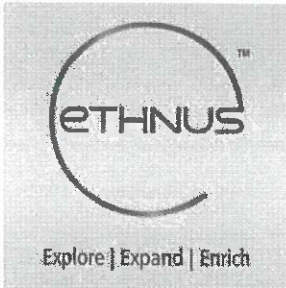
Annual CTC (INR)	₹2,00,000.00	
Component Category	Per Annum	Per Month
Basic salary	₹81,600.00	₹6,800.00
House Rent Allowance (HRA)	₹40,800.00	₹3,400.00
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Medical allowance	₹15,000.00	₹1,250.00
Special allowance	₹37,231.92	₹3,103.00
Employer's Contribution to PF	₹10,168.08	₹847.00
Fixed CTC	₹2,00,000.00	₹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).

N. NAVYA

30/01/2021.

**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

30/01/2021

Dear CHILLIMUNTHA MOUNIKA

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.

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 ₹2,00,000.00 per annum (Rupees Two Lakh Only) of which 2,00,000.00 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 ₹2,20,000.00 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.

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Wishes


Talent Acquisition Team

Ethnus Consultancy Services Private Limited

Bengaluru

**ANNEXURE -
01**

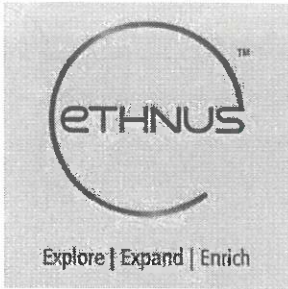
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House Rent Allowance (HRA)	₹40,800.00	₹3,400.00
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Employer's Contribution to PF	₹10,168.08	₹847.00
Fixed CTC	₹2,00,000.00	₹17,000.00
Variable Components		
Performance Incentive (Payable Quarterly)	₹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).

C. MAUNIKA

30/01/2021.



ETHNUS CONSULTANCY SERVICES PRIVATE LIMITED

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

CIN: U80212KA2010PTC054851

30/01/2021

Dear A LAKSHMI SARIKA

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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- Upon successfully completing your probationary period, you shall be eligible for a fixed CTC of ₹2,20,000.00 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.

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

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- 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**

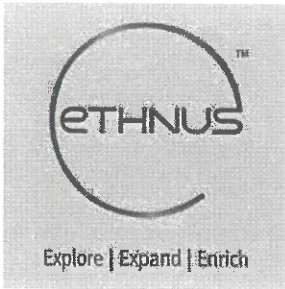
Annual CTC (INR)	₹2,00,000.00	
Component Category	Per Annum	Per Month
Basic salary	₹81,600.00	₹6,800.00
House Rent Allowance (HRA)	₹40,800.00	₹3,400.00
Conveyance allowance	₹15,200.00	₹1,267.00
Medical allowance	₹15,000.00	₹1,250.00
Special allowance	₹37,231.92	₹3,103.00
Employer's Contribution to PF	₹10,168.08	₹847.00
Fixed CTC	₹2,00,000.00	₹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.
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A. Lakshmi Sabika

30-1-21



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

30/01/2021

Dear CH KALYANI

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.

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

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Wishes


Talent Acquisition Team

Ethnus Consultancy Services Private Limited

Bengaluru

**ANNEXURE -
01**

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C.H. KALYANI

30/01/2021.

59

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CIN: U80212KA2010PTC054851

30/01/2021

Dear D BITTU

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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Talent Acquisition Team

Ethnus Consultancy Services Private Limited

Bengaluru

**ANNEXURE -
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D. Bittu

30-1-21



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CIN: U80212KA2010PTC054851

30/01/2021

Dear M LOKCHANDU

Subject: Offer of Employment with Ethnus.

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Ethnus Consultancy Services Private Limited

Bengaluru

**ANNEXURE -
01**

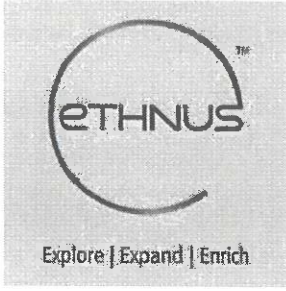
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M. LOKCHANDU

30/01/2021



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CIN: U80212KA2010PTC054851

61
**PRIVATE &
CONFIDENTIAL**

30/01/2021

Dear M BHAGYAVATHI

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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Talent Acquisition Team

Ethnus Consultancy Services Private Limited

Bengaluru

**ANNEXURE -
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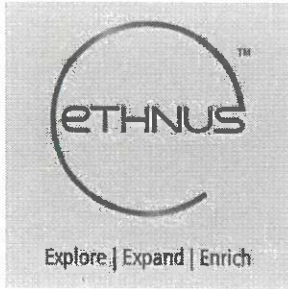
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M. BHAGYAVATHI

30/01/2021.



62

**PRIVATE &
CONFIDENTIAL**

ETHNUS CONSULTANCY SERVICES PRIVATE LIMITED

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

CIN: U80212KA2010PTC054851

30/01/2021

Dear M JYOTHI SUMANA

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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Talent Acquisition Team

Ethnus Consultancy Services Private Limited

Bengaluru

**ANNEXURE -
01**

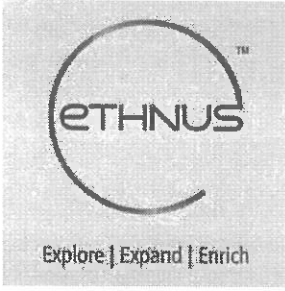
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Variable Components		
Performance Incentive (Payable Quarterly)	₹0.00	₹0.00

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M. Jyothi Suman

30-1-21

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

CIN: U80212KA2010PTC054851

30/01/2021

Dear PAIDI YAMINI

Subject: Offer of Employment with Ethnus.

Congratulations!

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Talent Acquisition Team

Ethnus Consultancy Services Private Limited

Bengaluru

**ANNEXURE -
01**

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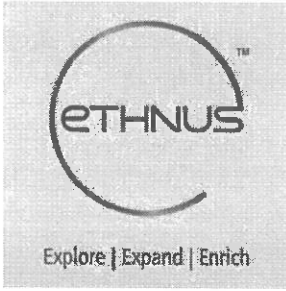
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P. Jaisinh
20-1-2021

64

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CIN: U80212KA2010PTC054851

30/01/2021

Dear P SRAVANI

Subject: Offer of Employment with Ethnus.

Congratulations!

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Talent Acquisition Team

Ethnus Consultancy Services Private Limited

Bengaluru

**ANNEXURE -
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P. Sravan
30/11/2024



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30/01/2021

Dear KUPPALA PAVAN KUMAR

Subject: Offer of Employment with Ethnus.

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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	₹2,00,000.00	₹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).

K. Panan Kumar



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

30/01/2021

Dear **MARRE DURGA BHAVANI**

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.

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 ₹2,00,000.00 per annum (Rupees Two Lakh Only) of which 2,00,000.00 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 ₹2,20,000.00 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**

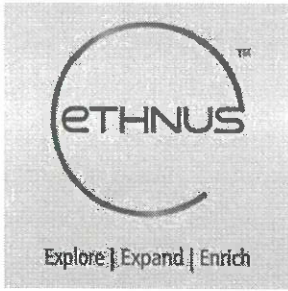
Annual CTC (INR)	₹2,00,000.00	
Component Category	Per Annum	Per Month
Basic salary	₹81,600.00	₹6,800.00
House Rent Allowance (HRA)	₹40,800.00	₹3,400.00
Conveyance allowance	₹15,200.00	₹1,267.00
Medical allowance	₹15,000.00	₹1,250.00
Special allowance	₹37,231.92	₹3,103.00
Employer's Contribution to PF	₹10,168.08	₹847.00
Fixed CTC	₹2,00,000.00	₹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).

M. Pooja Shrivastava

30/01/2021



**PRIVATE &
CONFIDENTIAL**

19NH1E0002

67

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

30/01/2021

Dear B GUNA SATHYA

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.

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 ₹2,00,000.00 per annum (Rupees Two Lakh Only) of which 2,00,000.00 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 ₹2,20,000.00 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.

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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**

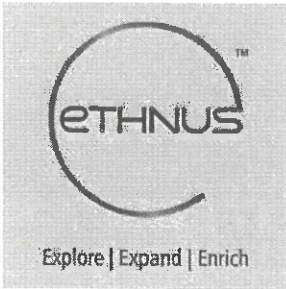
Annual CTC (INR)	₹2,00,000.00	
Component Category	Per Annum	Per Month
Basic salary	₹81,600.00	₹6,800.00
House Rent Allowance (HRA)	₹40,800.00	₹3,400.00
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Medical allowance	₹15,000.00	₹1,250.00
Special allowance	₹37,231.92	₹3,103.00
Employer's Contribution to PF	₹10,168.08	₹847.00
Fixed CTC	₹2,00,000.00	₹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).

B. Guna Sathya

30/01/2021

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

CIN: U80212KA2010PTC054851

30/01/2021

Dear BONDALAPATI MOUNIKA SAI

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.

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 ₹2,00,000.00 per annum (Rupees Two Lakh Only) of which 2,00,000.00 per annum is fixed CTC and ₹0.00 per annum is the variable CTC, subject to statutory deductions.
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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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- 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

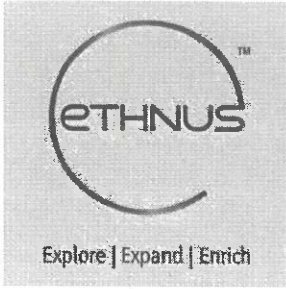
**ANNEXURE -
01**

Annual CTC (INR)	₹2,00,000.00	
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	₹15,200.00	₹1,267.00
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Employer's Contribution to PF	₹10,168.08	₹847.00
Fixed CTC	₹2,00,000.00	₹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).

B. Manika Sai
30/01/2021

**ETHNUS CONSULTANCY SERVICES PRIVATE LIMITED**

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

CIN: U80212KA2010PTC054851

30/01/2021

Dear CHALLAPALLI PHANI SANKAR

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.

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 ₹2,00,000.00 per annum (Rupees Two Lakh Only) of which 2,00,000.00 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 ₹2,20,000.00 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.

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- Cancelled Cheque Leaf or Bank Statement - Scanned Copy

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- 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)	₹2,00,000.00	
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	₹15,200.00	₹1,267.00
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Fixed CTC	₹2,00,000.00	₹17,000.00
Variable Components		
Performance Incentive (Payable Quarterly)	₹0.00	₹0.00

Note:

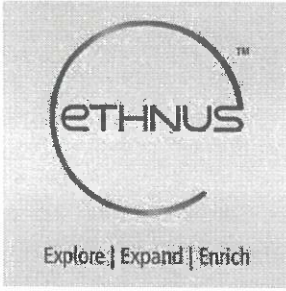
- Net take home will be subject to statutory deductions and other deductions as per company policy.
- Any other statutory contributions and deductions not mentioned above will be made as and when applicable as per the applicable laws. E.g.: Tax Deduction at Source (TDS), Professional Tax (PT).

CHALLAPALLI PHANISANKAR

30-1-21

19NH1E0007
70

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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

30/01/2021

Dear DARAPUREDDY PHANI BABU

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.

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

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- Upon successfully completing your probationary period, you shall be eligible for a fixed CTC of ₹2,20,000.00 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.

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- 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)	₹2,00,000.00	
Component Category	Per Annum	Per Month
Basic salary	₹81,600.00	₹6,800.00
House Rent Allowance (HRA)	₹40,800.00	₹3,400.00
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Employer's Contribution to PF	₹10,168.08	₹847.00
Fixed CTC	₹2,00,000.00	₹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.
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D. PHANI BABU

30/01/2021

19NH1E0010

71

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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

30/01/2021

Dear GURUGUBELLI KALYANI

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.

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

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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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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)	₹2,00,000.00	
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	₹15,200.00	₹1,267.00
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Employer's Contribution to PF	₹10,168.08	₹847.00
Fixed CTC	₹2,00,000.00	₹17,000.00
Variable Components		
Performance Incentive (Payable Quarterly)	₹0.00	₹0.00

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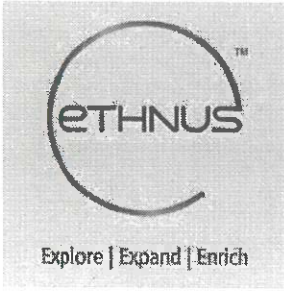
A. KALYANI

30/01/2021

19NH150014

72

**PRIVATE &
CONFIDENTIAL**



ETHNUS CONSULTANCY SERVICES PRIVATE LIMITED

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

CIN: U80212KA2010PTC054851

30/01/2021

Dear KATURI DEEPTHI

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.

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

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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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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)	₹2,00,000.00	
Component Category	Per Annum	Per Month
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Employer's Contribution to PF	₹10,168.08	₹847.00
Fixed CTC	₹2,00,000.00	₹17,000.00
Variable Components		
Performance Incentive (Payable Quarterly)	₹0.00	₹0.00

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K. DEEPTHI
30/0/2021.

**ETHNUS CONSULTANCY SERVICES PRIVATE LIMITED**

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

CIN: U80212KA2010PTC054851

30/01/2021

Dear KOSURU CHUDAMANI SRINIVAS

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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- Your Total Cost to the Company (CTC) offered will be ₹2,00,000.00 per annum (Rupees Two Lakh Only) of which 2,00,000.00 per annum is fixed CTC and ₹0.00 per annum is the variable CTC, subject to statutory deductions;
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- Cancelled Cheque Leaf or Bank Statement - Scanned Copy

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Wishes


Talent Acquisition Team

Ethnus Consultancy Services Private Limited

Bengaluru

**ANNEXURE -
01**

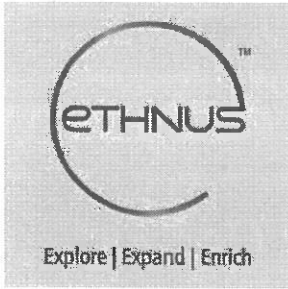
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Basic salary	₹81,600.00	₹6,800.00
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Employer's Contribution to PF	₹10,168.08	₹847.00
Fixed CTC	₹2,00,000.00	₹17,000.00
Variable Components		
Performance Incentive (Payable Quarterly)	₹0.00	₹0.00

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K. Chudamani Srinivas

30-1-21

**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

30/01/2021

Dear KOSURU JAGADEESH BABU

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.

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 ₹2,00,000.00 per annum (Rupees Two Lakh Only) of which 2,00,000.00 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 ₹2,20,000.00 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**

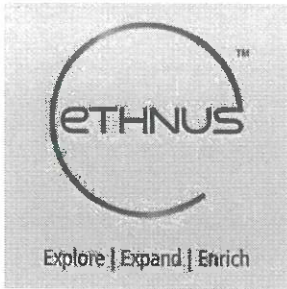
Annual CTC (INR)	₹2,00,000.00	
Component Category	Per Annum	Per Month
Basic salary	₹81,600.00	₹6,800.00
House Rent Allowance (HRA)	₹40,800.00	₹3,400.00
Conveyance allowance	₹15,200.00	₹1,267.00
Medical allowance	₹15,000.00	₹1,250.00
Special allowance	₹37,231.92	₹3,103.00
Employer's Contribution to PF	₹10,168.08	₹847.00
Fixed CTC	₹2,00,000.00	₹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).

K. Jagadeesh Babu

30/01/2021



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

30/01/2021

Dear MATHI JAGAN

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.

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 ₹2,00,000.00 per annum (Rupees Two Lakh Only) of which 2,00,000.00 per annum is fixed CTC and ₹0.00 per annum is the variable CTC, subject to statutory deductions.
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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

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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

Mathi Jagann
30-01-2021

**ANNEXURE -
01**

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Component Category	Per Annum	Per Month
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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**

30/01/2021

Dear PAREPALLI NAGA SIVA VAMSI KRISHNA**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.****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 ₹2,00,000.00 per annum (Rupees Two Lakh Only) of which 2,00,000.00 per annum is fixed CTC and ₹0.00 per annum is the variable CTC, subject to statutory deductions.
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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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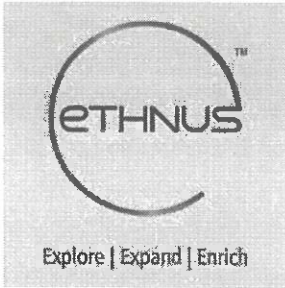
**ANNEXURE -
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Variable Components		
Performance Incentive (Payable Quarterly)	₹0.00	₹0.00

Note:

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*P. N. S. V. Krishna
30/01/2021*

**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

30/01/2021

Dear YALAVARTHI SUJANA

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.

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 ₹2,00,000.00 per annum (Rupees Two Lakh Only) of which 2,00,000.00 per annum is fixed CTC and ₹0.00 per annum is the variable CTC, subject to statutory deductions.
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Wishes

Talent Acquisition Team

Ethnus Consultancy Services Private Limited

Bengaluru

Y. Sujana

**ANNEXURE -
01**

Annual CTC (INR)	₹2,00,000.00	
Component Category	Per Annum	Per Month
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House Rent Allowance (HRA)	₹40,800.00	₹3,400.00
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Variable Components		
Performance Incentive (Payable Quarterly)	₹0.00	₹0.00

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- 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).

DATE: 18-2-2021

Dear BANDARU HEMADURGA

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. 3,00,000/-** 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		
#	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	50,500
	Total Cost to Company	3,00,000

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.



Arumugam N Vadivelu
HR Business Partner

ACCEPTANCE OF OFFER

B Hema Durga
18/2/21

I hereby confirm that I accept the above offer with all its terms and conditions of employment.

DATE: 18-2-2021

Dear CHALADI RESHMASRI

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.
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Thank you
Yours sincerely

For Focus 4 – D Career Education Pvt Ltd.



Arumugam N Vadivelu
HR Business Partner

ACCEPTANCE OF OFFER

ch. Reshmasri
18/2/20

I hereby confirm that I accept the above offer with all its terms and conditions of employment.



DATE: 18-2-2021

Dear KUNAPAREDDY BALA BHARGAVI

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.



Arumugam N Vadivelu
HR Business Partner

ACCEPTANCE OF OFFER

K. Balakrishna

18 -2 -2021

I hereby confirm that I accept the above offer with all its terms and conditions of employment.

DATE: 18-2-2021

Dear AGULLA KAVYA

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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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 grey rectangular stamp.

Arumugam N Vadivelu

HR Business Partner

ACCEPTANCE OF OFFER

A. Kavya
18-2-2021

I hereby confirm that I accept the above offer with all its terms and conditions of employment.

DATE: 18-2-2021

Dear A TRIVEDITA JAYASRI

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. 3,00,000/-** 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		
#	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	50,500
	Total Cost to Company	3,00,000

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.
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Thank you
Yours sincerely

For Focus 4 – D Career Education Pvt Ltd.



Arumugam N Vadivelu
HR Business Partner

ACCEPTANCE OF OFFER

A. T. Jayasri
18-2-2021

I hereby confirm that I accept the above offer with all its terms and conditions of employment.

DATE: 18-2-2021

Dear A ANAND PAUL

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.



Arumugam N Vadivelu

HR Business Partner

ACCEPTANCE OF OFFER

A. Anand Paul
18-2-2021

I hereby confirm that I accept the above offer with all its terms and conditions of employment.

DATE: 18-2-2021

Dear BORRA MANJU

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.
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Thank you

Yours sincerely

For Focus 4 – D Career Education Pvt Ltd.



Arumugam N Vadivelu

HR Business Partner

B. Manju

18-2-21

ACCEPTANCE OF OFFER

I hereby confirm that I accept the above offer with all its terms and conditions of employment.

85



DATE: 18-2-2021

Dear CHILAKALAPUDI SAI MOUNIKA

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

G. Sai Mounika
(17-2-2021)

For Focus 4 – D Career Education Pvt Ltd.


Arumugam N Vadivelu
HR Business Partner

ACCEPTANCE OF OFFER

I hereby confirm that I accept the above offer with all its terms and conditions of employment.



DATE: 18-2-2021

Dear D SURYA SAI PATRI

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.

A handwritten signature in black ink, appearing to read 'Arumugam N Vadivelu'.

Arumugam N Vadivelu
HR Business Partner

ACCEPTANCE OF OFFER

D. Susya Sai patri
18/2/2021

I hereby confirm that I accept the above offer with all its terms and conditions of employment.

DATE: 18-2-2021

Dear G JAYA LAKSHMI DURGA BHAVANI

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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Yours sincerely

For Focus 4 – D Career Education Pvt Ltd.



Arumugam N Vadivelu

HR Business Partner

ACCEPTANCE OF OFFER

I hereby confirm that I accept the above offer with all its terms and conditions of employment.

G. J. LAKSHMI DURGA BHAVANI

18-2-2021.



A Unit of Focus 4D career Education Pvt. Ltd

August 3,2021

88

Ms Divya sri pothuraju
divyapothuraju512@gmail.com
Candidate Id:CN20210894

Dear Divya sri pothuraju

Further to our interactions with you, we are pleased to offer you the position of **Placement Mentor** at FACE Prep (referred to as FACE – Focus Academy for Career Enhancement).

our supervisory arrangements will be communicated upon joining. During the course of your employment with us, you may be transferred to any of the company's locations based on organizational needs. In addition to the duties that were outlined during your interviews, you shall perform such other duties as are customarily associated with such a position and as the authorized representatives of the management may from time to time require. You shall devote your full business efforts and time to FACE and agree to perform your duties faithfully and to the best of your ability.

The period from your joining date to your course completion will be treated as an Internship. During this period you will be paid a stipend of **Rs.10000/-** out of which **Rs.8000/-** will be fixed and **Rs.2000/-** will be performance based pay. In addition you will be provided with other allowance upto **Rs.1500/-**. Your performance during this internship period will be considered in deciding the confirmation of employment, post successful completion of your course.

Upon confirmation of employment, you will be inducted as an **Placement Expert** with an Annual CTC of **Rs.3,06,000/-**. The break-up of the same is provided in Annexure I. In addition, all expenses incurred for official purposes such as business travel will be reimbursed as per company policy.

Your appointment will include a commitment of service for a period of **2 years** starting from the date of confirmation of employment. This letter is a communication of an employment offer and is not a letter of appointment. I hope that you will accept this offer by signing this letter in the space below (in all pages) and returning it to me as soon as possible, but no later than 5 days from the date of offer.

We look forward to your arrival at our company and are confident that you will play a key role in our company's expansion.

Annexure I: Annual Compensation Structure			
Name	M.Pamarthi Narayana	Position & Department	Placement Expert
#	Components of Total Fixed Pay		Per Annum (in INR)
1	Basic Pay		2,52,012/-
2	Other Allowance		18,000/-
3	Total Fixed Pay per annum		2,70,012/-
4	Annual Performance Linked Pay (Maximum)		35,988/-
	Total Cost to Company		3,06,000/-

Notes: *Associates will be covered under the company group insurance policies for Life Cover (Rs.10,00,000). The premium for the same will be borne by the company.

Thank you

Yours sincerely

For Focus 4 – D Career Education Pvt Ltd.


Arumugam N Vadivelu
Senior Manager – HR Ops & Strategy

P. Divya Sri
5/3/2021

ACCEPTANCE OF OFFER

I hereby confirm that I accept the above offer with all its terms and conditions of employment.

Name & Signature of the candidate with date of acceptance

DATE: 18-2-2021

Dear MALLAMPALLI NARESH BABU

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. 3,00,000/-** 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		
#	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	50,500
	Total Cost to Company	3,00,000

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.



Arumugam N Vadivelu
HR Business Partner

ACCEPTANCE OF OFFER



I hereby confirm that I accept the above offer with all its terms and conditions of employment.

DATE: 18-2-2021

Dear YARAGANI SUBRAHMANYAM

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.



Arumugam N Vadiveiu
HR Business Partner

ACCEPTANCE OF OFFER

Y. Subramanyam
18/2/21..

I hereby confirm that I accept the above offer with all its terms and conditions of employment.

DATE: 18-2-2021

Dear KAGITHA AMALA SRINU

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.



Arumugam N Vadivelu
HR Business Partner

ACCEPTANCE OF OFFER

AmalaSrinu . k.

I hereby confirm that I accept the above offer with all its terms and conditions of employment.

DATE: 18-2-2021

Dear SIDDHANI VASUVINAY

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.



Arumugam N Vadivelu

HR Business Partner

ACCEPTANCE OF OFFER

J. Vasu Vinay . 18/2/2021

I hereby confirm that I accept the above offer with all its terms and conditions of employment.

DATE: 18-2-2021

Dear YUDHAM PHANI CHINNA

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.



Arumugam N Vadivelu

HR Business Partner

ACCEPTANCE OF OFFER

Y. Phai Chinua 18/2/2021

I hereby confirm that I accept the above offer with all its terms and conditions of employment.



DATE: 18-2-2021

Dear ANNAMANENI SRAVANI

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.



Arumugam N Vadivelu
HR Business Partner

ACCEPTANCE OF OFFER

A. Srinani
18/2/2021

I hereby confirm that I accept the above offer with all its terms and conditions of employment.



DATE: 18-2-2021

Dear BOLLU JANSI LAKSHMI

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10	Performance Linked Pay	35,988
11	Other Allowances	18,000
	Total Variable Pay	50,500
	Total Cost to Company	3,00,000

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.
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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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- 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.



Arumugam N Vadivelu

HR Business Partner

ACCEPTANCE OF OFFER

TS. Jansi Lalitha
18/2/2021

I hereby confirm that I accept the above offer with all its terms and conditions of employment.



DATE: 18-2-2021

Dear G HARI KRISHNA

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/-**
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6. On successful completion of your probation, your CTC will be revised to **Rs. 3,00,000/-** In addition all expenses incurred for official purposes such as travel, food, accommodation etc will be reimbursed as per the company policy. The break-up 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.
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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
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Thank you
Yours sincerely

Gr. Aditi Krishna
18-2-2021

For Focus 4 – D Career Education Pvt Ltd.

A handwritten signature in black ink, appearing to read 'Arumugam N Vadivelu'.

Arumugam N Vadivelu
HR Business Partner

ACCEPTANCE OF OFFER

I hereby confirm that I accept the above offer with all its terms and conditions of employment.

DATE: 18-2-2021

Dear JAJAM AJARATH BABU

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.



Arumugam N Vadivelu

HR Business Partner

ACCEPTANCE OF OFFER

J. Agarath babu
05/2/2021

I hereby confirm that I accept the above offer with all its terms and conditions of employment.



DATE: 18-2-2021

Dear KADIYAM JYOTHI

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.



Arumugam N Vadivelu
HR Business Partner

K. Jyothi
18-2-21

ACCEPTANCE OF OFFER

K. Jyothi
18/2/2021

I hereby confirm that I accept the above offer with all its terms and conditions of employment.



DATE: 18-2-2021

Dear NISCHALA DAGANI

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Thank you
Yours sincerely

For Focus 4 – D Career Education Pvt Ltd.



Arumugam N Vadivelu
HR Business Partner

ACCEPTANCE OF OFFER

D. NISALATHA
18/2/2021

I hereby confirm that I accept the above offer with all its terms and conditions of employment.



DATE: 18-2-2021

Dear RIMANAPUDI VENKATA TEJA

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.

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

Arumugam N Vadivelu
HR Business Partner

ACCEPTANCE OF OFFER

R. Venkata Teja
18/2/2021

I hereby confirm that I accept the above offer with all its terms and conditions of employment.

DATE: 18-2-2021

Dear VADDADI CHANIKYA SUBRAMANYAM

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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Yours sincerely

For Focus 4 – D Career Education Pvt Ltd.



Arumugam N Vadivelu

HR Business Partner

ACCEPTANCE OF OFFER

V. C. Subramanyam
18/2/2021

I hereby confirm that I accept the above offer with all its terms and conditions of employment.



DATE: 18-2-2021

Dear VADDI NAGA VENKATA GOVARDHAN

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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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		
#	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	50,500
	Total Cost to Company	3,00,000

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.



Arumugam N Vadivelu
HR Business Partner

ACCEPTANCE OF OFFER

V. N. V. Govardhan
18/2/2021

I hereby confirm that I accept the above offer with all its terms and conditions of employment.



DATE: 18-2-2021

Dear YANNAVARAPU LOKESH

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. 3,00,000/-** 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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- 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 stamp of the same name.

Arumugam N Vadivelu

HR Business Partner

ACCEPTANCE OF OFFER

Y. Lokesh
18/2/2021

I hereby confirm that I accept the above offer with all its terms and conditions of employment.



Gestamp Automotive Chennai Private Limited
Plot No B-12, SIPCOT Industrial Park, Phase-II, Vengadu Village, PillaiPakkam Post,
Sriperumbudur Taluk, Kanchipuram District, Tamil Nadu 602 105, INDIA
Phone : 044 - 67188700 www.gestamp.com

104

26-July-21

LETTER OF OFFER

Dear Mr **D. Prem Kumar**

Congratulations!!

We are pleased to offer you a Trainee / Apprentices with **M/s Gestamp Automotive Chennai Pvt Ltd** based on the interview discussions you had with us and your application submitted to us. Details of the terms and conditions of offer are as under:

1. You are shortlisted for the position of **NEEM Trainee / NAPS Trainee through BSA Corporation Limited (NEEM / NAPS Agent approved By AICTE)**
2. Your date of commencement of Employment will be on or before **1st week of August.**
3. Stipend and other statutory benefits applicable as per company policy.
4. Your employment would be subject to the **Terms & Conditions**, mentioned in your training letter, which will be issued to you on your joining.
5. Please bring along the below listed documents / details on your day of joining.
 - a) Resume
 - b) Academic Certificate (all from 10th to Highest - Original required for verification)
 - c) Aadhaar Card
 - d) Bank Pass book or name printed cheque leaf
 - e) Six passport size photographs (6 - No's)
6. Kindly sign a copy of this letter as a token of your acceptance of this offer.

Looking forward to a long and mutually beneficial career with us

Yours truly,

For Gestamp Automotive Chennai Private Limited,


EXECUTIVE - HUMAN RESOURCES

D. Prem Kumar

26/7/2021

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Gestamp Automotive Chennai Private Limited
Plot No B-12, SIPCOT Industrial Park, Phase-II, Vengadu Village, PillaiPakkam Post,
Sriperumbudur Taluk, Kanchipuram District, Tamil Nadu 602 105, INDIA
Phone : 044 - 67188700 www.gestamp.com

26-July-21

LETTER OF OFFER

Dear Mr **G. Vinni Babu**

Congratulations!!

We are pleased to offer you a Trainee / Apprentices with **M/s Gestamp Automotive Chennai Pvt Ltd** based on the interview discussions you had with us and your application submitted to us. Details of the terms and conditions of offer are as under:

1. You are shortlisted for the position of NEEM Trainee / NAPS Trainee through **BSA Corporation Limited (NEEM / NAPS Agent approved By AICTE)**
2. Your date of commencement of Employment will be on or before 1st week of August.
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6. Kindly sign a copy of this letter as a token of your acceptance of this offer.

Looking forward to a long and mutually beneficial career with us

Yours truly,

For **Gestamp Automotive Chennai Private Limited,**

EXECUTIVE – HUMAN RESOURCES

G. Vinni Babu
26/7/21



Gestamp Automotive Chennai Private Limited
Plot No B-12, SIPCOT Industrial Park, Phase-II, Vengadu Village, PillaiPakkam Post,
Sriperumbudur Taluk, Kanchipuram District, Tamil Nadu 602 105, INDIA
Phone : 044-67188700 www.gestamp.com

26-July-21

LETTER OF OFFER

Dear Mr *K. Rambabu*

Congratulations!!

We are pleased to offer you a Trainee / Apprentices with M/s Gestamp Automotive Chennai Pvt Ltd based on the Interview discussions you had with us and your application submitted to us. Details of the terms and conditions of offer are as under:

1. You are shortlisted for the position of NEEM Trainee / NAPS Trainee through BSA Corporation Limited (NEEM / NAPS Agent approved By AICTE)
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 - e) Six passport size photographs (6 – No's)
6. Kindly sign a copy of this letter as a token of your acceptance of this offer.

Looking forward to a long and mutually beneficial career with us

Yours truly,

For Gestamp Automotive Chennai Private Limited,

M. V. S.
EXECUTIVE – HUMAN RESOURCES

K. Rambabu

26/07/2021



Gestamp Automotive Chennai Private Limited
 Plot No B-12, SIPCOT Industrial Park, Phase-II, Vengadu Village, PillaiPakkam Post,
 Stiperumbudur Taluk, Kanchipuram District, Tamil Nadu 602 105, INDIA
 Phone : 044 - 67188700 www.gestamp.com

26-July-21

LETTER OF OFFER

Dear Mr **M. Rama Krishna,**

Congratulations!!

We are pleased to offer you a Trainee / Apprentices with **M/s Gestamp Automotive Chennai Pvt Ltd** based on the interview discussions you had with us and your application submitted to us. Details of the terms and conditions of offer are as under:

1. You are shortlisted for the position of **NEEM Trainee / NAPS Trainee through BSA Corporation Limited (NEEM / NAPS Agent approved By AICTE)**
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 - e) Six passport size photographs (6 - No's)

6. Kindly sign a copy of this letter as a token of your acceptance of this offer.

Looking forward to a long and mutually beneficial career with us

Yours truly,

For Gestamp Automotive Chennai Private Limited,

EXECUTIVE - HUMAN RESOURCES

M. Rama Krishna

26-7-2021



Gestamp Automotive Chennai Private Limited
 Plot No B-12, SIPCOT Industrial Park, Phase-II, Vengadu Village, PillaiPakkam Post,
 Sriperumbudur Taluk, Kanchipuram District, Tamil Nadu, 602 105, INDIA
 Phone : 044 - 67188700 www.gestamp.com

26-July-21

LETTER OF OFFER

Dear Mr **P. Someswara Rao**

Congratulations!!

We are pleased to offer you a Trainee / Apprentices with M/s **Gestamp Automotive Chennai Pvt Ltd** based on the Interview discussions you had with us and your application submitted to us. Details of the terms and conditions of offer are as under:

1. You are shortlisted for the position of **NEEM Trainee / NAPS Trainee through BSA Corporation Limited (NEEM / NAPS Agent approved By AICTE)**
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6. Kindly sign a copy of this letter as a token of your acceptance of this offer.

Looking forward to a long and mutually beneficial career with us

Yours truly,

For Gestamp Automotive Chennai Private Limited,

EXECUTIVE - HUMAN RESOURCES

P. Someswara Rao

26/07/2021



Gestamp Automotive Chennai Private Limited
Plot No B-12, SIPCOT Industrial Park, Phase-II, Vengadu Village, PillaiPakkam Post,
Sriperambudur Taluk, Kanchipuram District, Tamil Nadu 602 105, INDIA
Phone : 044 - 67188700 www.gestamp.com

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109

26-July-21

LETTER OF OFFER

Dear Mr **R. Purma Sai**

Congratulations!!

We are pleased to offer you a Trainee / Apprentices with **M/s Gestamp Automotive Chennai Pvt Ltd** based on the interview discussions you had with us and your application submitted to us. Details of the terms and conditions of offer are as under:

1. You are shortlisted for the position of **NEEM Trainee / NAPS Trainee through BSA Corporation Limited (NEEM / NAPS Agent approved By AICTE)**
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 - e) Six passport size photographs (6 - No's)
6. Kindly sign a copy of this letter as a token of your acceptance of this offer.

Looking forward to a long and mutually beneficial career with us

Yours truly,

For Gestamp Automotive Chennai Private Limited,


EXECUTIVE - HUMAN RESOURCES

R. Purma Sai

26-July-21


Gestamp Automotive Chennai Private Limited

Plot No B-12, SIPCOT Industrial Park, Phase-II, Vengadu Village, PillaiPakkam Post,
Sriperumbudur Taluk, Kanchipuram District, Tamil Nadu 602 105, INDIA
Phone : 044 - 67188700 www.gestamp.com

110

26-July-21

LETTER OF OFFER

Dear Mr *Sk. Shareef*

Congratulations!!

We are pleased to offer you a Trainee / Apprentices with M/s Gestamp Automotive Chennai Pvt Ltd based on the interview discussions you had with us and your application submitted to us. Details of the terms and conditions of offer are as under:

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6. Kindly sign a copy of this letter as a token of your acceptance of this offer.

Looking forward to a long and mutually beneficial career with us

Yours truly,

For Gestamp Automotive Chennai Private Limited,

V.M.W.

EXECUTIVE - HUMAN RESOURCES

Sk. Shareef
26/7/21



Gestamp Automotive Chennai Private Limited
 Plot No B-12, SIPCOT Industrial Park, Phase-II, Vengadu Village, PillaiPakkam Post,
 Sriperumbudur Taluk, Kanchipuram District, Tamil Nadu 602 105, INDIA
 Phone : 044 - 67188700 www.gestamp.com

26-July-21

LETTER OF OFFER

Dear Mr **T. Gopi**

Congratulations!!

We are pleased to offer you a Trainee / Apprentices with **M/s Gestamp Automotive Chennai Pvt Ltd** based on the Interview discussions you had with us and your application submitted to us. Details of the terms and conditions of offer are as under:

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6. Kindly sign a copy of this letter as a token of your acceptance of this offer.

Looking forward to a long and mutually beneficial career with us

Yours truly,

For Gestamp Automotive Chennai Private Limited,

EXECUTIVE – HUMAN RESOURCES

T. Gopi
 26/7/21



Gestamp Automotive Chennai Private Limited
 Plot No B-12, SIPCOT Industrial Park, Phase-II, Vengadu Village, PillaiPakkam Post,
 Sriperumbudur Taluk, Kanchipuram District, Tamil Nadu 602 105, INDIA
 Phone : 044 - 67188700 www.gestamp.com

26-July-21

LETTER OF OFFER

Dear Mr **V. Lakshman Kumar**

Congratulations!!

We are pleased to offer you a Trainee / Apprentices with **M/s Gestamp Automotive Chennai Pvt Ltd** based on the interview discussions you had with us and your application submitted to us. Details of the terms and conditions of offer are as under:

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Looking forward to a long and mutually beneficial career with us

Yours truly,

For Gestamp Automotive Chennai Private Limited,

V. Lakshman Kumar

EXECUTIVE - HUMAN RESOURCES

V. Lakshman Kumar
 26/7/21



Gestamp Automotive Chennai Private Limited
Plot No B-12, SIPCOT Industrial Park, Phase-II, Vengadu Village, PillaiPakkam Post,
Sriperumbudur Taluk, Kanchipuram District, Tamil Nadu 602 105, INDIA
Phone: 044 - 67188700 www.gestamp.com

26-July-21

LETTER OF OFFER

Dear Mr. *M. Satya Bhargav*

Congratulations!!

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- e) Six passport size photographs (6 - No's)

6. Kindly sign a copy of this letter as a token of your acceptance of this offer.

Looking forward to a long and mutually beneficial career with us

Yours truly,

For Gestamp Automotive Chennai Private Limited,

M.M.S.
EXECUTIVE - HUMAN RESOURCES

N. Satya Bhargav
26/21

**Gestamp Automotive Chennai Private Limited**

Plot No B-12, SIPCOT Industrial Park, Phase-II, Vengadu Village, Pijilipakkam Post,
Sriperumbudur Taluk, Kanchipuram District, Tamil Nadu 602 105, INDIA
Phone : 044 - 67188700 www.gestamp.com

26-July-21

LETTER OF OFFERDear Mr **B. Manohar Babu****Congratulations!!**

We are pleased to offer you a Trainee / Apprentices with M/s Gestamp Automotive Chennai Pvt Ltd based on the interview discussions you had with us and your application submitted to us. Details of the terms and conditions of offer are as under:

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 - e) Six passport size photographs (6 - No's)

6. Kindly sign a copy of this letter as a token of your acceptance of this offer.

Looking forward to a long and mutually beneficial career with us

Yours truly,

For Gestamp Automotive Chennai Private Limited,

EXECUTIVE - HUMAN RESOURCES



Gestamp Automotive Chennai Private Limited
Plot No B-12, SIPCOT Industrial Park, Phase-II, Vengadu Village, PillaiPakkam Post,
Sriperumbudur Taluk, Kanchipuram District, Tamil Nadu- 602 105, INDIA.
Phone : 044 – 67188700 www.gestamp.com

26-July-21

LETTER OF OFFER

Dear Mr **B. Issac Teja**

Congratulations!!

We are pleased to offer you a Trainee / Apprentices with M/s Gestamp Automotive Chennai Pvt Ltd based on the interview discussions you had with us and your application submitted to us. Details of the terms and conditions of offer are as under:

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 - e) Six passport size photographs (6 – No's)

6. Kindly sign a copy of this letter as a token of your acceptance of this offer.

Looking forward to a long and mutually beneficial career with us

Yours truly,

For Gestamp Automotive Chennai Private Limited,

EXECUTIVE – HUMAN RESOURCES

B. Issac Teja

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Gestamp Automotive Chennai Private Limited
Plot No B-12, SIPCOT Industrial Park, Phase-II, Vengadu Village, PillaiPakkam Post,
Sriperumbudur Taluk, Kanchipuram District, Tamil Nadu 602 105, INDIA
Phone : 044 - 67188700 www.gestamp.com

26-July-21

LETTER OF OFFER

Dear Mr *P. Sai Kiran*

Congratulations!!

We are pleased to offer you a Trainee / Apprentices with M/s Gestamp Automotive Chennai Pvt Ltd based on the interview discussions you had with us and your application submitted to us. Details of the terms and conditions of offer are as under:

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Looking forward to a long and mutually beneficial career with us

Yours truly,

For Gestamp Automotive Chennai Private Limited,

M. V. K.
EXECUTIVE - HUMAN RESOURCES

P. Sai Kiran

26/07/2021

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MECH



Gestamp Automotive Chennai Private Limited
Plot No D-12, SIPCOT Industrial Park, Phase-II, Vengadu Village, PillaiPakkam Post,
Sriperumbudur Taluk, Kanchipuram District, Tamil Nadu 602 105, INDIA
Phone : 044 - 67188700 www.gestamp.com

117

26-July-21

LETTER OF OFFER

Dear Mr *K. Devendra*

Congratulations!!

We are pleased to offer you a Trainee / Apprentices with **M/s Gestamp Automotive Chennai Pvt Ltd** based on the interview discussions you had with us and your application submitted to us. Details of the terms and conditions of offer are as under:

1. You are shortlisted for the position of **NEEM Trainee / NAPS Trainee through BSA Corporation Limited (NEEM / NAPS Agent approved By AICTE)**
2. Your date of commencement of Employment will be on or before **1st week of August.**
3. Stipend and other statutory benefits applicable as per company policy.
4. Your employment would be subject to the **Terms & Conditions**, mentioned in your training letter, which will be issued to you on your joining.
5. Please bring along the below listed documents / details on your day of joining.
 - a) Resume
 - b) Academic Certificate (all from 10th to Highest - Original required for verification)
 - c) Aadhaar Card
 - d) Bank Pass book or name printed cheque leaf
 - e) Six passport size photographs (6 - No's)
6. Kindly sign a copy of this letter as a token of your acceptance of this offer.

Looking forward to a long and mutually beneficial career with us

Yours truly,

For Gestamp Automotive Chennai Private Limited,

V. M. S.

EXECUTIVE - HUMAN RESOURCES

K. Devendra



Gestamp Automotive Chennai Private Limited
 Plot No B-12, SIPCOT Industrial Park, Phase-II, Vengadu Village, PillaiPakkam Post,
 Sriperumbudur Taluk, Kanchipuram District, Tamil Nadu 602 105, INDIA
 Phone: 044-67188700 www.gestamp.com

26-July-21

LETTER OF OFFERDear Mr *K. Raheem***Congratulations!!**

We are pleased to offer you a Trainee / Apprentices with **M/s Gestamp Automotive Chennai Pvt Ltd** based on the interview discussions you had with us and your application submitted to us. Details of the terms and conditions of offer are as under:

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 - e) Six passport size photographs (6 – No's)
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Looking forward to a long and mutually beneficial career with us

Yours truly,

For Gestamp Automotive Chennai Private Limited,



EXECUTIVE – HUMAN RESOURCES

K. Raheem
 26/7/2021



Gestamp Automotive Chennai Private Limited
 Plot No B-12, SIPCOT Industrial Park, Phase-II, Vengadu Village, PillaiPakkam Post,
 Sriperumbudur Taluk, Kanchipuram District, Tamil Nadu 602 105, INDIA
 Phone : 044 – 67188700 www.gestamp.com

26-July-21

LETTER OF OFFERDear Mr *K. Vaheed***Congratulations!!**

We are pleased to offer you a Trainee / Apprentices with **M/s Gestamp Automotive Chennai Pvt Ltd** based on the interview discussions you had with us and your application submitted to us. Details of the terms and conditions of offer are as under:

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 - d) Bank Pass book or name printed cheque leaf
 - e) Six passport size photographs (6 – No's)

6. Kindly sign a copy of this letter as a token of your acceptance of this offer.

Looking forward to a long and mutually beneficial career with us

Yours truly,

For Gestamp Automotive Chennai Private Limited,

V. M. S.
EXECUTIVE – HUMAN RESOURCES

K. Vaheed
26/7/2021

18NH5A0311

MECH

120



Gestamp Automotive Chennai Private Limited
Plot No B-12, SIPCOT Industrial Park, Phase-II, Vengadu Village, PillaiPakkam Post,
Sriperumbudur Taluk, Kanchipuram District, Tamil Nadu 602 105, INDIA
Phone : 044 - 67188700 www.gestamp.com

26-July-21

LETTER OF OFFER

Dear Mr **K.V.N. Durgakumar**

Congratulations!!

We are pleased to offer you a Trainee / Apprentices with M/s Gestamp Automotive Chennai Pvt Ltd based on the Interview discussions you had with us and your application submitted to us. Details of the terms and conditions of offer are as under:

1. You are shortlisted for the position of **NEEM Trainee / NAPS Trainee through BSA Corporation Limited (NEEM / NAPS Agent approved By AICTE)**
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 - e) Six passport size photographs (6 - No's)
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Looking forward to a long and mutually beneficial career with us

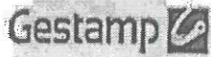
Yours truly,

For Gestamp Automotive Chennai Private Limited,

EXECUTIVE - HUMAN RESOURCES

K.V.N. Durgakumar
26.7.21

18NHSA0317
MECH



Gestamp Automotive Chennai Private Limited
Plot No B-12, SIPCOT Industrial Park, Phase-II, Vengadu Village, PillaiPakkam Post,
Sriperumbudur Taluk, Kanchipuram District, Tamil Nadu 692 105, INDIA
Phone : 044 - 67188700 www.gestamp.com

121

26-July-21

LETTER OF OFFER

Dear Mr **M. vijay Krishna**

Congratulations!!

We are pleased to offer you a Trainee / Apprentices with **M/s Gestamp Automotive Chennai Pvt Ltd** based on the interview discussions you had with us and your application submitted to us. Details of the terms and conditions of offer are as under:

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Looking forward to a long and mutually beneficial career with us

Yours truly,

For Gestamp Automotive Chennai Private Limited,

M. vijay Krishna

26-7-21

EXECUTIVE - HUMAN RESOURCES



Gestamp Automotive Chennai Private Limited
 Plot No B-12, SIPCOT Industrial Park, Phase-II, Vengadu Village, PillaiPakkam Post,
 Sriperumbudur Taluk, Kanchipuram District, Tamil Nadu 602 105, INDIA
 Phone : 044 - 67188700 www.gestamp.com

122

26-July-21

LETTER OF OFFER

Dear Mr **P. Hemanth Kumar**

Congratulations!!

We are pleased to offer you a Trainee / Apprentices with **M/s Gestamp Automotive Chennai Pvt Ltd** based on the interview discussions you had with us and your application submitted to us. Details of the terms and conditions of offer are as under:

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 - c) Aadhaar Card
 - d) Bank Pass book or name printed cheque leaf
 - e) Six passport size photographs (6 - No's)

6. Kindly sign a copy of this letter as a token of your acceptance of this offer.

Looking forward to a long and mutually beneficial career with us

Yours truly,

For Gestamp Automotive Chennai Private Limited,

M. V. S.

EXECUTIVE - HUMAN RESOURCES

P. Hemanth Kumar
26/7/21

18NH5A0319

MECH.

123



Gestamp Automotive Chennai Private Limited
Plot No B-12, SIPCOT Industrial Park, Phase-II, Vengadu Village, PillaiPakkam Post,
Sriperumbudur Taluk, Kanchipuram District, Tamil Nadu 602 105, INDIA
Phone : 044 - 67188700 www.gestamp.com

26-July-21

LETTER OF OFFER

Dear Mr **P. Durga Prasad**

Congratulations!!

We are pleased to offer you a Trainee / Apprentices with **M/s Gestamp Automotive Chennai Pvt Ltd** based on the interview discussions you had with us and your application submitted to us. Details of the terms and conditions of offer are as under:

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- c) Aadhaar Card
- d) Bank Pass book or name printed cheque leaf
- e) Six passport size photographs (6 – No's)

6. Kindly sign a copy of this letter as a token of your acceptance of this offer,

Looking forward to a long and mutually beneficial career with us

Yours truly,

For Gestamp Automotive Chennai Private Limited,

[Handwritten signature]

P. Durga Prasad
26-7-21

EXECUTIVE – HUMAN RESOURCES



Gestamp Automotive Chennai Private Limited
 Plot No B-12, SIPCOT Industrial Park, Phase-II, Vengadu Village, PillaiPakkam Post,
 Sriperumbudur Taluk, Rancheipuram District, Tamil Nadu 602 105, INDIA
 Phone : 044 - 67188700 www.gestamp.com

124

26-July-21

LETTER OF OFFERDear Mr *S. Sandeep***Congratulations!!**

We are pleased to offer you a Trainee / Apprentices with **M/s Gestamp Automotive Chennai Pvt Ltd** based on the interview discussions you had with us and your application submitted to us. Details of the terms and conditions of offer are as under:

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 - c) Aadhaar Card
 - d) Bank Pass book or name printed cheque leaf
 - e) Six passport size photographs (6 - No's)
6. Kindly sign a copy of this letter as a token of your acceptance of this offer.

Looking forward to a long and mutually beneficial career with us

Yours truly,

For Gestamp Automotive Chennai Private Limited,

V. M. M. S.
EXECUTIVE - HUMAN RESOURCES

S. Sandeep

26-7-21

18NH5A0324

MECH

125



Gestamp Automotive Chennai Private Limited
Plot No B-12, SIPCOT Industrial Park, Phase-II, Vengadu Village, PillaiPakkam Post,
Sriperumbudur Taluk, Kanchipuram District, Tamil Nadu 602 105, INDIA
Phone : 044 - 67188700 www.gestamp.com

26-July-21

LETTER OF OFFER

Dear Mr. M. Anand Kumar

Congratulations!!

We are pleased to offer you a Trainee / Apprentices with **M/s Gestamp Automotive Chennai Pvt Ltd** based on the interview discussions you had with us and your application submitted to us. Details of the terms and conditions of offer are as under:

1. You are shortlisted for the position of **NEEM Trainee / NAPS Trainee through BSA Corporation Limited (NEEM / NAPS Agent approved By AICTE)**
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- c) Aadhaar Card
- d) Bank Pass book or name printed cheque leaf
- e) Six passport size photographs (6 - No's)

6. Kindly sign a copy of this letter as a token of your acceptance of this offer.

Looking forward to a long and mutually beneficial career with us.

Yours truly,

For Gestamp Automotive Chennai Private Limited,

M. Anand Kumar
26-7-21

EXECUTIVE - HUMAN RESOURCES

17N+1A0519

CSE

vkr t&p <vkrt pocell@gmail.com>

126



HealthPlix Technologies- Job Opportunity(Field sales)

1 message

Rohini S <rohini.s@healthplix.com>
 To: dm929amathn@gmail.com
 Cc: vkr t&p <vkrt pocell@gmail.com>

Tue, Apr 20, 2021 at 1:12 PM

Hi Desiharish,

Hope You are doing well,

Very nice speaking with you today, as discussed with you on call,
 Please confirm on the below:

Training:

- Classroom Training- 5 days
- Field and Online Training- 30 days

Job Location:

- Bangalore

Do you have a Vehicle? (Reply)

Website:

- <https://healthplix.com>

Role:

- Field Sales

Compensation:

- During Classroom- No Payment, (Company will take care of Stay, Travel and Food)
- Field and Online Training (30 days)-15(Rupees Fifteen Thousand Only).This is a one-time payment.
- Post 36 working days you will be offered the role of Business Development Executive and will be on boarded to the company as a salaried Employee.

Compensation Break Up:

- **Offered CTC** - Rs.6,00,000/- (Rupees Six Lakhs Only) which includes the following
- **Fixed CTC**- 3,00,000/- (Rupees Three Lac Only)
- **1 time Bonus-Completion of 1 year**- 25,000/-(Rupees Twenty-Five Thousand Only)
- **Variable Pay**- 2,75,000/-(Rupees Two Lac and Seventy Five Thousand Only). as per mutually agreed criteria/targets

Thanks & Warm Regards,

Rohini
 Rohini | Human Resource Executive

+91-7019346446 | rohini.s@healthplix.com

HealthPlix Technologies Private Limited

www.healthplix.com*Desiharish**20/4/2021*

Field Sales JD.pdf



HealthPlix Introduction

HealthPlix is bringing technology to the heart of healthcare.

HealthPlix through its assistive-AI powered EMR software empowers doctors to drive Better Health Outcomes for their patients by providing Clinical Decision Support at the point of care. Currently, 5 million patients across India have been treated through HealthPlix EMR platform by doctors practicing across 12 specialties. Our doctor base and geographic spread across 150+ cities in India makes us the largest EMR software used by doctors to digitize the care in Indian healthcare.

We are building one of the finest Data Science teams that is looking to bring the benefits of ML/AI algorithms to the real-world healthcare scenario

Inside Sales

Candidate will have a hunter instinct and be working closely together with a team of like-minded executives to achieve monthly target and generate new business. If you like chasing targets, and wish to have a career in Healthcare Sales, this is the ideal opportunity for you.

Responsibilities:

- Rigorous & Structured follow-ups with clients to ensure deal closure to Doctors in Person.
- Build monthly Sales Pipeline by visiting Doctors in your assigned territory
- Coordinate with Training & Implementation team to ensure successful installation and training of HealthPlix EMR at the clinic location.
- Own and nurture the relationship with the Doctors.

Requirements:

- Excellent Time Management Skills
- Quick to learn the product
- Good Communication skills
- Has a hunter instinct to chase down monthly targets.

Qualifications:

- Bachelor's degree or similar field.

Contact: petrina.pinto@healthplix.com

Sanjota.arun@healthplix.com



vkr t&p <vkrt pocell@gmail.com>

17NH1A0535

LSE · 127

HealthPlix Technologies- Job Opportunity(Inside sales)

3 messages

Rohini S <rohini.s@healthplix.com>
To: jaswanthkunapareddy@gmail.com
Cc: vkr t&p <vkrt pocell@gmail.com>

Tue, Apr 20, 2021 at 12:59 PM

Hi K Jaswanth,**Hope You are doing well,**

Very nice speaking with you today, as discussed with you on call, Please confirm on the below:

Training:

- Classroom Training- 5 days
- Field and Online Training- 30 days

Job Location:

- Bangalore

Website:

- <https://healthplix.com>

Role:

- Inside Sales(Based in Bangalore)

Compensation:

- During Classroom- No Payment, (Company will take care of Stay, Travel and Food)
- Field and Online Training (30 days)-15(Rupees Fifteen Thousand Only). This is a one-time payment.
- Post 36 working days you will be offered the role of Business Development Executive and will be on boarded to the company as a salaried Employee.

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- **Variable Pay**- 2,75,000/- (Rupees Two Lac and Seventy Five Thousand Only). as per mutually agreed criteria/targets

Thanks & Warm Regards,

Rohini, Human Resource Executive

+91-7019346446 | rohini.s@healthplix.com

HealthPlix Technologies Private Limited

www.healthplix.com

Inside Sales JD.pdf

K. Jaswanth
20/4/2021



HealthPlix Introduction

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Requirements:

- Excellent Time Management Skills
- Quick to learn the product
- Good Communication skills
- Has a hunter instinct to chase down monthly targets.

Qualifications:

- Bachelor's degree or similar field.

Contact: petrina.pinto@healthplix.com

Sanjota.arun@healthplix.com



HealthPlix Technologies- Job Opportunity(Inside sales)

2 messages

Rohini S <rohini.s@healthplix.com>
 To: nagadivyatadisetty@gmail.com
 Cc: vkr t&p <vkrtpocell@gmail.com>

Tue, Apr 20, 2021 at 3:13 PM

Hi T Naga Divya,

Hope You are doing well,

Very nice speaking with you today, as discussed with you on call, Please confirm on the below:

Training:

- Classroom Training- 5 days
- Field and Online Training- 30 days

Job Location:

- Bangalore

Website:

- <https://healthplix.com>

Role:

- Inside Sales(Based in Bangalore)

Compensation:

- During Classroom- No Payment, (Company will take care of Stay, Travel and Food)
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Compensation Break Up:

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- Variable Pay- 2,75,000/- (Rupees Two Lac and Seventy Five Thousand Only). as per mutually agreed criteria/targets

Thanks & Warm Regards,

Rohini | Human Resource Executive

+91-7019346446 | rohini.s@healthplix.com

HealthPlix Technologies Private Limited

www.healthplix.com

Inside Sales JD.pdf

T. Naga Divya

20/4/2021



HealthPlix Introduction

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HealthPlix through its assistive-AI powered EMR software empowers doctors to drive Better Health Outcomes for their patients by providing Clinical Decision Support at the point of care. Currently, 5 million patients across India have been treated through HealthPlix EMR platform by doctors practicing across 12 specialties. Our doctor base and geographic spread across 150+ cities in India makes us the largest EMR software used by doctors to digitize the care in Indian healthcare.

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- Coordinate with Training & Implementation team to ensure successful installation and training of HealthPlix EMR at the clinic location.
- Own and nurture the relationship with the Doctors.

Requirements:

- Excellent Time Management Skills
- Quick to learn the product
- Good Communication skills
- Has a hunter instinct to chase down monthly targets.

Qualifications:

- Bachelor's degree or similar field.

Contact: petrina.pinto@healthplix.com

Sanjota.arun@healthplix.com

RK INFO SYSTEMS

INNOVATION IS WHAT WE ARE

OFFER LETTER FOR APPOINTMENT

TO
Ms. Bala Sowjanya Surapaneni

Dear **Ms. Bala Sowjanya Surapaneni**,

We are pleased to offer you the position of **Software Engineer** at **RK INFO SYSTEMS** with a start date [background check, I-9 form etc.]. You will be directly reporting to **Mr. Vivek Parmar** at Suchitra Location. Your experience will be among our most valuable assets.

The annual starting salary for this position is **1.8 Lakh Per Annum**. It will be paid directly to your bank account. With the addition of starting salary we are offering you [discuss stock options, bonuses, commission structure valid till 26-12-2020]. Kindly send a signed copy of this letter indicating your acceptance of joining to our HR.

Your Appointment Letter will be issued on the date of joining. The joining formalities and induction will be carried out. Please submit the following documents to HR at the time of your joining: (1) photocopies of your degree certificate/experience/relieving letters (4) two color passport-size photos and (5) proof of address.

We welcome you to the **RK INFO SYSTEMS** family and trust we will have a long and mutually rewarding association with our team. If you have any questions please feel free to reach out at any time. With Best Wishes.

RK INFOSYSTEMS - INNOVATION | SKILL | EXPERTISE

Web Development | Internships | Software Development | Corporate Training

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

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





130

vkr t&p <vkrt pocell@gmail.com>

HealthPlix Technologies- Job Opportunity(Inside sales)

1 message

Rohini S <rohini.s@healthplix.com>
To: bhuvanateesh8897@gmail.com
Cc: vkr t&p <vkrt pocell@gmail.com>

Tue, Apr 20, 2021 at 5:36 PM

Hi Bhuvana Sateesh,**Hope You are doing well,**

Very nice speaking with you today, as discussed with you on call, Please confirm on the below:

Training:

- Classroom Training- 5 days
- Field and Online Training- 30 days

Job Location:

- Bangalore

Website:

- <https://healthplix.com>

Role:

- Inside Sales(Based in Bangalore)

Compensation:

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Compensation Break Up:

- **Offered CTC** - Rs.6,00,000/- (Rupees Six Lakhs Only) which includes the following
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Thanks & Warm Regards,

Rohini Human Resource Executive

+91-7019346446 | rohini.s@healthplix.com

HealthPlix Technologies Private Limited

www.healthplix.com

Inside Sales JD.pdf

Bhuvan Sateesh
20/4/2021



HealthPlix Introduction

HealthPlix is bringing technology to the heart of healthcare.

HealthPlix through its assistive-AI powered EMR software empowers doctors to drive Better Health Outcomes for their patients by providing Clinical Decision Support at the point of care. Currently, 5 million patients across India have been treated through HealthPlix EMR platform by doctors practicing across 12 specialties. Our doctor base and geographic spread across 150+ cities in India makes us the largest EMR software used by doctors to digitize the care in Indian healthcare.

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- Excellent Time Management Skills
- Quick to learn the product
- Good Communication skills
- Has a hunter instinct to chase down monthly targets.

Qualifications:

- Bachelor's degree or similar field.

Contact: petrina.pinto@healthplix.com

Sanjota.arun@healthplix.com

**HealthPlix Technologies- Job Opportunity(Inside sales)**

2 messages

Rohini S <rohini.s@healthplix.com>

Mon, Apr 19, 2021 at 4:32 PM

To: sumayyaferdouse@gmail.com, vkr t&p <vkrt pocell@gmail.com>

Hi Sumayya Ferdouse,**Hope You are doing well,**

Very nice speaking with you today, as discussed with you on call, Please confirm on the below:

Training:

- Classroom Training- 5 days
- Field and Online Training- 30 days

Job Location:

- Bangalore

Website:

- <https://healthplix.com>

Role:

- Inside Sales(Based in Bangalore)

Compensation:

- During Classroom- No Payment, (Company will take care of Stay, Travel and Food)
- Field and Online Training (30 days)-15(Rupees Fifteen Thousand Only).This is a one-time payment.
- Post 36 working days you will be offered the role of Business Development Executive and will be on boarded to the company as a salaried Employee.

Compensation Break Up:

- **Offered CTC** - Rs.6,00,000/- (Rupees Six Lakhs Only) which includes the following
- **Fixed CTC**- 3,00,000/- (Rupees Three Lac Only)
- **1 time Bonus-Completion of 1 year**- 25,000/-(Rupees Twenty-Five Thousand Only)
- **Variable Pay**- 2,75,000/-(Rupees Two Lac and Seventy Five Thousand Only). as per mutually agreed criteria/targets

Thanks & Warm Regards,

Rohini Human Resource Executive

+91-7019346446 | rohini.s@healthplix.com

HealthPlix Technologies Private Limited

www.healthplix.com Inside Sales JD.pdf
152KSumayya Ferdouse
19/4/2021



HealthPlix Introduction

HealthPlix is bringing technology to the heart of healthcare.

HealthPlix through its assistive-AI powered EMR software empowers doctors to drive Better Health Outcomes for their patients by providing Clinical Decision Support at the point of care. Currently, 5 million patients across India have been treated through HealthPlix EMR platform by doctors practicing across 12 specialties. Our doctor base and geographic spread across 150+ cities in India makes us the largest EMR software used by doctors to digitize the care in Indian healthcare.

We are building one of the finest Data Science teams that is looking to bring the benefits of ML/AI algorithms to the real-world healthcare scenario

Inside Sales

Candidate will have a hunter instinct and be working closely together with a team of like-minded executives to achieve monthly target and generate new business. If you like chasing targets, and wish to have a career in Healthcare Sales, this is the ideal opportunity for you.

Responsibilities:

- Rigorous & Structured follow-ups with clients to ensure deal closure to Doctors in Person.
- Build monthly Sales Pipeline by visiting Doctors in your assigned territory
- Coordinate with Training & Implementation team to ensure successful installation and training of HealthPlix EMR at the clinic location.
- Own and nurture the relationship with the Doctors.

Requirements:

- Excellent Time Management Skills
- Quick to learn the product
- Good Communication skills
- Has a hunter instinct to chase down monthly targets.

Qualifications:

- Bachelor's degree or similar field.

Contact: petrina.pinto@healthplix.com

Sanjota.arun@healthplix.com

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ECE.

vkr t&p <vkrt pocell@gmail.com>



132

HealthPlix Technologies- Job Opportunity(Inside sales)

2 messages

Rohini S <rohini.s@healthplix.com>
To: sharmilasureddy463@gmail.com
Cc: vkr t&p <vkrt pocell@gmail.com>

Mon, Apr 19, 2021 at 4:36 PM

Hi S Sharmila,**Hope You are doing well,**

Very nice speaking with you today, as discussed with you on call, Please confirm on the below:

Training:

- Classroom Training- 5 days
- Field and Online Training- 30 days

Job Location:

- Bangalore

Website:

- <https://healthplix.com>

Role:

- Inside Sales(Based in Bangalore)

Compensation:

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Thanks & Warm Regards,

Rohini Human Resource Executive

+91-7019346446 | rohini.s@healthplix.com

HealthPlix Technologies Private Limited

www.healthplix.com

Inside Sales JD.pdf

S. Sharmila

19/4/2021



HealthPlix Introduction

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- Quick to learn the product
- Good Communication skills
- Has a hunter instinct to chase down monthly targets.

Qualifications:

- Bachelor's degree or similar field.

Contact: petrina.pinto@healthplix.com

Sanjota.arun@healthplix.com

**HealthPlix Technologies- Job Opportunity(Inside sales)**

133

2 messages

Mon, Apr 19, 2021 at 4:47 PM

Rohini S <rohini.s@healthplix.com>
To: ramya15030@gmail.com
Cc: vkr t&p <vkrtpocell@gmail.com>

Hi D Naga Ramya,**Hope You are doing well,**

Very nice speaking with you today, as discussed with you on call, Please confirm on the below:

Training:

- Classroom Training- 5 days
- Field and Online Training- 30 days

Job Location:

- Bangalore

Website:

- <https://healthplix.com>

Role:

- Inside Sales(Based in Bangalore)

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Thanks & Warm Regards,

Rohini | Human Resource Executive

+91-7019346446 | rohini.s@healthplix.com

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D. N Ramya
19/4/2021



HealthPlix

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- Quick to learn the product
- Good Communication skills
- Has a hunter instinct to chase down monthly targets.

Qualifications:

- Bachelor's degree or similar field.

Contact: petrina.pinto@healthplix.com

Sanjota.arun@healthplix.com



HealthPlix Technologies- Job Opportunity(Inside sales)

2 messages

134

Rohini S <rohini.s@healthplix.com>
 To: gopiposina300@gmail.com
 Cc: vkr t&p <vkrt pocell@gmail.com>

Mon, Apr 19, 2021 at 4:42 PM

Hi Posina Gopi,

Hope You are doing well,

Very nice speaking with you today, as discussed with you on call, Please confirm on the below:

Training:

- Classroom Training- 5 days
- Field and Online Training- 30 days

Job Location:

- Bangalore

Website:

- <https://healthplix.com>

Role:

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Thanks & Warm Regards,

Rohini | Human Resource Executive

+91-7019346446 | rohini.s@healthplix.com

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P. Gopi

19/4/2021



HealthPlix Introduction

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- Good Communication skills
- Has a hunter instinct to chase down monthly targets.

Qualifications:

- Bachelor's degree or similar field.

Contact: petrina.pinto@healthplix.com

Sanjota.arun@healthplix.com



vkr t&p <vkrt pocell@gmail.com>

HealthPlix Technologies- Job Opportunity(Inside sales)

1 message

135

Rohini S <rohini.s@healthplix.com>
To: deeptisri429@gmail.com
Cc: vkr t&p <vkrt pocell@gmail.com>

Mon, Apr 19, 2021 at 4:38 PM

Hi V Deepti Sri,**Hope You are doing well,**

Very nice speaking with you today, as discussed with you on call, Please confirm on the below:

Training:

- Classroom Training- 5 days
- Field and Online Training- 30 days

Job Location:

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Website:

- <https://healthplix.com>

Role:

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Thanks & Warm Regards,

Rohini | Human Resource Executive

+91-7019346446 | rohini.s@healthplix.com

HealthPlix Technologies Private Limited

www.healthplix.com

Inside Sales JD.pdf

N. Deepti Sri

19/4/2021



HealthPlix Introduction

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- Quick to learn the product
- Good Communication skills
- Has a hunter instinct to chase down monthly targets.

Qualifications:

- Bachelor's degree or similar field.

Contact: petrina.pinto@healthplix.com

Sanjota.arun@healthplix.com



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30-Aug-2021

Dear Pagadala Priyanka,
B.Tech, Electrical & Electronics Engineering
VKR, VNB and AGK College of Engineering, Krishna

Candidate ID – 17785402

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

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

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

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

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

Please note:

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

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

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

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

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

based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

3.1 Cognizant Internship:

a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.

b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program.

3.2 Continuous Skill Development (CSD) Program:

a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrollment into the program.

b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

3.3 GenC Training Post joining:

a) Cognizant continues to invest in skill building of the entry-level talent and GenC training is a formal on-the-job training offered to trainees based on the business specific skilling needs. The terms and conditions of this training will be governed by Cognizant GenC program guidelines.

b) The Cognizant Internship or the Continuous Skill Development (CSD) completion may qualify as the entry criteria to the GenC training and is used as basis towards your allocation to projects/roles.


We look forward to you joining us. Should you have any further questions or clarifications, please log into <https://campus2Cognizant.cognizant.com>

Yours sincerely,
For Cognizant Technology Solutions India Pvt. Ltd.



Maya Sreekumar
Vice President – Human Resources

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature: 

Date: ,

Compensation and Benefits

Name: Pagadala Priyanka

Designation: Programmer Analyst
Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7349	88,188
	Annual Gross Compensation		359,988
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		382,488
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		401,988

As an associate you are also entitled to the following additional benefits:

- Floating Medical Insurance Coverage
- Round the Clock Group Personal Accident Insurance coverage
- Group Term Life Insurance
- Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
- Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

Leave & Vacation:

- From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

Sl No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

- From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
- In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity leave by adhering to the conditions as specified in the Cognizant India Leave policy

Provident Fund Wages:

- For the purpose of computing PF Wages to Provident Fund, Pension Fund & EDLI Scheme, PF Wages shall be Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout".
- Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser

Employees State Insurance:

- Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter.
- Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month.
- ESI shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period.

* **Flexible Benefit Plan:** Your compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to

1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** **Incentive Indication:** Incentive amount may be higher, lower, or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is prorated to the duration spent with Cognizant India for the calendar year and will be paid to you only if you are active on Cognizant's payroll on the day of incentive payout.

*****Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same. Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

Employment Agreement – Cognizant Technology Solutions India Private Limited

This Employment Agreement ("Agreement") is made effective as of _____ between:

Cognizant Technology Solutions India Private Limited, a company incorporated under the Companies Act, 1956 with its registered office at 5/535, Okkiam Thoraipakkam, Old Mahabalipuram Road, Chennai - 600096, Tamil Nadu, India; (hereinafter referred to as "Company" or "Cognizant" which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include its successors and assigns) of the ONE PART;

AND

Pagadala Priyanka, 22, residing at _____ (hereinafter referred to as "you", "your" or "yourself", which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include his/her heirs, executors and administrators) of the OTHER PART.

The Company and you are, wherever the context so requires, hereinafter collectively referred to as the "Parties" and individually as "Party".

RECITAL:

WHEREAS, you desire to be employed by the Company and the Company has made an employment offer ("Employment Offer Letter") to you and in pursuance thereof desires to employ you on the terms and conditions set forth below.

NOW, THEREFORE, in consideration of the mutual promises, covenants and conditions set forth herein, the Parties hereto mutually agree to the below mentioned terms and conditions governing your employment with Cognizant:

1. Duties and Responsibilities

- a. You agree that at all times during your employment with Cognizant, you will faithfully, industriously, and to the best of your skill, ability, experience and talent, perform any and all of the duties required of your position. In carrying out these duties and responsibilities, you shall comply with all policies, procedures, rules and regulations, both written and oral, as are announced or implemented by the Company from time to time, and shall honour and comply with all rules and statutory requirements under applicable law as amended from time to time, in letter and spirit.
- b. Your unprofessional behavior or misconduct in violation of Cognizant's Code of Business Ethics and/or other organizational policies shall entitle the Company to take appropriate disciplinary action(s) including termination of your employment.
- c. You shall, at all times, maintain satisfactory performance and upskill yourself in accordance with the business requirements of the Company. Unsatisfactory or poor performance shall entitle Company to take appropriate disciplinary action(s) including termination of your employment.

2. Place of Employment

You will be employed at any one of Cognizant's offices as per business requirement. The Company reserves the right to transfer you on a temporary or permanent basis to the other office locations, functions or departments within the Company and/or other affiliated entities and assign such other duties as may be deemed fit in the interest of the Company. The Company also reserves the right to require you to work remotely from time to time as per business needs or government mandate.

3. No Alternate Employment, No Conflict, Etc.

During your employment with the Company, you shall not, without the Company's prior written consent, directly or indirectly employ or engage with any other person, business or entity, whether or not for any gain or profit, irrespective of whether it is during or outside your hours of work in the Company. Additionally, you are not allowed to undertake any other gainful employment, engagement, business, assume any public office or private office, honorary or remunerative position, without prior written permission of the Company. During your employment with the Company, you shall not directly or indirectly engage in any conduct in conflict with or averse to the best interests of the Company, as determined by the Company at its sole discretion. In addition, you shall not disclose, divulge or bring on to Cognizant's

systems or offices, your prior employer's and/or their clients' proprietary or confidential information, or violate any agreement or obligations that you have with them.

4. Confidentiality

- a. During the course of your employment with the Company, you shall have access to information and/or documents of the Company, its affiliates, its clients or certain third parties' (with which the Company has any dealings), which information and/or documents are private, business sensitive, confidential and/or proprietary (together, the "Confidential Information"). You are obliged to keep the Confidential Information as secret and must not, without prior and specific written permission from the Company, disclose any such information, received from whatever source and however you may learn it, to any person or third party.
- b. Any breach of your confidentiality obligations as specified above may be a cause for termination of your employment with the Company, besides the Company's entitlement to initiate legal action against you for such breach. The obligations imposed upon you under this clause 5 will survive even after cessation of your employment with the Company.
- c. You shall not take copies of any Confidential Information for your own purposes without prior permission of the Company and forthwith upon termination of your employment with the Company, you shall return to the Company all such copies of Confidential Information including but not limited to documents, records and accounts in any form (including electronic, mechanical, photographic & optical recording) relating to matters concerning the business or dealings or affairs of the Company.
- d. You shall not, during your employment with the Company and at all times thereafter, do or say anything that may cause direct or indirect damage to the business of the Company, its affiliates or their clients.
- e. You shall be governed by Cognizant's Social Media Policy and shall, at all times, refrain from posting potentially malicious, libelous, obscene, political, anti-social, abusive, and threatening messages or disparaging clients, associates, competitors, or suppliers or any third parties.
- f. You will not make any false, defamatory or disparaging statements about Cognizant, its clients, or any other employees or directors, irrespective of whether any such statements are likely to cause damage to any such entity or person.
- g. The Company reserves the right to require you to sign confidentiality and non-disclosure agreements with any clients on whose project you are being assigned on behalf of the Company.

5. Data Protection

By signing below,

- a. you hereby provide your consent to Cognizant, its affiliates and their clients for the holding and processing of your personal data for all purposes of the administration and management of your employment and/or the Company's business,
- b. you hereby provide your consent to your personal data including any sensitive personal data or information being collected and the same being transferred, stored and/or processed by Cognizant in India and any other countries where Cognizant, its affiliates and their clients have offices,
- c. you agree that Cognizant and its affiliates may make such data available to its advisors, service providers, other agencies such as pension providers, medical, insurance providers, payroll administrators, background verification agencies and regulatory authorities,
- d. you have the right to amend, modify or alter your personal information. The Company will exercise all reasonable diligence for safeguarding your personal information, as has been disclosed by you. It is clarified that the obligation will not be applicable in case of legally required disclosures, and
- e. you acknowledge and agree that Company may, in the course of its business, be required to disclose personal data relating to you, after the end of your employment to any group/statutory bodies/authorities as required under applicable law/requirements.

6. Work Schedule

- a. The Company's normal working hours shall typically comprise of nine (9) hours per day, exclusive of any applicable break, subject to the limit of daily working hours, as prescribed by the applicable laws. The Company may require you to work for extended working hours/days including weekends, depending on the project requirements, business exigencies and/or for conscientious and complete performance of your duties and responsibilities towards the Company, subject to the limit of working hours as prescribed by the applicable laws. Any changes made to the Company's working hours shall be notified to you.
- b. The Company may, at its discretion, vary the normal working hours or days for any employee or class of employees or for all the employees based on project requirements, Company policies and prevailing laws, as may be applicable from time to time/in consonance with any applicable laws for the time being in force. Any changes to be made to the above work timings or days shall be made by the Company at its sole discretion and notified to you in advance.
- c. The Company may also require you to work on a shift basis. The shifts may be scheduled across 24 hours a day, 7 days a week and 365 days a year. The shift timings may change from time to time as per

any Company policy and which will be notified to you in advance.

d. Your office timings shall be monitored by the Company through appropriate systems & processes, as updated from time to time and you shall ensure compliance to the processes and policies at all times.

7. Background Check

Your employment with Cognizant is conditional and subject to satisfactory background and reference check in line with the Company's policy. An independent agency may conduct internal and external background checks, for which you provide your consent. The Company's offer of employment and/or continued employment is subject to satisfactory background verification report.

The Company shall be entitled to withdraw its employment offer if the background verification checks reveal unfavorable results at any time. Similarly, in case if your background verification report is found to be unfavorable or unsuccessful after you joining the Company, then the Company reserves the right to terminate your employment immediately.

8. Compliance with Company Policies

As a condition of employment with the Company and as part of your joining formalities, you are required to comply or execute the following Company agreement and attest your understanding and adherence to following Company policies:

- i. IP Assignment Agreement
- ii. The Code of Business Ethics
- iii. Acceptable Use Policy and Social Media Policy
- iv. Dress Code Policy

Additionally, you will also be governed by other applicable Company rules, processes, procedures and policies as may be drafted, enforced, amended and/or altered from time to time and which are not specifically mentioned in this Agreement. The applicable rules/ processes/ procedures/ policies are available on the Company's intranet and you are expected to go through the same carefully as a condition of your employment. For any clarification in relation to applicable policies, guidelines, processes, please reach out to your HR Talent Manager. It is your responsibility to keep yourself informed of any and all changes made by the Company to such policies from time to time. If at any time during your employment with the Company, you are found in violation of any applicable rules, processes, procedures or policies of the Company, the Company reserves the right to take disciplinary action against you, including termination your employment without notice period.

9. Non-Compete and Non-Solicit Restrictions

During the term of your employment with Cognizant and until two (2) years after the termination of such employment, you will not directly or indirectly, either as an individual on your own account or as a partner, employee, consultant, advisor, agent, contractor, director, trustee, committee member, office bearer, or shareholder (or in a similar capacity or function), (a) solicit, attempt to solicit, contact or otherwise encourage any employee to leave the Company's employment, (b) solicit business from competitor(s) or client(s) of the Company or (c) be employed or engaged with any competitor(s), or (d) be employed or engaged with any client(s) of the Company with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of termination of your employment.

10. Representations and Warranties

By signing below,

- a. you warrant that your employment with the Company does not and will not violate or otherwise conflict with any agreement (oral or otherwise) to which you are or have been a party and that you possess all the requisite permits, work visas and clearances to be able to lawfully and rightfully employed in India with the Company under the terms of this Agreement;
- b. you warrant that you have satisfactorily completed all of your obligations under any employment contract or other contract or agreement with any company(ies), person(s) or entity(ies) that previously employed or contracted with you and that any previous employment contract and/or relationships have terminated and/or expired prior to the effective start date of your employment at the Company and you have all the requisite power and authority, and do not require the consent of any third party to be employed with the Company;

c. you represent and warrant that you shall not bring into Company premises or systems (or use in any manner) any third-party documents (regardless of media) or materials (including but not limited to proprietary information or trade secrets), or any such documents or materials of your previous employer, without written permissions/approvals from such previous employer or third parties; and

e. you represent that unless authorized by the Company in writing, you shall not sign any contract or agreement that binds the Company or creates any obligation (financial or otherwise) upon the Company.

11. Indemnity

You agree to indemnify and hold harmless the Company and its affiliates from and against any and all direct or indirect losses or damages, injury or liability for a claim of damage, loss or injury to person or property, suffered or sustained by Company and its affiliates which is attributable to you, resulting from any of your act or omission irrespective of whether it constitutes a breach of the terms of your employment or negligent performance of your duties as expected from you while in employment of the Company.

12. Business Engagement, Learning and Development and Project Deployment

In order to ensure that you are fully equipped to adapt to the demanding needs of our clients, the Company has several policies and processes relating to deployment of employees to projects, Career Architecture program, performance evaluation, learning and development/trainings and avenues of up-skilling. As a condition of your employment with the Company, you are responsible for upskilling yourself to make yourself eligible for appropriate business/client projects, thereby promoting the spirit of meritocracy and career development with the goal of providing world-class services to our clients. Therefore, you shall adhere to and meet the obligations under all such policies and processes, including the Associate Deployment Pool Policy and those that may be changed by the Company from time to time.

13. Unauthorized Absence

If you are absent from work for a continuous period of 3 days or as prescribed by applicable laws, without the prior written consent from your approving authority, it will be construed that you have voluntarily abandoned your employment with the Company. The Company shall be entitled to take appropriate disciplinary action(s) against you as per the Company's Job Abandonment Policy.

14. Retirement

You will automatically retire from employment with the Company on the last day of the month in which you attain the age of fifty-eight (58) years. It is hereby clarified that the Company reserves its right to change the retirement age at its sole discretion.

15. Termination of Employment

a. The Company may terminate your employment at any time with or without assigning any reasons by providing 90 days' advance notice to you by paying you pro rata salary in lieu of any notice or balance notice period. You may resign or terminate your employment with the Company by providing 90 days' advance notice to the Company. When you serve notice to resign from the employment of the Company, the Company may at its sole discretion, allow you to pay salary in lieu for the notice period; and/or adjust the vacation accumulated towards part of the notice period.

b. Notwithstanding the aforesaid or anything else to the contrary, the Company may, at its sole discretion, suspend, lay off, dismiss, discharge and/or terminate your employment with immediate effect by a notice in writing (without any notice period or salary in lieu of any notice period) in the event of your:

- Misconduct, as provided in Misconduct and Disciplinary Action Policy
- Non-adherence to Associate Deployment Pool Policy
- Violation of Social Media Policy or Conflict of Interest Policy
- Breach of integrity, or embezzlement, or misappropriation or misuse or causing damage to the Company's asset/property or reputation
- Insubordination or failure to comply with the directions given to you by persons so authorized
- Insolvency or conviction for any offence involving moral turpitude
- Breach of any terms or conditions of the Agreement and/or Company's policies or other documents or directions of the Company
- Violation of non-disparagement obligations

- Conduct, which is regarded by the Company as prejudicial to its own interests or to the interests of its client.

16. Deputation, Assignment and Transfer

The Company may second, depute or assign you to work with any of its affiliates or transfer your services to any group company worldwide. On any such secondment, deputation, assignment or transfer of your employment, the Company and/or affiliate may require you to sign the applicable Overseas Deputation / International Employment Agreement(s) of the specific country, based on the policies of the Company.

17. Survival

Clauses 5, 6, 10 and 12 and any other clauses, which by their nature are expected to survive, shall all survive the termination of your employment (for any reason) and shall continue to apply to you even after cessation of your employment with the Company.

18. Dispute Resolution and Governing law

The Parties shall make best efforts to settle by mutual conciliation any claim, dispute or controversy ("Dispute") arising out of, or in relation to, this Agreement, including any Dispute with respect to the existence or validity hereof, the interpretation hereof, or the breach hereof. This Agreement and your employment with the Company shall be governed and interpreted in accordance to the laws of India and the courts in Chennai only shall have exclusive jurisdiction over any Dispute. Notwithstanding the aforesaid, the Company shall be entitled, in addition to all other remedies, to any interim relief including but not limited to an injunction, whether interlocutory or preliminary, restraining any breach of the provisions of this Agreement.

19. General

This Agreement and your employment is personal to you and you cannot assign, subcontract or transfer your rights or obligations hereunder to any other person or entity. No delay or failure by Company to exercise any of its powers, rights or remedies under this Agreement or otherwise will operate as a waiver of such powers, rights or remedies. If any provision of this Agreement is held by any competent authority to be invalid or unenforceable, the validity of the other remaining provisions of the Agreement shall not be affected. You shall not make any announcement concerning Company, its affiliates and their employees, contractors or clients without Company's prior written consent and you shall not use or disclose the name, trademark, domain name, service mark, logo or any other intellectual property of Company and its affiliates and their employees, contractors or clients.

This Agreement, together with the agreements and policies of the Company, Employment Offer Letter (and any attachments thereto), are the exclusive and entire agreement between the Parties relating to its subject matter, and supersedes all prior and contemporaneous discussions, agreements, negotiations, representations, and proposals relating to the subject matter hereof.

You shall be required to treat the terms of this Agreement as strictly confidential. The Company reserves the sole right to change any terms or conditions provided in this Agreement based on applicable laws or business exigencies.

IN WITNESS WHEREOF, the Parties hereto have duly executed this Agreement as of the day and year first above written.

Cognizant Technology Solutions India Private Limited [Name of Employee]

Sign: _____
Name:

Sign: P. Priyanka
Name: P. PRIYANKA



137

HealthPlix Technologies- Job Opportunity(Field sales)

2 messages

Tue, Apr 20, 2021 at 3:15 PM

Rohini S <rohini.s@healthplix.com>
To: Manikanta6084@gmail.com
Cc: vkr t&p <vkrt pocell@gmail.com>

Hi Ch Mohana Sai Manikanta,

Hope You are doing well,

Very nice speaking with you today, as discussed with you on call,
Please confirm on the below:

Training:

- Classroom Training- 5 days
- Field and Online Training- 30 days

Job Location:

- Bangalore

Do you have a Vehicle? (Reply)

Website:

- <https://healthplix.com>

Role:

- Field Sales

Compensation:

- During Classroom- No Payment, (Company will take care of Stay, Travel and Food)
- Field and Online Training (30 days)-15(Rupees Fifteen Thousand Only). This is a one-time payment.
- Post 36 working days you will be offered the role of Business Development Executive and will be on boarded to the company as a salaried Employee.

Compensation Break Up:

- **Offered CTC** - Rs.6,00,000/- (Rupees Six Lakhs Only) which includes the following
- **Fixed CTC**- 3,00,000/- (Rupees Three Lac Only)
- **1 time Bonus-Completion of 1 year**- 25,000/-(Rupees Twenty-Five Thousand Only)
- **Variable Pay**- 2,75,000/-(Rupees Two Lac and Seventy Five Thousand Only). as per mutually agreed criteria/targets

Thanks & Warm Regards,

Rohini | Human Resource Executive

+91-7019346446 | rohini.s@healthplix.com

HealthPlix Technologies Private Limited

www.healthplix.com

Inside Sales JD.pdf



HealthPlix Introduction

HealthPlix is bringing technology to the heart of healthcare.

HealthPlix through its assistive-AI powered EMR software empowers doctors to drive Better Health Outcomes for their patients by providing Clinical Decision Support at the point of care. Currently, 5 million patients across India have been treated through HealthPlix EMR platform by doctors practicing across 12 specialties. Our doctor base and geographic spread across 150+ cities in India makes us the largest EMR software used by doctors to digitize the care in Indian healthcare.

We are building one of the finest Data Science teams that is looking to bring the benefits of ML/AI algorithms to the real-world healthcare scenario

Inside Sales

Candidate will have a hunter instinct and be working closely together with a team of like-minded executives to achieve monthly target and generate new business. If you like chasing targets, and wish to have a career in Healthcare Sales, this is the ideal opportunity for you.

Responsibilities:

- Rigorous & Structured follow-ups with clients to ensure deal closure to Doctors in Person.
- Build monthly Sales Pipeline by visiting Doctors in your assigned territory
- Coordinate with Training & Implementation team to ensure successful installation and training of HealthPlix EMR at the clinic location.
- Own and nurture the relationship with the Doctors.

Requirements:

- Excellent Time Management Skills
- Quick to learn the product
- Good Communication skills
- Has a hunter instinct to chase down monthly targets.

Qualifications:

- Bachelor's degree or similar field.

Contact: petrina.pinto@healthplix.com

Sanjota.arun@healthplix.com



18NH5A03 20
MECH
vkr t&p <vkrtpocell@gmail.com>

138

HealthPlix Technologies- Job Opportunity(Inside sales)

2 messages

Rohini S <rohini.s@healthplix.com>
To: pamarthi.narayana99@gmail.com
Cc: vkr t&p <vkrtpocell@gmail.com>

Tue, Apr 20, 2021 at 3:17 PM

Hi Pamarthi Narayana,

Hope You are doing well,

Very nice speaking with you today, as discussed with you on call, Please confirm on the below:

Training:

- Classroom Training- 5 days
- Field and Online Training- 30 days

Job Location:

- Bangalore

Website:

- <https://healthplix.com>

Role:

- Inside Sales(Based in Bangalore)

Compensation:

- During Classroom- No Payment, (Company will take care of Stay, Travel and Food)
- Field and Online Training (30 days)-15(Rupees Fifteen Thousand Only). This is a one-time payment.
- Post 36 working days you will be offered the role of Business Development Executive and will be on boarded to the company as a salaried Employee.

Compensation Break Up:

- **Offered CTC** - Rs.6,00,000/- (Rupees Six Lakhs Only) which includes the following
- **Fixed CTC**- 3,00,000/- (Rupees Three Lac Only)
- **1 time Bonus-Completion of 1 year**- 25,000/- (Rupees Twenty-Five Thousand Only)
- **Variable Pay**- 2,75,000/- (Rupees Two Lac and Seventy Five Thousand Only). as per mutually agreed criteria/targets

Thanks & Warm Regards,

Rohini | Human Resource Executive

+91-7019346446 | rohini.s@healthplix.com

HealthPlix Technologies Private Limited

www.healthplix.com

P. Narayana
20/4/2021

Inside Sales JD.pdf



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Requirements:

- Excellent Time Management Skills
- Quick to learn the product
- Good Communication skills
- Has a hunter instinct to chase down monthly targets.

Qualifications:

- Bachelor's degree or similar field.

Contact: petrina.pinto@healthplix.com

Sanjota.arun@healthplix.com

**HealthPlix Technologies- Job Opportunity(Inside sales)**

1 message

Rohini S <rohini.s@healthplix.com>
To: tanguturiprasanth5@gmail.com
Cc: vkr t&p <vkrt pocell@gmail.com>

Tue, Apr 20, 2021 at 3:19 PM

Hi T Prasanth,**Hope You are doing well,**

Very nice speaking with you today, as discussed with you on call, Please confirm on the below:

Training:

- Classroom Training- 5 days
- Field and Online Training- 30 days

Job Location:

- Bangalore

Website:

- <https://healthplix.com>

Role:

- Inside Sales(Based in Bangalore)

Compensation:

- During Classroom- No Payment, (Company will take care of Stay, Travel and Food)
- Field and Online Training (30 days)-15(Rupees Fifteen Thousand Only). This is a one-time payment.
- Post 36 working days you will be offered the role of Business Development Executive and will be on boarded to the company as a salaried Employee.

Compensation Break Up:

- **Offered CTC** - Rs.6,00,000/- (Rupees Six Lakhs Only) which includes the following
- **Fixed CTC**- 3,00,000/- (Rupees Three Lac Only)
- **1 time Bonus-Completion of 1 year**- 25,000/- (Rupees Twenty-Five Thousand Only)
- **Variable Pay**- 2,75,000/- (Rupees Two Lac and Seventy Five Thousand Only). as per mutually agreed criteria/targets

Thanks & Warm Regards,

Rohini | Human Resource Executive

+91-7019346446 | rohini.s@healthplix.com

HealthPlix Technologies Private Limited

www.healthplix.com

Inside Sales JD.pdf

T. Prasanth

20/4/2021



HealthPlix Introduction

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- Build monthly Sales Pipeline by visiting Doctors in your assigned territory
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- Own and nurture the relationship with the Doctors.

Requirements:

- Excellent Time Management Skills
- Quick to learn the product
- Good Communication skills
- Has a hunter instinct to chase down monthly targets.

Qualifications:

- Bachelor's degree or similar field.

Contact: petrina.pinto@healthplix.com

Sanjota.arun@healthplix.com



DirectCore/RH7603388/259300/Pune/September/V0

PRIVATE AND CONFIDENTIAL

September 04, 2021

Keerthi Chalamalasetty

22-91,Andhra bank street,Thota,Pamarru

Andhra Pradesh Pamarru

India .

Dear Keerthi Chalamalasetty,

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

We are pleased to offer you the position of a Trainee Associate Software Eng, in **Band 5** and **Level 1** with our organisation for a period of 6 months. The gross compensation will be **INR2,50,000/- (Two Lakhs Fifty Thousand rupees only)** per annum.

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

Upon successful graduation from The Mphasis Learning Academy by securing minimum marks in various training modules and completion of 3 months in Mphasis:

- Your gross compensation will be revised to **INR 3,25,000/- (Rupees Three Lakhs Twenty-Five Thousand Only)** per annum
- This salary change will be effective from the subsequent month after completion of 6 months from your date of joining

Mphasis is defined by a strong and intrinsic culture that sets us apart. Our DNA, while evolving through various transformations, has still fundamentally been driven by the same core values. **Customer centricity** has been one such tenet that influences every Mphasian. We strive to understand our customer's need, staying ahead of the curve to deliver best-in-class service. Equally crucial, is our **outcome focus**, wherein our eyes stay on the end result without compromising on our quality, ethics and people. We draw our greatest strength from our people. Hence, **empowering** our workforce has gone hand-in-hand with greater accountability, thereby creating responsible citizens of the world. As we redefine what business success means in the changing landscape, we believe in inculcating the spirit of **experimentation** so that established systems and ways of doing things are constantly tested, questioned and disrupted. Imagination,



innovation and the ability to take risks are fundamental characteristics that make us shatter boundaries.

These shared values and beliefs are the influencers of everyday work culture at Mphasis that has eventually built our ethos. It is what integrates us across technologies, platforms and geographies. We are proud of it and we eagerly welcome you to the Mphasis way of life.

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

We look forward to you joining us on September 14, 2021 at Pune. The reporting time is **10:00 AM**. You endorse your acceptance by duly signing the duplicate copy of this letter on all sheets at the bottom right corner and return to the undersigned by either mailing it or handing it over to us on the date of your joining.

ANNEXURE - 1

Name	Keerthi Chalamalasetty
Band	Band 5
Level	Level 1
Title	Trainee Associate Software Eng
Total Compensation / CTC	2,50,000
Band	Band 5
Level	Level 1
Salary Component	Amount (in Rs./Month)
Basic	8,333
House Rent Allowance	4,467
Leave Travel Allowance	NA
Special Allowance	2,083
Ex-Gratia / Bonus*	3,200
Total Fixed Cash	18,083
Variable Pay	1,042
Employee Provident Fund	1,250
Mediclaime Insurance Premium	458
Target Cost to Company	20,833
Target Cost to Company (per annum)	2,50,000

Note:



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

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

ANNEXURE - 2

TERMS OF EMPLOYMENT

Your employment at Mphasis Limited. ("The Company") will be governed by the Company's policies as modified from time to time. Copy of the present policy will be made available to you on your joining the Company. In particular and without prejudice to the foregoing statement, some of the more significant terms and conditions that govern your employment, subject to modifications from time to time, are detailed below.

1) Hours of Work

- 1.1. A working day shall comprise of nine hours.
- 1.2. You may be required to work on a shift basis. Shifts may be scheduled across 24 hours a day, 7 days a week and 365 a year, subject to applicable laws. The shift timings may change from time to time which you would be notified of in advance.
- 1.3. At times you may be required to work beyond 8 working hours.
- 1.4. Employees at the client site shall follow the working hours as applicable at client site.

2) Place of Employment

- 2.1. During your employment with the company, you will be liable to be transferred or deputed to any of the offices, departments of the Company or its Associates, Subsidiaries or Group Companies, whether in India or abroad.
- 2.2. In the event of transfer or deputation of your services your salary and other benefits will be determined in accordance with the Company's policies prevalent at that time.

3) Travel

You may be required to travel, whether in India or overseas, in connection with office work at short notice.

4) Salary and Benefits

- 4.1. Mphasis reviews employee compensation periodically and you may be eligible for salary increase based on review. However, any salary increase shall be at Company's sole and absolute discretion which is dependent on Organization's as well as Individual performance.
- 4.2. In addition to salary, you shall also be entitled to receive other benefits as applicable under the Company policy. The Company shall, in its sole discretion, be entitled to amend, vary, and modify any of the terms and conditions of the policy with regard to the benefits that are offered to you.
- 4.3. The term 'financial year' denotes the period starting from 1st November to 31st of October of the following calendar year

5) Relocation

You are eligible for relocation expenses reimbursement as per the company policy. In the event of your separation within 12 months of joining Mphasis, this amount has to be paid back to the company.

6) Group Insurance, Provident Fund and Gratuity

- 6.1. From the month following the month of joining, the Company will provide you coverage under the following Policies at no cost to you up to the date of cessation of employment:
 - 6.1.1. Group Mediclaim Policy (for all employees)

6.1.2. Group Gratuity- scheme (all employees)

7) Leave Entitlement Policy

As per the Company's existing Leave policy you will be entitled to twenty four working days of Privilege leave annually which is calculated at 2 days' for every month of completed service. This is an earned leave and included any other form of casual or medical leave.

8) Termination

8.1. Your employment with the Company is subject to termination on:

8.1.1. Three month's prior notice by either side

8.2. The Company reserves the right to, at its sole discretion, substitute the notice period by paying you salary in lieu of the notice period.

8.3. For abundant caution, it is hereby clarified that you cannot waive the notice period requirement in the event you wish to terminate your employment with the Company, and that your termination/resignation letter (by whatever name it is called) will be accepted by the Company only on your satisfying the required notice period as stated in our Company's HR handbook. Further, till such time as the Company accepts your resignation letter, you will be deemed to be an employee of the Company and the terms and conditions of your employment will still continue to bind you.

8.4. The Company shall have the right to terminate your employment immediately without notice or payment in lieu of notice if:

8.4.1. You neglect, refuse, fail or for any reason become unable to perform any of your duties under this agreement or comply with the Company policies and code of conduct; or

8.4.2. You are guilty of any misconduct whether or not in the performance of your duties (including but not limited to being an undischarged insolvent, being convicted by any criminal court, being involved in fraudulent acts, etc) or commit any act which in the opinion of the Company is likely to bring the Company any disrepute whether or not such act is directly related to the affairs of the Company; or

8.4.3. You commit any breach of any of your duties or obligations under this agreement or the policies of the Company.

8.4.4. There is a discrepancy in the copies of the documents/certificates given by you as a proof in support of the information provided by you.

In the event of termination under Clause 8.4.2, you shall not be entitled to any benefits whatsoever.

9) Mode of Communication

For any service of notice or communications of any kind, you will be informed by email or ordinary post at the address given by you at the time of your employment or such other address as may be intimated by you to the management thereafter.

10) Confidentiality

10.1. You agree at all times during the term of your employment and thereafter (without limit of time);

10.1.1. To hold the Confidential Information in strictest confidence, and not to use or attempt to use the same, except for the benefit of the Company, and

10.1.2. Not to disclose or divulge the Confidential Information to any person or entity without written authorization of the Company.

10.1.3. You agree to return to Mphasis all proprietary information, including copies on paper, hard drive, disk, tape and other media, upon completion

or termination of any project or upon cessation of your employment with Mphasis IT Services.

- 10.2. For the purposes of Clause 10.1, "Confidential Information" means any Company proprietary or confidential information, technical data, trade secrets or know-how, whether (oral or written or in electronic format and whether marked confidential or not), including but not limited to; research, business plans, products, product improvements, processes and process documents, services, projects, proposals, all work produced by you whether during normal working hours or not, computer program, documentation, customer lists and customers (including, but not limited to, customers of the Company with whom you become acquainted), markets, software, developments, inventions processes, formulas, technology, designs, drawings, engineering, marketing, distribution and sales methods, sales and profit figures, finances, techniques, strategies, discoveries, the title and description of any patents or patent applications filed by the Company in any country or jurisdiction (until the same is generally available to the public), and any other business information of the Company including its business plans, practice methodologies and technologies (including computer software), training materials, personnel information, client lists and information regarding the business needs, strategies and technologies of present and prospective clients and internal Company publications, whether directly or indirectly, or by drawings or inspection of documents or other tangible property and all information that comes to your knowledge which would but for this employment would not have been accessed by you, whether such information is in tangible form or not, written or otherwise and formal or not. Confidential Information however shall not include knowledge, skills, or information which is common to the business of the Company, or which is generally known outside the Company.
- 10.3. You understand that retaining the confidential nature of the confidential information is of utmost importance to the business of the Company and in addition to the terms stipulated in this agreement herein you agree to execute a Non Disclosure Agreement with the company.

11) Intellectual Property

- 11.1. You agree that any proprietary rights whatsoever, including but not limited to, patents, copyright and design rights as a result of the development of and/or the application of all work produced by you during or as a consequence of your employment, whether alone or in conjunction with others and whether during normal working hours or not, including but not limited to any invention, design, discovery or improvement, computer program, documentation, confidential information, copyright work or other material which you conceive, discover or create during or in consequence of this employment with the Company shall belong to the Company absolutely.
- 11.2. You agree, at the Company's expense, to provide, during and after this employment, all such assistance as the Company reasonably considers necessary, to secure the vesting of such rights in the Company or Terms of Employment with Mphasis (including waiver of any such rights including author's special rights under Section 57 of the Copyright Act 1957).

12) Data Privacy Compliance Policy

You consent to the terms and conditions of the Data Privacy Compliance Policy stated below: -

- 12.1. You consent to the processing of your personal data in accordance with the Company data privacy policy (the "Policy"), a copy of which can be obtained upon request;
- 12.2. In particular, you expressly consent to:
- 12.2.1. The collection and processing of sensitive personal data about you to the limited extent and for the purposes described in the Policy;
- 12.2.2. The transfer worldwide of personal data held about you by the Company to other employees and offices of the Company's worldwide organization and to third parties where disclosure to such third parties is required in the normal course of business or by law; and use of your personal images and voices in marketing material, videos, etc.
- 12.3. The reference to information "about you" includes reference to information about third parties, such as spouse and children (if any), which are provided to the Company by you on their behalf. The reference to "sensitive personal Data" may be understood to include reference to the various categories of personal data identified by European and Other applicable data privacy laws as requiring special treatment, including in some circumstances, the need to obtain explicit consent. These categories comprise personal data about racial or ethnic origin, political opinions, religious or other similar beliefs, trade union membership, physical or mental health, sexual life or criminal record.
- 12.4. In addition, you agree to treat any personal data to which you have access in the course of your employment strictly in accordance with this Policy and other Company policies and procedures. In particular, you will not use any such data other than in connection with and to the extent necessary for the purposes of your employment.

13) Non-Compete

You will certify to maintain Customer exclusivity and to this end, during the validity of this agreement and for a minimum of 2 years thereafter, you shall neither solicit business nor offer product/services and/or conduct any business, that directly competes with the kind of product/services that is offered by the Company to such client, either directly or indirectly with any of 'Mphasis' client or any third party exposed to you. In case you violate this provision, a minimum amount of Rs.3 lakhs shall be payable by you to Mphasis as damages.

14) Non Solicitation of Employees and Clients

You agree that during the period of your employment with the Company, and for one year after the date of termination of such employment (regardless of whether this cessation of employment is voluntary or involuntary, or caused by the breach of this Agreement by either party), other than on behalf of the Company, you will not, either directly or indirectly:

- (A) Solicit, divert, take away, hire, or recruit, or attempt to solicit, divert, take away, hire, or recruit, any employee of the Company; or
- (B) Solicit, divert, take away, hire, or recruit, or attempt to solicit, divert, take away, hire, or recruit, the business of any client, customer, potential client, potential customer, person, or entity with whom Employee had dealings as an Employee of the Company for any purpose related in any manner to the business of the Company.

- (C) You agree the foregoing restrictions are reasonable both as to time and extent given the nature and scope of the Company's present business and the duties of your employment.

15) Warranty

- 15.1. You warrant that your joining the Company will not violate any agreement to which you are or have been a party to.
- 15.2. You warrant that you will not use or disclose any confidential or proprietary information obtained from a third party prior to your employment with the Company.
- 15.3. You warrant that you will comply with all Mphasis applicable policies and standards and shall perform your services in a manner consistent with the ethical and professional standards of Mphasis.
- 15.4. You warrant that you possess all the requisite certificates, licenses, permits, work visas, clearances to be able to lawfully perform the services

16) Indemnification

You agree to indemnify the Company for any losses or damages sustained by the Company caused by or related to your breach of any of the provisions contained in this Terms of Employment

17) Retirement

Your age of retirement from the service will be on completion of sixty years. However, you may opt for voluntary retirement at any age before sixty years during your services in the establishment if you are unable to continue in service satisfactorily. The actual date of retirement shall be the last working day of the calendar month of your 60th birthday.

18) General

- 18.1. This agreement contains the entire agreement between the employee and Mphasis, and no alteration or variations of the terms of this agreement shall be valid unless made in writing and signed by both the parties here to. This agreement supersedes any prior agreements or understandings between the parties relating to the matter of proprietary rights and / or non disclosure
- 18.2. This agreement is made under and shall be construed according to the laws of India. Employee agrees to submit to the jurisdiction of the courts of Bangalore (Karnataka).
- 18.3. This agreement shall remain current and in force, irrespective of whether you are under employment of Mphasis or not.
- 18.4. Should any part of this agreement be declared illegal or unenforceable, the parties hereto will co-operate in all ways open to them to obtain substantially the same result or as much thereof as may be possible, including taking appropriate steps to amend, modify or alter this agreement. If any term or provision of this Agreement shall be hereafter declared by a final adjudication of any tribunal or court of competent jurisdiction to be illegal, such adjudication shall not alter the validity or enforceability of any other term or provision unless the terms and provisions so declared are expressly defined as a conditions precedent or as of the essence of this agreement, or comprising an integral part of, or inseparable from the remainder of this agreement.

Annexure - 3

At the time of joining Mphasis the following documents and information must be made available to us.

List of documents that need to be submitted at the time of joining, in order to complete your on boarding process.

Sl.No	Sl.No Documents
1	To process your salary - PAN card copy is mandatory, in case you do not have a PAN Card - apply for it online using the said URL https://tin.tin.nsdl.com/pan/index.html or apply on your day of joining at our helpdesk
2	Age Proof Certificate-Birth certificate/ (School certificates of ICSE/SSLC/CBSE)
3	Academic Certificates (Including additional certifications/ courses) supporting your education qualifications along with marks sheets*
4	Your latest salary slips or salary certificate*
5	Experience proof - Relieving letter from previous employers (if previously employed) *. The relieving letter or resignation acceptance need to be submitted in original
6	Service certificate from present Employer
7	Form 16 or Taxable income statement duly certified by previous employer (Statement showing deductions and Taxable income with break up) till the last date of your employment with them along with PAN number if available.
8	5 Passport Size Photographs
9	Copy of passport (All sheets)
10	Copy of your updated resume
11	Joining kit duly filled in by you
12	Signed - Non Disclosure Agreement



- *Originals need to be submitted. These original certificates will be returned to you after due verification.
- Your offer has been made based on the information furnished by you. However, if there is a discrepancy in the copies of the documents/certificates given by you as a proof in support of the above, the company reserves the right to revoke the offer.
- Being an ISO certified company, it is essential for you to submit these documents at the time of joining. We will not be able to process your records unless you submit all the documents mentioned above.
- It is mandatory for all Mphasis employees to possess a valid passport. Else, please apply for one. You are expected to have a valid passport within 60 days from the time you join Mphasis.
- Apart from this we would like you to have the following information ready with you, for usage during your joining formalities.
 - DOB and Name of Father, Mother, Spouse, Child/ Children
 - Educational details with the passing year
 - Your past experience details with the exact years and role played to be mentioned.
 - Blood Group
 - 1 Passport size photograph of all your dependent's
 - Your Citibank account number, if existing already.
 - Your PF account number with current employer
 - Your PAN number
 - Passport number, Place of issue, Date of issue, Validity: From and to date.

ch. keerthi
4/9/21

Digitally signed by DS MPHASIS LIMITED 1
Date: 2021.09.06 06:16:37 GMT
Reason: Authorised by Srikanth Karra
Location: Bangalore



17NH1A0415
ECE
141

NTT DATA Joining Details (Virtual Onboarding) : Bangalore_Global Village Office : 29 Sept 2021 : Wednesday_DOT NET

1 message

Boregowda, Puneeth <Puneeth.Boregowda@nttdata.com>
To: saimadhuri202@gmail.com <saimadhuri202@gmail.com>

Wed, 22 Sep, 2021 at 21:05

Dear Chilakalapudi Sai Madhuri,

After training 3LPA.

We are pleased to inform you that your training commences on **Wednesday, September 29, 2021** – Virtually. (Meaning you are not required to come to office)

Below is our office address and you may be asked to report once the COVID situation turns out to be normal in the future days - Unless communicated a different address during your training period or post training.

OFFICE ADDRESS
NTT Data Global Delivery Services Private Limited
Global village (IT Sector SEZ), 8th Floor, Tower E, Mylasandra, Pattengere village, Off Bangalore Mysore Expressway, Bangalore – 560059, Karnataka

Kindly share the below mentioned documents (**Clear Scanned Copy**) without fail.

1. College ID Card.
2. ID Proof – Pan Card & Aadhaar Card.
3. Passport Size Photograph (White Background only) & Selfie Pic
4. All Education Documents – 10th Marksheet, 12th Mark Sheet, BE All Semr Marksheets
5. Also your Provisional Degree Certificate / Course Completion Certificate. If you got all semester Results
6. Also mention your current address along with your pincode which you are residing.

Note: If any Original Mark list is not issued, share an attested copy or confirming your result (Email or Letter) from your college authority.

You would be paid a gross stipend of Rs. 12,000 per month (payable on a prorated basis depending on the duration of training).

Ch. Sai madhuri
22/Sep/2021

Please Note: On successful completion of your training you may be required to relocate to any of our company location across India.

Failing to accept this entitles the Company to consider severance of this offer, at Company's sole discretion.

Please send us an e-mail on or before 05:00 PM by 23rd Sept 21 confirming:

1. You are meeting all the Eligibility Criteria mentioned in the Intent to Offer letter, understanding and accepting the terms stated above and your availability to participate in the training session on the above said date.
2. Sharing scanned copies of all required documents.

Feel free to reach out to me in case of any confusion or for clarifications!!

Thanks & Regards,

Puneeth Boregowda (He/Him) | Senior Associate, Talent Acquisition

puneeth.boregowda@nttdata.com | M: +91-7259671145

NTT DATA Services | nttdataservices.com | @nttdataservices
Consulting | Industry Solutions | Digital | Cloud | Application, Infrastructure & BPO Services

NTT DATA Services

Disclaimer: This email and any attachments are sent in strictest confidence for the sole use of the addressee and may contain legally privileged, confidential, and proprietary data. If you are not the intended recipient, please advise the sender by replying promptly to this email and then delete and destroy this email and any attachments without any further use, copying or forwarding.

Puneeth



Boregowda, Puneeth 12:51

to me ✓



Dear Chilakalapudi Sai Madhuri,

Greetings from NTT Data...!

Congratulations on clearing your Management Interview!!

Request you to kindly fill out details using the **below link or click on QR Code on or Before 2.00pm today.**

Your DOJ has been confirmed to be on 29-Sept-21.

Here's the link to the form "29 September Onboarding – DOT NET":

<https://forms.office.com/r/ZCGsiwephV>



RK INFO SYSTEMS

INNOVATION IS WHAT WE ARE

142

OFFER LETTER OF APPOINTMENT

Date: 18-2-2021

Subject: Appointment/ Offer of Appointment!

Dear KAKARLA RAMA KRISHNA

We are pleased to offer you the position of **JUNIOR JAVA DEVELOPER** in our Software Development department based at Hyderabad-Suchitra.

Your immediate supervisor will be **VIVEK SINGH**. We trust that your knowledge, skills and experience will be among our most valuable assets.

As discussed and agreed with you, you will be eligible to receive the following beginning on your joining date:

- **Salary:** Annual gross starting salary of Rs: **2 Lakhs Per Annum** subject to tax and other statutory deductions. All the other information is furnished in Annexure I
- Business Travel allowance and reimbursements as per company policy.

Please send a signed copy of this letter indicating your acceptance to join and resignation acceptance letter from your current employer to our HR.

Your Appointment Letter will be issued on the date of joining. The joining formalities and induction will be carried out in our Suchitra Circle Hyderabad. Please submit the following documents to HR at the time of your joining: (1) photocopies of your degree certificates, (2) certifications, if any, (3) experience/ relieving letters (4) two color passport-size photos, (5) latest salary slip from your previous organization and (6) proof of address. We look forward to welcome you aboard.

ANNEXURE - I

1. **Monthly Gross Salary** - You will be paid a monthly gross salary of Rs. 10000.00 Rupees only per month.
2. **Working Hours** - Your working hours will be 09_30 am to 6_30 pm as per the current company policy. The company observes a 6 day work week.
3. **Date of Appointment** - Your date of appointment is after completing your final exams.
- a. **Salary Increase** - Increase in your salary will be reviewed periodically as per the policy of the Company. Increments in the salary range will be on the basis of demonstrated results and effectiveness of performance during the period of review.
- b. **Probation Period** - You will be on probation for a period of Six months from the date of your appointment. On satisfactory completion of the probation period, you will be confirmed in service. If not confirmed after six months, this order will continue to be in operation, and the probation period will stand extended automatically till further notice.
- c. **Leave** - You will be governed by the current Leave Policy of the company for permanent employees

- d. **Travel** - Whenever you are required to undertake travel on Company work, you will be reimbursed travel expenses as per Company rules.
- f. **Responsibilities** - In view of your office, you must effectively perform to ensure results. Your performance would be reviewed as per the Company's Performance Management System.
- i. **Retirement Age** - The normal retirement age for all employees is 60 years.
- j]. **Notice Period** - While on probation, this appointment may be terminated by either side by giving seven days notice, or seven days salary in lieu of notice period. On confirmation, this appointment may be terminated by either side by giving one months' notice or one months' salary in lieu of notice period. Should you resign after confirmation, the Company will have the option to accept your resignation either with immediate effect, and pay you three months' salary in lieu of notice period or accept it effective any day up to the end of the notice period and pay you salary for the remaining period from the acceptance of resignation till the end of the notice period.
-]]]. **Transfer** - You will be liable to be transferred to any other department or establishment or branch or subsidiary of the Company in India or abroad. In such a case, you will be governed by the terms and conditions of service as applicable to the new assignment.
-]^. **Other work** - Your position with the Company calls for whole time employment and you will devote yourself exclusively to the business of the Company. You will not take up any other work for remuneration (part time or otherwise) or work on advisory capacity or be interested directly or indirectly (except as shareholder or debenture holder) in any other trade or business during your employment with the Company, without written permission from the Company.
-]]. **Conflict of Interest** - You will not seek full time or part time job or be involved in any way with competitor's business activities either directly or indirectly during your employment with the Company, and for a period of 12 months in the event of cessation of your employment with the Company.
-]a. **Confidential Information** - You will not, at any time, without the consent of the Company disclose or divulge or make public except under legal obligation, any information regarding Company's affairs of administration or research carried out, whether the same may be confided to you or become known to you, in the course of your service or otherwise.
-]b. **Contract/Bond with Previous Employers** - It will be your personal responsibility to discharge all obligations arising out of any contract or bond with previous employers.
-]c. **On termination** - On termination of this contract, you will immediately give up to the Company all correspondence, specifications, formulae, books, documents, market data, cost data, literature, drawings, effect or records, etc. belonging to the Company or relating to its business and shall not make or retain any copies of these items.
-]d. **General** - The above terms and conditions are based on Company Policy, Procedures and other Rules and Regulations currently applicable to the Company's employees and are subject to amendments and adjustments from time to time. Please communicate your acceptance of this appointment by signing a copy of this letter and returning it to us.

We welcome you to the RK INFO SYSTEMS family and trust we will have a long and mutually rewarding association.

Yours faithfully,

RK INFOSYSTEMS - Confidence comes from Discipline & Training
Web Development | Internships | Software Development | Corporate Training
Reg. No: 2223/2012
Phone: 040-40205020, + 91 6301302833

16 Rama Krishna
18/2/2021



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Suchitra X Roads, Hyderabad - Telangana | Phone: 040 - 40205020, +91-6301302833
hiring@rkinfosystems.in | www.rkinfosystems.in

143

RK INFO SYSTEMS

INNOVATION IS WHAT WE ARE

OFFER LETTER OF APPOINTMENT

Date: 18-2-2021

Subject: Appointment/ Offer of Appointment!

Dear KOLLURI RAJITHA

We are pleased to offer you the position of **JUNIOR JAVA DEVELOPER** in our Software Development department based at Hyderabad-Suchitra.

Your immediate supervisor will be **VIVEK SINGH**. We trust that your knowledge, skills and experience will be among our most valuable assets.

As discussed and agreed with you, you will be eligible to receive the following beginning on your joining date:

- **Salary:** Annual gross starting salary of Rs: 2 Lakhs Per Annum subject to tax and other statutory deductions. All the other information is furnished in Annexure I
- Business Travel allowance and reimbursements as per company policy.

Please send a signed copy of this letter indicating your acceptance to join and resignation acceptance letter from your current employer to our HR.

Your Appointment Letter will be issued on the date of joining. The joining formalities and induction will be carried out in our Suchitra Circle Hyderabad. Please submit the following documents to HR at the time of your joining: (1) photocopies of your degree certificates, (2) certifications, if any, (3) experience/ relieving letters (4) two color passport-size photos, (5) latest salary slip from your previous organization and (6) proof of address. We look forward to welcome you aboard.

ANNEXURE - I

1. **Monthly Gross Salary** - You will be paid a monthly gross salary of Rs. 10000.00 Rupees only per month.
2. **Working Hours** - Your working hours will be 09_30 am to 6_30 pm as per the current company policy. The company observes a 6 day work week.
3. **Date of Appointment** - Your date of appointment is after completing your final exams.
- a. **Salary Increase** - Increase in your salary will be reviewed periodically as per the policy of the Company. Increments in the salary range will be on the basis of demonstrated results and effectiveness of performance during the period of review.
- b. **Probation Period** - You will be on probation for a period of Six months from the date of your appointment. On satisfactory completion of the probation period, you will be confirmed in service. If not confirmed after six months, this order will continue to be in operation, and the probation period will stand extended automatically till further notice.
- c. **Leave** - You will be governed by the current Leave Policy of the company for permanent employees

- d. **Travel** - Whenever you are required to undertake travel on Company work, you will be reimbursed travel expenses as per Company rules.
- f. **Responsibilities** - In view of your office, you must effectively perform to ensure results. Your performance would be reviewed as per the Company's Performance Management System.
- i. **Retirement Age** - The normal retirement age for all employees is 60 years.
- j]. **Notice Period** - While on probation, this appointment may be terminated by either side by giving seven days notice, or seven days salary in lieu of notice period. On confirmation, this appointment may be terminated by either side by giving one months' notice or one months' salary in lieu of notice period. Should you resign after confirmation, the Company will have the option to accept your resignation either with immediate effect, and pay you three months' salary in lieu of notice period or accept it effective any day up to the end of the notice period and pay you salary for the remaining period from the acceptance of resignation till the end of the notice period.
-]]]. **Transfer** - You will be liable to be transferred to any other department or establishment or branch or subsidiary of the Company in India or abroad. In such a case, you will be governed by the terms and conditions of service as applicable to the new assignment.
-]^. **Other work** - Your position with the Company calls for whole time employment and you will devote yourself exclusively to the business of the Company. You will not take up any other work for remuneration (part time or otherwise) or work on advisory capacity or be interested directly or indirectly (except as shareholder or debenture holder) in any other trade or business during your employment with the Company, without written permission from the Company.
-]'. **Conflict of Interest** - You will not seek full time or part time job or be involved in any way with competitor's business activities either directly or indirectly during your employment with the Company, and for a period of 12 months in the event of cessation of your employment with the Company.
-]a. **Confidential Information** - You will not, at any time, without the consent of the Company disclose or divulge or make public except under legal obligation, any information regarding Company's affairs of administration or research carried out, whether the same may be confided to you or become known to you, in the course of your service or otherwise.
-]b. **Contract/Bond with Previous Employers** - It will be your personal responsibility to discharge all obligations arising out of any contract or bond with previous employers.
-]c. **On termination** - On termination of this contract, you will immediately give up to the Company all correspondence, specifications, formulae, books, documents, market data, cost data, literature, drawings, effect or records, etc. belonging to the Company or relating to its business and shall not make or retain any copies of these items.
-]d. **General** - The above terms and conditions are based on Company Policy, Procedures and other Rules and Regulations currently applicable to the Company's employees and are subject to amendments and adjustments from time to time. Please communicate your acceptance of this appointment by signing a copy of this letter and returning it to us.

We welcome you to the RK INFO SYSTEMS family and trust we will have a long and mutually rewarding association.

Yours faithfully,

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H. Rajitha

18/2/2021



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hiring@rkinfosystems.in | www.rkinfosystems.in

RK INFO SYSTEMS

INNOVATION IS WHAT WE ARE

OFFER LETTER OF APPOINTMENT

Date: 18-2-2021

Sub: Appointment/ Offer of Appointment!

Dear GHANTASALA GHANA NISHITHA

We are pleased to offer you the position of **JUNIOR JAVA DEVELOPER** in our Software Development department based at Hyderabad-Suchitra.

Your immediate supervisor will be **VIVEK SINGH**. We trust that your knowledge, skills and experience will be among our most valuable assets.

As discussed and agreed with you, you will be eligible to receive the following beginning on your joining date:

- **Salary:** Annual gross starting salary of Rs: **2 Lakhs Per Annum** subject to tax and other statutory deductions. All the other information is furnished in Annexure I
- Business Travel allowance and reimbursements as per company policy.

Please send a signed copy of this letter indicating your acceptance to join and resignation acceptance letter from your current employer to our HR.

Your Appointment Letter will be issued on the date of joining. The joining formalities and induction will be carried out in our Suchitra Circle Hyderabad. Please submit the following documents to HR at the time of your joining: (1) photocopies of your degree certificates, (2) certifications, if any, (3) experience/ relieving letters (4) two color passport-size photos, (5) latest salary slip from your previous organization and (6) proof of address. We look forward to welcome you aboard.

ANNEXURE - I

1. **Monthly Gross Salary** - You will be paid a monthly gross salary of Rs. **10000.00** Rupees only per month.
2. **Working Hours** - Your working hours will be 09_30 am to 6_30 pm as per the current company policy. The company observes a 6 day work week.
3. **Date of Appointment** - Your date of appointment is after completing your final exams.
 - a. **Salary Increase** - Increase in your salary will be reviewed periodically as per the policy of the Company. Increments in the salary range will be on the basis of demonstrated results and effectiveness of performance during the period of review.
 - b. **Probation Period** - You will be on probation for a period of Six months from the date of your appointment. On satisfactory completion of the probation period, you will be confirmed in service. If not confirmed after six months, this order will continue to be in operation, and the probation period will stand extended automatically till further notice.
 - c. **Leave** - You will be governed by the current Leave Policy of the company for permanent employees

- d. **Travel** - Whenever you are required to undertake travel on Company work, you will be reimbursed travel expenses as per Company rules.
- f. **Responsibilities** - In view of your office, you must effectively perform to ensure results. Your performance would be reviewed as per the Company's Performance Management System.
- i. **Retirement Age** - The normal retirement age for all employees is 60 years.
- jj. **Notice Period** - While on probation, this appointment may be terminated by either side by giving seven days notice, or seven days salary in lieu of notice period. On confirmation, this appointment may be terminated by either side by giving one months' notice or one months' salary in lieu of notice period. Should you resign after confirmation, the Company will have the option to accept your resignation either with immediate effect, and pay you three months' salary in lieu of notice period or accept it effective any day up to the end of the notice period and pay you salary for the remaining period from the acceptance of resignation till the end of the notice period.
- jj. **Transfer** - You will be liable to be transferred to any other department or establishment or branch or subsidiary of the Company in India or abroad. In such a case, you will be governed by the terms and conditions of service as applicable to the new assignment.
- jj. **Other work** - Your position with the Company calls for whole time employment and you will devote yourself exclusively to the business of the Company. You will not take up any other work for remuneration (part time or otherwise) or work on advisory capacity or be interested directly or indirectly (except as shareholder or debenture holder) in any other trade or business during your employment with the Company, without written permission from the Company.
- jj. **Conflict of Interest** - You will not seek full time or part time job or be involved in any way with competitor's business activities either directly or indirectly during your employment with the Company, and for a period of 12 months in the event of cessation of your employment with the Company.
- ja. **Confidential Information** - You will not, at any time, without the consent of the Company disclose or divulge or make public except under legal obligation, any information regarding Company's affairs of administration or research carried out, whether the same may be confided to you or become known to you, in the course of your service or otherwise.
- jb. **Contract/Bond with Previous Employers** - It will be your personal responsibility to discharge all obligations arising out of any contract or bond with previous employers.
- jc. **On termination** - On termination of this contract, you will immediately give up to the Company all correspondence, specifications, formulae, books, documents, market data, cost data, literature, drawings, effect or records, etc. belonging to the Company or relating to its business and shall not make or retain any copies of these items.
- jd. **General** - The above terms and conditions are based on Company Policy, Procedures and other Rules and Regulations currently applicable to the Company's employees and are subject to amendments and adjustments from time to time. Please communicate your acceptance of this appointment by signing a copy of this letter and returning it to us.

We welcome you to the **RK INFO SYSTEMS** family and trust we will have a long and mutually rewarding association.

Yours faithfully,

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Reg. No: 2223/2012
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Dr. Anjana Nishitha

18/2/2021



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hiring@rkinfosystems.in | www.rkinfosystems.in

OFFER LETTER OF APPOINTMENT

Date: 18-2-2021

Subject: Appointment/ Offer of Appointment!

Dear PARISI DORATHI NAGA SRI DIVYA

We are pleased to offer you the position of **JUNIOR JAVA DEVELOPER** in our Software Development department based at Hyderabad-Suchitra.

Your immediate supervisor will be **VIVEK SINGH**. We trust that your knowledge, skills and experience will be among our most valuable assets.

As discussed and agreed with you, you will be eligible to receive the following beginning on your joining date:

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- Business Travel allowance and reimbursements as per company policy.

Please send a signed copy of this letter indicating your acceptance to join and resignation acceptance letter from your current employer to our HR.

Your Appointment Letter will be issued on the date of joining. The joining formalities and induction will be carried out in our Suchitra Circle Hyderabad. Please submit the following documents to HR at the time of your joining: (1) photocopies of your degree certificates, (2) certifications, if any, (3) experience/ relieving letters (4) two color passport-size photos, (5) latest salary slip from your previous organization and (6) proof of address. We look forward to welcome you aboard.

ANNEXURE - I

- Monthly Gross Salary** - You will be paid a monthly gross salary of Rs. **10000.00** Rupees only per month.
- Working Hours** - Your working hours will be 09_30 am to 6_30 pm as per the current company policy. The company observes a 6 day work week.
- Date of Appointment** - Your date of appointment is after completing your final exams.
- Salary Increase** - Increase in your salary will be reviewed periodically as per the policy of the Company. Increments in the salary range will be on the basis of demonstrated results and effectiveness of performance during the period of review.
- Probation Period** - You will be on probation for a period of Six months from the date of your appointment. On satisfactory completion of the probation period, you will be confirmed in service. If not confirmed after six months, this order will continue to be in operation, and the probation period will stand extended automatically till further notice.
- Leave** - You will be governed by the current Leave Policy of the company for permanent employees

- d. **Travel** - Whenever you are required to undertake travel on Company work, you will be reimbursed travel expenses as per Company rules.
- f. **Responsibilities** - In view of your office, you must effectively perform to ensure results. Your performance would be reviewed as per the Company's Performance Management System.
- i. **Retirement Age** - The normal retirement age for all employees is 60 years.
- jj. **Notice Period** - While on probation, this appointment may be terminated by either side by giving seven days notice, or seven days salary in lieu of notice period. On confirmation, this appointment may be terminated by either side by giving one months' notice or one months' salary in lieu of notice period. Should you resign after confirmation, the Company will have the option to accept your resignation either with immediate effect, and pay you three months' salary in lieu of notice period or accept it effective any day up to the end of the notice period and pay you salary for the remaining period from the acceptance of resignation till the end of the notice period.
- jj. **Transfer** - You will be liable to be transferred to any other department or establishment or branch or subsidiary of the Company in India or abroad. In such a case, you will be governed by the terms and conditions of service as applicable to the new assignment.
- jj. **Other work** - Your position with the Company calls for whole time employment and you will devote yourself exclusively to the business of the Company. You will not take up any other work for remuneration (part time or otherwise) or work on advisory capacity or be interested directly or indirectly (except as shareholder or debenture holder) in any other trade or business during your employment with the Company, without written permission from the Company.
- jj. **Conflict of Interest** - You will not seek full time or part time job or be involved in any way with competitor's business activities either directly or indirectly during your employment with the Company, and for a period of 12 months in the event of cessation of your employment with the Company.
- jj. **Confidential Information** - You will not, at any time, without the consent of the Company disclose or divulge or make public except under legal obligation, any information regarding Company's affairs of administration or research carried out, whether the same may be confided to you or become known to you, in the course of your service or otherwise.
- jj. **Contract/Bond with Previous Employers** - It will be your personal responsibility to discharge all obligations arising out of any contract or bond with previous employers.
- jj. **On termination** - On termination of this contract, you will immediately give up to the Company all correspondence, specifications, formulae, books, documents, market data, cost data, literature, drawings, effect or records, etc. belonging to the Company or relating to its business and shall not make or retain any copies of these items.
- jj. **General** - The above terms and conditions are based on Company Policy, Procedures and other Rules and Regulations currently applicable to the Company's employees and are subject to amendments and adjustments from time to time. Please communicate your acceptance of this appointment by signing a copy of this letter and returning it to us.

We welcome you to the RK INFO SYSTEMS family and trust we will have a long and mutually rewarding association.

Yours faithfully,

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P. D. Sri Nitya



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OFFER LETTER OF APPOINTMENT

Date: 18-2-2021

Subject: Appointment/ Offer of Appointment!

Dear SAI DINESH MANAM

We are pleased to offer you the position of **JUNIOR JAVA DEVELOPER** in our Software Development department based at Hyderabad-Suchitra.

Your immediate supervisor will be **VIVEK SINGH**. We trust that your knowledge, skills and experience will be among our most valuable assets.

As discussed and agreed with you, you will be eligible to receive the following beginning on your joining date:

- **Salary:** Annual gross starting salary of Rs: **2 Lakhs Per Annum** subject to tax and other statutory deductions. All the other information is furnished in Annexure I
- **Business Travel allowance and reimbursements** as per company policy.

Please send a signed copy of this letter indicating your acceptance to join and resignation acceptance letter from your current employer to our HR.

Your Appointment Letter will be issued on the date of joining. The joining formalities and induction will be carried out in our Suchitra Circle Hyderabad. Please submit the following documents to HR at the time of your joining: (1) photocopies of your degree certificates, (2) certifications, if any, (3) experience/ relieving letters (4) two color passport-size photos, (5) latest salary slip from your previous organization and (6) proof of address. We look forward to welcome you aboard.

ANNEXURE - I

- Monthly Gross Salary** - You will be paid a monthly gross salary of Rs. **10000.00** Rupees only per month.
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- Leave** - You will be governed by the current Leave Policy of the company for permanent employees

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- ja. **Confidential Information** - You will not, at any time, without the consent of the Company disclose or divulge or make public except under legal obligation, any information regarding Company's affairs of administration or research carried out, whether the same may be confided to you or become known to you, in the course of your service or otherwise.
- ja. **Contract/Bond with Previous Employers** - It will be your personal responsibility to discharge all obligations arising out of any contract or bond with previous employers.
- ja. **On termination** - On termination of this contract, you will immediately give up to the Company all correspondence, specifications, formulae, books, documents, market data, cost data, literature, drawings, effect or records, etc. belonging to the Company or relating to its business and shall not make or retain any copies of these items.
- ja. **General** - The above terms and conditions are based on Company Policy, Procedures and other Rules and Regulations currently applicable to the Company's employees and are subject to amendments and adjustments from time to time. Please communicate your acceptance of this appointment by signing a copy of this letter and returning it to us.

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Sai Divish manani



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INNOVATION IS WHAT WE ARE

OFFER LETTER OF APPOINTMENT

Date: 18-2-2021

Subject: Appointment/ Offer of Appointment!

Dear SEETHALA AKHIL RATHNAM

We are pleased to offer you the position of **JUNIOR JAVA DEVELOPER** in our Software Development department based at Hyderabad-Suchitra.

Your immediate supervisor will be **VIVEK SINGH**. We trust that your knowledge, skills and experience will be among our most valuable assets.

As discussed and agreed with you, you will be eligible to receive the following beginning on your joining date:

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- Business Travel allowance and reimbursements as per company policy.

Please send a signed copy of this letter indicating your acceptance to join and resignation acceptance letter from your current employer to our HR.

Your Appointment Letter will be issued on the date of joining. The joining formalities and induction will be carried out in our Suchitra Circle Hyderabad. Please submit the following documents to HR at the time of your joining: (1) photocopies of your degree certificates, certifications, if any, (3) experience/ relieving letters (4) two color passport-size photos, (5) latest salary slip from your previous organization and (6) proof of address. We look forward to welcome you aboard.

ANNEXURE - I

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- j. **Conflict of Interest** - You will not seek full time or part time job or be involved in any way with competitor's business activities either directly or indirectly during your employment with the Company, and for a period of 12 months in the event of cessation of your employment with the Company.
- ja. **Confidential Information** - You will not, at any time, without the consent of the Company disclose or divulge or make public except under legal obligation, any information regarding Company's affairs of administration or research carried out, whether the same may be confided to you or become known to you, in the course of your service or otherwise.
- jb. **Contract/Bond with Previous Employers** - It will be your personal responsibility to discharge all obligations arising out of any contract or bond with previous employers.
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Yours faithfully,

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INNOVATION IS WHAT WE ARE

OFFER LETTER OF APPOINTMENT

Date: 18-2-2021

Subject: Appointment/ Offer of Appointment!

Dear SRIRAMANENI SRIJA

We are pleased to offer you the position of JUNIOR JAVA DEVELOPER in our Software Development department based at Hyderabad-Suchitra.

Your immediate supervisor will be VIVEK SINGH. We trust that your knowledge, skills and experience will be among our most valuable assets.

As discussed and agreed with you, you will be eligible to receive the following beginning on your joining date:

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- jb. **Conflict of Interest** - You will not seek full time or part time job or be involved in any way with competitor's business activities either directly or indirectly during your employment with the Company, and for a period of 12 months in the event of cessation of your employment with the Company.
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Yours faithfully,

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INNOVATION IS WHAT WE ARE

149

OFFER LETTER OF APPOINTMENT

Date: 18-2-2021

Subject: Appointment/ Offer of Appointment

Dear TOLETI SREELEKHA

We are pleased to offer you the position of **JUNIOR JAVA DEVELOPER** in our Software Development department based at Hyderabad-Suchitra.

Your immediate supervisor will be **VIVEK SINGH**. We trust that your knowledge, skills and experience will be among our most valuable assets.

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T. Sreelekha

18/2/2021



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INNOVATION IS WHAT WE ARE

OFFER LETTER OF APPOINTMENT

Date: 18-2-2021

Subject: Appointment/ Offer of Appointment!

Dear AJJAMPUDI HIMABINDU

We are pleased to offer you the position of **JUNIOR JAVA DEVELOPER** in our Software Development department based at Hyderabad-Suchitra.

Your immediate supervisor will be **VIVEK SINGH**. We trust that your knowledge, skills and experience will be among our most valuable assets.

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- jj. **Notice Period** - While on probation, this appointment may be terminated by either side by giving seven days notice, or seven days salary in lieu of notice period. On confirmation, this appointment may be terminated by either side by giving one months' notice or one months' salary in lieu of notice period. Should you resign after confirmation, the Company will have the option to accept your resignation either with immediate effect, and pay you three months' salary in lieu of notice period or accept it effective any day up to the end of the notice period and pay you salary for the remaining period from the acceptance of resignation till the end of the notice period.
- jjj. **Transfer** - You will be liable to be transferred to any other department or establishment or branch or subsidiary of the Company in India or abroad. In such a case, you will be governed by the terms and conditions of service as applicable to the new assignment.
- jjj. **Other work** - Your position with the Company calls for whole time employment and you will devote yourself exclusively to the business of the Company. You will not take up any other work for remuneration (part time or otherwise) or work on advisory capacity or be interested directly or indirectly (except as shareholder or debenture holder) in any other trade or business during your employment with the Company, without written permission from the Company.
- jjj. **Conflict of Interest** - You will not seek full time or part time job or be involved in any way with competitor's business activities either directly or indirectly during your employment with the Company, and for a period of 12 months in the event of cessation of your employment with the Company.
- jjj. **Confidential Information** - You will not, at any time, without the consent of the Company disclose or divulge or make public except under legal obligation, any information regarding Company's affairs of administration or research carried out, whether the same may be confided to you or become known to you, in the course of your service or otherwise.
- jjj. **Contract/Bond with Previous Employers** - It will be your personal responsibility to discharge all obligations arising out of any contract or bond with previous employers.
- jjj. **On termination** - On termination of this contract, you will immediately give up to the Company all correspondence, specifications, formulae, books, documents, market data, cost data, literature, drawings, effect or records, etc. belonging to the Company or relating to its business and shall not make or retain any copies of these items.
- jjj. **General** - The above terms and conditions are based on Company Policy, Procedures and other Rules and Regulations currently applicable to the Company's employees and are subject to amendments and adjustments from time to time. Please communicate your acceptance of this appointment by signing a copy of this letter and returning it to us.

We welcome you to the RK INFO SYSTEMS family and trust we will have a long and mutually rewarding association.

Yours faithfully,

RK INFOSYSTEMS - Confidence comes from Discipline & Training
Web Development | Internships | Software Development | Corporate Training
Reg. No: 2223/2012
Phone: 040-40205020, + 91 6301302833

A. Hama B.inda

18/2/2021



RK INFOSYSTEMS 1st Floor Sri Venkateshwara Enclave, Beside Priyadarshini Hotel,
Suchitra X Roads, Hyderabad - Telangana. | Phone: 040 - 40205020, +91-6301302833
hiring@rkinfosystems.in | www.rkinfosystems.in

RK INFO SYSTEMS

INNOVATION IS WHAT WE ARE

OFFER LETTER OF APPOINTMENT

Date: 18-2-2021

Subject: Appointment/ Offer of Appointment!

Dear GEDALA NAGA VENKATA SURESH

We are pleased to offer you the position of **JUNIOR JAVA DEVELOPER** in our Software Development department based at Hyderabad-Suchitra.

Your immediate supervisor will be **VIVEK SINGH**. We trust that your knowledge, skills and experience will be among our most valuable assets.

As discussed and agreed with you, you will be eligible to receive the following beginning on your joining date:

- **Salary:** Annual gross starting salary of Rs: **2 Lakhs Per Annum** subject to tax and other statutory deductions. All the other information is furnished in Annexure I
- Business Travel allowance and reimbursements as per company policy.

Please send a signed copy of this letter indicating your acceptance to join and resignation acceptance letter from your current employer to our HR.

Your Appointment Letter will be issued on the date of joining. The joining formalities and induction will be carried out in our Suchitra office Hyderabad. Please submit the following documents to HR at the time of your joining: (1) photocopies of your degree certificates, (2) certifications, if any, (3) experience/ relieving letters (4) two color passport-size photos, (5) latest salary slip from your previous organization and (6) proof of address. We look forward to welcome you aboard.

ANNEXURE - I

1. **Monthly Gross Salary** - You will be paid a monthly gross salary of Rs. **10000.00** Rupees only per month.
2. **Working Hours** - Your working hours will be 09_30 am to 6_30 pm as per the current company policy. The company observes a 6 day work week.
3. **Date of Appointment** - Your date of appointment is after completing your final exams.
- a. **Salary Increase** - Increase in your salary will be reviewed periodically as per the policy of the Company. Increments in the salary range will be on the basis of demonstrated results and effectiveness of performance during the period of review.
- b. **Probation Period** - You will be on probation for a period of Six months from the date of your appointment. On satisfactory completion of the probation period, you will be confirmed in service. If not confirmed after six months, this order will continue to be in operation, and the probation period will stand extended automatically till further notice.
- c. **Leave** - You will be governed by the current Leave Policy of the company for permanent employees

- d. **Travel** - Whenever you are required to undertake travel on Company work, you will be reimbursed travel expenses as per Company rules.
- f. **Responsibilities** - In view of your office, you must effectively perform to ensure results. Your performance would be reviewed as per the Company's Performance Management System.
- i. **Retirement Age** - The normal retirement age for all employees is 60 years.
- j. **Notice Period** - While on probation, this appointment may be terminated by either side by giving seven days notice, or seven days salary in lieu of notice period. On confirmation, this appointment may be terminated by either side by giving one months' notice or one months' salary in lieu of notice period. Should you resign after confirmation, the Company will have the option to accept your resignation either with immediate effect, and pay you three months' salary in lieu of notice period or accept it effective any day up to the end of the notice period and pay you salary for the remaining period from the acceptance of resignation till the end of the notice period.
- jj. **Transfer** - You will be liable to be transferred to any other department or establishment or branch or subsidiary of the Company in India or abroad. In such a case, you will be governed by the terms and conditions of service as applicable to the new assignment.
- jj. **Other work** - Your position with the Company calls for whole time employment and you will devote yourself exclusively to the business of the Company. You will not take up any other work for remuneration (part time or otherwise) or work on advisory capacity or be interested directly or indirectly (except as shareholder or debenture holder) in any other trade or business during your employment with the Company, without written permission from the Company.
- jj. **Conflict of Interest** - You will not seek full time or part time job or be involved in any way with competitor's business activities either directly or indirectly during your employment with the Company, and for a period of 12 months in the event of cessation of your employment with the Company.
- jj. **Confidential Information** - You will not, at any time, without the consent of the Company disclose or divulge or make public except under legal obligation, any information regarding Company's affairs of administration or research carried out, whether the same may be confided to you or become known to you, in the course of your service or otherwise.
- jj. **Contract/Bond with Previous Employers** - It will be your personal responsibility to discharge all obligations arising out of any contract or bond with previous employers.
- jj. **On termination** - On termination of this contract, you will immediately give up to the Company all correspondence, specifications, formulae, books, documents, market data, cost data, literature, drawings, effect or records, etc. belonging to the Company or relating to its business and shall not make or retain any copies of these items.
- jj. **General** - The above terms and conditions are based on Company Policy, Procedures and other Rules and Regulations currently applicable to the Company's employees and are subject to amendments and adjustments from time to time. Please communicate your acceptance of this appointment by signing a copy of this letter and returning it to us.

We welcome you to the RK INFO SYSTEMS family and trust we will have a long and mutually rewarding association.

Yours faithfully,

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G. Naga Venkata Suresh

18/2/2021



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RK INFO SYSTEMS

INNOVATION IS WHAT WE ARE

OFFER LETTER OF APPOINTMENT

Date: 18-2-2021

Subject: Appointment/ Offer of Appointment

Dear MEKA BHAGYA SAI LAKSHMI PRASANNA DURGA

We are pleased to offer you the position of **JUNIOR JAVA DEVELOPER** in our Software Development department based at Hyderabad-Suchitra.

Your immediate supervisor will be **VIVEK SINGH**. We trust that your knowledge, skills and experience will be among our most valuable assets.

As discussed and agreed with you, you will be eligible to receive the following beginning on your joining date:

- **Salary:** Annual gross starting salary of Rs: **2 Lakhs Per Annum** subject to tax and other statutory deductions. All the other information is furnished in Annexure I
- Business Travel allowance and reimbursements as per company policy.

Please send a signed copy of this letter indicating your acceptance to join and resignation acceptance letter from your current employer to our HR.

Your Appointment Letter will be issued on the date of joining. The joining formalities and induction will be carried out in our Suchitra Circle Hyderabad. Please submit the following documents to HR at the time of your joining: (1) photocopies of your degree certificates, (2) certifications, if any, (3) experience/ relieving letters (4) two color passport-size photos, (5) latest salary slip from your previous organization and (6) proof of address. We look forward to welcome you aboard.

ANNEXURE - I

- Monthly Gross Salary** - You will be paid a monthly gross salary of Rs. 10000.00 Rupees only per month.
- Working Hours** - Your working hours will be 09_30 am to 6_30 pm as per the current company policy. The company observes a 6 day work week.
- Date of Appointment** - Your date of appointment is after completing your final exams.
- Salary Increase** - Increase in your salary will be reviewed periodically as per the policy of the Company. Increments in the salary range will be on the basis of demonstrated results and effectiveness of performance during the period of review.
- Probation Period** - You will be on probation for a period of Six months from the date of your appointment. On satisfactory completion of the probation period, you will be confirmed in service. If not confirmed after six months, this order will continue to be in operation, and the probation period will stand extended automatically till further notice.
- Leave** - You will be governed by the current Leave Policy of the company for permanent employees

- d. **Travel** - Whenever you are required to undertake travel on Company work, you will be reimbursed travel expenses as per Company rules.
- f. **Responsibilities** - In view of your office, you must effectively perform to ensure results. Your performance would be reviewed as per the Company's Performance Management System.
- i. **Retirement Age** - The normal retirement age for all employees is 60 years.
- jj. **Notice Period** - While on probation, this appointment may be terminated by either side by giving seven days notice, or seven days salary in lieu of notice period. On confirmation, this appointment may be terminated by either side by giving one months' notice or one months' salary in lieu of notice period. Should you resign after confirmation, the Company will have the option to accept your resignation either with immediate effect, and pay you three months' salary in lieu of notice period or accept it effective any day up to the end of the notice period and pay you salary for the remaining period from the acceptance of resignation till the end of the notice period.
- jj. **Transfer** - You will be liable to be transferred to any other department or establishment or branch or subsidiary of the Company in India or abroad. In such a case, you will be governed by the terms and conditions of service as applicable to the new assignment.
- jj. **Other work** - Your position with the Company calls for whole time employment and you will devote yourself exclusively to the business of the Company. You will not take up any other work for remuneration (part time or otherwise) or work on advisory capacity or be interested directly or indirectly (except as shareholder or debenture holder) in any other trade or business during your employment with the Company, without written permission from the Company.
- jj. **Conflict of Interest** - You will not seek full time or part time job or be involved in any way with competitor's business activities either directly or indirectly during your employment with the Company, and for a period of 12 months in the event of cessation of your employment with the Company.
- jj. **Confidential Information** - You will not, at any time, without the consent of the Company disclose or divulge or make public except under legal obligation, any information regarding Company's affairs of administration or research carried out, whether the same may be confided to you or become known to you, in the course of your service or otherwise.
- jj. **Contract/Bond with Previous Employers** - It will be your personal responsibility to discharge all obligations arising out of any contract or bond with previous employers.
- jj. **On termination** - On termination of this contract, you will immediately give up to the Company all correspondence, specifications, formulae, books, documents, market data, cost data, literature, drawings, effect or records, etc. belonging to the Company or relating to its business and shall not make or retain any copies of these items.
- jj. **General** - The above terms and conditions are based on Company Policy, Procedures and other Rules and Regulations currently applicable to the Company's employees and are subject to amendments and adjustments from time to time. Please communicate your acceptance of this appointment by signing a copy of this letter and returning it to us.

We welcome you to the RK INFO SYSTEMS family and trust we will have a long and mutually rewarding association.

Yours faithfully,

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M. Prasanna Ranga



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RK INFO SYSTEMS

INNOVATION IS WHAT WE ARE

OFFER LETTER FOR APPOINTMENT

TO
Ms. Sowjanya Maganti

Dear **Ms. Sowjanya Maganti**,

We are pleased to offer you the position of **Software Engineer** at **RK INFO SYSTEMS** with a start date [background check, I-9 form etc.]. You will be directly reporting to **Mr. Vivek Parmar** at Suchitra Location. Your experience will be among our most valuable assets.

The annual starting salary for this position is **1.8 Lakh Per Annum**. It will be paid directly to your bank account. With the addition of starting salary we are offering you [discuss stock options, bonuses, commission structure valid till 26-12-2020]. Kindly send a signed copy of this letter indicating your acceptance of joining to our HR.

Your Appointment Letter will be issued on the date of joining. The joining formalities and induction will be carried out. Please submit the following documents to HR at the time of your joining: (1) photocopies of your degree certificate, (2) experience/ relieving letters (3) two color passport-size photos and (4) proof of address.

We welcome you to the **RK INFO SYSTEMS** family and trust we will have a long and mutually rewarding association with our team. If you have any questions please feel free to reach out at any time. With Best Wishes.

RK INFOSYSTEMS - INNOVATION | SKILL | EXPERTISE

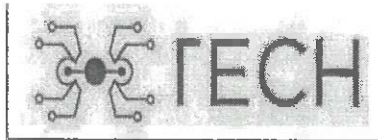
Web Development | Internships | Software Development | Corporate Training

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

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

Sowjanya Maganti





Spider Tech Lab

Subject : LETTER OF OFFER OF EMPLOYMENT – Jr. Software Trainee

Dear ABDUL JUBEDA

Following our recent discussions, we are delighted to offer you the position of Software Trainee with STL. If you join STL, you will become part of a fast-paced and dedicated team that works together to provide our clients with the highest possible level of service and advice.

As a member of STL team, we would ask for your commitment to deliver outstanding quality and results that exceed client expectations. In addition, we expect your personal accountability in all the products, actions, advice and results that you provide as a representative of STL. In return, we are committed to providing you with every opportunity to learn, grow and stretch to the highest level of your ability and potential.

We are confident you will find this new opportunity both challenging and rewarding. The following points outline the terms and conditions we are proposing.

Title: Jr Software Trainee

Appointment: Your date of appointment is effective from the date of joining.

Salary: Rs 3.5 LPA CTC per annum(Confirmation package & Variable)

Probation: Your employment is subject to a six-month probationary period. This period of time allows you and STL to determine if the position is suitable for you. If the company decides to discontinue employment within this probationary period, you will be entitled to reasonable notice as outlined in the Employment Standards Act.

Hours of work: Being a result-oriented company, we believe in flexible timings.

Though the official timings are between 10.00 a.m. and 7.00 p.m., your timings are adjustable.

CODE OF CONDUCT:

A .The Company may require you, at any time, to perform any other administrative, managerial, supervisory, technical or other functions and you will be bound to carry out such functions.

B. Your individual remuneration is purely a matter between yourself and the Company and has been arrived at on the basis of your job, skills, specific background and professional merit. Accordingly your salary and any changes made to it are strictly.

C. Confidential, you shall treat such matters accordingly, and any breach thereof would be viewed very seriously. You shall maintain proper discipline and dignity of your office and so shall deal with all matters.

D. You shall maintain and keep in your safe custody such as Measuring instruments, Safety equipment's and other assets that may be issued to you or may come in your possession and shall return the same when required in good condition.

E. You shall inform the Company of any changes in your personal data within 3 days of the occurrence of such change.

F. Any notice required to be given to you shall be deemed to have been duly and properly given if delivered to you personally or sent by post to you at your address, as recorded in the Company.

G. You shall be solely responsible for any issues that may arise between you and your previous employer with regard to your previous employment and the Company /any of its personnel are not responsible for the same.

H. You shall not apply for any other job outside without the prior written permission from the Management. In response to this communication of appointment you are required to confirm your acceptance by signing the duplicate copy of this order.

RESPONSIBILITIES:

In view of your position and organization, you must effectively, diligently and to the best of your ability perform all responsibilities and ensure results. You will observe working hours/shifts timings as communicated to you by your superiors from time to time depending on the exigencies of work. You will be expected to work extra hours to achieve the above whenever the job so requires. In this connection, you are required not to engage in activities that have or will have adverse impact on the reputation/image and business of STL, whether directly or indirectly.

You may be required to travel on company work for which you will be reimbursed travel expenses as per the Company Policy applicable to you.

CONFLICTS OF INTEREST & NON DISCLOSURE:

Your entire time and attention to the activities of the Company's business entrusted to you and will not undertake any other work for remuneration (part-time or otherwise) or work in advisory capacity or be interested directly or indirectly the Company without the prior a. Your position is a full time employment with the Company and you will devote written permission of the Managing Director of the Company.

You shall not at any time disclose to anyone any information, technical know-how, security arrangements, administration, knowledge, secrets, methods, plan, process etc., pertaining to the company which may be your personal privilege to know by virtue of being in the employment of the company.

You will be liable to be transferred to any other location, post, designation, department, function, establishment or branch of the company or subsidiary, associate or Affiliate Company which is already in existence or which may come into existence as the Company may determine from time to time. In case of any such transfer you will be governed by the terms and conditions of service applicable to the new assignment.

This confirmation letter supersedes any past arrangements, agreements -- oral & written and understandings if any.

TERMINATION:

A You will automatically retire from the service of the Company on attaining the retirement age of 58 years.

B. Your services are liable to be terminated, if you are medically unfit to carry out your duties.

C. The Company reserves the right to relieve you from your services in case of business slowdown or if the company decides to downsize work force due to unforeseen circumstances.

You will be liable for termination from service by the Company without notice if:

Any declaration given by you or testimonials furnished by you to the Company proves to be false, or,

You are found to have willfully suppressed any material information, or,

You are found to have been convicted for or indulged in criminal, subversive activities, or,

You are found to have indulged in financial irregularities; or

You breached any of the terms and conditions of your employment as specified in this letter, or any further official communication from the Company.

You fail to abide to instructions from your superiors, unauthorized absence, disloyalty, misconduct, non performance and if any disciplinary action is taken against you.

On communication of the termination/resignation of your employment with the Company, you will immediately give up to the Company before you are relieved, all documents of the Company including correspondences, specifications, formulae, books, documents, cost data, market data, literature, drawings, effects, and shall not make or retain any copies of these items.

In the event that you want to terminate your employment with the Company, you will be required to give a minimum of one month notice, to enable smooth transition. The actual date of release will be mutually decided with the consent of the concerned client and your superior and the said date of release shall not be unreasonably withheld provided you are able to handover charge satisfactorily within the one month period. This minimum notice of one month cannot be adjusted with payment in lieu of notice period or adjusted against the Privilege Leave.

Youself liable to damages and costs arising out of breach of such confidentiality:

This appointment is made on the understanding that all the information given by you are correct/true. This appointment and complete may be. If withdrawn is found or may at any be terminated time that the any time. Information after you have given taken by up employment you is not withes.

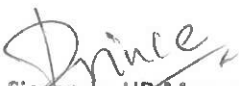
Please note that you are governed by all Rules and Regulations of the Company,are in force from time to time, and the Company shall have the right from time to time to vary or modify any of the terms and conditions of service, which shall be binding on you.

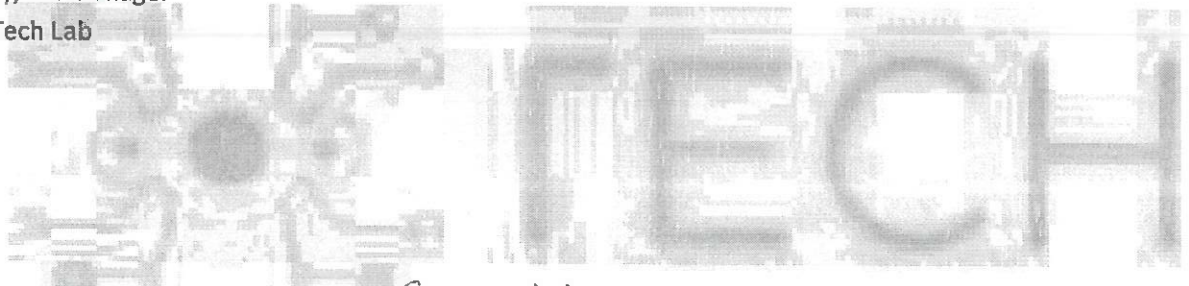
NOTE: We are not involve in any type of commercials for the job purpose in Spider Tech Lab or not be responsible.

SPIDER TECH LAB,
SRIJAN CORPORATE PARK, Street Number 25, GP Block, Sector V, Bidhannagar, Kolkata, West Bengal 700091
Website www.spidertechlab.com

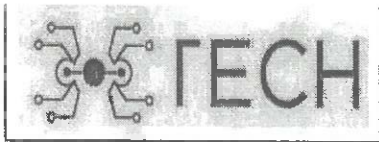
We take pleasure in welcoming you to our Organization and look forward to a mutually beneficial association.

We look forward to the opportunity to work with you in an atmosphere that is successful and mutually challenging and rewarding.


Sincerely, HR Manager
Spider Tech Lab







Spider Tech Lab

Subject : LETTER OF OFFER OF EMPLOYMENT – Jr. Software Trainee

Dear AGNIHOTHRAM TIRUNRUSIMHA RANGA GOPAL

Following our recent discussions, we are delighted to offer you the position of Software Trainee with STL. If you join STL, you will become part of a fast-paced and dedicated team that works together to provide our clients with the highest possible level of service and advice.

As a member of STL team, we would ask for your commitment to deliver outstanding quality and results that exceed client expectations. In addition, we expect your personal accountability in all the products, actions, advice and results that you provide as a representative of STL. In return, we are committed to providing you with every opportunity to learn, grow and stretch to the highest level of your ability and potential.

We are confident you will find this new opportunity both challenging and rewarding. The following points outline the terms and conditions we are proposing.

Title: Jr Software Trainee

Appointment: Your date of appointment is effective from the date of joining.

Salary: Rs 3.5 LPA CTC per annum(Confirmation package & Variable)

Probation: Your employment is subject to a six-month probationary period. This period of time allows you and STL to determine if the position is suitable for you. If the company decides to discontinue employment within this probationary period, you will be entitled to reasonable notice as outlined in the Employment Standards Act.

Hours of work: Being a result-oriented company, we believe in flexible timings.

Though the official timings are between 10.00 a.m. and 7.00 p.m., your timings are adjustable.

CODE OF CONDUCT:

A .The Company may require you, at any time, to perform any other administrative, managerial, supervisory, technical or other functions and you will be bound to carry out such functions.

B. Your individual remuneration is purely a matter between yourself and the Company and has been arrived at on the basis of your job, skills, specific background and professional merit. Accordingly your salary and any changes made to it are strictly.

C. Confidential, you shall treat such matters accordingly, and any breach thereof would be viewed very seriously. You shall maintain proper discipline and dignity of your office and so shall deal with all matters.

D. You shall maintain and keep in your safe custody such as Measuring instruments, Safety equipment's and other assets that may be issued to you or may come in your possession and shall return the same when required in good condition.

E. You shall inform the Company of any changes in your personal data within 3 days of the occurrence of such change.

F. Any notice required to be given to you shall be deemed to have been duly and properly given if delivered to you personally or sent by post to you at your address, as recorded in the Company.

G. You shall be solely responsible for any issues that may arise between you and your previous employer with regard to your previous employment and the Company /any of its personnel are not responsible for the same.

H. You shall not apply for any other job outside without the prior written permission from the Management. In response to this communication of appointment you are required to confirm your acceptance by signing the duplicate copy of this order.

RESPONSIBILITIES:

In view of your position and organization, you must effectively, diligently and to the best of your ability perform all responsibilities and ensure results. You will observe working hours/shifts timings as communicated to you by your superiors from time to time depending on the exigencies of work. You will be expected to work extra hours to achieve the above whenever the job so requires. In this connection, you are required not to engage in activities that have or will have adverse impact on the reputation/image and business of STL, whether directly or indirectly.

You may be required to travel on company work for which you will be reimbursed travel expenses as per the Company Policy applicable to you.

CONFLICTS OF INTEREST & NON DISCLOSURE:

Your entire time and attention to the activities of the Company's business entrusted to you and will not undertake any other work for remuneration (part-time or otherwise) or work in advisory capacity or be interested directly or indirectly the Company without the prior a. Your position is a full time employment with the Company and you will devote written permission of the Managing Director of the Company.

You shall not at any time disclose to anyone any information, technical know-how, security arrangements, administration, knowledge, secrets, methods, plan, process etc., pertaining to the company which may be your personal privilege to know by virtue of being in the employment of the company.

You will be liable to be transferred to any other location, post, designation, department, function, establishment or branch of the company or subsidiary, associate or Affiliate Company which is already in existence or which may come into existence as the Company may determine from time to time. In case of any such transfer you will be governed by the terms and conditions of service applicable to the new assignment.

This confirmation letter supersedes any past arrangements, agreements – oral & written and understandings if any.

TERMINATION:

A You will automatically retire from the service of the Company on attaining the retirement age of 58 years.

B. Your services are liable to be terminated, if you are medically unfit to carry out your duties.

C. The Company reserves the right to relieve you from your services in case of business slowdown or if the company decides to downsize work force due to unforeseen circumstances.

You will be liable for termination from service by the Company without notice if:

Any declaration given by you or testimonials furnished by you to the Company proves to be false, or,

You are found to have willfully suppressed any material information, or,

You are found to have been convicted for or indulged in criminal, subversive activities, or,

You are found to have indulged in financial irregularities; or

You breached any of the terms and conditions of your employment as specified in this letter, or any further official communication from the Company.

You fail to abide to instructions from your superiors, unauthorized absence, disloyalty, misconduct, non performance and if any disciplinary action is taken against you.

On communication of the termination/resignation of your employment with the Company, you will immediately give up to the Company before you are relieved, all documents of the Company including correspondences, specifications, formulae, books, documents, cost data, market data, literature, drawings, effects, and shall not make or retain any copies of these items.

In the event that you want to terminate your employment with the Company, you will be required to give a minimum of one month notice, to enable smooth transition. The actual date of release will be mutually decided with the consent of the concerned client and your superior and the said date of release shall not be unreasonably withheld provided you are able to handover charge satisfactorily within the one month period. This minimum notice of one month cannot be adjusted with payment in lieu of notice period or adjusted against the Privilege Leave.

Youself liable to damages and costs arising out of breach of such confidentiality:

This appointment is made on the understanding that all the information given by you are correct/true. This appointment and complete may be. If withdrawn is found or may at any be terminated time that the any time. Information after you have given taken by up employment you is not withes.

Please note that you are governed by all Rules and Regulations of the Company, are in force from time to time, and the Company shall have the right from time to time to vary or modify any of the terms and conditions of service, which shall be binding on you.

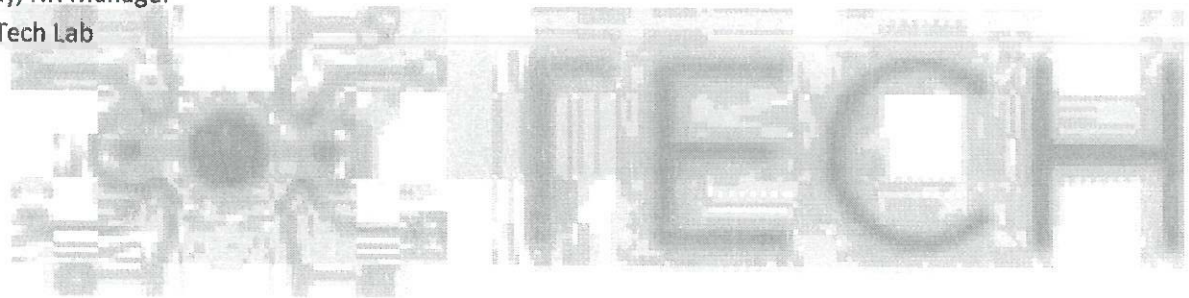
NOTE: We are not involve in any type of commercials for the job purpose in Spider Tech Lab or not be responsible.

SPIDER TECH LAB,
SRIJAN CORPORATE PARK, Street Number 25, GP Block, Sector V, Bidhannagar, Kolkata, West Bengal 700091
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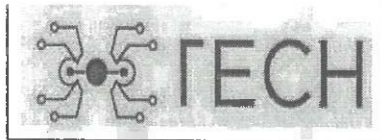
We take pleasure in welcoming you to our Organization and look forward to a mutually beneficial association.

We look forward to the opportunity to work with you in an atmosphere that is successful and mutually challenging and rewarding.

P. Prince
Sincerely, HR Manager
Spider Tech Lab



A. Gopal



Spider Tech Lab

Subject : LETTER OF OFFER OF EMPLOYMENT – Jr. Software Trainee

Dear BODDU BHAVITHA

Following our recent discussions, we are delighted to offer you the position of Software Trainee with STL. If you join STL, you will become part of a fast-paced and dedicated team that works together to provide our clients with the highest possible level of service and advice.

As a member of STL team, we would ask for your commitment to deliver outstanding quality and results that exceed client expectations. In addition, we expect your personal accountability in all the products, actions, advice and results that you provide as a representative of STL. In return, we are committed to providing you with every opportunity to learn, grow and stretch to the highest level of your ability and potential.

We are confident you will find this new opportunity both challenging and rewarding. The following points outline the terms and conditions we are proposing.

Title: Jr Software Trainee

Appointment: Your date of appointment is effective from the date of joining.

Salary: Rs 3.5 LPA CTC per annum(Confirmation package & Variable)

Probation: Your employment is subject to a six-month probationary period. This period of time allows you and STL to determine if the position is suitable for you. If the company decides to discontinue employment within this probationary period, you will be entitled to reasonable notice as outlined in the Employment Standards Act.

Hours of work: Being a result-oriented company, we believe in flexible timings.

Though the official timings are between 10.00 a.m. and 7.00 p.m., your timings are adjustable.

CODE OF CONDUCT:

A. The Company may require you, at any time, to perform any other administrative, managerial, supervisory, technical or other functions and you will be bound to carry out such functions.

B. Your individual remuneration is purely a matter between yourself and the Company and has been arrived at on the basis of your job, skills, specific background and professional merit. Accordingly your salary and any changes made to it are strictly.

c. Confidential, you shall treat such matters accordingly, and any breach thereof would be viewed very seriously. You shall maintain proper discipline and dignity of your office and so shall deal with all matters.

d. You shall maintain and keep in your safe custody such as Measuring instruments, Safety equipment's and other assets that may be issued to you or may come in your possession and shall return the same when required in good condition.

e. You shall inform the Company of any changes in your personal data within 3 days of the occurrence of such change.

f. Any notice required to be given to you shall be deemed to have been duly and properly given if delivered to you personally or sent by post to you at your address, as recorded in the Company.

g. You shall be solely responsible for any issues that may arise between you and your previous employer with regard to your previous employment and the Company /any of its personnel are not responsible for the same.

h. You shall not apply for any other job outside without the prior written permission from the Management. In response to this communication of appointment you are required to confirm your acceptance by signing the duplicate copy of this order.

RESPONSIBILITIES:

In view of your position and organization, you must effectively, diligently and to the best of your ability perform all responsibilities and ensure results. You will observe working hours/shifts timings as communicated to you by your superiors from time to time depending on the exigencies of work. You will be expected to work extra hours to achieve the above whenever the job so requires. In this connection, you are required not to engage in activities that have or will have adverse impact on the reputation/image and business of STL, whether directly or indirectly.

You may be required to travel on company work for which you will be reimbursed travel expenses as per the Company Policy applicable to you.

CONFLICTS OF INTEREST & NON DISCLOSURE:

Your entire time and attention to the activities of the Company's business entrusted to you and will not undertake any other work for remuneration (part-time or otherwise) or work in advisory capacity or be interested directly or indirectly the Company without the prior a. Your position is a full time employment with the Company and you will devote written permission of the Managing Director of the Company.

You shall not at any time disclose to anyone any information, technical know-how, security arrangements, administration, knowledge, secrets, methods, plan, process etc., pertaining to the company which may be your personal privilege to know by virtue of being in the employment of the company.

You will be liable to be transferred to any other location, post, designation, department, function, establishment or branch of the company or subsidiary, associate or Affiliate Company which is already in existence or which may come into existence as the Company may determine from time to time. In case of any such transfer you will be governed by the terms and conditions of service applicable to the new assignment.

This confirmation letter supersedes any past arrangements, agreements – oral & written and understandings if any.

TERMINATION:

A You will automatically retire from the service of the Company on attaining the retirement age of 58 years.

B. Your services are liable to be terminated, if you are medically unfit to carry out your duties.

C. The Company reserves the right to relieve you from your services in case of business slowdown or if the company decides to downsize work force due to unforeseen circumstances.

You will be liable for termination from service by the Company without notice if:

Any declaration given by you or testimonials furnished by you to the Company proves to be false, or,

You are found to have willfully suppressed any material information, or,

You are found to have been convicted for or indulged in criminal, subversive activities, or,

You are found to have indulged in financial irregularities; or

You breached any of the terms and conditions of your employment as specified in this letter, or any further official communication from the Company.

You fail to abide to instructions from your superiors, unauthorized absence, disloyalty, misconduct, non performance and if any disciplinary action is taken against you.

On communication of the termination/resignation of your employment with the Company, you will immediately give up to the Company before you are relieved, all documents of the Company including correspondences, specifications, formulae, books, documents, cost data, market data, literature, drawings, effects, and shall not make or retain any copies of these items.

In the event that you want to terminate your employment with the Company, you will be required to give a minimum of one month notice, to enable smooth transition. The actual date of release will be mutually decided with the consent of the concerned client and your superior and the said date of release shall not be unreasonably withheld provided you are able to handover charge satisfactorily within the one month period. This minimum notice of one month cannot be adjusted with payment in lieu of notice period or adjusted against the Privilege Leave.

You are liable to damages and costs arising out of breach of such confidentiality:

This appointment is made on the understanding that all the information given by you are correct/true. This appointment and complete may be. If withdrawn is found or may at any be terminated time that the any time. Information after you have given taken by up employment you is not withes.

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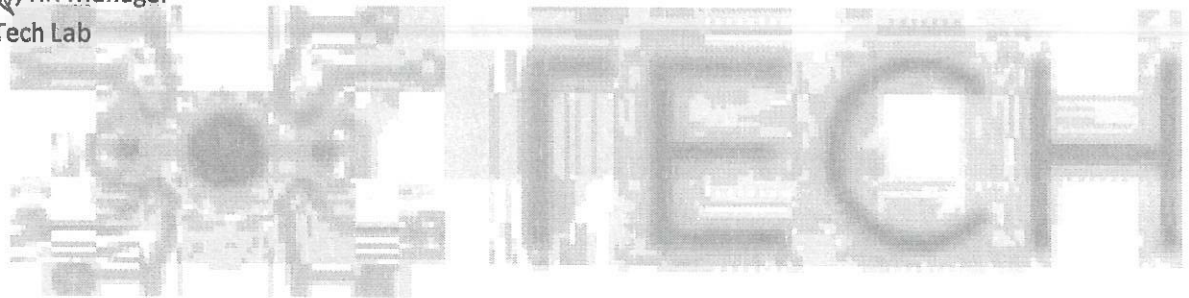
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Prince

Sincerely, HR Manager
Spider Tech Lab



B. BHADITA



Spider Tech Lab

Subject : LETTER OF OFFER OF EMPLOYMENT – Jr. Software Trainee

Dear DANDAMUDI SARVANI

Following our recent discussions, we are delighted to offer you the position of Software Trainee with STL. If you join STL, you will become part of a fast-paced and dedicated team that works together to provide our clients with the highest possible level of service and advice.

As a member of STL team, we would ask for your commitment to deliver outstanding quality and results that exceed client expectations. In addition, we expect your personal accountability in all the products, actions, advice and results that you provide as a representative of STL. In return, we are committed to providing you with every opportunity to learn, grow and stretch to the highest level of your ability and potential.

We are confident you will find this new opportunity both challenging and rewarding. The following points outline the terms and conditions we are proposing.

Title: Jr Software Trainee

Appointment: Your date of appointment is effective from the date of joining.

Salary: Rs 3.5 LPA CTC per annum(Confirmation package & Variable)

Probation: Your employment is subject to a six-month probationary period. This period of time allows you and STL to determine if the position is suitable for you. If the company decides to discontinue employment within this probationary period, you will be entitled to reasonable notice as outlined in the Employment Standards Act.

Hours of work: Being a result-oriented company, we believe in flexible timings.

Though the official timings are between 10.00 a.m. and 7.00 p.m., your timings are adjustable.

CODE OF CONDUCT:

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B. Your individual remuneration is purely a matter between yourself and the Company and has been arrived at on the basis of your job, skills, specific background and professional merit. Accordingly your salary and any changes made to it are strictly.

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E. You shall inform the Company of any changes in your personal data within 3 days of the occurrence of such change.

F. Any notice required to be given to you shall be deemed to have been duly and properly given if delivered to you personally or sent by post to you at your address, as recorded in the Company.

G. You shall be solely responsible for any issues that may arise between you and your previous employer with regard to your previous employment and the Company /any of its personnel are not responsible for the same.

H. You shall not apply for any other job outside without the prior written permission from the Management. In response to this communication of appointment you are required to confirm your acceptance by signing the duplicate copy of this order.

RESPONSIBILITIES:

In view of your position and organization, you must effectively, diligently and to the best of your ability perform all responsibilities and ensure results. You will observe working hours/shifts timings as communicated to you by your superiors from time to time depending on the exigencies of work. You will be expected to work extra hours to achieve the above whenever the job so requires. In this connection, you are required not to engage in activities that have or will have adverse impact on the reputation/image and business of STL, whether directly or indirectly.

You may be required to travel on company work for which you will be reimbursed travel expenses as per the Company Policy applicable to you.

CONFLICTS OF INTEREST & NON DISCLOSURE:

Your entire time and attention to the activities of the Company's business entrusted to you and will not undertake any other work for remuneration (part-time or otherwise) or work in advisory capacity or be interested directly or indirectly the Company without the prior a. Your position is a full time employment with the Company and you will devote written permission of the Managing Director of the Company.

You shall not at any time disclose to anyone any information, technical know-how, security arrangements, administration, knowledge, secrets, methods, plan, process etc., pertaining to the company which may be your personal privilege to know by virtue of being in the employment of the company.

You will be liable to be transferred to any other location, post, designation, department, function, establishment or branch of the company or subsidiary, associate or Affiliate Company which is already in existence or which may come into existence as the Company may determine from time to time. In case of any such transfer you will be governed by the terms and conditions of service applicable to the new assignment.

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TERMINATION:

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C. The Company reserves the right to relieve you from your services in case of business slowdown or if the company decides to downsize work force due to unforeseen circumstances.

You will be liable for termination from service by the Company without notice if:

Any declaration given by you or testimonials furnished by you to the Company proves to be false, or,

You are found to have willfully suppressed any material information, or,

You are found to have been convicted for or indulged in criminal, subversive activities, or,

You are found to have indulged in financial irregularities; or

You breached any of the terms and conditions of your employment as specified in this letter, or any further official communication from the Company.

You fail to abide to instructions from your superiors, unauthorized absence, disloyalty, misconduct, non performance and if any disciplinary action is taken against you.

On communication of the termination/resignation of your employment with the Company, you will immediately give up to the Company before you are relieved, all documents of the Company including correspondences, specifications, formulae, books, documents, cost data, market data, literature, drawings, effects, and shall not make or retain any copies of these items.

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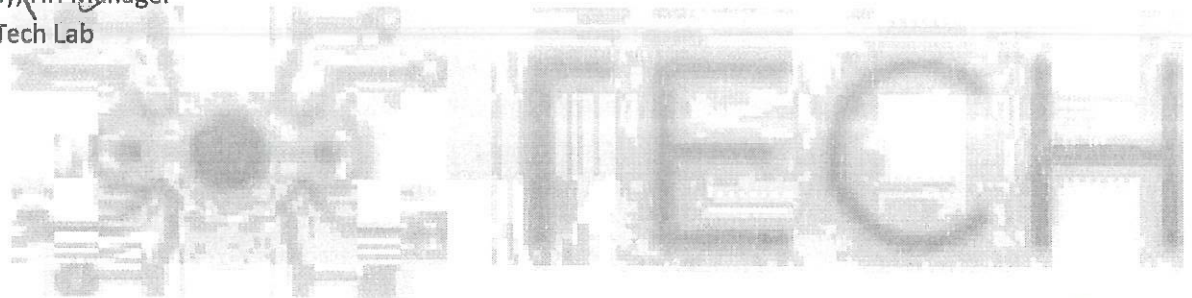
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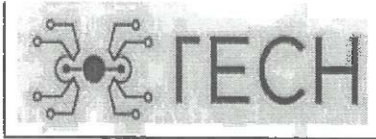
We take pleasure in welcoming you to our Organization and look forward to a mutually beneficial association.

We look forward to the opportunity to work with you in an atmosphere that is successful and mutually challenging and rewarding.


Sincerely, HR Manager
Spider Tech Lab



D. SARVAN



Spider Tech Lab

Subject : LETTER OF OFFER OF EMPLOYMENT – Jr. Software Trainee

Dear DORADLA NAGA CHAITHANYA

Following our recent discussions, we are delighted to offer you the position of Software Trainee with STL. If you join STL, you will become part of a fast-paced and dedicated team that works together to provide our clients with the highest possible level of service and advice.

As a member of STL team, we would ask for your commitment to deliver outstanding quality and results that exceed client expectations. In addition, we expect your personal accountability in all the products, actions, advice and results that you provide as a representative of STL. In return, we are committed to providing you with every opportunity to learn, grow and stretch to the highest level of your ability and potential.

We are confident you will find this new opportunity both challenging and rewarding. The following points outline the terms and conditions we are proposing.

Title: Jr Software Trainee

Appointment: Your date of appointment is effective from the date of joining.

Salary: Rs 3.5 LPA CTC per annum(Confirmation package & Variable)

Probation: Your employment is subject to a six-month probationary period. This period of time allows you and STL to determine if the position is suitable for you. If the company decides to discontinue employment within this probationary period, you will be entitled to reasonable notice as outlined in the Employment Standards Act.

Hours of work: Being a result-oriented company, we believe in flexible timings.

Though the official timings are between 10.00 a.m. and 7.00 p.m., your timings are adjustable.

CODE OF CONDUCT:

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F. Any notice required to be given to you shall be deemed to have been duly and properly given if delivered to you personally or sent by post to you at your address, as recorded in the Company.

G. You shall be solely responsible for any issues that may arise between you and your previous employer with regard to your previous employment and the Company /any of its personnel are not responsible for the same.

H. You shall not apply for any other job outside without the prior written permission from the Management. In response to this communication of appointment you are required to confirm your acceptance by signing the duplicate copy of this order.

RESPONSIBILITIES:

In view of your position and organization, you must effectively, diligently and to the best of your ability perform all responsibilities and ensure results. You will observe working hours/shifts timings as communicated to you by your superiors from time to time depending on the exigencies of work. You will be expected to work extra hours to achieve the above whenever the job so requires. In this connection, you are required not to engage in activities that have or will have adverse impact on the reputation/image and business of STL, whether directly or indirectly.

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CONFLICTS OF INTEREST & NON DISCLOSURE:

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This confirmation letter supersedes any past arrangements, agreements – oral & written and understandings if any.

TERMINATION:

A You will automatically retire from the service of the Company on attaining the retirement age of 58 years.

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You are found to have willfully suppressed any material information, or,

You are found to have been convicted for or indulged in criminal, subversive activities, or,

You are found to have indulged in financial irregularities; or

You breached any of the terms and conditions of your employment as specified in this letter, or any further official communication from the Company.

You fail to abide to instructions from your superiors, unauthorized absence, disloyalty, misconduct, non performance and if any disciplinary action is taken against you.

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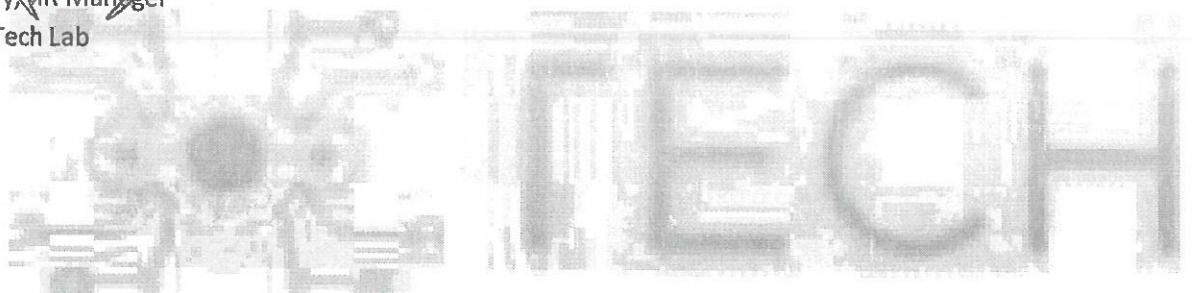
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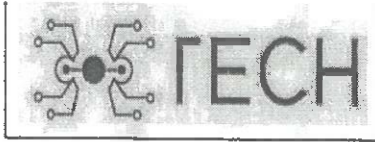
We take pleasure in welcoming you to our Organization and look forward to a mutually beneficial association.

We look forward to the opportunity to work with you in an atmosphere that is successful and mutually challenging and rewarding.

Prince
Sincerely, HR Manager
Spider Tech Lab



D.N. Chandra



Spider Tech Lab

Subject : LETTER OF OFFER OF EMPLOYMENT – Jr. Software Trainee

Dear KAKARALA PAVANI

Following our recent discussions, we are delighted to offer you the position of Software Trainee with STL. If you join STL, you will become part of a fast-paced and dedicated team that works together to provide our clients with the highest possible level of service and advice.

As a member of STL team, we would ask for your commitment to deliver outstanding quality and results that exceed client expectations. In addition, we expect your personal accountability in all the products, actions, advice and results that you provide as a representative of STL. In return, we are committed to providing you with every opportunity to learn, grow and stretch to the highest level of your ability and potential.

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Title: Jr Software Trainee

Appointment: Your date of appointment is effective from the date of joining.

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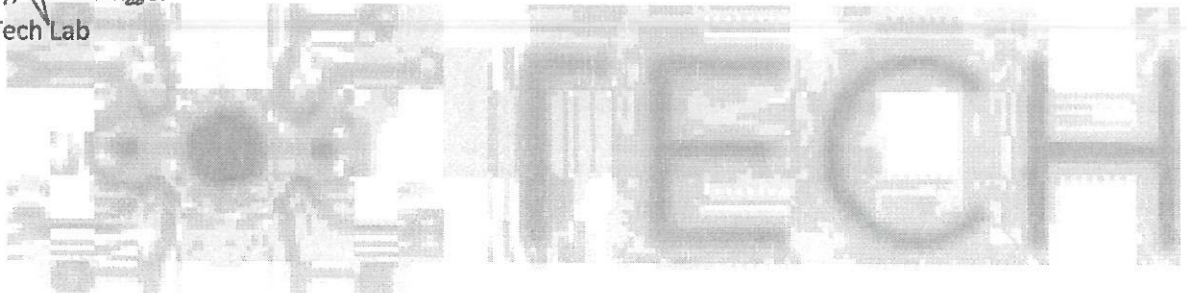
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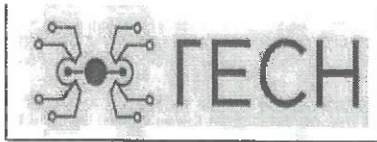
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Prince
Sincerely, HR Manager
Spider Tech Lab



K. Parth



Spider Tech Lab

Subject : LETTER OF OFFER OF EMPLOYMENT – Jr. Software Trainee

Dear KAVITI DURGA ARCHANA

Following our recent discussions, we are delighted to offer you the position of Software Trainee with STL. If you join STL, you will become part of a fast-paced and dedicated team that works together to provide our clients with the highest possible level of service and advice.

As a member of STL team, we would ask for your commitment to deliver outstanding quality and results that exceed client expectations. In addition, we expect your personal accountability in all the products, actions, advice and results that you provide as a representative of STL. In return, we are committed to providing you with every opportunity to learn, grow and stretch to the highest level of your ability and potential.

We are confident you will find this new opportunity both challenging and rewarding. The following points outline the terms and conditions we are proposing.

Title: Jr Software Trainee

Appointment: Your date of appointment is effective from the date of joining.

Salary: Rs 3.5 LPA CTC per annum(Confirmation package & Variable)

Probation: Your employment is subject to a six-month probationary period. This period of time allows you and STL to determine if the position is suitable for you. If the company decides to discontinue employment within this probationary period, you will be entitled to reasonable notice as outlined in the Employment Standards Act.

Hours of work: Being a result-oriented company, we believe in flexible timings.

Though the official timings are between 10.00 a.m. and 7.00 p.m., your timings are adjustable.

CODE OF CONDUCT:

A. The Company may require you, at any time, to perform any other administrative, managerial, supervisory, technical or other functions and you will be bound to carry out such functions.

B. Your individual remuneration is purely a matter between yourself and the Company and has been arrived at on the basis of your job, skills, specific background and professional merit. Accordingly your salary and any changes made to it are strictly.

C. Confidential, you shall treat such matters accordingly, and any breach thereof would be viewed very seriously. You shall maintain proper discipline and dignity of your office and so shall deal with all matters.

D. You shall maintain and keep in your safe custody such as Measuring instruments, Safety equipment's and other assets that may be issued to you or may come in your possession and shall return the same when required in good condition.

E. You shall inform the Company of any changes in your personal data within 3 days of the occurrence of such change.

F. Any notice required to be given to you shall be deemed to have been duly and properly given if delivered to you personally or sent by post to you at your address, as recorded in the Company.

G. You shall be solely responsible for any issues that may arise between you and your previous employer with regard to your previous employment and the Company /any of its personnel are not responsible for the same.

H. You shall not apply for any other job outside without the prior written permission from the Management. In response to this communication of appointment you are required to confirm your acceptance by signing the duplicate copy of this order.

RESPONSIBILITIES:

In view of your position and organization, you must effectively, diligently and to the best of your ability perform all responsibilities and ensure results. You will observe working hours/shifts timings as communicated to you by your superiors from time to time depending on the exigencies of work. You will be expected to work extra hours to achieve the above whenever the job so requires. In this connection, you are required not to engage in activities that have or will have adverse impact on the reputation/image and business of STL, whether directly or indirectly.

You may be required to travel on company work for which you will be reimbursed travel expenses as per the Company Policy applicable to you.

CONFLICTS OF INTEREST & NON DISCLOSURE:

Your entire time and attention to the activities of the Company's business entrusted to you and will not undertake any other work for remuneration (part-time or otherwise) or work in advisory capacity or be interested directly or indirectly the Company without the prior a. Your position is a full time employment with the Company and you will devote written permission of the Managing Director of the Company.

You shall not at any time disclose to anyone any information, technical know-how, security arrangements, administration, knowledge, secrets, methods, plan, process etc., pertaining to the company which may be your personal privilege to know by virtue of being in the employment of the company.

You will be liable to be transferred to any other location, post, designation, department, function, establishment or branch of the company or subsidiary, associate or Affiliate Company which is already in existence or which may come into existence as the Company may determine from time to time. In case of any such transfer you will be governed by the terms and conditions of service applicable to the new assignment.

This confirmation letter supersedes any past arrangements, agreements – oral & written and understandings if any.

TERMINATION:

A You will automatically retire from the service of the Company on attaining the retirement age of 58 years.

B. Your services are liable to be terminated, if you are medically unfit to carry out your duties.

C. The Company reserves the right to relieve you from your services in case of business slowdown or if the company decides to downsize work force due to unforeseen circumstances.

You will be liable for termination from service by the Company without notice if:

Any declaration given by you or testimonials furnished by you to the Company proves to be false, or,

You are found to have willfully suppressed any material information, or,

You are found to have been convicted for or indulged in criminal, subversive activities, or,

You are found to have indulged in financial irregularities; or

You breached any of the terms and conditions of your employment as specified in this letter, or any further official communication from the Company.

You fail to abide to instructions from your superiors, unauthorized absence, disloyalty, misconduct, non performance and if any disciplinary action is taken against you.

On communication of the termination/resignation of your employment with the Company, you will immediately give up to the Company before you are relieved, all documents of the Company including correspondences, specifications, formulae, books, documents, cost data, market data, literature, drawings, effects, and shall not make or retain any copies of these items.

In the event that you want to terminate your employment with the Company, you will be required to give a minimum of one month notice, to enable smooth transition. The actual date of release will be mutually decided with the consent of the concerned client and your superior and the said date of release shall not be unreasonably withheld provided you are able to handover charge satisfactorily within the one month period. This minimum notice of one month cannot be adjusted with payment in lieu of notice period or adjusted against the Privilege Leave.

You are liable to damages and costs arising out of breach of such confidentiality:

This appointment is made on the understanding that all the information given by you are correct/true. This appointment and complete may be. If withdrawn is found or may at any be terminated time that the any time. Information after you have given taken by up employment you is not withes.

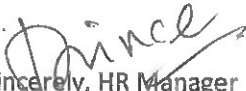
Please note that you are governed by all Rules and Regulations of the Company, are in force from time to time, and the Company shall have the right from time to time to vary or modify any of the terms and conditions of service, which shall be binding on you.

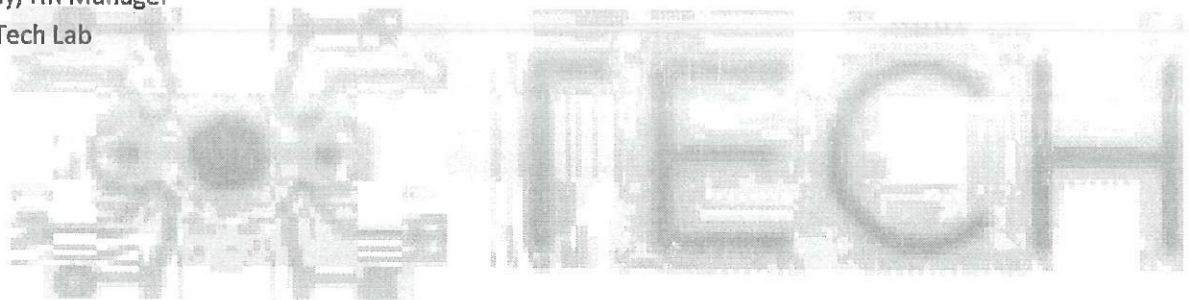
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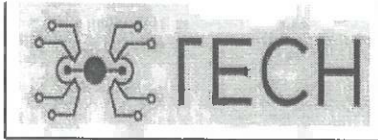
We take pleasure in welcoming you to our Organization and look forward to a mutually beneficial association.

We look forward to the opportunity to work with you in an atmosphere that is successful and mutually challenging and rewarding.


Sincerely, HR Manager
Spider Tech Lab







Spider Tech Lab

Subject : LETTER OF OFFER OF EMPLOYMENT – Jr. Software Trainee

Dear NITTA DEVI PRIYANKA

Following our recent discussions, we are delighted to offer you the position of Software Trainee with STL. If you join STL, you will become part of a fast-paced and dedicated team that works together to provide our clients with the highest possible level of service and advice.

As a member of STL team, we would ask for your commitment to deliver outstanding quality and results that exceed client expectations. In addition, we expect your personal accountability in all the products, actions, advice and results that you provide as a representative of STL. In return, we are committed to providing you with every opportunity to learn, grow and stretch to the highest level of your ability and potential.

We are confident you will find this new opportunity both challenging and rewarding. The following points outline the terms and conditions we are proposing.

Title: Jr Software Trainee

Appointment: Your date of appointment is effective from the date of joining.

Salary: Rs 3.5 LPA CTC per annum(Confirmation package & Variable)

Probation: Your employment is subject to a six-month probationary period. This period of time allows you and STL to determine if the position is suitable for you. If the company decides to discontinue employment within this probationary period, you will be entitled to reasonable notice as outlined in the Employment Standards Act.

Hours of work: Being a result-oriented company, we believe in flexible timings.

Though the official timings are between 10.00 a.m. and 7.00 p.m., your timings are adjustable.

CODE OF CONDUCT:

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B. Your individual remuneration is purely a matter between yourself and the Company and has been arrived at on the basis of your job, skills, specific background and professional merit. Accordingly your salary and any changes made to it are strictly.

C. Confidential, you shall treat such matters accordingly, and any breach thereof would be viewed very seriously. You shall maintain proper discipline and dignity of your office and so shall deal with all matters.

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E. You shall inform the Company of any changes in your personal data within 3 days of the occurrence of such change.

F. Any notice required to be given to you shall be deemed to have been duly and properly given if delivered to you personally or sent by post to you at your address, as recorded in the Company.

G. You shall be solely responsible for any issues that may arise between you and your previous employer with regard to your previous employment and the Company /any of its personnel are not responsible for the same.

H. You shall not apply for any other job outside without the prior written permission from the Management. In response to this communication of appointment you are required to confirm your acceptance by signing the duplicate copy of this order.

RESPONSIBILITIES:

In view of your position and organization, you must effectively, diligently and to the best of your ability perform all responsibilities and ensure results. You will observe working hours/shifts timings as communicated to you by your superiors from time to time depending on the exigencies of work. You will be expected to work extra hours to achieve the above whenever the job so requires. In this connection, you are required not to engage in activities that have or will have adverse impact on the reputation/image and business of STL, whether directly or indirectly.

You may be required to travel on company work for which you will be reimbursed travel expenses as per the Company Policy applicable to you.

CONFLICTS OF INTEREST & NON DISCLOSURE:

Your entire time and attention to the activities of the Company's business entrusted to you and will not undertake any other work for remuneration (part-time or otherwise) or work in advisory capacity or be interested directly or indirectly the Company without the prior a. Your position is a full time employment with the Company and you will devote written permission of the Managing Director of the Company.

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You will be liable to be transferred to any other location, post, designation, department, function, establishment or branch of the company or subsidiary, associate or Affiliate Company which is already in existence or which may come into existence as the Company may determine from time to time. In case of any such transfer you will be governed by the terms and conditions of service applicable to the new assignment.

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You are found to have willfully suppressed any material information, or,

You are found to have been convicted for or indulged in criminal, subversive activities, or,

You are found to have indulged in financial irregularities; or

You breached any of the terms and conditions of your employment as specified in this letter, or any further official communication from the Company.

You fail to abide to instructions from your superiors, unauthorized absence, disloyalty, misconduct, non performance and if any disciplinary action is taken against you.

On communication of the termination/resignation of your employment with the Company, you will immediately give up to the Company before you are relieved, all documents of the Company including correspondences, specifications, formulae, books, documents, cost data, market data, literature, drawings, effects, and shall not make or retain any copies of these items.

In the event that you want to terminate your employment with the Company, you will be required to give a minimum of one month notice, to enable smooth transition. The actual date of release will be mutually decided with the consent of the concerned client and your superior and the said date of release shall not be unreasonably withheld provided you are able to handover charge satisfactorily within the one month period. This minimum notice of one month cannot be adjusted with payment in lieu of notice period or adjusted against the Privilege Leave.

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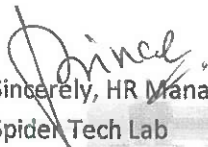
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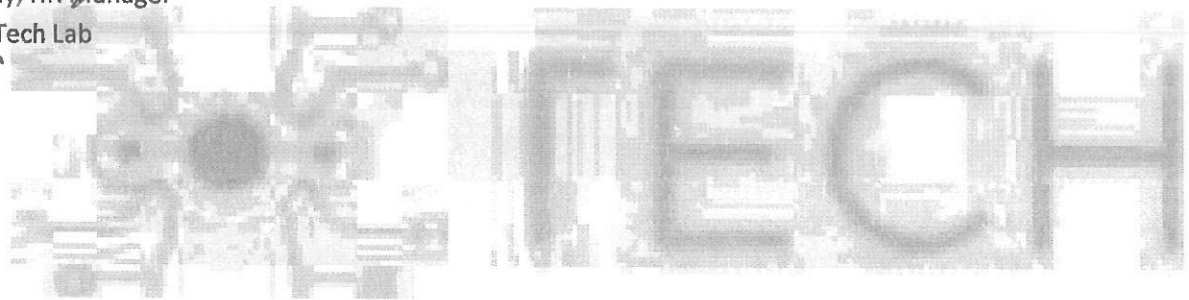
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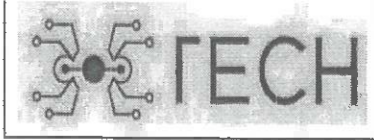
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Sincerely, HR Manager
Spider Tech Lab



NITTA. PRIYANKA



Spider Tech Lab

Subject : LETTER OF OFFER OF EMPLOYMENT – Jr. Software Trainee

Dear SANA MANJULA NAIDU

Following our recent discussions, we are delighted to offer you the position of Software Trainee with STL. If you join STL, you will become part of a fast-paced and dedicated team that works together to provide our clients with the highest possible level of service and advice.

As a member of STL team, we would ask for your commitment to deliver outstanding quality and results that exceed client expectations. In addition, we expect your personal accountability in all the products, actions, advice and results that you provide as a representative of STL. In return, we are committed to providing you with every opportunity to learn, grow and stretch to the highest level of your ability and potential.

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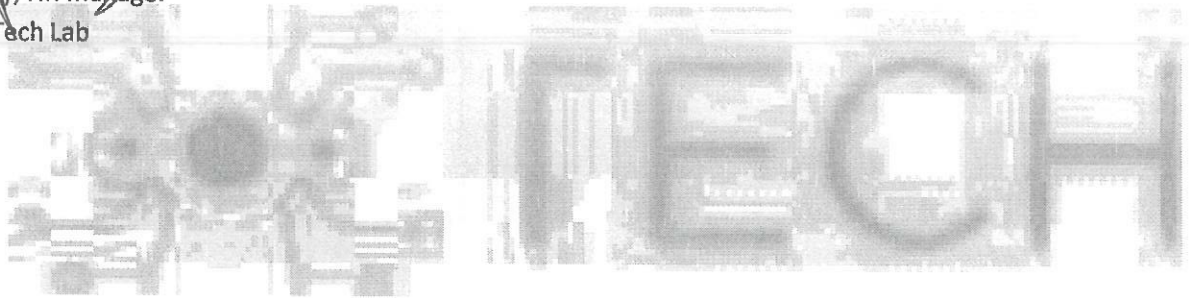
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Website www.spidertechlab.com

We take pleasure in welcoming you to our Organization and look forward to a mutually beneficial association.

We look forward to the opportunity to work with you in an atmosphere that is successful and mutually challenging and rewarding.


Sincerely, HR Manager
Spider Tech Lab



S. Naidu



SUTHERLAND®

PROVISIONAL OFFER LETTER

College Name: VKR VNB & AGK COLLEGE OF ENGINEERING

Date: 1-2-2021

Dear ANUMANTHAPALLI PADMA SRI SAI SRAVANTHI

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

A. P. S. S. Sravanthi

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

**SUTHERLAND****PROVISIONAL OFFER LETTER**

College Name: VKR VNB & AGK COLLEGE OF ENGINEERING

Date: 1-2-2021

Dear ATLURI MAHESWARI

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

A. Maheswari

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Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063



SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: VKR VNB & AGK COLLEGE OF ENGINEERING

Date: 1-2-2021

Dear BOBBA KAVYA

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

B. Kavya

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Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

**SUTHERLAND®****PROVISIONAL OFFER LETTER****College Name: VKR VNB & AGK COLLEGE OF ENGINEERING****Date: 1-2-2021**

Dear BOGGARAPU VNS SIVA KUMARI

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

PROVISIONAL OFFER LETTER

College Name: VKR VNB & AGK COLLEGE OF ENGINEERING

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Dear CHEDELLA RAJARAJESWARI

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Yours sincerely,
Talent Acquisition
Sutherland

Ch. Rajeswari

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SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: VKR VNB & AGK COLLEGE OF ENGINEERING

Date: 1-2-2021

Dear DOKKU KUMARA SWAMY

Congratulations!!!

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D. Kumara Swamy

**SUTHERLAND****PROVISIONAL OFFER LETTER**

College Name: VKR VNB & AGK COLLEGE OF ENGINEERING

Date: 1-2-2021

Dear GUDAPATI ANIRUDH

Congratulations!!!

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B. Anirudh

**SUTHERLAND****PROVISIONAL OFFER LETTER**

College Name: VKR VNB & AGK COLLEGE OF ENGINEERING

Date: 1-2-2021

Dear KATTA TEJASWI

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K. Tejaswi



SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: VKR VNB & AGK COLLEGE OF ENGINEERING
Date: 1-2-2021

Dear ATMAKURI NAGA MOUNIKA

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A. Naga mounika

**SUTHERLAND****PROVISIONAL OFFER LETTER**

College Name: VKR VNB & AGK COLLEGE OF ENGINEERING
Date: 1-2-2021

Dear POLAREDDY VAMSI MOHAN REDDY

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P. Vamsi Mohan Reddy

**SUTHERLAND****PROVISIONAL OFFER LETTER**

College Name: VKR VNB & AGK COLLEGE OF ENGINEERING
Date: 1-2-2023

Dear SISTLA SRIHARIKA

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S. Sriharika



SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: VKR VNB & AGK COLLEGE OF ENGINEERING

Date: 1-2-2021

Dear VEERANKI SALINI

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V. Salini



SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: VKR VNB & AGK COLLEGE OF ENGINEERING

Date: 1-2-2021

Dear VEMURI SWATHI

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V. Swathi



SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: VKR VNB & AGK COLLEGE OF ENGINEERING

Date: 1-2-2021

Dear YALAMARTHI LAYA

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Yalamarthi Laya



SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: VKR VNB & AGK COLLEGE OF ENGINEERING

Date: 1-2-2021

Dear ALLADA SATYANARAYANA

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A. Satyanarayana



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PROVISIONAL OFFER LETTER

College Name: VKR VNB & AGK COLLEGE OF ENGINEERING

Date: 1-2-2021

Dear EESARLA BHAVANI

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E. Thallam

**SUTHERLAND****PROVISIONAL OFFER LETTER**

College Name: VKR VNB & AGK COLLEGE OF ENGINEERING

Date: 1-2-2021

Dear JONNALAGADDA VENKATA RATNAM

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J. Venkata Ratnam



SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: VKR VNB & AGK COLLEGE OF ENGINEERING

Date: 1-2-2021

Dear ABDUL ROUF

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Abdul Rouf



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PROVISIONAL OFFER LETTER

College Name: VKR VNB & AGK COLLEGE OF ENGINEERING

Date: 1-2-2021

Dear VEERANKI SRIJA

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SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: VKR VNB & AGK COLLEGE OF ENGINEERING

Date: 1-2-2021

Dear B VENKATA RAMKUMAR

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Venkata Ramkumar



SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: VKR VNB & AGK COLLEGE OF ENGINEERING

Date: 1-2-2021

Dear CHEEKATI LAKSHMI PRASANNA

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C. Lakshmi Prasanna

**SUTHERLAND****PROVISIONAL OFFER LETTER**

College Name: VKR VNB & AGK COLLEGE OF ENGINEERING

Date: 1-2-2021

Dear CH NAVEEN BABU

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Yours sincerely,
Talent Acquisition
Sutherland

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Ch. Naveen Babu



SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: VKR VNB & AGK COLLEGE OF ENGINEERING

Date: 1-2-2021

Dear D LAKSHMI TULASI

Congratulations!!!

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D. Lakshmi Tulasi

**SUTHERLAND****PROVISIONAL OFFER LETTER**

College Name: VKR VNB & AGK COLLEGE OF ENGINEERING

Date: 1-2-2021

Dear G LOKANATH VENKATA SAI

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Gokanath Venkata Sai

**SUTHERLAND****PROVISIONAL OFFER LETTER**

College Name: VKR VNB & AGK COLLEGE OF ENGINEERING

Date: 1-2-2021

Dear J RAGHU VAMSI

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J Raghu Vamsi



SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: VKR VNB & AGK COLLEGE OF ENGINEERING

Date: 1-2-2021

Dear J LAKSHMI BHAVANI

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J Lakshmi Bhavani



SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: VKR VNB & AGK COLLEGE OF ENGINEERING
Date: 1-2-2023

Dear K NAGA RAMYA

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K. Naga Ramya



SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: VKR VNB & AGK COLLEGE OF ENGINEERING
Date: 1-2-2023

Dear K MOHANA SAI KRISHNA

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K. Mohana Sai Krishna

**SUTHERLAND****PROVISIONAL OFFER LETTER**

College Name: VKR VNB & AGK COLLEGE OF ENGINEERING

Date: 1-2-2021

Dear LOHIT SUNKARA

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Lohit Sunkara



SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: VKR VNB & AGK COLLEGE OF ENGINEERING
Date: 1-2-2023

Dear M THANMAYI

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M Thanmayi



SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: VKR VNB & AGK COLLEGE OF ENGINEERING

Date: 1-2-2023

Dear M GAYATHRI

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M. Gayathri



SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: VKR VNB & AGK COLLEGE OF ENGINEERING

Date: 1-2-2021

Dear P | AISWARYA

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P. Aiswarya



SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: VKR VNB & AGK COLLEGE OF ENGINEERING

Date: 1-2-2021

Dear S DURGA BHAVANI

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S. Durga Bhavani



SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: VKR VNB & AGK COLLEGE OF ENGINEERING

Date: 1-2-2021

Dear VASA PRATIMA

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Vasa Pratima



SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: VKR VNB & AGK COLLEGE OF ENGINEERING

Date: 1-2-2021

Dear DARAM KAVYA

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Daram Kavya



SUTHERLAND®

PROVISIONAL OFFER LETTER

College Name: VKR VNB & AGK COLLEGE OF ENGINEERING

Date: 1-2-2021

Dear JAKKULA RAMPRASAD

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J. Ramprasad



SUTHERLAND®

PROVISIONAL OFFER LETTER

College Name: VKR VNB & AGK COLLEGE OF ENGINEERING

Date: 1-2-2023

Dear PINNAMANENI CHAITANYA

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P. Chaitanya



SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: VKR VNB & AGK COLLEGE OF ENGINEERING
Date: 1-2-2023

Dear PUTTI JAGAPATHI BABU

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P. Jagapathi Babu



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PROVISIONAL OFFER LETTER

College Name: VKR VNB & AGK COLLEGE OF ENGINEERING
Date: 1-2-2023

Dear SONTI VIJAYA BHANU

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S. Vijaya Bhanu

**SUTHERLAND™****PROVISIONAL OFFER LETTER**

College Name: VKR VNB & AGK COLLEGE OF ENGINEERING
Date: 1-2-2023

Dear MEDIBOYEENA HARITHA

Congratulations!!!

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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

M. Haritha



SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: VKR VNB & AGK COLLEGE OF ENGINEERING

Date: 1-2-2021

Dear BELLAMKONDA GEETA MADHURI

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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TS. Geetha madhuri

**SUTHERLAND****PROVISIONAL OFFER LETTER**

College Name: VKR VNB & AGK COLLEGE OF ENGINEERING

Date: 1-2-2021

Dear KUMBHA MOHAN RAJESH

Congratulations!!!

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K. Mohan Rajesh



SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: VKR VNB & AGK COLLEGE OF ENGINEERING

Date: 1-2-2021

Dear MUPPIDI TUNITH VENKATA NAGA SAI

Congratulations!!!

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Venkata Naga Sai

**SUTHERLAND™****PROVISIONAL OFFER LETTER**

College Name: VKR VNB & AGK COLLEGE OF ENGINEERING

Date: 1-2-2021

Dear RAJULAPATI CHINNI

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Rajulapati Chinni



SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: VKR VNB & AGK COLLEGE OF ENGINEERING

Date: 1-2-2021

Dear MEDANKI RAJESH BABU

Congratulations!!!

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M. Rajesh Babu

**SUTHERLAND™****PROVISIONAL OFFER LETTER**

College Name: VKR VNB & AGK COLLEGE OF ENGINEERING

Date: 1-2-2021

Dear PICHUKALA VENKATA SAI

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P. Venkata Sai



209

PROVISIONAL OFFER LETTER**College Name: VKR VNB & AGK COLLEGE OF ENGINEERING****Date: 1-2-2021**

Dear KUMAR PRAVEEN

Congratulations!!!

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Kumar Praveen

**SUTHERLAND****PROVISIONAL OFFER LETTER**

College Name: VKR VNB & AGK COLLEGE OF ENGINEERING

Date: 1-2-2021

Dear RAJESH

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SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: VKR VNB & AGK COLLEGE OF ENGINEERING

Date: 1-2-2021

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Nadu, PIN 600063

Kumar



SUTHERLAND*

PROVISIONAL OFFER LETTER

College Name: VKR VNB & AGK COLLEGE OF ENGINEERING

Date: 1-2-2021

Dear RAJA VENKATA

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Raja Venkatas



213

PROVISIONAL OFFER LETTER**College Name: VKR VNB & AGK COLLEGE OF ENGINEERING****Date: 1-2-2021**

Dear BOMMAREDDY PRAMOD REDDY

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B. Pramod Reddy



SUTHERLAND®

PROVISIONAL OFFER LETTER

College Name: VKR VNB & AGK COLLEGE OF ENGINEERING

Date: 1-2-2021

Dear KOLLA SWETHA

Congratulations!!!

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K. Swetha

**SUTHERLAND****PROVISIONAL OFFER LETTER**

College Name: VKR VNB & AGK COLLEGE OF ENGINEERING

Date: 1-2-2021

Dear PAIDI NARESH

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P. Nareesh

**SUTHERLAND****PROVISIONAL OFFER LETTER**

College Name: VKR VNB & AGK COLLEGE OF ENGINEERING

Date: 1-2-2021

Dear PENUMALA REVATHI

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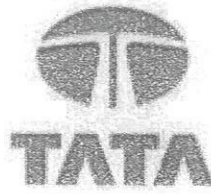
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P. Revathi



17NH 1A0556

CSE.

217

Offer: Computer Consultancy
Ref: TCSL/DT20206769136/Mumbai
Date: 13/08/2021

Ms. Sri Sudha Pandi
17-151 Ramalayam Street, Mandapadu,
Gudivada,
Gudivada-521301,
Andhra Pradesh.
Tel# -

Dear Sri Sudha Pandi,

Sub: Letter of Offer

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

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

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

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

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

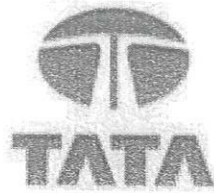
TCS Confidential
TCSL/DT20206769136

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TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

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



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 / Xperience Programme.

CITY ALLOWANCE

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

OTHER BENEFITS

Health Insurance Scheme

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

HIS offers the following benefits:

1. Basic Cover

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

TCS Confidential

TCSL/DT20206769136

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TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Yantra Park, Opp. Voltas HRD Trg. Center, Subhash Nagar, Pokhran Road No 2, Thane (West) 400 601 India

Tel: 91 22 6778 2000/2222 Fax: 91 22 6778 2190 Website: www.tcs.com

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

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



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.

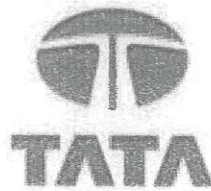
It is mandatory to declare the gaps/arrears/backlogs, if any, during your academics and work experience. The management reserves the right to withdraw/revoke the offer/appointment at any time at its sole discretion in case any discrepancy or false information is found in the details submitted by you.

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 recommended to enroll for the TCS Xplore Program and start your learning journey with TCSL. TCSL will make Xplore program available for you upon your offer acceptance.

3. Training Period

You will be required to undergo class room and on the job training in the first twelve



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. Overseas International Assignment Agreement

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

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

12. Terms and Conditions

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

13. TATA Code of Conduct

You are required to sign the TATA Code of Conduct and follow the same in your



day-to-day conduct as an associate of TCSL.

14. Notice Period

During your tenure with TCSL, either you or TCSL may terminate your traineeship / employment under this Agreement by providing 90 days written notice. The company reserves the right, to ask you to complete the notice period or adjust the earned vacation in lieu of entire or partial notice period. If your services, behaviour and/ or performance are not found satisfactory, TCSL may terminate your services by giving notice as mentioned herein above. No notice or payment in lieu thereof shall be applicable if your services are discontinued/terminated on account of any misconduct either during your traineeship period or upon completion of the traineeship period.

You will be liable to pay TCSL ₹50,000/- in case you fail to serve TCSL for a minimum period of 1 year after joining in accordance with the Service Agreement clause.

If you are covered under International Assignment Agreement, either you or TCSL can terminate the traineeship/appointment by giving 90 calendar days written notice as set out in the Separation Policy of TCSL. TCSL reserves the right if it is in the interest of the business and current assignment, to ask you to complete your notice period.

15. Retirement

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

16. Pre-employment Medical Certificate

You are required to submit a Medical Certificate of Fitness (in the format prescribed by TCSL) which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS to the Induction Coordinator.

17. Employment of Non Indian Citizens

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

18. Background Check

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



19. Submission of Documents

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

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

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

The original documents will be returned to you after verification.

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

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



- *Passport
- *NSR E-Card

20. TCS Xperience Program

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

The said training forms a critical part of your employment with TCSL and is an ongoing process. TCSL continues to make investment on training and continuing education of its professionals. This will be of immense value to you as a professional and a large part of the ownership and commitment has to come from you.

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training. The evaluation criteria which will be very transparent will be used as a basis for allocating people to projects/roles. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.

21. Letter of Appointment

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

22. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from time to time. The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

23. Compliance to all clauses

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



24. Data Privacy Clause:

(a) Your personal data collected and developed during recruitment process will be processed in accordance with the TCS Data Privacy Policy. The personal data referred therein are details related to contact, family, education, personal identifiers issued by government, social profile, background references, previous employment and experience, medical history, skillset, proficiency and certifications, job profile and your career aspirations.

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

(c) After you join TCS, there would be more sets of Personal Information (PI) attributes processed for various legitimate purposes. All of it will be processed with compliance to applicable laws and the TCS Data Privacy Policy. In some scenarios of your PI processing, you will be provided with appropriate notice and/or explicit consent might be obtained from time to time.

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

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

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



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.

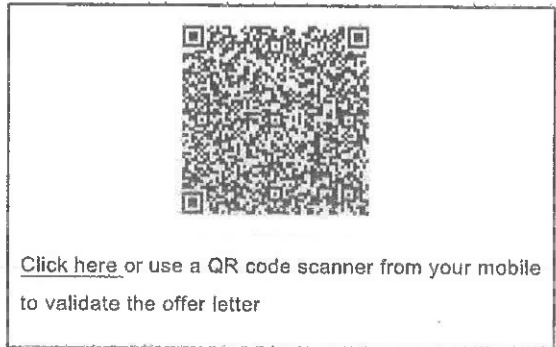
Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

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	Sri Sudha Pandi
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

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

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

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

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

Table 2: TCSL defined structure for BoB (All Components in INR)

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



Annexure 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 Serives, 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. Restriction on Associate's Rights

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

8. No License

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



9. Equitable Rights

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

10. General

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

(b) In the event of any dispute or disagreement over the interpretation of any of the terms herein contained or may claim or liability of any party including that of surety, the same shall be referred to a person to be nominated by TCS, whose decision shall be final and binding upon the parties hereto. Subject to the above, the arbitration shall be governed by the Arbitration and Conciliation Act, 1999 or any modifications or re-enactment thereof. Associate confirms that the fact that the arbitrator shall be a nominee of TCS shall not be a ground for objecting to such arbitration or challenging the decision of the arbitrator. The venue of arbitration shall be Mumbai. Subject to the above arbitration clause, the Parties agreed to the binding jurisdiction of the Courts at Mumbai under the laws of India.

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

(d) This Confidentiality clause along with other documents executed by Associate or referenced in any such documents constitutes the entire understanding between the parties and supersedes all prior agreements and understandings pertaining to the subject matter thereof. No delay 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.

Sei Sudhakar



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ECE.
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Offer: Computer Consultancy
Ref: TCSL/DT20206850258/Hyderabad
Date: 28/09/2021

Ms. Sai Priya Priya Bandaru
11/112-38 Old Indane Gas Road,
Eluru Road,
Gudivada-521301,
Krishna.
Tel# -

Dear Sai Priya Priya Bandaru,

Sub: Letter of Offer

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

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

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

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

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

TCS Confidential
TCSL/DT20206850258

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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



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 / Xperience Programme.

CITY ALLOWANCE

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

OTHER BENEFITS

Health Insurance Scheme

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

HIS offers the following benefits:

1. Basic Cover

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



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 recommended to enroll for the TCS Xplore Program and start your learning journey with TCSL. TCSL will make Xplore program available for you upon your offer acceptance.

3. Training Period

You will be required to undergo class room and on the job training in the first twelve



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. Overseas International Assignment Agreement

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

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

12. Terms and Conditions

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

13. TATA Code of Conduct

You are required to sign the TATA Code of Conduct and follow the same in your



day-to-day conduct as an associate of TCSL.

14. Notice Period

During your tenure with TCSL, either you or TCSL may terminate your traineeship / employment under this Agreement by providing 90 days written notice. The company reserves the right, to ask you to complete the notice period or adjust the earned vacation in lieu of entire or partial notice period. If your services, behaviour and/ or performance are not found satisfactory, TCSL may terminate your services by giving notice as mentioned herein above. No notice or payment in lieu thereof shall be applicable if your services are discontinued/terminated on account of any misconduct either during your traineeship period or upon completion of the traineeship period.

You will be liable to pay TCSL ₹50,000/- in case you fail to serve TCSL for a minimum period of 1 year after joining in accordance with the Service Agreement clause.

If you are covered under International Assignment Agreement, either you or TCSL can terminate the traineeship/appointment by giving 90 calendar days written notice as set out in the Separation Policy of TCSL. TCSL reserves the right if it is in the interest of the business and current assignment, to ask you to complete your notice period.

15. Retirement

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

16. Pre-employment Medical Certificate

You are required to submit a Medical Certificate of Fitness (in the format prescribed by TCSL) which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS to the Induction Coordinator.

17. Employment of Non Indian Citizens

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

18. Background Check

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



19. Submission of Documents

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

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

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

The original documents will be returned to you after verification.

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

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



- *Passport
- *NSR E-Card

20. TCS Xperience Program

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

The said training forms a critical part of your employment with TCSL and is an ongoing process. TCSL continues to make investment on training and continuing education of its professionals. This will be of immense value to you as a professional and a large part of the ownership and commitment has to come from you.

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training. The evaluation criteria which will be very transparent will be used as a basis for allocating people to projects/roles. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.

21. Letter of Appointment

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

22. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from time to time. The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

23. Compliance to all clauses

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



24. Data Privacy Clause:

(a) Your personal data collected and developed during recruitment process will be processed in accordance with the TCS Data Privacy Policy. The personal data referred therein are details related to contact, family, education, personal identifiers issued by government, social profile, background references, previous employment and experience, medical history, skillset, proficiency and certifications, job profile and your career aspirations.

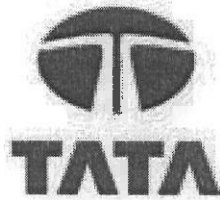
(b) It will be processed for various organizational purposes such as recruitment, onboarding, background check, project assignment, performance management, job rotation, career development including at leadership level, diversity and inclusion initiatives, global mobility, wellness program, statutory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

(c) After you join TCS, there would be more sets of Personal Information (PI) attributes processed for various legitimate purposes. All of it will be processed with compliance to applicable laws and the TCS Data Privacy Policy. In some scenarios of your PI processing, you will be provided with appropriate notice and/or explicit consent might be obtained from time to time.

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

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

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



Withdrawal of Offer

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

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

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

Girish V. Nandimath
Global Head Talent Acquisition & AIP



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

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



GROSS SALARY SHEET

Annexure 1

Name	Sai Priya Priya Bandaru
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

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

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

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

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

Table 2: TCSL defined structure for BoB (All Components in INR)

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



Annexure 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, Glaxy Business Park, Block - C & D, Sector - 62, Noida - 201 309,UP
Guwahati TCS XP HR Lead Tata Consultancy Services, 5th Floor, NEDFi House,G.S. Road, Dispur,Guwahati - 781006,Assam	Hyderabad TCS XP HR Lead Tata Consultancy Services, Q City, Nanakramguda, Hyderabad
INDORE TCS XP HR Lead Tata Consultancy Services, IT/ITES SEZ, Scheme No. 151 & 169-B, Super Corridor, Village Tigariya Badshah & Bada Bangarda, Tehsil Hatod, Indore - 452018, Madhya Pradesh	KOLKATA TCS XP HR Lead Tata Consultancy Services Limited, Ecospace 1B building, 2nd Floor, Plot- IIF/12 ,New Town, Rajarhat, Kolkata - 700160,West Bengal OR Auditorium,2nd Floor, Wanderers Building,Delta Park - Lords
KOCHI TCS XP HR Lead Tata Consultancy Services, TCS centre, Infopark Road Infopark Campus, Infopark , Kakkanad, Kerala 682042	MUMBAI TCS XP HR Lead Tata Consultancy Services, Yantra Park, Pokharan Road Number 2, TCS Approach Rd, Thane, West, Thane, Maharashtra 400606
NAGPUR TCS XP HR Lead Tata Consultancy Services Limited, Mihan-Sez, Nagpur, Telhara, Maharashtra 441108,	PUNE TCS XP HR Lead Tata Consultancy Services, Plot No. 2 & 3, MIDC-SEZ, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, Pune - 411057,Maharashtra
Trivandrum TCS XP HR Lead Tata Consultancy 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:

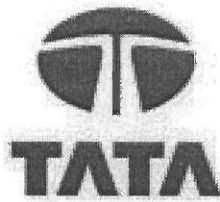
(a) Any and all information processing programs, software, properties, items, information, data, material or any nature whatsoever or any parts thereof, additions thereto and materials related thereto, produced or created at any time by TCS or the Associate in the course of or in connection with or arising 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. Restriction on Associate's Rights

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

8. No License

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



9. Equitable Rights

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

10. General

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

(b) In the event of any dispute or disagreement over the interpretation of any of the terms herein contained or may claim or liability of any party including that of surety, the same shall be referred to a person to be nominated by TCS, whose decision shall be final and binding upon the parties hereto. Subject to the above, the arbitration shall be governed by the Arbitration and Conciliation Act, 1999 or any modifications or re-enactment thereof. Associate confirms that the fact that the arbitrator shall be a nominee of TCS shall not be a ground for objecting to such arbitration or challenging the decision of the arbitrator. The venue of arbitration shall be Mumbai. Subject to the above arbitration clause, the Parties agreed to the binding jurisdiction of the Courts at Mumbai under the laws of India.

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

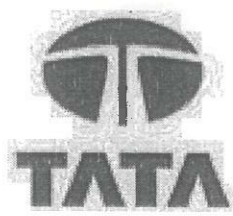
(d) This Confidentiality clause along with other documents executed by Associate or referenced in any such documents constitutes the entire understanding between the parties and supersedes all prior agreements and understandings pertaining to the subject matter thereof. No delay of omission of either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



(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.

Sai Priya Bandaru



Roll No: 17NH1A0436

ECE

NAME - HARSHITHA LINGAMSETTI

219

Offer: Computer Consultancy
Ref: TCSL/DT20207148630/Chennai
Date: 13/10/2021

Ms. Harshitha Lingamsetti
19/156-9, 19/156-6 Murari Shobanadri Street,
Bethavolu,
Gudivada-521301,
Andhra Pradesh.
Tel# 91-9490234070

Dear Harshitha Lingamsetti,

Sub: Letter of Offer

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

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

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

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

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

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1

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited

415/21-24, Kumaran Nagar, Sholinganallur, Old Mahabalipuram, Chennai 600 119 Tamil Nadu India
Tel: 91 44 6616 2222 Fax: 91 44 6616 2555 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com



COMPENSATION AND BENEFITS

BASIC SALARY

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

BOUQUET OF BENEFITS (BoB)

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

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

1. House Rent Allowance (HRA)

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

2. Leave Travel Allowance

You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

3. Food Card

You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias. As per the Pre-Defined structure you will be eligible for a Food Card with an amount of ₹500/- being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.



PERFORMANCE PAY

Monthly Performance Pay

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

Quarterly Variable Allowance

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

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

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

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

CITY ALLOWANCE

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

OTHER BENEFITS

Health Insurance Scheme

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

HIS offers the following benefits:

1. Basic Cover

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

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TATA CONSULTANCY SERVICES

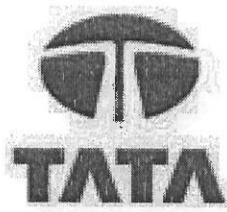
Tata Consultancy Services Limited

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

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



ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

2. Higher Hospitalisation

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

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

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

Maternity Leave

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

Tata Sons and Consultancy Services Employees' Welfare Trust (TWT)

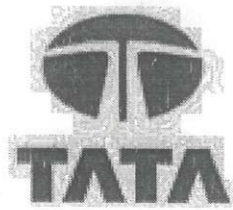
You will become a member of the TWT, on completion of continuous association of one year from the date of joining TCSL. A nominal annual membership fee of ₹250/- will be recovered from you for the same. The Trust provides financial assistance by way of grants/ loans in accordance with the rules framed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

Loans

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

Professional Memberships

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



RETIRALS

Provident Fund

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

Gratuity

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

TERMS AND CONDITIONS

1. Aggregate Percentage Requirements

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

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

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

2. Pre requisites for Joining

To enable your readiness to work on assignments upon joining, we have put together a comprehensive learning program named TCS Xplore which is made available to you digitally. This foundation program will include Online learning content, Webinars, practice sessions & proctored assessments. Further to accepting this Offer letter, you are recommended to enroll for the TCS Xplore Program and start your learning journey with TCSL. TCSL will make Xplore program available for you upon your offer acceptance.

3. Training Period

You will be required to undergo class room and on the job training in the first twelve



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

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6

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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.

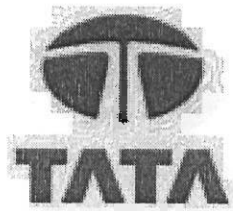
11. Work in SBWS mode

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.

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8

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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

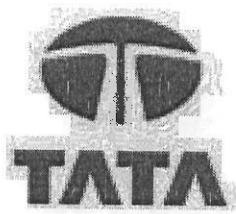
Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining. If the background check reveals unfavourable 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. 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.

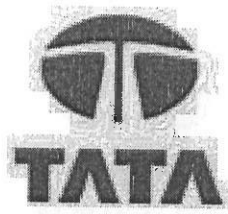
(b) It will be processed for various organizational purposes such as recruitment, onboarding, background check, project assignment, performance management, job rotation, career development including at leadership level, diversity and inclusion initiatives, global mobility, wellness program, statutory 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



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

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



GROSS SALARY SHEET

Annexure 1

Name	Harshitha Lingamsetti
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

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

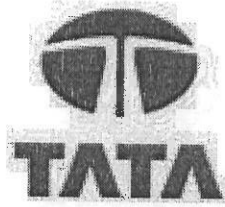
* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore / Xperience Program.

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

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

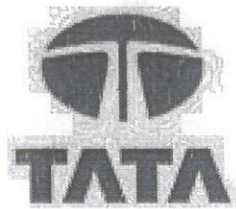
Table 2: TCSL defined structure for BoB (All Components in INR)

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



Annexure 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, CHANDAĀKA 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 Paharī, 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>	



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:

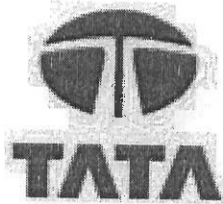
(a) Any and all information processing programs, software, properties, items, information, data, material or any nature whatsoever or any parts thereof, additions thereto and materials related thereto, produced or created at any time by TCS or the Associate in the course of or in connection with or arising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

Handwritten signature



(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.



UnoCareer Services Pvt. Ltd
Plot No. 33, Silicon Valley Drive,
Image Gardens Road, Madhapur
Hyderabad 500081, Telangana
040 49531514
www.unocareer.com

PRIVATE & CONFIDENTIAL

Date:15-3-2021

V.K.R, V.N.B & A.G.K College of Engineering,
Gudivada, Andhra Pradesh

Letter of Appointment

Dear GUDAPATI RAJESWARI

We are pleased to confirm that you have been selected as a **Software Development Engineer** during the selection process held at V.K.R, V.N.B & A.G.K College of Engineering, Gudivada.

As mentioned during the placement event, we are working with several companies as their Recruitment consultants and are entrusted with the responsibility of hiring talent to fill key roles in their organizations. Your profile and your performance during the selection process has been shared with a few of our partners to find the best fit match. **Your employment is confirmed** and we will inform the organization you'll be placed in very shortly.

Salary: Your compensation is targeted at a "Total Earning Opportunity" of **INR 2,40,000/- (Rupees Two Lakhs and forty thousand Only) per annum.**

We would like to share with you some Company standard practices and policies, to familiarize with the organization:

- 1. Probation:** You will initially be on probation for a period of three (3) months from the actual date of your joining. Your Employment status will be deemed confirmed in the regular service of the Company unless stated otherwise after the probation period. During the probation period, your services are liable to be dispensed with at any time by the Company giving you written notice of Thirty (30) Days and after the completion of your probation period it will be a notice of sixty (60) days, or by payment of base salary in lieu of notice. However, in the event of gross misconduct or commission of a serious breach by you, the Company is entitled to terminate your employment with immediate effect with or without prior notice.
- 2. Taxation:** The Company shall withhold the appropriate amount of Indian income taxes from the salary paid to you. You shall be responsible for filing your personal returns and comply with other requirements under the India tax laws.
- 3. Location and Transfer:** While your primary location is based out of Hyderabad, the Company may, in its business interests, transfer you to any of its other offices in India on such terms and conditions as are applicable at the date of transfer. You are also liable to be deputized to any work or assigned the work of any Associate/Sister Concerns, Subsidiaries or any other Firms with whom the company may make such arrangement or agreement
- 4. Termination:** We hope your association with the company will be a very long one. However, if you or the Company decides otherwise, the appointment may be terminated, as per the notice period days or on payment of base salary in lieu of notice. The Company reserves the right to terminate your employment summarily without notice or payment in lieu of notice if it has reasonable grounds to believe that you are

Guilty of misconduct or negligence, or have committed any breach of the terms and conditions of this offer.

Termination of your employment under this sub-paragraph shall be without prejudice to:

The Company's right to claim the actual damages it has suffered through this breach; and any other relief to which the Company may be entitled under contract, law or equity. Misconduct will include without limitation: Absence from service without prior notice in writing or without sufficient cause for seven days or more; Going on or abetting a strike in contravention of any law; or causing damage to the property of the Company.

5. **Whole time service/employment:** You, being in whole time service/employment of the Company, shall not engage or associate yourself directly/indirectly or in any other manner, whatsoever, in any other post or work part time or pursue any course of study without the prior permission of the Company. You shall devote your whole time, attention and skill to the best of your ability for the business of the Company and shall not undertake any work other than what has been assigned to you. You shall not directly or indirectly be connected with, concerned, employed or engaged in any other business or activities whatsoever, without the prior permission of the Company and shall not accept any emoluments, commission or honoraria whatsoever from any one.
6. Your working hours shall be such hours as the Company may from time to time deem appropriate and as may be necessary to achieve the purposes of the Company and shall include the hours from 9.00 a.m. to 6.00 p.m., or other periods specified by the Company from time-to-time, with a lunch break of 30 mins, Monday to Friday in each week. There is no entitlement to overtime payment. You will behave and conduct yourself in an orderly and dignified manner and shall not remain absent from the place of work without the prior permission of your supervisor.
7. Your employment is subject to your being medically and mentally fit at all times.
8. You will not at any time disclose or divulge except under legal obligation, any matter pertaining to the Company's affairs or that of a confidential nature which may come to your notice during the course of employment.
9. The duties and responsibilities entrusted to you have been fully set out by your manager and this may be subject to change from time to time according to the business needs.
10. Your services are liable to be terminated without any notice or salary in lieu thereof for misconduct. Without being exhaustive and without prejudice to the general meaning of the term "misconduct", disloyalty, commission of any act involving moral turpitude, any act of indiscipline, inefficiency or one that lowers performance as compared to other employees of your category would be sufficient justification for the termination of your services.
11. Similarly, if in the opinion of the Company, you are negligent or ineffective in the performance of your duties or are found to be otherwise unreliable or of un-sober habits or immoral conduct or should you willfully disobey orders or be guilty of any misconduct as provided under the law; after giving an opportunity to explain yourself, your services may be terminated without notice or payment in lieu.
12. Please note that you have been appointed on the basis of your education and experience mentioned by you in your Application/Personal Data Form. In case the facts mentioned therein are found at any time to be incorrect, it will result in the termination of your employment, without any notice or salary in lieu thereof.

13. You shall inform in writing to the Company any change of address within a week from the change of the same; failing which any communication sent to you at your last recorded address shall be deemed to have been served on you.
14. In case of any dispute of any kind arising out of your employment or breach of contract, local Courts at the place of your last posting alone will have the jurisdiction in the matter.
15. This offer is also contingent on your signing and accepting the Employee Agreement and Personal Data Consent documents.
16. In case the above terms and conditions expressly mentioned are acceptable to you, please return the duplicate copy of this letter, duly signed in token of having understood and accepted the same. This letter will not be valid if your acceptance is not received by us within ten days of the receipt of this letter.
17. **Acceptance of our Offer:** Please confirm your acceptance of our offer by signing and returning the duplicate copy of this letter within five (5) working days from date of receiving this letter, otherwise this offer shall be deemed withdrawn, unless it has been extended in writing by an authorized executive of the Company.

UnoCareer congratulates you on being selected in our campus placement drive and wishes you a very successful career!

For UnoCareer Services Private Limited



Rao Raparla
(Co-Founder)



PRIVATE & CONFIDENTIAL

Date: 15-3-2021

V.K.R, V.N.B & A.G.K College of Engineering,
Gudivada, Andhra Pradesh

Letter of Appointment

Dear MADDALA LOHITHA

We are pleased to confirm that you have been selected as a **Software Development Engineer** during the selection process held at V.K.R, V.N.B & A.G.K College of Engineering, Gudivada.

As mentioned during the placement event, we are working with several companies as their Recruitment consultants and are entrusted with the responsibility of hiring talent to fill key roles in their organizations. Your profile and your performance during the selection process has been shared with a few of our partners to find the best fit match. — **Your employment is confirmed** and we will inform the organization you'll be placed in very shortly.

Salary: Your compensation is targeted at a "Total Earning Opportunity" of **INR 2,40,000/- (Rupees Two Lakhs and forty thousand Only) per annum.**

We would like to share with you some Company standard practices and policies, to familiarize with the organization:

1. **Probation:** You will initially be on probation for a period of three (3) months from the actual date of your joining. Your Employment status will be deemed confirmed in the regular service of the Company unless stated otherwise after the probation period. During the probation period, your services are liable to be dispensed with at any time by the Company giving you written notice of Thirty (30) Days and after the completion of your probation period it will be a notice of sixty (60) days, or by payment of base salary in lieu of notice. However, in the event of gross misconduct or commission of a serious breach by you, the Company is entitled to terminate your employment with immediate effect with or without prior notice.
2. **Taxation:** The Company shall withhold the appropriate amount of Indian income taxes from the salary paid to you. You shall be responsible for filing your personal returns and comply with other requirements under the India tax laws.
3. **Location and Transfer:** While your primary location is based out of Hyderabad, the Company may, in its business interests, transfer you to any of its other offices in India on such terms and conditions as are applicable at the date of transfer. You are also liable to be deputized to any work or assigned the work of any Associate/Sister Concerns, Subsidiaries or any other Firms with whom the company may make such arrangement or agreement
4. **Termination:** We hope your association with the company will be a very long one. However, if you or the Company decides otherwise, the appointment may be terminated, as per the notice period days or on payment of base salary in lieu of notice. The Company reserves the right to terminate your employment summarily without notice or payment in lieu of notice if it has reasonable grounds to believe that you are

Guilty of misconduct or negligence, or have committed any breach of the terms and conditions of this offer.

Termination of your employment under this sub-paragraph shall be without prejudice to:

The Company's right to claim the actual damages it has suffered through this breach; and any other relief to which the Company may be entitled under contract, law or equity. Misconduct will include without limitation: Absence from service without prior notice in writing or without sufficient cause for seven days or more; Going on or abetting a strike in contravention of any law; or causing damage to the property of the Company.

5. **Whole time service/employment:** You, being in whole time service/employment of the Company, shall not engage or associate yourself directly/indirectly or in any other manner, whatsoever, in any other post or work part time or pursue any course of study without the prior permission of the Company. You shall devote your whole time, attention and skill to the best of your ability for the business of the Company and shall not undertake any work other than what has been assigned to you. You shall not directly or indirectly be connected with, concerned, employed or engaged in any other business or activities whatsoever, without the prior permission of the Company and shall not accept any emoluments, commission or honoraria whatsoever from any one.
6. Your working hours shall be such hours as the Company may from time to time deem appropriate and as may be necessary to achieve the purposes of the Company and shall include the hours from 9.00 a.m. to 6.00 p.m., or other periods specified by the Company from time-to-time, with a lunch break of 30 mins, Monday to Friday in each week. There is no entitlement to overtime payment. You will behave and conduct yourself in an orderly and dignified manner and shall not remain absent from the place of work without the prior permission of your supervisor.
7. Your employment is subject to your being medically and mentally fit at all times.
8. You will not at any time disclose or divulge except under legal obligation, any matter pertaining to the Company's affairs or that of a confidential nature which may come to your notice during the course of employment.
9. The duties and responsibilities entrusted to you have been fully set out by your manager and this may be subject to change from time to time according to the business needs.
10. Your services are liable to be terminated without any notice or salary in lieu thereof for misconduct. Without being exhaustive and without prejudice to the general meaning of the term "misconduct", disloyalty, commission of any act involving moral turpitude, any act of indiscipline, inefficiency or one that lowers performance as compared to other employees of your category would be sufficient justification for the termination of your services.
11. Similarly, if in the opinion of the Company, you are negligent or ineffective in the performance of your duties or are found to be otherwise unreliable or of un-sober habits or immoral conduct or should you willfully disobey orders or be guilty of any misconduct as provided under the law; after giving an opportunity to explain yourself, your services may be terminated without notice or payment in lieu.
12. Please note that you have been appointed on the basis of your education and experience mentioned by you in your Application/Personal Data Form. In case the facts mentioned therein are found at any time to be incorrect, it will result in the termination of your employment, without any notice or salary in lieu thereof.

13. You shall inform in writing to the Company any change of address within a week from the change of the same; failing which any communication sent to you at your last recorded address shall be deemed to have been served on you.
14. In case of any dispute of any kind arising out of your employment or breach of contract, local Courts at the place of your last posting alone will have the jurisdiction in the matter.
15. This offer is also contingent on your signing and accepting the Employee Agreement and Personal Data Consent documents.
16. In case the above terms and conditions expressly mentioned are acceptable to you, please return the duplicate copy of this letter, duly signed in token of having understood and accepted the same. This letter will not be valid if your acceptance is not received by us within ten days of the receipt of this letter.
17. **Acceptance of our Offer:** Please confirm your acceptance of our offer by signing and returning the duplicate copy of this letter within five (5) working days from date of receiving this letter, otherwise this offer shall be deemed withdrawn, unless it has been extended in writing by an authorized executive of the Company.

UnoCareer congratulates you on being selected in our campus placement drive and wishes you a very successful career!

For UnoCareer Services Private Limited



Rao Raparla
(Co-Founder)



PRIVATE & CONFIDENTIAL

Date:15-3-2021

V.K.R, V.N.B & A.G.K College of Engineering,
Gudivada, Andhra Pradesh

Letter of Appointment

Dear MONDRU SURENDRA

We are pleased to confirm that you have been selected as a **Software Development Engineer** during the selection process held at V.K.R, V.N.B & A.G.K College of Engineering, Gudivada.

As mentioned during the placement event, we are working with several companies as their Recruitment consultants and are entrusted with the responsibility of hiring talent to fill key roles in their organizations. Your profile and your performance during the selection process has been shared with a few of our partners to find the best fit match. **Your employment is confirmed** and we will inform the organization you'll be placed in very shortly.

Salary: Your compensation is targeted at a "Total Earning Opportunity" of **INR 2,40,000/- (Rupees Two Lakhs and forty thousand Only) per annum.**

We would like to share with you some Company standard practices and policies, to familiarize with the organization:

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3. **Location and Transfer:** While your primary location is based out of Hyderabad, the Company may, in its business interests, transfer you to any of its other offices in India on such terms and conditions as are applicable at the date of transfer. You are also liable to be deputized to any work or assigned the work of any Associate/Sister Concerns, Subsidiaries or any other Firms with whom the company may make such arrangement or agreement
4. **Termination:** We hope your association with the company will be a very long one. However, if you or the Company decides otherwise, the appointment may be terminated, as per the notice period days or on payment of base salary in lieu of notice. The Company reserves the right to terminate your employment summarily without notice or payment in lieu of notice if it has reasonable grounds to believe that you are

Guilty of misconduct or negligence, or have committed any breach of the terms and conditions of this offer.

Termination of your employment under this sub-paragraph shall be without prejudice to:

The Company's right to claim the actual damages it has suffered through this breach; and any other relief to which the Company may be entitled under contract, law or equity. Misconduct will include without limitation: Absence from service without prior notice in writing or without sufficient cause for seven days or more; Going on or abetting a strike in contravention of any law; or causing damage to the property of the Company.

5. **Whole time service/employment:** You, being in whole time service/employment of the Company, shall not engage or associate yourself directly/indirectly or in any other manner, whatsoever, in any other post or work part time or pursue any course of study without the prior permission of the Company. You shall devote your whole time, attention and skill to the best of your ability for the business of the Company and shall not undertake any work other than what has been assigned to you. You shall not directly or indirectly be connected with, concerned, employed or engaged in any other business or activities whatsoever, without the prior permission of the Company and shall not accept any emoluments, commission or honoraria whatsoever from any one.
6. Your working hours shall be such hours as the Company may from time to time deem appropriate and as may be necessary to achieve the purposes of the Company and shall include the hours from 9.00 a.m. to 6.00 p.m., or other periods specified by the Company from time-to-time, with a lunch break of 30 mins, Monday to Friday in each week. There is no entitlement to overtime payment. You will behave and conduct yourself in an orderly and dignified manner and shall not remain absent from the place of work without the prior permission of your supervisor.
7. Your employment is subject to your being medically and mentally fit at all times.
8. You will not at any time disclose or divulge except under legal obligation, any matter pertaining to the Company's affairs or that of a confidential nature which may come to your notice during the course of employment.
9. The duties and responsibilities entrusted to you have been fully set out by your manager and this may be subject to change from time to time according to the business needs.
10. Your services are liable to be terminated without any notice or salary in lieu thereof for misconduct. Without being exhaustive and without prejudice to the general meaning of the term "misconduct", disloyalty, commission of any act involving moral turpitude, any act of indiscipline, inefficiency or one that lowers performance as compared to other employees of your category would be sufficient justification for the termination of your services.
11. Similarly, if in the opinion of the Company, you are negligent or ineffective in the performance of your duties or are found to be otherwise unreliable or of un-sober habits or immoral conduct or should you willfully disobey orders or be guilty of any misconduct as provided under the law; after giving an opportunity to explain yourself, your services may be terminated without notice or payment in lieu.
12. Please note that you have been appointed on the basis of your education and experience mentioned by you in your Application/Personal Data Form. In case the facts mentioned therein are found at any time to be incorrect, it will result in the termination of your employment, without any notice or salary in lieu thereof.

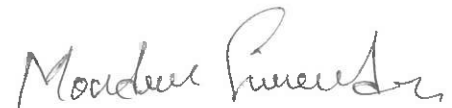
13. You shall inform in writing to the Company any change of address within a week from the change of the same; failing which any communication sent to you at your last recorded address shall be deemed to have been served on you.
14. In case of any dispute of any kind arising out of your employment or breach of contract, local Courts at the place of your last posting alone will have the jurisdiction in the matter.
15. This offer is also contingent on your signing and accepting the Employee Agreement and Personal Data Consent documents.
16. In case the above terms and conditions expressly mentioned are acceptable to you, please return the duplicate copy of this letter, duly signed in token of having understood and accepted the same. This letter will not be valid if your acceptance is not received by us within ten days of the receipt of this letter.
17. **Acceptance of our Offer:** Please confirm your acceptance of our offer by signing and returning the duplicate copy of this letter within five (5) working days from date of receiving this letter, otherwise this offer shall be deemed withdrawn, unless it has been extended in writing by an authorized executive of the Company.

UnoCareer congratulates you on being selected in our campus placement drive and wishes you a very successful career!

For UnoCareer Services Private Limited



Rao Raparla
(Co-Founder)



PRIVATE & CONFIDENTIAL

Date:15-3-2021

V.K.R, V.N.B & A.G.K College of Engineering,
Gudivada, Andhra Pradesh

Letter of Appointment

Dear A S S SUBRAMANYESWARA RAO

We are pleased to confirm that you have been selected as a **Software Development Engineer** during the selection process held at V.K.R, V.N.B & A.G.K College of Engineering, Gudivada.

As mentioned during the placement event, we are working with several companies as their Recruitment consultants and are entrusted with the responsibility of hiring talent to fill key roles in their organizations. Your profile and your performance during the selection process has been shared with a few of our partners to find the best fit match. **Your employment is confirmed** and we will inform the organization you'll be placed in very shortly.

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2. **Taxation:** The Company shall withhold the appropriate amount of Indian income taxes from the salary paid to you. You shall be responsible for filing your personal returns and comply with other requirements under the India tax laws.
3. **Location and Transfer:** While your primary location is based out of Hyderabad, the Company may, in its business interests, transfer you to any of its other offices in India on such terms and conditions as are applicable at the date of transfer. You are also liable to be deputized to any work or assigned the work of any Associate/Sister Concerns, Subsidiaries or any other Firms with whom the company may make such arrangement or agreement
4. **Termination:** We hope your association with the company will be a very long one. However, if you or the Company decides otherwise, the appointment may be terminated, as per the notice period days or on payment of base salary in lieu of notice. The Company reserves the right to terminate your employment

summarily without notice or payment in lieu of notice if it has reasonable grounds to believe that you are Guilty of misconduct or negligence, or have committed any breach of the terms and conditions of this offer.

Termination of your employment under this sub-paragraph shall be without prejudice to:

The Company's right to claim the actual damages it has suffered through this breach; and any other relief to which the Company may be entitled under contract, law or equity. Misconduct will include without limitation: Absence from service without prior notice in writing or without sufficient cause for seven days or more; Going on or abetting a strike in contravention of any law; or causing damage to the property of the Company.

5. **Whole time service/employment:** You, being in whole time service/employment of the Company, shall not engage or associate yourself directly/indirectly or in any other manner, whatsoever, in any other post or work part time or pursue any course of study without the prior permission of the Company. You shall devote your whole time, attention and skill to the best of your ability for the business of the Company and shall not undertake any work other than what has been assigned to you. You shall not directly or indirectly be connected with, concerned, employed or engaged in any other business or activities whatsoever, without the prior permission of the Company and shall not accept any emoluments, commission or honoraria whatsoever from any one.
6. Your working hours shall be such hours as the Company may from time to time deem appropriate and as may be necessary to achieve the purposes of the Company and shall include the hours from 9.00 a.m. to 6.00 p.m., or other periods specified by the Company from time-to-time, with a lunch break of 30 mins, Monday to Friday in each week. There is no entitlement to overtime payment. You will behave and conduct yourself in an orderly and dignified manner and shall not remain absent from the place of work without the prior permission of your supervisor.
7. Your employment is subject to your being medically and mentally fit at all times.
8. You will not at any time disclose or divulge except under legal obligation, any matter pertaining to the Company's affairs or that of a confidential nature which may come to your notice during the course of employment.
9. The duties and responsibilities entrusted to you have been fully set out by your manager and this may be subject to change from time to time according to the business needs.
10. Your services are liable to be terminated without any notice or salary in lieu thereof for misconduct. Without being exhaustive and without prejudice to the general meaning of the term "misconduct", disloyalty, commission of any act involving moral turpitude, any act of indiscipline, inefficiency or one that lowers performance as compared to other employees of your category would be sufficient justification for the termination of your services.
11. Similarly, if in the opinion of the Company, you are negligent or ineffective in the performance of your duties or are found to be otherwise unreliable or of un-sober habits or immoral conduct or should you willfully disobey orders or be guilty of any misconduct as provided under the law; after giving an opportunity to explain yourself, your services may be terminated without notice or payment in lieu.
12. Please note that you have been appointed on the basis of your education and experience mentioned by you in your Application/Personal Data Form. In case the facts mentioned therein are found at any time to be incorrect, it will result in the termination of your employment, without any notice or salary in lieu thereof.

13. You shall inform in writing to the Company any change of address within a week from the change of the same; failing which any communication sent to you at your last recorded address shall be deemed to have been served on you.
14. In case of any dispute of any kind arising out of your employment or breach of contract, local Courts at the place of your last posting alone will have the jurisdiction in the matter.
15. This offer is also contingent on your signing and accepting the Employee Agreement and Personal Data Consent documents.
16. In case the above terms and conditions expressly mentioned are acceptable to you, please return the duplicate copy of this letter, duly signed in token of having understood and accepted the same. This letter will not be valid if your acceptance is not received by us within ten days of the receipt of this letter.
17. **Acceptance of our Offer:** Please confirm your acceptance of our offer by signing and returning the duplicate copy of this letter within five (5) working days from date of receiving this letter, otherwise this offer shall be deemed withdrawn, unless it has been extended in writing by an authorized executive of the Company.

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For UnoCareer Services Private Limited



Rao Raparla
(Co-Founder)





PRIVATE & CONFIDENTIAL

Date:15-3-2021

V.K.R, V.N.B & A.G.K College of Engineering,
Gudivada, Andhra Pradesh

Letter of Appointment

Dear CHANDANA DIVYA

We are pleased to confirm that you have been selected as a **Software Development Engineer** during the selection process held at V.K.R, V.N.B & A.G.K College of Engineering, Gudivada.

As mentioned during the placement event, we are working with several companies as their Recruitment consultants and are entrusted with the responsibility of hiring talent to fill key roles in their organizations. Your profile and your performance during the selection process has been shared with a few of our partners to find the best fit match. **Your employment is confirmed** and we will inform the organization you'll be placed in very shortly.

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4. **Termination:** We hope your association with the company will be a very long one. However, if you or the Company decides otherwise, the appointment may be terminated, as per the notice period days or on payment of base salary in lieu of notice. The Company reserves the right to terminate your employment

summarily without notice or payment in lieu of notice if it has reasonable grounds to believe that you are

Guilty of misconduct or negligence, or have committed any breach of the terms and conditions of this offer.

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For UnoCareer Services Private Limited



Rao Raparla
(Co-Founder)



PRIVATE & CONFIDENTIAL

Date:15-3-2021

V.K.R, V.N.B & A.G.K College of Engineering,
Gudivada, Andhra Pradesh

Letter of Appointment

Dear YALAMARTHI NAGA HEMA KUMARI

We are pleased to confirm that you have been selected as a **Software Development Engineer** during the selection process held at V.K.R, V.N.B & A.G.K College of Engineering, Gudivada.

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UnoCareer Services Pvt. Ltd

Plot No. 33, Silicon Valley Drive,

Image Gardens Road, Madhapur

Hyderabad 500081, Telangana

040 49531514

www.unocareer.com

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For UnoCareer Services Private Limited

A handwritten signature in black ink, appearing to read 'Rao Raparia'.

Rao Raparia
(Co-Founder)

A handwritten signature in blue ink, appearing to read 'Y. Naga Hema Karani'.

PRIVATE & CONFIDENTIAL

Date:15-3-2021

V.K.R, V.N.B & A.G.K College of Engineering,
Gudivada, Andhra Pradesh

Letter of Appointment

Dear K LAKSHMI SUPRIYA

We are pleased to confirm that you have been selected as a **Software Development Engineer** during the selection process held at V.K.R, V.N.B & A.G.K College of Engineering, Gudivada.

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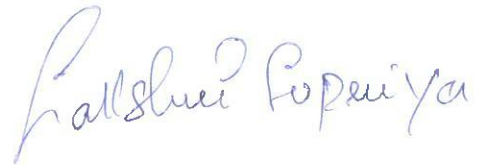
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For UnoCareer Services Private Limited



Rao Raparla
(Co-Founder)



PRIVATE & CONFIDENTIAL

Date:15-3-2021

V.K.R, V.N.B & A.G.K College of Engineering,
Gudivada, Andhra Pradesh

Letter of Appointment

Dear M MOUNIKA

We are pleased to confirm that you have been selected as a **Software Development Engineer** during the selection process held at V.K.R, V.N.B & A.G.K College of Engineering, Gudivada.

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14. In case of any dispute of any kind arising out of your employment or breach of contract, local Courts at the place of your last posting alone will have the jurisdiction in the matter.
15. This offer is also contingent on your signing and accepting the Employee Agreement and Personal Data Consent documents.
16. In case the above terms and conditions expressly mentioned are acceptable to you, please return the duplicate copy of this letter, duly signed in token of having understood and accepted the same. This letter will not be valid if your acceptance is not received by us within ten days of the receipt of this letter.
17. **Acceptance of our Offer:** Please confirm your acceptance of our offer by signing and returning the duplicate copy of this letter within five (5) working days from date of receiving this letter, otherwise this offer shall be deemed withdrawn, unless it has been extended in writing by an authorized executive of the Company.

UnoCareer congratulates you on being selected in our campus placement drive and wishes you a very successful career!

For UnoCareer Services Private Limited



Rao Raparla
(Co-Founder)



PRIVATE & CONFIDENTIAL

Date:15-3-2021

V.K.R, V.N.B & A.G.K College of Engineering,
Gudivada, Andhra Pradesh

Letter of Appointment

Dear MOVVA PRIYANKA

We are pleased to confirm that you have been selected as a **Software Development Engineer** during the selection process held at V.K.R, V.N.B & A.G.K College of Engineering, Gudivada.

As mentioned during the placement event, we are working with several companies as their Recruitment consultants and are entrusted with the responsibility of hiring talent to fill key roles in their organizations. Your profile and your performance during the selection process has been shared with a few of our partners to find the best fit match. — **Your employment is confirmed** and we will inform the organization you'll be placed in very shortly.

Salary: Your compensation is targeted at a "Total Earning Opportunity" of **INR 2,40,000/- (Rupees Two Lakhs and forty thousand Only) per annum.**

We would like to share with you some Company standard practices and policies, to familiarize with the organization:

1. **Probation:** You will initially be on probation for a period of three (3) months from the actual date of your joining. Your Employment status will be deemed confirmed in the regular service of the Company unless stated otherwise after the probation period. During the probation period, your services are liable to be dispensed with at any time by the Company giving you written notice of Thirty (30) Days and after the completion of your probation period it will be a notice of sixty (60) days, or by payment of base salary in lieu of notice. However, in the event of gross misconduct or commission of a serious breach by you, the Company is entitled to terminate your employment with immediate effect with or without prior notice.
2. **Taxation:** The Company shall withhold the appropriate amount of Indian income taxes from the salary paid to you. You shall be responsible for filing your personal returns and comply with other requirements under the India tax laws.
3. **Location and Transfer:** While your primary location is based out of Hyderabad, the Company may, in its business interests, transfer you to any of its other offices in India on such terms and conditions as are applicable at the date of transfer. You are also liable to be deputized to any work or assigned the work of any Associate/Sister Concerns, Subsidiaries or any other Firms with whom the company may make such arrangement or agreement
4. **Termination:** We hope your association with the company will be a very long one. However, if you or the Company decides otherwise, the appointment may be terminated, as per the notice period days or on payment of base salary in lieu of notice. The Company reserves the right to terminate your employment

summarily without notice or payment in lieu of notice if it has reasonable grounds to believe that you are

Guilty of misconduct or negligence, or have committed any breach of the terms and conditions of this offer.

Termination of your employment under this sub-paragraph shall be without prejudice to:

The Company's right to claim the actual damages it has suffered through this breach; and any other relief to which the Company may be entitled under contract, law or equity. Misconduct will include without limitation: Absence from service without prior notice in writing or without sufficient cause for seven days or more; Going on or abetting a strike in contravention of any law; or causing damage to the property of the Company.

5. **Whole time service/employment:** You, being in whole time service/employment of the Company, shall not engage or associate yourself directly/indirectly or in any other manner, whatsoever, in any other post or work part time or pursue any course of study without the prior permission of the Company. You shall devote your whole time, attention and skill to the best of your ability for the business of the Company and shall not undertake any work other than what has been assigned to you. You shall not directly or indirectly be connected with, concerned, employed or engaged in any other business or activities whatsoever, without the prior permission of the Company and shall not accept any emoluments, commission or honoraria whatsoever from any one.
6. Your working hours shall be such hours as the Company may from time to time deem appropriate and as may be necessary to achieve the purposes of the Company and shall include the hours from 9.00 a.m. to 6.00 p.m., or other periods specified by the Company from time-to-time, with a lunch break of 30 mins, Monday to Friday in each week. There is no entitlement to overtime payment. You will behave and conduct yourself in an orderly and dignified manner and shall not remain absent from the place of work without the prior permission of your supervisor.
7. Your employment is subject to your being medically and mentally fit at all times.
8. You will not at any time disclose or divulge except under legal obligation, any matter pertaining to the Company's affairs or that of a confidential nature which may come to your notice during the course of employment.
9. The duties and responsibilities entrusted to you have been fully set out by your manager and this may be subject to change from time to time according to the business needs.
10. Your services are liable to be terminated without any notice or salary in lieu thereof for misconduct. Without being exhaustive and without prejudice to the general meaning of the term "misconduct", disloyalty, commission of any act involving moral turpitude, any act of indiscipline, inefficiency or one that lowers performance as compared to other employees of your category would be sufficient justification for the termination of your services.
11. Similarly, if in the opinion of the Company, you are negligent or ineffective in the performance of your duties or are found to be otherwise unreliable or of un-sober habits or immoral conduct or should you willfully disobey orders or be guilty of any misconduct as provided under the law; after giving an opportunity to explain yourself, your services may be terminated without notice or payment in lieu.
12. Please note that you have been appointed on the basis of your education and experience mentioned by you in your Application/Personal Data Form. In case the facts mentioned therein are found at any time to be incorrect, it will result in the termination of your employment, without any notice or salary in lieu thereof.



UnoCareer Services Pvt. Ltd

Plot No. 33, Silicon Valley Drive,
Image Gardens Road, Madhapur
Hyderabad 500081, Telangana
040 49531514
www.unocareer.com

13. You shall inform in writing to the Company any change of address within a week from the change of the same; failing which any communication sent to you at your last recorded address shall be deemed to have been served on you.
14. In case of any dispute of any kind arising out of your employment or breach of contract, local Courts at the place of your last posting alone will have the jurisdiction in the matter.
15. This offer is also contingent on your signing and accepting the Employee Agreement and Personal Data Consent documents.
16. In case the above terms and conditions expressly mentioned are acceptable to you, please return the duplicate copy of this letter, duly signed in token of having understood and accepted the same. This letter will not be valid if your acceptance is not received by us within ten days of the receipt of this letter.
17. **Acceptance of our Offer:** Please confirm your acceptance of our offer by signing and returning the duplicate copy of this letter within five (5) working days from date of receiving this letter, otherwise this offer shall be deemed withdrawn, unless it has been extended in writing by an authorized executive of the Company.

UnoCareer congratulates you on being selected in our campus placement drive and wishes you a very successful career!

For UnoCareer Services Private Limited

A handwritten signature in black ink, appearing to read 'Rao Raparla'.

Rao Raparla
(Co-Founder)

A handwritten signature in black ink, appearing to read 'M. Prityaulka'.

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APPOINTMENT LETTER

October 2, 2021

Dear chukka Anupama,

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

1. Appointment Details:

- a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.
- b. You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.
- c. The retirement age is 58 years.
- d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company, in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.
- e. We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.
- f. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.
- g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining.

2. Compensation:

You will be eligible for:

- a. Compensation and benefits in accordance with Annexure III - Salary Offer Sheet.
- b. Variable Pay - The details of this component are listed in Annexure V. The Variable Pay program may be changed or modified in part or full thereof from time to time, at the sole discretion of the Company.
- c. Other compensation and benefits in accordance with Company policy as modified and intimated to you from time to time.
- d. Your salary will be reviewed periodically as per Company policy.
- e. Changes in your compensation are at the Company's discretion and will be subject to and on the basis of your effective performance and the performance results of the Company during your period of employment and other relevant criteria.

3. Other Benefits:

You will also be eligible for:

- a. Leave, holidays and working hours as applicable to your stream and location of posting.
- b. Perquisites, if any, as applicable to your band and stream and / or based on functional requirements as determined by the Company
- c. Participation in the Company's Provident Fund Scheme (PF) as per the policies applicable to your band and stream.
- d. Leave Travel Assistance (LTA) as per the Company's policy.
- e. Wipro Medical Assistance Scheme (MAS) provided you are not covered under the purview of the ESI Act.
- f. Employee Benefits Program sponsored and administered by the Company for management employees, comprising of pension plan or gratuity plan, survivor benefit plan and industrial injury benefits.
- g. Please refer to the detailed policies in the Company's intranet portal i.e. mywipro.wipro.com

4. Responsibilities:

- a. In view of your position and office, you would be expected to perform all responsibilities effectively, diligently and to the best of your ability and ensure results. There may be times when you will be expected to work extra hours to achieve the above when the job so requires. At all times, you are required not to engage in activities that have or will have an adverse impact on the reputation / image and business of the Company, whether directly or indirectly.
- b. You may be required to undertake travel for business purposes for which you will be eligible for reimbursement of travel expenses as per the Company policy applicable to you.
- c. We are committed to ensure 'Integrity' in all aspects of the Company's functioning. You are expected to comply with all the applicable policies of the Company including the Code of Business Conduct and Ethics ('Policies') as they form an integral part of the terms of your employment with Wipro. Consequently, you are required to understand the scope and intent behind these policies and to comply with the same. These Policies are updated / modified on a periodic basis and new policies may be introduced and notified to employees from time to time and you will be required to comply with the same.
- d. Consistent with (c) above, any matter or situation or incident that may arise that could potentially result, or has resulted, in any violation of the Policies or the terms of your employment, shall immediately be brought to the notice of your Business Unit Head and appropriate disciplinary action will be initiated.

5. Conflict of Interest:

- a. You are required to engage yourself exclusively in the work assigned by Wipro and you shall not take up any independent or individual assignments (whether part time or full time, in an advisory capacity or otherwise) directly or indirectly without the express written consent of your Business Unit Head.
- b. You shall ensure that you shall not, directly or indirectly, engage in any activity or have any interest in, or perform any services for any person who is involved in activities, which are or shall be in conflict with the interests of Wipro.
- c. The Conflict of Interest Policy also refers to the need on your part, during your employment and for a period of one year from the cessation of your employment with the Company (irrespective of the circumstances of, or the reasons for, the cessation) not to solicit, induce or encourage:
 - i. Any employee of the Company to terminate their employment with the Company or to accept employment with any competitor, supplier or any customer with whom you have a connection pursuant to your employment with the Company.
 - ii. Any customer or vendor of the Company to move his existing business with the Company to a third party or to terminate his business relationship with the Company.
 - iii. Any existing employee to become associated with, or perform services of any type for any third party.
- d. In case of any conflict or doubt, please discuss the matter with your Business Unit Head, to understand the Company's position on this and resolve the conflict.

6. Confidentiality:

- a. In consideration of the opportunities, training and access to new techniques and know-how that will be made available to you, you will be required to comply with the Confidentiality Policy of the Company. Therefore, please maintain all Confidential Information as defined from time to time in the Confidentiality Policy of the Company, as secret and confidential and do not use or disclose any such Confidential Information except as

may be required under obligation of law or as may be required by the Company and in the course of your employment. This covenant shall endure during your employment and beyond the cessation of your employment with the Company (irrespective of the circumstances of, or the reasons for, the cessation).

- b. In your work for Wipro, you will be expected not to use or disclose any confidential information, including trade secrets, of any former employer or other person with whom you have an obligation of confidentiality and by signing below you affirm that you have no conflicting obligations or non-compete agreements that would prevent you from working without limitation for the Company.

7. Assignment of Intellectual Property

In connection with your employment and during the term of your employment, upon conception or creation, you shall disclose and assign to Wipro as its exclusive property, all inventions, ideas, concepts, discoveries, techniques, and improvements (including, without limitation, legal documents, training materials, computer software and associated materials) developed or conceived by you solely or jointly with others (whether or not during business hours), and shall comply with the Policies of Wipro in relation to Intellectual Property.

8. Non-Compete

In the course of your employment with the Company you will be providing services to customers or clients of the Company during which process you will be handling sensitive information including but not limited to key customers of the Company, competitor information, customer sensitive information ('Confidential Information'). You acknowledge and recognize that Confidential Information available to you, if leaked, would cause irreparable harm to the Company and its protection is of utmost importance to the Company. You confirm that for a period of six (6) months after separation of your employment from the Company (irrespective of the circumstances of or the reason for the separation), you will not accept any offer of employment from a customer or client with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of separation.

9. General:

This offer of appointment is subject to the precondition that you have not provided us with any false declaration and/or documentation or willfully suppressed any material information. If at any point of time, it is brought to our notice that you have submitted fabricated documentation or made false representation or willfully suppressed material information, you shall be liable to be removed from service with immediate effect and the Company reserves its right to initiate appropriate action as per applicable policy and /or enforce remedies available to us under law.

Please note that you are required to inform us if there are any agreements, oral or written, which you have entered into and which may relate to or affect your commitments under this employment contract.

- a. You acknowledge that you have understood the terms of this employment contract and that you are aware that the specific performance of the terms of this employment contract may be enforced legally, if required. In this connection, if any of the provisions of this letter of appointment are declared or found to be void or unenforceable due to any reason whatsoever, the remaining provisions of this letter shall continue in full force and effect.
- b. These employment terms supersede and replace any existing agreement or understanding, if any, between the Company and you on the same subject matter.
- c. You warrant that you are not prevented by any court or by any other administrative or judicial authority or order from providing the services required under this employment contract. In the event that you are not a citizen of the country of posting, you should have a valid work permit to work in the country of posting.
- d. Your appointment shall be treated as withdrawn in case:
- You have not scored minimum aggregate marks of 60% in your 10th Standard or equivalent education.
 - You have not scored minimum aggregate marks of 60% in your 12th Standard or equivalent education.
 - For Graduates: You have not scored minimum aggregate marks of 60% in your graduation.
 - For Post Graduates: You have not scored minimum aggregate marks of 60% in your graduation and 60% in post-graduation.
 - 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 chukka Anupama, 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: chukka Anupama

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

I hereby confirm that I shall submit the required academic certificates including but not limited to mark sheet and Provisional or Convocation Degree Certificate within 3 months from my date of joining. I understand that my employment is subject to my aggregate meeting the Company's eligibility criteria and submission of the above mentioned documents.

I hereby declare that all the particulars mentioned above are true to the best of my knowledge. In the event of my failure to submit the above mentioned documents or in case of any discrepancy, I shall be liable for immediate termination of my employment with the Company.

ANNEXURE – V

Variable Pay - A BRIEF OVERVIEW

Variable Pay Policy Summary & Computation:

Variable Pay is a variable component in your salary stack which would be paid out on a quarterly basis. It would be linked to the following parameters:

For employees joining in billable roles, variable pay will be linked to Individual billability, i.e. the number of days employee is billed in a quarter. This factor is applicable only for employees joining in billable roles in Bands Team Rainbow, A1, A2, A3, B1, B2 and B3 and who have variable pay as part of their salary stack.

For employees joining in above Bands in Support roles and central functions, and who have variable pay as part of their salary stack, variable pay will be linked to company's financial parameters. Financial metrics is linked based on specific role for each employee in each quarter, as per the respective financial year policy.

The Variable Pay program may be changed / altered or modified in part or full thereof from time to time, at the sole discretion of the management. It is mandatory for you to complete the quarter for which the Variable Pay applies i.e. you should be on the rolls of the Company on the last working day of the quarter to be eligible for payout under the program.

The detailed policy will be made available on myWipro->myPolicies->Common Policies Across Countries->my Financials->Variable Pay Policy FY 2021-22.

SOME ADDITIONAL INFORMATION ON THE SALARY OFFER

Basic, Additional Allowance and Bonus

This are fixed monthly components of your salary and are taxable. They do not vary every month, and are fixed for a particular period.

House Rental Allowance:

HRA is given to the extent of 50% of your Basic. HRA exemption is applicable as per IT rules on submission of rent receipts.

Wipro Benefit Plan (WBP):

Wipro Benefits Plan (WBP) is basket of various allowances/ expenses considered for Income Tax exemption. Under WBP, you will be granted Leave Travel Allowance and Education Allowance. Benefits regarding the use of Telephone/Mobile phone, Non-transferable Meal card can also be availed under the Plan. The actual expenses incurred towards these components are eligible for exemption as per the prescribed Income Tax rules applicable. Thus, you will be subjected to tax for the portion of the allowances that is not exempt. The Income Tax exemption for benefits availed are subject to submission of proofs or other conditions as may be prescribed in this policy. Wipro will grant a Group Allowance, which will be computed after reducing the aggregate cost of allowances/benefits availed under WBP and related recovery of Perquisite Tax and associated charges. Following are your WBP Entitlements:

1. Leave Travel Allowance:

New employees are eligible for LTA provided leave is taken as per the rules of Wipro. For details on Income Tax exemption please refer to [myWipro](#) on joining. The maximum LTA that can be considered for IT exemption is Rs 50,000.

2. Telephone/Mobile Phone Allowances:

The amounts paid by you towards telephone rentals (both landline and mobile) rentals are also towards broadband/ modem hub/ routers/ GPRS etc. for internet usage plans are eligible for IT exception up to Rs. 19,800 per annum under WBP as per prescribed limit in the policy. No expenses in respect of rentals or other

charges for pre-paid connections will be eligible under this head.

3. Non-transferable Meal card:

An amount of Rs. 1100 / 2,750 per month towards purchase of Non-Transferable Meal card is eligible for IT exemption under WBP.

4. Education Allowance:

An amount of Rs.100 (additional 300 in case of child in hostel) per child per month up to a maximum of 2 children is eligible for IT exemption under WBP.

5. New Pension System:

You can contribute between 5% up to 10% of your Basic towards NPS and declare it under WBP. This will be over and above Sec 80C investments.

Retirement Benefits:

It consists of:

- a. **Provident fund-** Where basic is higher than INR 15,000- 12% of your Basic towards Provident Fund. In cases where basic is lower than INR 15,000- Minimum of 12% of (Basic + WBP + Additional (Where applicable) or INR 1800 pm
- b. Notional sum indicating contribution of 5.31 % of your basic towards provision for gratuity.

Employees will be eligible for payment of gratuity as per the Wipro policy on the same.

Travel, Accommodation, Food & Other Miscellaneous Expenses

Travel

- a. You would be entitled for Rs. 1500 from the date of appointment as a lump sum amount that will be credited with your first month salary. You may utilize this amount towards Travel and you would not need to submit bills towards usage of this amount.
- b. There is no provision for reimbursement/allowance towards any expenses incurred in lieu of attending training or classes at different locations in the same city.

Accommodation, Food & other Miscellaneous Expenses

- a. You would be entitled for Rs.1000 per day for 8 days (total amount of Rs.8,000) from the date of joining. You may utilize this amount towards accommodation, food & other miscellaneous expenses. This would be paid as a lump sum amount that will be credited with your first month salary and you would not need to submit bills towards usage of this amount.
- b. If your posting location (the location where you would be based out of after training) is different from the training location (location where you undergo initial training), you would be entitled for the following:
 - i. Settlement and Miscellaneous Expenses: Rs.1200 per day for 7 days (total amount of Rs. 8,400) from the date of reporting to the posting location. You may utilize this amount towards boarding, lodging, conveyance & other miscellaneous expenses.
- c. Any location change after reporting to posting location will be treated as relocation/transfer and will be covered under the Transfer policy for Team Rainbow. For details you can refer the policy at myWipro-> My Policies -> India->My Travel>Transfer Policy-Team Rainbow.
- d. Campus joiners would not be eligible for accommodation at the Wipro guest houses.

Please note in the event that the employee leaves the organization within 6 months from the date of joining, all payments processed under Joining & Relocation Entitlements shall be recovered from the employee at the time of exit.

SUMMARY SOCIAL SECURITY & OTHER BENEFITS*

Medical

1. **Medical Assistance Program (MAS)**:** This is a medical scheme covering you, your spouse and your children to the extent of Rs.15000 per annum. **This scheme is not applicable for employees covered under the Employee State Insurance Act (ESI).** This limit will be prorated based on your joining and exiting months in a financial year. The amount mentioned as Medical allowance in your salary stack is a notional figure and it indicates average outflow per month and per employee towards MAS. Medical is a reimbursable amount, i.e., it will be paid at actuals on making a claim.
2. **Mediclaim:** You are eligible for a floater coverage of Rs 2,00,000 per annum for family (self, spouse & children) towards hospitalization. There will be a deduction from your monthly payroll depending on your marital/family status towards the base sum insured premium, 10% of the claim amount has to be borne by you.

If you wish to enhance the coverage, Top up cover options are also available for a highly negotiated premium. More details on the policy are available on My Policies Section in myWipro which is accessible on joining.

Base Medical insurance is to be availed by the employee as default. It is accounted for in deductions as a nominal monthly charge. Top-Up cover is voluntary and charged as applicable during renewal timelines.

3. **Annual Health check:** Company paid Annual health check-up program is available for employees above 40 years of age.

Gratuity Benefit**: Up to Rs. 20,00,000

This provides you a lump sum benefit up to a maximum of INR 20 LPA to be calculated and payable as per applicable laws

Survivor Benefit Pension Program**:

The Survivor Benefit Plan's objective is to provide a monthly income to the surviving spouse and children of an employee, in the unfortunate event of death while in service. The pension payable is based on last drawn basic salary at the time of death, number of years till retirement, number and age of surviving members.

E.g. If an employee is in Grade B3 with basic of Rs. 15,000 per month and the remaining period before retirement at time of his death is 20 years and he has a surviving spouse and two eligible children, the supplementary Pension payable per month would be as follows: Basic * No of years to Retirement * Grade Factor * % based on number and age of surviving members.

i.e. $15,000 \times 20 \times 2.7\% \times 80\% = \text{Rs. } 6,480$ 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 chukka Anupama 2/10/2021 9:54 AM

(checking the checkbox above is equivalent to a handwritten signature)

Registered Office:

Wipro Limited

Doddakannelli

Sarjapur Road

Bengaluru 560 035

India

T :+91 (80) 2844 0011

F :+91 (80) 2844 0054

E :info@wipro.com

W :wipro.com

C :L32102KA1945PLC020800

20930810

C. Anupama
2/10/2021

**Students
Progression to
Higher
Education
A.Y : 2020 - 21**



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 : 2020 - 21

S.NO	Name of Student Enrolled into Higher Education	Program Graduated From	Name of Institution Joined	Name of Program Admitted To
1	KRANTHI DIMMITI	B.Tech (CSE)	MIT MELBORNE	MASTER DEGREE IN NETWORKING AND CYBERSECURITY
2	PURAMA MOUNIKA	B.Tech (EEE)	V.K.R,V.N.B & A.G.K COLLEGE OF ENGINEERING	M.B.A (H.R)
3	BOPPINEEDI SOWJANYA	B.Tech (ECE)	V.K.R,V.N.B & A.G.K COLLEGE OF ENGINEERING	M.Tech (VLSI)
4	KOMMA TEJASWI	B.Tech (CSE)	V.K.R,V.N.B & A.G.K COLLEGE OF ENGINEERING	M.Tech (CSE)
5	RAVI GOPI VARMA YARRA	B.Tech(ECE)	CONVENTRY UNIVERSITY	MSC Data Science



MELBOURNE
INSTITUTE OF TECHNOLOGY

5 November 2021
MIT192696

Mr Kranthi Sai Dimmiti
1/ 2023 Dandenong Road
Clayton VIC 3168

Date of Birth: 3 August 1997

Dear Kranthi Sai Dimmiti,

Congratulations on the completion of your studies within the Master of Networking (CN04) with Melbourne Institute of Technology.

This letter is to confirm you have successfully completed and passed all the requirements for this course, as detailed below:

Course information:

The full course code and name is CN04 Master of Networking.
The official CRICOS duration of this course is 4 academic trimesters.
The CRICOS code for this course is 062229K
The study load was full-time.
The commencement date of study was: 16 March 2020.
The completion date of study was: 5 November 2021.
The language of instruction for this course was English.
The course was delivered via Face to Face mode. (Please note: This statement relates to enrolments in all years except 2020 and 2021, when units of study transitioned to online delivery in response to the COVID-19 pandemic.)
The study was undertaken at MIT Melbourne campus.
The units of study completed are detailed in the Academic Transcript.

Please note:

Students are required to apply for graduation by the closing date in order to receive the testamur. For information and instruction on how to apply, please visit <https://www.mit.edu.au/students/graduation>.

If you require any further information, please do not hesitate to contact me via telephone (03) 8600 6700.

Yours sincerely,

Professor Johnson Agbinya
Head, School of Information Technology & Engineering



Melbourne Institute of Technology Pty Ltd
ABN 20 072 324 755
CRICOS Provider No: 01545C, 03245K (NSWI),
TEOSA Provider Identification Number: 12138
website www.mit.edu.au
email enquiries@mit.edu.au

MELBOURNE
288 La Trobe Street, Melbourne 3000 Australia
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fax +61 3 9010 0999

SYDNEY
154 - 158 Sussex Street, Sydney 2000 Australia
telephone +61 2 8267 1400
fax +61 3 9010 1004



Kranthi Sai Dimmiti

Student ID: MIT192696

Date: 17 Nov, 2021

CN04 Master of Networking

Year	Trimester	Unit Code	Unit Name	Credit Points	Grade	Marks
2021	Tri 2	MN692	Capstone Project	20	D	76
	Tri 2	MN624	Digital Forensics	20	C	69
	Tri 2	MN621	Advanced Network Design	20	D	76
	Tri 1	MN691	Research Methods and Project Design	20	D	77
	Tri 1	MN623	Cyber Security and Analytics	20	C	66
	Tri 1	MN601	Network Project Management	20	D	77
2020	Tri 2	MN622	Software Defined Networking	20	D	70
	Tri 2	MN612	Enterprise Architecture	20	C	60
	Tri 2	MN603	Wireless Networks and Security	20	C	64
	Tri 1	MN503	Overview of Internetworking	20	D	76
	Tri 1	MN502	Overview of Network Security	20	P	58
	Tri 1	MN501	Network Management in Organisations	20	C	63
	Tri 1	AIM100	Academic Integrity Module	0	S	--

Course Grade Point Average : 5.56

End of Transcript

Professor Johnson Agbinya
Head, School of IT and Engineering





JAWAHARLAL NEHRU TECHNOLOGICAL UNIVERSITY KAKINADA
KAKINADA - 533 003 , ANDHRA PRADESH, INDIA

GRADE CARD



P. Mounika

Memo. No. : N 2571033

Serial No. : 22209170404172

Examination : MBA IV Semester (R19) Reg.

Branch : --

Name : PURAMA MOUNIKA

Aadhar No. :

Hall Ticket No. : 20NH1E0036

Month & Year of Exams : JULY 2022

Institution :
VKR & VNB ENGINEERING
COLLEGE

S.No.	COURSE CODE	COURSE TITLE	Grade Secured	Grade Points, GI	Status	Credits Obtained, CI	
1	MB1941	SUPPLY CHAIN MANAGEMENT AND ANALYTICS	AB	0	F	0	
2	MB1942	INNOVATION AND ENTREPRENEURSHIP	AB	0	F	0	
3	MB1943	COMPREHENSIVE VIVA - VOICE	AB	0	F	0	
4	MB194A1	LABOR WELFARE AND EMPLOYMENT LAWS -HR(E14)	AB	0	F	0	
5	MB194A2	INTERNATIONAL HRM-HR (E14)	AB	0	F	0	
6	MB194A3	EMPLOYEE RELATIONS AND ENGAGEMENT -HR (E14)	AB	0	F	0	
7	MB194A4	HUMAN RESOURCES DEVELOPMENT -HR (E14)	AB	0	F	0	
Courses Registered : 7			Appeared : 0	Passed : 0	Total : ---	---	0

* Medium of Instructions and Examinations in English

Semester Grade Point Average (SGPA) :



^ CP -- COMPLETED

^ NCP -- NOT-COMPLETED

Date of Issue : 05-Nov-2022

Verified by

Robert A. Lalley
CONTROLLER OF EXAMINATIONS

MP : Mal Practice

WH : With Held

P : Pass

F : Fail

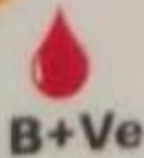
AB : Absent

Note : Any discrepancy must be represented within 15 days from the date mentioned above.

403978



V.K.R., V.N.B & A.G.K
College of Engineering
Gudivada - 521301



B.V.V.N.S Sri Sowjanya

20NH1D5701

COURSE : M.TECH

BRANCH : VLSI

BATCH : 2020-22

D/o Satyanarayana Rao, # 10-248A,
Teachers Colony, Gudivada-521301



6300610215

Principal

www.vkrvnbcoc.org



Gopi CHOWDARY YERRA-16 NITIA 0489 CCE - B
2016 - 2020.

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Coventry University
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Coventry CV1 5FB
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www.coventry.ac.uk/international

Postgraduate Masters Taught International Conditional Offer

Mr. Ravi Gopi Varma Yarra
1-187, Polavaram
Andhra Pradesh
Andhra Pradesh
521214
India

Student ID:12009556

Date: 08 November 2021

Dear Mr. Yarra,

Application Decision

Coventry University, Coventry University London, CU Coventry, CU London and CU Scarborough come together to form part of the Coventry University Group (the "University") with all degrees awarded by Coventry University.

With reference to your application to study at the University, we are delighted to offer you a place on the following course which is conditional on the 'offer conditions' detailed below being met:-

Course Title	MSc Data Science (RQF Level 7)
Location	Coventry University
Award on Successful Completion	MSc
Stage of Entry	Stage 1
Academic Course Start Date	10 January 2022
Usual Course Duration	1 Year
Total Anticipated Tuition Fees per Academic Stage/Year of the Course	£17900 as advertised for the 2021/2022 Academic Year [use your student ID as a payment reference]
1 st Tuition Fee Payment for the first Academic Stage (the Deposit to secure your place)	£4000.00 to be received by the University as part of your offer conditions. On meeting your other offer conditions and by paying this Deposit, you formally accept your offer of a place with the University.
2 nd Tuition Fee Payment for the first Academic Stage/Year to be received by the University before your arrival for enrolment (payable once your Visa has been issued to you)	Additional £4000.00 to be received by the University before enrolment begins on 10 January 2022
Remaining Tuition payment for the Academic Stage/Year	£9900 to be received by the University by 15 th May 2022
Scholarship/Tuition Award (subject to eligibility)	These are awarded based on specific requirements and are subject to eligibility. Please note final confirmation of any awards/scholarships will be confirmed on your CAS statement. *If awarded, this is only valid for your first year of study at the University*
Estimated Living Expenses (based on UKVI Guidance)[UKVI Student Route Policy Guidance]	Estimated at £1023.00 per month

We regularly review our course content, to make it relevant and current for the benefit of our students. Please check the current online course pages to read about the course on which you are being offered a Conditional place.

Offer Conditions